Oracle Global Human Resources Cloud
Release 13 (updates 18A – 18C)

New Feature Summary
# TABLE OF CONTENTS

## DOCUMENT HISTORY

UPDATE 18C ......................................................................................................................................................... 5
Revision History .................................................................................................................................................. 5
Overview ........................................................................................................................................................... 5

## Human Resources .............................................................................................................................................. 7

### Global Human Resources

- Onboarding Enhancements .......................................................................................................................... 7
- Position Management: Graphical Position Hierarchy Layout ................................................................. 7
- Limit Size of Photo Uploads ......................................................................................................................... 7
- Simplified Navigation for Document Records .......................................................................................... 7
- Seniority Dates Changes ............................................................................................................................. 7
- Security Profile for Selection of Managers and Workers ........................................................................ 8
- Extensible Flexfields for Grades ............................................................................................................... 8
- Public Workers REST API ......................................................................................................................... 8
- Parameters for Descriptive Flexfields ...................................................................................................... 8
- Add Assignment Guided Process .............................................................................................................. 8
- Change Assignment Guided Process ......................................................................................................... 9
- Enhancement to Checklist Task Notification ........................................................................................... 9

### HCM Country and Vertical Extensions ......................................................................................................... 9

- Worker Data Validation Report ................................................................................................................. 9

### Human Capital Management for Czech Republic .................................................................................... 10

- Required Gender Field ............................................................................................................................. 10

### Human Capital Management for Italy ....................................................................................................... 10

- Fiscal Code Validation ................................................................................................................................ 10
- Worker Data Validation Report ................................................................................................................. 10

## Worklife Solutions ............................................................................................................................................. 10

### Corporate Social Responsibility

- Challenge Other Volunteering Teams ........................................................................................................ 10
- Opting To Be Waitlisted on Projects .......................................................................................................... 10
- New Job Role .............................................................................................................................................. 11
- Updating Approved Organizations ............................................................................................................. 11
- Support for Validating Addresses ............................................................................................................. 11

### Employee Wellness

- New Manage Wellness Role or Admin Role Specific to Manage Wellness .............................................. 11

### Workforce Health and Safety Incidents

- Capture More Incident Events with Six New Event Types ...................................................................... 11

## HR Optimization ............................................................................................................................................... 12

### Workforce Modeling

- Model Position and Manager Hierarchies with Workforce Modeling .................................................... 12

### HCM Transactional Business Intelligence .................................................................................................. 12

- Human Resources ...................................................................................................................................... 12
- Performance Improvement - Manager Hierarchies ................................................................................... 12
- Modification to PII Security - Person Real Time ........................................................................................ 13
- New Dimensions - Person Global and Local Names - Person Real Time ................................................. 13
- New Common Dimension - Grade Ladder .................................................................................................. 13
- New Common Dimension - Union ........................................................................................................... 13
- Assignment Manager List Dimensions - Manager Flag ............................................................................ 13
- Changes to Metrics - Workforce Trend Real Time ..................................................................................... 14
- New Attribute - Initial Start Date in Employment Contract Real Time ....................................................... 14
## SEPTEMBER MAINTENANCE PACK FOR 18B

### Revision History

**Overview**

### Human Resources

- **Global Payroll Interface**
  - Additional Country Extensions in Global Payroll Interface Extract Definition

### AUGUST QUARTERLY MAINTENANCE PACK FOR 18B

### Revision History

**Overview**

### Human Resources

- **Human Capital Management for United Kingdom**
  - UK Absence Seniority Date

### UPDATE 18B

### Revision History

**Overview**

### Human Resources

- **Global Human Resources**
  - New Onboarding Experience
  - Enhancements to Checklist Functionality
  - Document Records Enhancements
  - Grade Code and Set Name Displayed in Valid Grades Region for Jobs and Positions
  - Configurable In-App Notifications for Workforce Deployment Based on Reports

- **Human Capital Management for Brazil**
  - Dependent and Foreigner Information

- **Human Capital Management for France**
  - Maternity Entitlement Formula for Absence Management

### Worklife Solutions

- **Corporate Social Responsibility**
  - Invite Employees to Volunteer
  - Volunteer as a Team
  - Share Volunteering Update on Social Media
  - Improved Volunteering Administration Dashboard

- **Workforce Reputation Management**
  - Enhanced Skill Search

### HR Optimization

- **Transactional Business Intelligence for Human Capital Management**
  - Global HR
    - New Attributes - Person Real Time Subject Area
    - New Concatenated Attribute - Person Name and Number
    - Health and Safety
      - Vehicle and Passenger Details - Incidents Real Time

