

# R12.x Payroll Fundamentals: Earnings and Deductions

This course will be applicable for customers who have implemented Oracle E-Business Suite Release 12 or Oracle E-Business Suite 12.1.

This course offers you a thorough knowledge on how to set up payroll earnings and deductions in your organization. You will also be able to learn about the role of definitions that Oracle Payroll uses to process earnings and deductions. It also covers templates and other implementation features available for earnings and deductions in localization.

## Learn To

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This course will be applicable for customers who have implemented Oracle E-Business Suite Release 12 or Oracle E-Business Suite 12.1.

This course provides you a thorough knowledge on setting up payroll earnings and deductions in your organization. You learn about the role of definitions that Oracle Payroll uses to process earnings and deductions. You also learn about the templates and other implementation features available for earnings and deductions in your localization. The course also deals in detail with payroll balances and how you can write formulas to define payroll balances. You learn about how RetroPay works and set up of enhanced RetroPay. The course also deals with third party payments and how you can set up a deduction and third party payment. You also learn how to initiate, set up, and manage deductions for retirement plans.

### Learn To:

- Set up payroll earnings and deductions in your organization
- Use definitions that Oracle Payroll uses to process earnings and deductions
- Use templates and other implementation features available for earnings and deductions
- Use payroll balances and learn how you can write formulas to define payroll balances
- Manage third party payments and how you can set up a deduction and third party payment
- Initiate, set up, and manage deductions for retirement plans

## Prerequisites

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### Required Prerequisite

- Basic computing skills and understanding of Oracle Applications
- Knowledge of common compensation and benefits administration practices

## Audience

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- End User
- Implementer
- Manager

## Course Objectives

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- Define and administer wage attachments
- Use predefined earnings types
- Set up pension providers, types, and schemes
- Understand the role of payroll balances, and define new balances and balance feeds
- Provide knowledge of setting up payroll earnings and deductions in an organization
- Define deferred compensation plans and tax sheltered annuities

- Write or configure simple payroll processing formulas
- Set up and use catch-up provisions
- Set up union deductions and professional body membership deductions
- Set up enhanced RetroPay
- Run the Union Deductions report
- Learn to use element design wizard
- Manage Arrears
- Set up third party payment methods

## Course Topics

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### Introduction to Earnings and Deductions

- Introduction to Payroll Earnings and Deductions

### Element Setup for Payroll

### Writing Formulas

### Defining Formula Results and Processing Rules

### Controlling the Frequency of Processing an Element

### Advance Pay

### RetroPay

### Net-to-Gross, Proration, and Historic Rates

### Element Design Wizard

### Managing Third Party Payments