

# PeopleSoft Country Extension for Australia



## PEOPLESOFT COUNTRY EXTENSION FOR AUSTRALIA

### KEY FEATURES

- State-of-the-art, internet-based payroll solution
- Global architecture.
- Robust and intuitive actionable role-based analytics
- Seamless integration with PeopleSoft Time and Labor, Absence Management and Financials
- Configurable approval workflows with delegation capability
- Flexible and robust rules engine, flexible earnings and deductions
- Segmentation and Proration
- Retroactive Processing
- Statutory Requirements
- Mobile capabilities
- Simple and intuitive user interface

### KEY BENEFITS

- Multi-country and multi-currency payments
- Increased accuracy and timeliness
- Stronger financial controls
- Superior insight via embedded payroll analytics
- Integrated solution for all your payroll needs – end-to-end payroll processing
- Lower Total Cost of Ownership

Managing your workforce globally often requires region or country specific features and functions in Human Resources and Payroll. Oracle's PeopleSoft Enterprise Human Resources and Global Payroll applications help make this possible. Being compliant with HR regulations is essential. Making timely payments to your workforce while lowering your total cost of ownership is a business goal your organization can achieve. With PeopleSoft Enterprise country extensions, you have complete control over all aspects of your local HR and payroll operations, including statutory payroll and reporting requirements.

The foundation of Oracle's PeopleSoft Enterprise country extension products is Oracle's PeopleSoft Enterprise Human Resources application and Oracle's PeopleSoft Enterprise Global Payroll, a state-of-the-art, internet-based payroll solution that is built on a truly global architecture. The benefits of this architecture include streamlined application maintenance (because there is one core product and a single rules-based payroll engine) and easy deployment and management across borders (because the information is in one place).

## Country Extension Strategy

The Global Payroll core application provides the flexibility to create country extensions that are isolated from the core engine.

## Country Extension Content

Each country extension consists of statutory and customary rules, such as payroll and absence rules, including earnings, deductions, absence entitlements, and absence takes.

## Human Resources

In order to best support our customers, we often create country-specific features within our Human Resources product. These features work in collaboration with our Global Payroll and Global Payroll country extension products to form a cohesive and robust payroll solution that enables local compliance.

## Global Architecture

Global Payroll is a comprehensive, flexible payroll solution. You can run payroll in a central location for multiple countries using a single database. You can enter and access payroll and absence data from any location around the world. You can use Global Payroll for a single country, or have separate databases for some or all countries in a multinational environment.

Regardless of your implementation architecture, Global Payroll is a truly global product, not a multi-local product with a single code line for all countries.

## Rules-Based Product

Global Payroll is a rules-based product. All payroll processes, calculations, and results are determined by a set of rules that you can easily build. You can reuse the rules throughout the application to save time and space.

All rules are external to the delivered code line. The core engine contains no payroll rules, no preset sequence, and no tax algorithms. Instead, the rules are stored in the system, so no program modifications are required to tailor the solution to your requirements. You build a payroll solution unique to your needs by entering data into various online pages. In addition, Global Payroll provides sample rules that are meaningful and useful for customers seeking to utilize best practices for common payroll requirements when using Global Payroll Core for configuring their own country extensions.

User-defined elements are the base component of any rule. Because you can assemble elements in countless ways, Global Payroll is flexible enough to accommodate almost all payroll and absence rules. To define and execute payroll and absence calculations, you can use a flexible high-level language. There is no programming required. Payroll rule elements have attributes that you can use to calculate, accumulate, group, sequence, and aggregate pay items. Earnings and deductions, the heart of any payroll solution, are defined in PeopleSoft Enterprise Global Payroll as calculation rules.

We provide Global Payroll country extension products to alleviate the extensive development and maintenance time and expense that would be required to configure our core Global Payroll product for a specific country's payroll needs. This dramatically speeds implementation and still provides you with the ability to customize and configure your payroll application to meet your unique needs.

## Flexible Earnings and Deductions

Your organization's unique payroll management requirements demand the ability to configure a payroll solution without losing the benefits of a standard, supported package.

