

PeopleSoft Country Extension for France



PEOPLESOFT COUNTRY EXTENSION FOR FRANCE

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, 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 France

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

The key Human Resources features for France include:

- French public sector features incorporated into Human Resources application along with delivered definition of business rules, maintenance of employee career history, maintenance of tenure, launching of collective process, maintenance of reclassification, and management of budget headcount. Related reports are also available.

- Manage French Public Sector business process enables public sector employers in France to administer both public sector employees and other global employees in the same database, and integrate with Global Payroll for France.
- Merge process for French public sector data.
- Manage French Profit Sharing offers:
 - Adaptable Agreements. Design enables French organizations to set up profit sharing agreements and workers' participation agreements.
 - User-defined variables and formulas that give you complete flexibility in defining the calculation of your profit share fund and make it easier to maintain your agreements.
 - Processes that run at the end of the reference period to calculate employees' profit share according to the rules defined in the agreement.
 - Definition of all information related to investments such as company stock, FCP, SICAV, bonds, company investment, and company saving account (Plan d'Epargne Enterprise).
 - Ability for employees involved in an agreement to view all information related to the agreement definition and personalize the agreement settings, as required by French legislation.
 - Employee self-service transactions available if you have installed eCompensation.
 - Support for French legal requirements including definition of all mandatory clauses in the agreement.
 - Process Interest and Payment process. This is the final step in the Manage French Profit Sharing business process. PeopleSoft also delivers defined integration points that enable you to integrate the Manage French Profit Sharing business process with other external payroll systems.
 - Workflow integrated to enhance communication between employees and the compensation administrator and to notify the compensation administrator of actions required.
- Tracking and reviewing of pension and contingency fund information for French employers.
- Support Employee Survey (Bilan Social) requirements by offering indicators related to Global Payroll and the French Manage Profit Sharing business process.

Rewriting absence indicators so that they report information out of the absence functionality in Global Payroll or Human Resources, allowing users to choose the source of information and easily modify the computation, and a page that creates a list of paygroups to refine the results of the Compute Employee Survey process.
- Administer Training business process offers options for French companies to track their training costs and comply with regulations.

- Administer Training business process offers French-specific information regarding the 2483 training report. 2483 process computes all 2483 indicators. The calculated indicators can then be transferred to the official paper form.

Key Payroll Features for France

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

The key Global Payroll for France features include:

For payroll processing –

- Delivered rules for IJSS management, URSSAF contributions, Unemployment contributions, Complementary Pension Plan (such as ARRCO, AGIRC, GMP, and so on), and Garnishments.
- Contingency funds functionality integrated with the contingency funds management functionality in Human Resources for France.
- Payslip view you can use to verify results during the payroll cycle or to obtain specific information after the payroll is finalized.
- Process for managing employee terminations. The termination process builds on, and integrates with, the termination activity in Human Resources. Workflow ensures that the necessary actions are completed at the right time.
- Standard calculation of inactive segments by inactivating the calculation of worked hours and days, controlling which pay elements should be triggered and which shouldn't be triggered, managing isolated amounts paid after a termination, managing contribution ceilings, and handling the declaration of these segments in the DADS-U file.
- Defined earnings so that they are automatically segmented and prorated (using the proration factor defined on the earning definition pages) when they are assigned to a payee on the Element Assignment by Payee or Payee Assignment by Element components and the assignment period covers only a portion of the pay period.
- Standard setup for managing retroactive changes in the current year by using the corrective method, and enables you to process retroactive changes in previous years by using the forwarding method.
- Support for multiple source banks with generation of a different payment file for each source bank and adapting the existing payment report.
- Enhanced banking process allowing payments for multiple recipients and integrating the recipients in the garnishment page.
- Support for SEPA (Single Euro Payment Area) payments in Euros, according to the standard SEPA credit transfer requirements and the EBICS protocol requirements.
- Predefined archive object and archive template to aid you in archiving your result data using the Data Archive Manager.

PRODUCT NAME

PeopleSoft Country Extension for France

RELATED PRODUCTS

PeopleSoft Country Extension for France 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

For declarations processing -

- Flexible Application Framework to manage any payroll related report, with a standard set up delivered for DADS-U, DUCS, electronic employer certificate (“Attestation Employeur dématérialisée) and DSN (“Déclaration Sociale Nominative”)
- Ability to selectively adopt either the PeopleSoft delivered set up, or a customized set up, for each record
- Ability to associate any type of payroll elements, not only accumulators, to any record
- Ability to extract data, update data and generate files in a flexible way
- Compliance with the DUCS norms for declaring contributions. The latest version of these norms permits corrective declarations, and PeopleSoft has taken advantage of the new standards to develop solutions for reporting retroactive changes.

For training management –

- Provided rules to manage minimum wage levels, social security contribution exemptions, and other conditions related to the professionalization contract.
- Integration with the Human Resources Administer Training business process and with Enterprise Learning Management.

**CONTACT US**

For more information about PeopleSoft Country Extension for France, 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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