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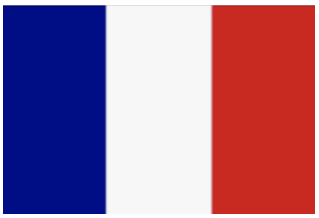
# Oracle Payroll for France



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 It's time consuming, and when data is finally pulled together, it's typically outdated.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 France

Oracle payroll for France is natively built for the cloud and designed to enable organizations paying employees to efficiently process the payroll and submit the statutory monthly and event-based payroll and absence submissions (DSN files) with a high level of quality and accuracy. 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 France 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

- Support for multiple assignments, multiple contract employee configurations
- Support wide variety of earnings, Benefits in Kind, premiums (e.g., thirteen month, seniority-based premiums)
- Court orders
- End of employment
- Delivery of legal employee and employer contributions
- Pension and welfare contributions
- Pre-configured legal absence entitlements rules (IJSS and Legal Guaranteed Income)
- Easy configuration of Collective Agreement absence entitlement rules
- Preconfigured support for absence payments rules (e.g., net guarantee iterative calculation)
- Preconfigured support for vacation, RTT, Time Saving Account
- Tax Card (PAS) – Automated fetching of the individual tax rate
- Support for unlimited retroactive calculations
- Support for running proration calculations and seamless DSN reporting
- French payslip and bank files
- Payroll reconciliation reports
- Seamless integration HR/Absences – Payroll - GL

## DSN BY DESIGN

- All calculated payroll elements are stored with their DSN reporting information
- No separate configuration of a DSN module – DSN is embedded in the payroll calculation
- Bidirectional automated communication with NetEntreprise, for sending DSN files and receiving the response files (e.g. DSN submission responses, tax rate or work accident rate file)
- Integration of majority DSN VAL controls with the HR and Payroll solution
- Support for monthly, event-based DSN submissions

## DSN DASHBOARD

- A set of Redwood UIs to manage the life cycle of the DSN files
- All responses files uploaded into HCM Cloud for quick and easy monitoring of any DSN submissions overtime
- Clear list of tasks and alerts to manage responses from NetEnterprise from within HCM Cloud


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