Our Global Payroll country extension products provide a unique, data-driven approach that enables you to define and manage your diverse payroll requirements that reflect your business policies. Earnings and deductions are defined as calculation rules with flexibility for total control over both their content and processing.

## Payroll Reports

Each Global Payroll country extension product provides a comprehensive set of standard reports. Oracle also offers a broad range of flexible reporting tools to create and customize your own reports.

## Self Service

Complement Global Payroll with PeopleSoft ePay. Employees can view their payslips online and can easily manage their net pay distribution to their own bank accounts.

PeopleSoft Absence Management provides the always-connected manager and employee an effective method for requesting Absence and staying on top of approval requests.



Simple, intuitive user experience on any device

## Other Global Payroll Features

Global Our core Global Payroll product also has the following features available to all country extensions.

- **Processing Calculations.** To accommodate all your payroll processing calculations, Global Payroll enables you to create customized, flexible formulas using mathematical and logical elements in a simple and intuitive interface. You can define sophisticated rules and mathematical formulas simply by entering the appropriate attributes into online tables. Using a formula element gives further flexibility to define complex organizational needs.

- **Accumulators.** Global Payroll makes it easy to track accumulated amounts or balances over time.
- **Segmentation and Proration.** With Global Payroll, you can choose the events (such as leave of absence, transfer, salary change, or job change) that should trigger segmentation of pay components during a pay period.
- **On Demand Processing.** Global Payroll allows you to process a payment for any payee at any time using On Demand payment processing.
- **Retroactive Processing.** Global Payroll enables you to choose the events that trigger the flexible, user-defined retroactive process.
- **Absence Processing.** Global Payroll delivers a robust set of integrated absence management tools to give you complete control over absence management for your organization.
- **Payroll Processing Framework.** Global Payroll offers a flexible method for organizing your payroll elements into payroll runs.

You can define all elements of the payroll process, including pay groups, eligibility groups, and calendars, run types, pay periods, and process lists.

- **Calculation Monitoring.** The Global Payroll and Absence Monitor allows you to define your own alerts to monitor significant variations in Gross and Net payment calculations, as well as in Absences, and to compare with previous or against historical calculations.

The Monitor provides embedded analytics and ability to drill down to Departments and to the Employee's results to identify any issue in payroll or absence calculation.

- **Multilingual Functionality.** Global Payroll offers a robust set of Multilanguage features that enable you to work in your preferred language.
- **Multicurrency Functionality.** Global Payroll smoothly handles multiple currencies for even the most complex calculations. You can state, calculate, and distribute an employee's pay in multiple currencies.
- **Complete, Integrated Solution.** Global Payroll integrates with other PeopleSoft Enterprise solutions such as Human Resources, Time and Labor, and Financials.
- **Data Archive/Purge Templates.** We deliver templates with documentation for archiving Global Payroll data, under specific conditions, to help you implement an archiving strategy to address the large amount of data that ERP applications create as well as to comply with regulatory requirements.
- **Move Data and Rules Quickly.** Use the Create Rule Package utility to package elements that you want to move between databases.

## Key Human Resources Features for Australia

Our Human Resources product has country-specific features to assist our Australia customers with their Human Resources and payroll-related needs.

The key Human Resources features for Australia include:

- Recruit Workforce.
- Meet Regulatory Requirements.
- Manage Positions.
- Administer Salary Packaging.
- Administer Workforce.
- Timesheets.
- Occupational Health and Safety.
- Office of Government Online (Australian Public Sector).
- Department of Education, Training and Youth Affairs Reporting.
- Salary Packaging ensures accurate payroll processing and facilitates package expenditure monitoring. Integration of Salary Packaging with your Human Resources and Global Payroll systems enables you to enter actual expenditures against a budgeted salary package. You can identify the different forms of remuneration and define the components you use in your salary packages. Calendars can be configured to process your salary-packaged employees. You can set up components, additional components, package rules, and package templates as well as define the components that employees can include in their remuneration packages, as well as the tax liabilities on those components. Modeling enables you to explore different package scenarios by combining any number or type of components to find satisfactory solutions and alternatives for employee salary packages. After you confirm the employee's selected package and run the package enrollment process, the system enrolls the rate codes onto the Compensation page of the employee's job record establishing the employee's entitlements for processing through payroll.