### AUGUST QUARTERLY MAINTENANCE PACK FOR 18A

### Revision History

**Overview**

### Human Resources

- **Global Human Resources**
  - Enhancements to Checklist Task Notification
JUNE MAINTENANCE PACK FOR 18A .................................................................................................................. 24
Revision History ............................................................................................................................................. 24
Overview ....................................................................................................................................................... 25
Human Resources ............................................................................................................................................ 26
  Global Payroll Interface .............................................................................................................................. 26
    ADP Workforce Now Integration ............................................................................................................. 26
UPDATE 18A .................................................................................................................................................. 26
Revision History ............................................................................................................................................. 26
Overview ....................................................................................................................................................... 26
Human Resources ............................................................................................................................................ 28
  Global Human Resources .......................................................................................................................... 28
    Automatic Generation of Position Code ................................................................................................. 28
    Configure Transaction Rules for Information Sharing ........................................................................ 28
    Assignment Category, Union and Collective Agreement Attributes Added on the Manage Positions and
    Position Synchronization Pages ............................................................................................................. 28
    Workforce Structures Minimum Search Characters ........................................................................... 28
    Mass Legal Employer Change ................................................................................................................. 29
    Document Records and Document Delivery Preferences Security Enhancements ............................. 29
    Configurable Email Notifications for Workforce Deployment Based on Reports ............................. 29
    Improved Directory Search Results ....................................................................................................... 29
Human Capital Management for Argentina ................................................................................................. 29
  Enhanced National Identifiers Validation ................................................................................................. 30
Human Capital Management for Brazil ....................................................................................................... 30
  Maintaining Person Information ............................................................................................................. 30
  Maintaining Work Structure Information ............................................................................................. 30
  Maintaining Employment Information .................................................................................................. 30
Human Capital Management for Belgium .................................................................................................... 30
  Existing Flexfield Replaced by Statutory Dependent Field ................................................................... 30
Human Capital Management for Canada .................................................................................................... 31
  Record of Employment Leave of Absence Events ............................................................................... 31
  Record of Employment Events: Creating and Removing Event Notifications .................................. 31
Human Capital Management for France ....................................................................................................... 31
  Vacation Accrual Formula for Absence Management ......................................................................... 31
  Sickness Entitlement Formula for Absence Management .................................................................. 31
Worklife Solutions .......................................................................................................................................... 31
Corporate Social Responsibility .................................................................................................................. 32
  Simple Steps to Register and Get Started ............................................................................................. 32
  Track Updates and Progress from Volunteering Dashboard ................................................................ 32
  Organized Administration Dashboard to Manage Volunteering .......................................................... 32
Employee Wellness ...................................................................................................................................... 32
  User Interface Improvements to Manage Activity Tracking Services ................................................. 32
Transactional Business Intelligence .............................................................................................................. 32
  Transactional Business Intelligence for Human Capital Management ................................................. 33
    New Attributes for Worker's Employment Contract ......................................................................... 33
    New Attributes for Collective Agreements .......................................................................................... 33
    New Dimensions for the Setup Objects and Profiles Real Time Subject Area ................................ 33
    Improved Performance of the Organization Hierarchy ................................................................ ...... 34
    Performance Improvement of the Position Hierarchy ........................................................................ 34
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<table>
<thead>
<tr>
<th>Date</th>
<th>Update Version</th>
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UPDATE 18C

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- **HCM Cloud Common Features** (This document pertains to all HCM applications. It is the base human resource information for all products and HCM Tools.)
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**NOTE:** Not all Global Human Resource features are available for the base Talent and Compensation stand alone applications.

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Additional Optional Reading:

- **Common Technologies and User Experience** (This documents the common features across all Cloud applications and is not specific to HCM)

**NOTE:** All of these documents can be found on the Oracle Help Center at: https://cloud.oracle.com/saasreadiness/hcm under Human Capital Management Release Readiness.

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Oracle Global Human Resources enables your organization to plan, manage and optimize all workforce segments using flexible and extensible best practices to realize extraordinary gains while insuring compliance and increasing total workforce engagement.

ONBOARDING ENHANCEMENTS

Add a new task for Onboarding even after a checklist has been allocated. Line managers and HR specialists will have the ability to view tasks assigned to other task performers.

POSITION MANAGEMENT: GRAPHICAL POSITION HIERARCHY LAYOUT

View the HCM position hierarchy in a graphical layout from the search results on the Manage Positions page. The hierarchy is displayed using the position you searched for as the top node. In the graphical layout, you can easily navigate through the hierarchy down to the branches. You can add a position as a child in the hierarchy, either by creating a new position or selecting an existing position. You can edit, delete, and duplicate existing positions. You can drag and drop positions to different branches. All these actions can be completed in one time and submitted together as one transaction.

LIMIT SIZE OF PHOTO UPLOADS

Ensure performance and application stability by limiting the size of photos that are uploaded. The recommended size for photos is less than or equal to 2 MB. Because some users were uploading very large photos that were causing performance issues, an error message is added to prevent users from uploading a file of 20 MB or larger.

