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Oracle Payroll for the United Kingdom

Oracle Payroll, an integral part of Oracle Fusion Cloud Human Capital Management, is a fully unified solution that enables you to comply and configure your payroll across the globe regardless of the industry, company size, or worker types. Oracle Payroll helps you simplify and automate your complex business processes with scalability, flexibility, and efficiency.

Work more efficiently

Redesign the way you work with automated **Payroll Workflows** and **Dashboards** that help you define important tasks and steps to confirm accurate processing of your payroll. Oracle delivers intelligent features to make your processes more efficient. The **RetroPay** feature provides an easy solution for post period adjustments to employees' earnings and deductions based on pay rate changes, and benefit elections, so you can rest assured that your employees get paid what they're owed—no matter when the event occurs. Then there's also the full integration with HCM Data Loaders (HDL/HSDL) to streamline mass loads and updates. These features and many more simplify the overall payroll process and boost your productivity.

Get control over your business

Many organizations struggle with analyzing payroll information across multiple systems. It's time consuming, and when data is finally pulled together, it's typically outdated. Oracle provides pre-built and customizable analytics that provides readily accessible enterprise-wide data in real-time. It's an easy-to-use tool designed specifically for you to quickly analyze your payroll business. Armed with more insight into your workforce operations, your teams are better positioned to make quick and informed decisions that drive a greater value to your business.

Oracle Payroll for the United Kingdom

Oracle payroll for the United Kingdom is natively built for the cloud and designed to enable organizations paying employees in the United Kingdom to efficiently process a high quality, accurate, and timely payroll. Oracle streamlines the payroll process and provides better alignment across HR, Finance, and Operations. With everyone on the same page, organizations will be more efficient with more time to focus on improving the employee experience and focus on higher value activities that support the organization's goals and objectives. Key features for the United Kingdom include:

"Customers saw improvements in payroll processing (time) by an average of 56%, driving efficiency and accuracy..."

2020 Oracle Cloud HCM Benchmark Study

Key benefits

- Automated retroactive calculations
- Drive efficiency
- Highly configurable
- Increase accuracy
- Enhance employee experience
- Decrease compliance risk
- Simplify payroll processing
- More flexibility and control
- Leverage HCM Suite
- Reduce Total Cost of Ownership (TCO)

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PAYROLL PROCESSING

- Salary processing including allowances
- Integrate payroll with absence management
- Process statutory, involuntary, and voluntary deductions
- Process statutory payments
- Payrolling of Benefits-in-Kind
- Proration and arrears processing
- Reconciliation and operational payroll reporting
- Configure payslip (paper, online, and email)
- View and verify Statement of Earnings
- Electronic Funds Transfer (EFT) for domestic payments by BACS
- Payments based on the ISO20022 standard
- Payroll processing for terminations (payments after leaving)
- Processing of employee and employer pension deductions

STATUTORY REPORTING

- HMRC Real Time Information online submissions: Full Payment Submission (FPS), including earlier year amendments
- HMRC Real Time Information online submissions: Employer Payment Summary (EPS)
- P60 End of Year Certificate (paper, online, and email)
- P11D, Working Sheets and P11D(b) for expenses and benefits
- Employee statement of payrolled benefits
- P45: detail of employee leaving the organization (paper, online and email)
- P46(Car): car provided for the private use of an employee or a director
- DEO Schedule Payment Report
- Direct Earnings Attachment Payment Summary Report
- Pensions Automatic Enrolment employee communication documents
- School Workforce Census (for England)
- Cutover and monthly standard interface files for Civil Service Pension Scheme
- Teachers' Pension Monthly Contributions Reconciliation (MCR)

STATUTORY COMPLIANCE

- Data capture and calculation of statutory and involuntary deductions including PAYE (Income Tax: rUK, Scottish Income Tax and Welsh Rates of Income Tax), NI (National Insurance), National Insurance Class 1A for Termination Awards and Sporting Testimonials, Court Orders including Scottish Arrestments, Student Loans, and Postgraduate Loans
- New Starter Declaration (Starter checklist) through employee self-service
- Support for expenses and benefits including P11D and payrolling of benefits
- Recording data and calculation of statutory payments including SSP, SAP, SMP, SPP, ShPP, SPBP and SNCP
- Pensions Automatic Enrolment assessments
- NI Category updates: age related and end of employer relief for veterans, freeports and investment zones
- Real Time Information messages from HMRC: Tax Code changes P9X\P7X, P6\P6B, and P9. Student and Postgraduate Loans start and stop notices SL1\SL2 PGL1\PGL2 and National Insurance Number Verification Reply (NVREP)
- Real Time Information messages to HMRC: National Insurance Number Verification Request (NVREQ)
- HMRC Real Time Information End of Year Reconciliation Report
- Data capture and support for Deemed Employees (Off-Payroll Workers)
- Data extract for Gender Pay Gap Reporting
- Data capture and calculation of pre-statutory and voluntary deductions for Public Sector qualifying pension schemes including the Civil Service Pension Scheme, Local Government Pension Schemes (LGPS), and Teachers' Pension Scheme (TPS)

Manage your payroll across the globe

Managing payroll in multiple locations increases complexity, thus incurring additional costs, and making it difficult to stay on top of compliance. With Oracle, you can efficiently pay your employees in over 200 countries with ease. Your administrators can use our **Fast Formula** feature to manage complex processing rules and calculations, without the need to perform complex coding. No matter where you do business, we help you manage your organization's needs.

Connect with us

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