## Key Payroll Features for Australia

We have developed pre-built rules, processes and application pages to meet the unique needs of our customers managing their Australia payrolls.

The key Global Payroll for Australia features include:

- With earnings we supply you can calculate regular pay, overtime and shift earnings, calculate minimum and maximum hourly rates and earnings limits, calculate earnings based on other earnings, have earnings reduce from regular earnings, calculate rolling average earnings and create earnings deduction paybacks, select hours for holiday earnings, and schedule earnings using generation control.

The system also caters to the need for retro processing so you can apply a different tax rate to retro pay for periods more than 12 months earlier than the payment date of the retro pay.

- Delivered functionality that is generic and enables you to create the deductions you require. This enables you to use the delivered functionality combined with the core functionality to control the deduction process in the Global Payroll application. You can manage all facets of deductions, from initial deduction setup through to deduction processing through payroll calculation.
- Delivered tax calculation functionality for Payee Tax Information, Tax Calculation Rates, Pay Entity Information, Tax Deduction Calculation, and the TFN Declaration Report.
- Administers payroll tax amounts based on the legislative requirements of the State Revenue Offices. This feature provides a report you can use to calculate your State Payroll Tax liability.
- Meets the requirements for superannuation by providing a number of deductions. The calculation rules associated with each deduction reflect a particular type of superannuation deduction such as tier-based deduction or a percentage deduction based on employee contributions (matching).
- Functionality for Net-to-Gross calculations, or “gross ups”, that is required when you want to pay a payee a specific net amount.
- Banking process brings together payroll data, pay entity source bank data, and payee or recipient bank data. The EFT file creation process extracts data compiled by the banking process according to the type of EFT file that you are creating, merges it with data provided by the Australian country extension, and creates the file for transmission.

This feature satisfies the Australian Taxation Office requirements to submit PAYG tax amounts withheld by employers by EFT.

- Templates are at the center of the payslip solution for Australia. You set up templates to create payslips that display the data that you want in the format that you want.
- Building on the Global Payroll general ledger interface, the Australian country extension enables you to link journal types to GL groupings so you can report by journal type, calculate accrued salary and leave liability, report leave liability and history, calculate state payroll tax liability, and run the GLI or QSP processes.
- Provided numerous Absence Entitlement and Absence Take elements to demonstrate how Global payroll can process typical leave requirements in Australia.

They cover annual leave, long service leave—including Federal Government (OGO), sick leave, and other leaves such as maternity leave, jury service, and workers compensation.

- To manage terminations we provide Australia-specific termination functionality that ensures all your legal obligations are met and give you the flexibility to make changes to suit your business practices.
- General Ledger Interface (GLI) functionality allows you to define chartfield remapping data used during the GL interface process and to post payroll costs to differing levels of chartfields based on GL groupings codes or accounts.

Use the GL Chartfield Remap page to set up GL chartfield parameters that enable you to re-map default chartfields after you run the initial calculate process.

- End of Year processing includes:
  - Setting up earnings and deduction categories to control where earnings and deductions appear on the payment summary.
  - “Collecting” FBT-liable earnings and manually adjusting as required. This includes reporting FBT for employees who terminate in the gap between the end of the FBT and tax years.
  - Generating payment summary data, creating the electronic file, printing payment summaries, and generating exception and reconciliation reports. Active employees can view, download and print payment summaries via the self service based on the eligibility configuration.