SIMPLIFIED NAVIGATION FOR DOCUMENT RECORDS

Access quickly your document records now from Quick Actions, Person Spotlight, My Team work area, and person smart navigation. The previous Document Records work area is now deprecated and unavailable from Release 13 Update 18.C onwards.

SENIORITY DATES CHANGES

Use the improved Configure Seniority Date Rules page, which includes the following changes:

- Business Unit is added as a triggering attribute.
- Union Member flag is added as a rule filter.
- Ability to select multiple filter values for each seniority rule is added.
- The ’Person Type’ and ’Bargaining Unit’ filters are removed.
- The ’Work Terms’ value is removed from the ’Level’ list of values.
- The ’Source of Seniority Hours’ field is removed.
- If you want to convert hours to length of service, a conversion rule can now be defined for each individual rule as compared to one generic rule earlier.
You can now override the basis on which seniority is calculated at the individual seniority rule level. For example, you can now specify whether a seniority rule should always be calculated in hours even if the worker’s assignment seniority basis is days.

The following are the changes on the Manage Seniority Dates page:

- You can now enter the manual adjustment in decimals for seniority dates.
- If a seniority rule is not applicable for a worker or the seniority rule calculates a null length of service, the seniority rule is no longer displayed on the Manage Seniority Dates page.

The following are the changes to the fast formula, user entity and security:

- Additional contexts are added to the ‘Employment Seniority Date Adjustment’ fast formula type.
- Additional user entities and corresponding database items are now available to support various extract and integration requirements.
- The HR Analyst job role is now granted the view-only security privilege.

**SECURITY PROFILE FOR SELECTION OF MANAGERS AND WORKERS**

Enhance security using the public person security profile to secure the selection of a manager or worker from the list of values. This change has an impact on:

- Manager selection in the Change Manager section for all flows.
- Manager selection in the Reassign Directs section for all flows.
- Worker selection in the Add Directs section for all flows.
- Worker selection for the Rehire Authorizer in the Termination flow.

**EXTENSIBLE FLEXFIELDS FOR GRADES**

Capture legislative information for grades using the new extensible flexfields.

**PUBLIC WORKERS REST API**

Use the Public Workers REST API to retrieve public information about all the active workers in Oracle HCM Cloud. Worker types include employee, contingent worker, pending worker, and nonworker. This API is secured with the Public Person Security Profile which identifies the people that you can search for in the worker directory. The information retrieved is nonsensitive in nature that is generally available in a corporate directory.

**PARAMETERS FOR DESCRIPTIVE FLEXFIELDS**

Use the flexfield segments that can now have list of values dependent on standard attributes, for improved user experience and accuracy of data.

A large number of assignment and work relationship attributes are now available as flexfield parameters for the following descriptive flexfields: Assignment (PER_ASG_DF) and Work Relationship (PER_PPS_DF).

**ADD ASSIGNMENT GUIDED PROCESS**

Add an assignment or temporary assignment for the people you manage by using the Add Assignment guided process.
This new guided process:

- Is a simplified design to be responsive on mobile devices.
- Is a combination of the current Add Assignment and Add Temporary Assignment processes.
- Is available for Line Managers and HR Specialists.

CHANGE ASSIGNMENT GUIDED PROCESS

Change an assignment for the people you manage as a HR Specialist by using the Change Assignment guided process.

This guided process:

- Is a simplified design for use on mobile devices that is responsive.
- Supports the following action types:
  - Change Employment
  - Start Probation Period
  - End Probation Period
  - End Assignment
  - End Temporary Assignment
  - Extend Temporary Assignment
  - Demote Employment
  - Suspend Assignment
- Is available for HR Specialists. However, you can also make this process available for Line Managers.

ENHANCEMENT TO CHECKLIST TASK NOTIFICATION

Use the more user-friendly task notification buttons Mark as Complete and Mark as Not Applicable instead of the Completed and Rejected labels respectively.

Additionally, from the next release onwards, the Actions drop down from all checklist notifications will be deprecated. Only the two action buttons Mark as Complete and Mark as Not Applicable will be available on the checklist notifications.

HCM COUNTRY AND VERTICAL EXTENSIONS

Oracle HRMS supports country specific features and functions for country and Vertical extensions. It enables users to follow business practices and comply with statutory requirements.

WORKER DATA VALIDATION REPORT

Increase legislative compliance by using the Worker Data Validation Report to verify data for localizations. The reports show missing or invalid HR information.

Localization specific validation is provided at the person data level. The validation consists of checking if data is missing for various HR attributes (for example Gender, Date of Birth, Marital Status, etc.). In addition, other validations are enabled where required by legislation: cross validation between the national identifier and the date of birth, a certain format of the national identifier, or a maximum number of records for the Citizenship attribute.

