JD Edwards EnterpriseOne Australia Payroll

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JD Edwards EnterpriseOne Australia Payroll is a highly flexible, robust solution that enables companies to configure payroll processing for their existing business processes. Employers maintain control over payroll processing while increasing productivity through automation that is specifically developed to meet Australian tax and regulatory requirements. With JD Edwards EnterpriseOne Payroll, employers can address payroll exceptions quickly and easily, avoiding employee frustration. Additionally, full integration with other JD Edwards EnterpriseOne solutions means a lower total cost to maintain and operate payroll processing.

PRODUCT HIGHLIGHTS

- Streamline payroll processing
- Facilitate compliance with statutory requirements
- Improve data integrity
- Specifically developed to meet Australian tax and regulatory requirements
- Readily scalable
- Integration with other JD Edwards EnterpriseOne modules

The Issue: Accurate and Efficient Payroll Processing

Payroll processing can be a time-consuming and complex job. Besides being hindered by increasingly complex statutory requirements (such as superannuation contributions and payroll taxes), HR staff members must also be able to administer and track the numerous variables that can affect payroll and reporting, including leave, termination pay, wage attachments, salary increases, bonuses, and retroactive pay. For many organizations, payroll processing becomes an overwhelming burden that costs too much and prevents human resources staff from focusing on more strategic activities.

The Solution: Integrated Payroll Management for Australian Companies

Oracle's JD Edwards EnterpriseOne Australia Payroll provides control over your payroll processing requirements. Built specifically for companies in Australia, as well as for multinational organizations with Australian subsidiaries, this solution streamlines payroll processes to reduce processing time and improve payroll accuracy.

Providing the Tools for Regulatory Compliance

With Australia Payroll, you can automate many of the tasks associated with payroll management, including regulatory compliance. The solution includes a flexible tax engine that calculates tax-withholding amounts for each payment made based on current tax information provided by the Australian Tax Office (ATO). It also provides the tools you need to ensure compliance with superannuation regulations, streamline calculations, and report activities. The JD Edwards EnterpriseOne solution automatically processes superannuation contributions in accordance with exception rules and maximum limits established by the Superannuation Guarantee legislation. You can track these contributions and create reports that show contribution activity, which can be

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FEATURE/FUNCTION HIGHLIGHTS

- Integration with JD Edwards EnterpriseOne Payroll solutions for United States, Canada, New Zealand
- Time entry by job or work order
- Reciprocity rules
- Multiple companies
- Retroactive pay process
- Superannuation calculations
- Interim payments
- Automatic deposit, cash payment support
- Labor rules engine
- Automatic overtime calculations
- Roster days off, long service leave, annual leave, sick leave, time off in lieu, and leave loading support
- Eligible termination payment calculations
- Off-cycle payment processing
- Payment summaries
- Reporting
- Burden and labor rules
- Scalable processing
- Job-step progression
- ADP interfaces for check printing and tax filing
- TFN security
- Validation of TFNs and bank account numbers
- State payroll tax reporting
- Wage attachments

shared with any third-party you use for your superannuation schemes.

Issuing Timely and Accurate Payments to Employees

Australia Payroll is designed to help you make timely and accurate payments to your employees. You can easily define pay dates; calculate numerous voluntary deductions (such as life insurance and membership fees for social clubs); and calculate involuntary deductions, including tax levies, child support, and other garnishments.

Australia Payroll is flexible, enabling you to run payroll for as few or as many employees as you need. Also, it will not lock you into processing times. You can choose how often you process payroll, from annual, monthly, or weekly runs to runs several times a day. Off-cycle payment functionality is also available to support requirements such as advance, termination, or bonus payments.

Besides streamlining processing, Australia Payroll also helps you track important information about your employees that affects payroll, such as leave time. It supports all types of leave, including rostered days off (RDO), long service leave, annual leave, sick leave, and time off in lieu, and enables you to:

- Enter, maintain, and review an employee's current, historic, or future leave
- Calculate and track leave loading payments
- Account for negative RDO in superannuation calculations
- Process leave balance rollovers that take into account varying workday lengths
- Allow employees to make leave requests and view leave balances

Australia Payroll simplifies the termination process for your human resources staff by automatically performing the complex calculations that determine whether a terminated employee should receive an eligible termination payment (ETP). It creates history records that can help you generate the ETP payment summaries that you must submit to the ATO. You can also use the system to develop model termination scenarios that enable you to create worksheets to help employees determine how they would want to receive their termination payments.

Benefiting from Integration Across Your Enterprise

Australia Payroll is easily integrated with other JD Edwards EnterpriseOne Human Capital Management applications so that changes to employee HR and benefit information are immediately reflected throughout the system and each paycheck and report is up-to-date. For example, job-step progression capabilities automatically advance an employee's pay rate after he or she meets specified requirements for the current job type and step. To ensure proper time accounting, new timecards associate the amount of time of each job level that the employee worked per pay period.

Designed to work with other JD Edwards EnterpriseOne solutions, Australia Payroll can share information with your general ledger, accounts payable, billing, project management, manufacturing, and logistics systems. This integration enables you to further streamline processes and gain valuable insight into the connection between operations and human capital costs. And, because JD Edwards EnterpriseOne offers integrated payroll solutions for the United States, Canada, and New Zealand, you can support an international organization through a central HR department, yet still comply with widely varying international regulations.

Solution Integration

This module is designed to be integrated with the following JD Edwards EnterpriseOne products and suites across your operations using common tools and a Pure Internet Architecture:

- JD Edwards EnterpriseOne Financial Management
- JD Edwards EnterpriseOne Human Capital Management
    - Human Resources Management
    - Time and Labor
    - Self Service Human Resources
- JD Edwards EnterpriseOne One View Reporting for Payroll
- JD Edwards EnterpriseOne One View Reporting for Human Resources
- JD Edwards EnterpriseOne Capital Asset Management
- JD Edwards EnterpriseOne Supply Chain Execution (Logistics)
- JD Edwards EnterpriseOne Manufacturing
- JD Edwards EnterpriseOne Project Management

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