**Review Pmnt Summary Data AUS**

Name: Jane Taylor Empl ID: KA0001

Pay Entity: KAAUSBI AUSTRALIAN BUSINESS INSTITUTE Balance Group Nbr: 000

Tax Year: 2013 Status: Created

**Payment Data**

Payment Period: 07/01/2012 To: 08/30/2012  Amended

Tax Withheld	10,130.00		
Reportable FBT Earnings	0.00		
Gross Payments	29,862.65		
CDEP Salary and Wages	0.00		
Other Income	0.00		
Reportable Super Contributions	0.00		
1 Allowances: First Aid Allowance			98.77
2			
3			
4			
		<b>Total Allowance</b>	<b>98.77</b>
Lump Sum Payments: A	4,148.65	B	0.00
		D	0.00
		E	0.00
Union Fees		Union Fees	19.00
Workplace Giving			0.00

Buttons: Save, Return to Search, Previous in List, Next in List, Notify

INB Payment Summary review page and/or Foreign Employment Data for active employees

- o Separating employment termination payment data. If the system detects Life Benefit Payment Employment Termination Payments (ETP) during the Create Payment Summary process, it stores the data separately.

Review/Update ETP Data AUS

Name Jane Taylor Empl ID: KA0001

Pay Entity: KAAUSBI AUSTRALIAN BUSINESS INSTITUTE Balance Group Nbr: 000

Tax Year: 2013 Status: Created

**Payment Data**

Payment Date: 08/15/2012 Payment Type: Excluded ETP

**Eligible Service Period**

Date Started: 03/04/1984  Amended

Days before 1 July 1983: 0

Days after 30 June 1983: 10.407

**ETP Components**

Pre-July 83	0.00
Post-June 83 taxed	7,477.81
Post-June 94 Invalidity	4,522.19
Tax Withheld	2,356.00

Save Return to Search Previous in List Next in List Notify

Review/Update ETP Data review page for terminated employees.

- All of your reporting requirements for the local market like ABS Quarterly Report are satisfied.

When you run the Payroll Register report, you have the option to report earnings and deductions together or just accumulators or both. You can set up payroll report definitions and, at run time, use the report definition's ID to control what is included or excluded.

You can select the report definition that excludes the earnings and deductions elements you specified for the definition, and the report definition that includes the accumulators you specified for the definition.

- Support for Workplace Giving allowing employees to donate money on a regular basis to one or more deductible gift recipients (DGRs) directly through their pay.
- Support for Section 23a Superannuation Guarantee (Administration Act 1992), Section 6a Superannuation Guarantee (Administration Amendment regulation 2003) requiring that employers must report for each employee the amount of contribution, the name of the Superannuation fund to which the contribution is made, and the membership number of the fund.
- Superannuation Data and Payment Standards (Contribution Transitional Arrangements) Amendment 2014 requiring employers to provide superannuation data in the required electronic format using the standard terms i.e., XBRL form.



**PRODUCT NAME**

PeopleSoft Country Extension for Australia

**RELATED PRODUCTS**

PeopleSoft Country Extension for Australia is a fully integrated solution that works seamlessly with other PeopleSoft products. For more information on related applications, refer to product datasheets on the following:

- PeopleSoft ePay
- PeopleSoft Human Resources
- PeopleSoft Compensation and Benefits
- PeopleSoft Time and Labor
- PeopleSoft Absence Management.




Visit [PeopleSoft Information Portal](#) for further updates and announcements on PeopleSoft products.

- Support for manual and separate checks provided by the off-cycle payment feature.
- Generation of PDF payslips that employees can view online (if you purchase ePay).
- Predefined archive object and archive template to aid you in archiving your result data using the Data Archive Manager.
- Payroll rules and elements to calculate taxes on payments that are granted retroactively.
- Superannuation deductions provided. The calculation rules associated with each deduction reflect a particular type of superannuation deduction such as a tier-based deduction or a percentage deduction based on employee contributions (matching). You can also define Payroll Interface File (PIF) data and generate the PIF for delivery to ComSuper.

**CONTACT US**

For more information about PeopleSoft Country Extension for Australia, visit [oracle.com](#) or call +1.800.ORACLE1 to speak to an Oracle representative.

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**Hardware and Software, Engineered to Work Together**

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