Review the What’s New document for more details on the validations enabled for each localization.
HUMAN CAPITAL MANAGEMENT FOR CZECH REPUBLIC

Oracle HRMS (Czech Republic) supports country specific features and functions for Czech Republic. It enables users to follow Czech Republic’s business practices and comply with its statutory requirements.

REQUIRED GENDER FIELD

Enter required Gender field. The Gender field was optional and is now required.

HUMAN CAPITAL MANAGEMENT FOR ITALY

Oracle HRMS (Italy) supports country specific features and functions for Italy. It enables users to follow Italy’s business practices and comply with its statutory requirements.

FISCAL CODE VALIDATION

Record the fiscal code, and validate the fiscal code format for Italian employee during the new hire process. The validation includes consistency checks of the fiscal code format against first name, last name, date of birth, gender, and city or country of birth.

WORKER DATA VALIDATION REPORT

Use the Worker Data Validation report to help identify missing or incorrect employee data. This report displays missing HR information at person level, such as gender and address. It also reports employees whose details fail the validation checks. You can make the required corrections to reduce errors in statutory reports or processes.

WORKLIFE SOLUTIONS

CORPORATE SOCIAL RESPONSIBILITY

Oracle Corporate Social Responsibility represents a corporation's initiatives to take responsibility for its effects on the environment and social well-being. Corporate social responsibility is increasingly becoming a decisive factor in HR processes to recruit, retain, and motivate the most qualified employees.

CHALLENGE OTHER VOLUNTEERING TEAMS

Challenge other teams to a volunteering project. The team leads of the team that receives the challenge can either accept or decline a challenge from another team. Teams participating in a challenge can track the volunteering progress of their own team and other teams by viewing the team members who are participating, the total hours volunteered by the teams and other team details.
OPTING TO BE WAITLISTED ON PROJECTS

Let employees register for a volunteering project of their choice even if the capacity is full, by opting to be on the waitlist. When space becomes available, waitlisted volunteers are confirmed on a first come, first serve basis. In addition, administrators can increase the maximum capacity of popular projects to accommodate waitlisted volunteers.

NEW JOB ROLE

Assign the new job role, Corporate Social Responsibility Manager, which is now available. This seeded role can be assigned to employees who are responsible for managing the corporate social responsibility program in your organization. This role enables the user to perform corporate social responsibility program related tasks such as approving nonprofit organizations and volunteering projects.

UPDATING APPROVED ORGANIZATIONS

Update quickly an approved organization’s type, mission, location, image, and contact information without having to go through the approval process.

SUPPORT FOR VALIDATING ADDRESSES

Capture and validate addresses for volunteering uses the TCA address component. Address can be configured for each country by editing TCA settings.

EMPLOYEE WELLNESS

Oracle Employee Wellness supports corporate initiatives to improve employee fitness and health through the use of opt-in wellness features. This application integrates with popular fitness tracking services to simplify and automate the acquisition of exercise data from a wide range of devices.

NEW MANAGE WELLNESS ROLE OR ADMIN ROLE SPECIFIC TO MANAGE WELLNESS

Assign the new seeded role of “Employee Wellness Manager” to employees who manage the wellness program for your organization. This role enables users to have access to the Manage Wellness work area, where you can perform wellness program related activities such as creating corporate goals and competitions.

WORKFORCE HEALTH AND SAFETY INCIDENTS

Oracle Health and Safety supports corporate initiatives to track and improve health and safety in the workplace.

CAPTURE MORE INCIDENT EVENTS WITH SIX NEW EVENT TYPES

Use the new incident event types to categorize events correctly and capture specific information about an event. Use the information you capture for analysis, follow-up actions, and reporting. A total of 6 new incident event types have been added to this release. You can now report an incident and select from 12 different event types. Selecting an event type is optional.
The new incident events include:

- Air Quality
- Ergonomic
- Fire or Explosion
- Suggestion for Improvement
- Unsafe Act
- Issue*

*The issue event type is available only to professional users.

**HR OPTIMIZATION**

**WORKFORCE MODELING**

Oracle Workforce Modeling provides an integrated solution supporting Oracle Global Human Resources and provides an easy to use, drag and drop interface that allows you to create reorganization proposals and assess their impact before they are even sent for approval. The intuitive interface and integration with Oracle Global Human Resources ensure that changes are accurately reflected and validated in the transactional system.

**MODEL POSITION AND MANAGER HIERARCHIES WITH WORKFORCE MODELING**

Use workforce modeling to create models based on the new HCM Position Hierarchy with assignments, vacancies and requisitions. Use the position synchronization and position defaulting features for positions. Import Taleo requisitions, and if available, manage Oracle Recruiting Cloud requisitions in the model. Use approval notifications to review the impact of the model on the organization and outside the organization.

**HCM TRANSACTIONAL BUSINESS INTELLIGENCE**

Oracle Transactional Business Intelligence is a real time, self service reporting solution offered to all Oracle® Cloud application users to create ad hoc reports and analyze them for daily decision-making. Oracle Transactional Business Intelligence provides human resources managers and specialists, business executives, and line managers the critical workforce information to analyze workforce costs, staffing, compensation, performance management, talent management, succession planning, and employee benefits.

**HUMAN RESOURCES**

**PERFORMANCE IMPROVEMENT - MANAGER HIERARCHIES**

Improve the performance of your analyses that uses the assignment manager and matrix manager hierarchies with the new enhancements made to make them render faster.

As a part of this project, the following Manager Hierarchies perform better:

- Assignment Manager
- Assignment Manager (Unsecured)
- Matrix Manager
MODIFICATION TO PII SECURITY - PERSON REAL TIME

Enhance your reporting on worker Personally Identifiable Information (PII). Human Resource Analysts will be able to access confidential information for all the people within their security profile, allowing them to query contacts of workers and their contact details (name, phone, email and address). This will allow them to build an emergency contact report in OTBI. Line managers will not be able to access any confidential information for anyone including their direct/indirect reports.

NEW DIMENSIONS - PERSON GLOBAL AND LOCAL NAMES - PERSON REAL TIME

Enhance your reporting on worker names with the new dimensions added to display both the local and global names of the workers in the analyses.

As part of this enhancement two new dimensions are added to the Person Real Time subject areas. Both of these dimensions have same attributes as in the existing Person Names dimension. However the values rendered from these new dimensions are based on the data entered for the workers in the HCM application.

- Person Names (Local)
- Person Names (Global)

NEW COMMON DIMENSION - GRADE LADDER

Enhance your reporting on common dimensions with the addition of the new workforce structure ‘Grade Ladder’ to the OTBI subject areas. All the subject areas will have the Grade dimension including the Grades Rate Real Time subject area.

The worker dimension has been enhanced with the following attributes:

- Grade Ladder
- Grade Step Progression Eligibility Flag
- Grade Step

The Position and Job dimensions have been enhanced with the following attribute:

- Grade Ladder

NEW COMMON DIMENSION - UNION

Enhance your reporting on worker unions with the addition of the new common dimension named Union. Across all the HCM OTBI subject areas that also have the Collective Agreements dimension. This new dimension is flex enabled.

ASSIGNMENT MANAGER LIST DIMENSIONS - MANAGER FLAG

Enhance your reporting on assignment manager list dimensions with the new flag added to indicate whether the worker in the list is a manager or not, i.e. if they have direct reports or not. Two new attributes – Manager Flag Code (with values Y/N) and Manager Flag (with Values Yes/ No) are introduced in both the secured and unsecured Assignment Manager List dimensions.
CHANGES TO METRICS - WORKFORCE TREND REAL TIME

Enhance your reporting on the headcount metrics in the Workforce Trend real time subject area that have been modified as level based metrics.

With this enhancement the period start and end headcount metrics are not impacted by the attributes from the HR Action and HR Action Reason dimensions. For example, period start and end headcount by voluntary/involuntary terminations will show all the headcount ignoring the voluntary/involuntary attribute, however, terminations will take account of this attribute.

Another change is to the start, end, average headcount, and FTE measures will be to exclude the inactive assignments. These will be used to calculate turnover.

NEW ATTRIBUTE - INITIAL START DATE IN EMPLOYMENT CONTRACT REAL TIME

Enhance your reporting on worker employment contracts with the new attribute to report on the initial start date of the employee's contract. The new attribute 'Initial Start Date' is added to the Employment Contract Details folder in the Employment Contract Real Time subject area.

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HUMAN RESOURCES

GLOBAL PAYROLL INTERFACE

Oracle Global Payroll Interface supports features to send personal payroll information to third-party payroll providers and then to import processed payroll data into Oracle Global HR. You can copy and modify predefined extract definitions to meet the requirements of your third-party payroll provider. Before extracting data, payroll coordinators can optionally run the Calculate Gross Earnings process to calculate periodic values to validate gross earnings calculations. If you import processed payroll data or payslips from your third-party payroll provider, the data is available for further reporting and analysis.

ADDITIONAL COUNTRY EXTENSIONS IN GLOBAL PAYROLL INTERFACE EXTRACT DEFINITION

Use the enhanced Global Payroll Interface extract definition to support these countries: Canada, China, Hong Kong, India, Ireland, Kuwait, Qatar, Saudi Arabia, Singapore, United Arab Emirates, and United Kingdom.

When you define the Global Payroll Interface for a legislative data group that is within a country context, the application generates the country-specific attributes along with the global attributes.

AUGUST QUARTERLY MAINTENANCE PACK FOR 18B

REVISION HISTORY

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<td>27 JUL 2018</td>
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OVERVIEW

HCM Cloud applications have three types of patches you can receive that are documented in this New Feature Summary:

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- Quarterly Mandatory Maintenance Packs (delivered in February, May, August and November). All features that show in the Monthly Maintenance Packs will be included in the next Quarterly Mandatory Maintenance Pack, so no need to request the monthly maintenance packs.
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Oracle HCM Cloud release documents are delivered in five functional groupings:

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  **NOTE:** Not all Global Human Resource features are available for the base Talent and Compensation stand alone applications.

Optional Reading for HCM Products (Depending on what products are in your cloud service):

- **Talent Management Cloud** (All Talent applications)
- **Workforce Rewards Cloud** (Compensation, Benefits, Payroll and Global Payroll Interface)
- **Workforce Management Cloud** (Absence Management and Time and Labor)

Additional Optional Reading:

- **Common Technologies and User Experience** (This documents the common features across all Cloud applications and is not specific to HCM)

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HUMAN RESOURCES

HUMAN CAPITAL MANAGEMENT FOR UNITED KINGDOM

Oracle Fusion HRMS (UK) supports country specific features and functions for the United Kingdom. It enables users to follow the UK’s business practices and comply with its statutory requirements.

UK ABSENCE SENIORITY DATE

Use the new seniority date field to enter a date which is different from the employee hire date on their HR record. This date is used (instead of the hire date) to calculate any periods of service for the purpose of UK Statutory Absences.

UPDATE 18B

REVISION HISTORY

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<td>27 AUG 2018</td>
<td>Human Capital Management for Brazil: Dependent and Foreigner Information</td>
<td>Updated document. Feature delivered in update 18B.</td>
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OVERVIEW

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**HUMAN RESOURCES**

**GLOBAL HUMAN RESOURCES**

Oracle Fusion Global Human Resources enables your organization to plan, manage and optimize all workforce segments using flexible and extensible best practices to realize extraordinary gains while insuring compliance and increasing total workforce engagement.

**NEW ONBOARDING EXPERIENCE**

Onboard new hires using the new Onboarding application in Global Human Resources. The Onboarding user experience is simple and intuitive to help all stakeholders involved in the onboarding process to track and complete their tasks effectively.

**ENHANCEMENTS TO CHECKLIST FUNCTIONALITY**

Create checklists effectively using the enhancements in the Checklist setup functionality. As a result of the enhancements, you can now set the criteria for checklist allocation, completion, task status, task owner, and notifications. Also, a new checklist category **Enterprise Onboarding** is available when creating a checklist. Checklists created using the Enterprise Onboarding category are used in the new Onboarding application.
DOCUMENT RECORDS ENHANCEMENTS

Enhance the ability of administrators, HR specialists, managers, and employees with the following features in the Document Records work area:

- **Publish Required**: Make a document record visible on the page from a specific date.
- **Locking of Documents and Attachments**: Restrict the creation, update and deletion of document records and attachments depending on the configuration option that you select for a document type.
- **Minimum Attachments**: Specify the minimum number of attachments that a user needs to attach for a specific document type.
- **Context Code**: Specify the context for the descriptive flexfield (DFF) by using up to 80 characters compared to the earlier limit of 30 characters.
- **Field Lengths**: Specify the document code up to 150 characters and document name up to 80 characters compared to the earlier limits of 105 characters and 30 characters respectively.

GRADE CODE AND SET NAME DISPLAYED IN VALID GRADES REGION FOR JOBS AND POSITIONS

Use the two additional columns added for Grade Code and Set Name in the Valid Grades region for position and job. These fields are displayed along with the grade name for reference.

CONFIGURABLE IN-APP NOTIFICATIONS FOR WORKFORCE DEPLOYMENT BASED ON REPORTS

Configure in-app notifications for the workforce deployment business process based on Oracle Business Intelligence (BI) Publisher reports as per your organization requirements. Use the Oracle BI Publisher tool to configure report templates.

HUMAN CAPITAL MANAGEMENT FOR BRAZIL

Oracle HRMS (Brazil) supports country specific features and functions for Brazil. It enables users to follow Brazil’s business practices and comply with its statutory requirements.

DEPENDENT AND FOREIGNER INFORMATION

Comply with legislative requirements in Brazil by capturing the required dependent and foreigner information.

HUMAN CAPITAL MANAGEMENT FOR FRANCE

Oracle Fusion HRMS (France) supports country specific features and functions for France. It enables users to follow France’s business practices and comply with its statutory requirements.

MATERNITY ENTITLEMENT FORMULA FOR ABSENCE MANAGEMENT

Calculate maternity entitlement with the new maternity absence formula. The formula also validates and generates messages, if absence duration that does not correspond to employee entitlement is entered.
CORPORATE SOCIAL RESPONSIBILITY

Corporate social responsibility represents a corporation’s initiatives to take responsibility for its effects on the environment and social well-being. Corporate social responsibility is increasingly becoming a decisive factor in HR processes to recruit, retain, and motivate the most qualified employees.

Oracle Fusion Volunteering enables organizations to promote corporate social responsibility initiatives by creating service opportunities for employees to engage and get involved in causes that are most important to each individual.

INVITE EMPLOYEES TO VOLUNTEER

Invite people to join in volunteering projects. Invited workers can view the invites on their Recommended Projects and choose to register for the invited volunteering projects.

VOLUNTEER AS A TEAM

Provide workers opportunity to join a team and volunteer for a project as a team with Team volunteering. Members of a team can view their team’s progress and keep track of their own effort when trying to achieve the team volunteering goal.

SHARE VOLUNTEERING UPDATE ON SOCIAL MEDIA

Enable volunteers to post update of their volunteering project in social media with the integration between Volunteering and the Reputation application.

IMPROVED VOLUNTEERING ADMINISTRATION DASHBOARD

Enhance the ability of administrators with the improved Volunteering administrative dashboard. User interface improvements related to EIN validation settings, volunteering history, volunteer benefits and project ratings help in managing and reviewing the impact of volunteering projects across causes, organizations, and projects.

WORKFORCE REPUTATION MANAGEMENT

Oracle Fusion Workforce Reputation Management harnesses social networks to help organizations discover, mobilize, and retain talent. This functionality provides insight into workers’ social reputation and influence while also monitoring workers’ social media usage compliance and mitigating social media risk.

ENHANCED SKILL SEARCH

Search and find people with the right set of skills with the enhanced search capability in Skills Search. The search now supports natural language text entry. This means you don’t have to worry about using exact words or key words. The search analyzer processes the entry based on context or similarity thereby providing wider search results. It also enables you to further filter the results.
Oracle Fusion Transactional Business Intelligence is a real time, self service reporting solution offered to all Oracle® Fusion application users to create ad hoc reports and analyze them for daily decision-making. Oracle Transactional Business Intelligence provides human resources managers and specialists, business executives, and line managers the critical workforce information to analyze workforce costs, staffing, compensation, performance management, talent management, succession planning, and employee benefits.

GLOBAL HR

NEW ATTRIBUTES - PERSON REAL TIME SUBJECT AREA

Enhance your reporting on Worker’s contacts with the addition of attributes to report on Statutory dependents. The following attributes are added to the folder Person Contact Relationship.

- Statutory Dependent Code
- Statutory Dependent

NEW CONCATENATED ATTRIBUTE - PERSON NAME AND NUMBER

Enhance your usage of the dashboard prompts that leverages person name in them. A new attribute is added, which is a concatenation of Person Name and Person Number and set Descriptor ID as Person Identifier in Assignment Manager List dimension. This attribute was added to overcome issues with prompts, where the same values existed for manager names for multiple workers. This is added in OTBI HCM Prompts subject area only.

HEALTH AND SAFETY

VEHICLE AND PASSENGER DETAILS - INCIDENTS REAL TIME

Enhance your reporting on vehicle incidents using Environment Health and Safety - Incidents Real Time subject area with addition of the new dimensions. With this enhancement customers can report on the incidents and the conditions at the time of the incident.

The following dimensions are added to the subject area to report on the details.

VEHICLE INCIDENT

- Driver And Pedestrian or Bicyclist or Animal Or Object Details
- Passenger Additional Details
- Passenger Details
- Vehicle Details
- Vehicle Incident Additional Details
AUGUST QUARTERLY MAINTENANCE PACK FOR 18A

REVISION HISTORY

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HUMAN RESOURCES

GLOBAL HUMAN RESOURCES

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ENHANCEMENTS TO CHECKLIST TASK NOTIFICATION

Change to the checklist task status will now be reflected only when the task is marked as Completed or Rejected from the notification. All other actions from the notifications will not impact the checklist task status.

Additionally, the actions Withdraw and Suspend have been removed from the notifications Actions menu.

JUNE MAINTENANCE PACK FOR 18A

REVISION HISTORY

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HUMAN RESOURCES

GLOBAL PAYROLL INTERFACE

Oracle Global Payroll Interface supports features to send personal payroll information to third-party payroll providers and then to import processed payroll data into Oracle Fusion Global HR. You can copy and modify predefined extract definitions to meet the requirements of your third-party payroll provider. Before extracting data, payroll coordinators can optionally run the Calculate Gross Earnings process to calculate periodic values to validate gross earnings calculations. If you import processed payroll data or payslips from your third-party payroll provider, the data is available for further reporting and analysis.

ADP WORKFORCE NOW INTEGRATION

Increase efficiency by integrating the Global Payroll Interface Report extracts with ADP-Workforce Now payroll for third-party payroll processing. Extract global and country-specific fields for US in a CSV format to comply with the Workforce Now standards. Use the extended flex field contexts that are delivered for Workforce Now to capture the relevant data.

UPDATE 18A

REVISION HISTORY

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Oracle Fusion Global Human Resources is a configurable and flexible global solution that enables organizations to enter and maintain information related to people, employment, and work structures.

**AUTOMATIC GENERATION OF POSITION CODE**

Automate the generation of the position code to minimize maintenance cost. You can use this feature to reduce the effort in manually providing the position code for each position being created.

You can use any of the following methods to generate the position code:

- Automatic
- Automatic Prior to Submission
- Automatic Upon Final Save

The automatic generated position code will be numeric across the enterprise level. The initial position code field validation helps in identifying the starting position code in automatic position code generation.

**CONFIGURE TRANSACTION RULES FOR INFORMATION SHARING**

Configure your Share Information business process with the ability to modify transaction rules. You can now configure or bypass the approvals and notifications which are part of the Information Sharing task.

**ASSIGNMENT CATEGORY, UNION AND COLLECTIVE AGREEMENT ATTRIBUTES ADDED ON THE MANAGE POSITIONS AND POSITION SYNCHRONIZATION PAGES**

Capture the assignment category, bargaining unit, union and collective agreement attributes when creating or editing a position.

These attributes are also added to the Position Synchronization Configuration section and are available at legal employer and enterprise levels.

**WORKFORCE STRUCTURES MINIMUM SEARCH CHARACTERS**

Define the minimum number of characters to be entered when searching for an object on the Manage Grades, Manage Grade Ladders, Manage Grade Rates, Manage Jobs, Manage Job Families, Manage Locations, Manage Positions, and organization pages like Manage Departments.
On the Manage Enterprise HCM Information page you can individually define the minimum number of characters required for the name and code for each search page depending on the number of objects. For example, if you have a detailed department structure with a large number of departments, it is recommended that you use 3 characters to search for departments for performance reasons, whereas if you have a few departments, then you can set the value to 1 character to make search easier. For performance reasons, 1 is the minimum value.

MASS LEGAL EMPLOYER CHANGE

Enhance the ability of HR Specialists to efficiently transfer workers in bulk from one legal employer to another using the Mass Legal Employer Change process. All the primary assignment data and salary information is copied from the primary assignment of the source work relationship to the destination work relationship for all the selected workers.

DOCUMENT RECORDS AND DOCUMENT DELIVERY PREFERENCES SECURITY ENHANCEMENTS

Simplify access to the Document Records work area by now securing the work area access for line managers and HR specialists using separate privileges.

Streamline access to the document delivery preferences, which are now secured with their own security privileges and not shared with document records.

Provide greater control by now granting delivered read only access privileges to document records and document delivery preferences.

CONFIGURABLE EMAIL NOTIFICATIONS FOR WORKFORCE DEPLOYMENT BASED ON REPORTS

Configure email notifications for the workforce deployment business process based on Oracle Business Intelligence (BI) reports as it fits your organization. Use the Oracle BI Publisher tool to configure report templates.

IMPROVED DIRECTORY SEARCH RESULTS

Enhance the Directory person keyword search results by lowering the priority of the areas of expertise, areas of interest, and talent skills relative to the other fields searched in the keyword search. If a person keyword search is performed and there is a match found in a person's record, those people where the match is found in the area of expertise, areas of interest, and talent skills, will be displayed lower in the search results relative to a person's record where the match is found in other keyword fields, such as a person's name, department, job, and so on.

HUMAN CAPITAL MANAGEMENT FOR ARGENTINA

Oracle Fusion Human Capital Management for Argentina supports country-specific features and functions for Argentina. It enables users to follow Argentina’s business practices and comply with statutory requirements.
ENHANCED NATIONAL IDENTIFIERS VALIDATION

Use Argentina’s national identifiers validation that has been enhanced for CUIL unique worker identifier and CUIT unique tax identifier. In addition to the existing format validation, the check digit validation is now enabled for the mentioned national identifiers.

HUMAN CAPITAL MANAGEMENT FOR BRAZIL

Oracle Fusion Human Capital Management for Brazil supports country-specific features and functions for Brazil. It enables users to follow Brazil's business practices and comply with statutory requirements.

MAINTAINING PERSON INFORMATION

Comply with local cultural, business, and regulatory requirements by capturing the following person information specific to Brazil:

- Additional National Identifiers made available: RIC, CNS, DNV, RNE and Professional Certification.
- Issuing Authority for National Identifiers.
- Place of Birth fields in Biographical Information enabled.
- Predefined values added for Name Title, Contact Type, Disability Status and Driver's License Type.
- The addition of the Supplementary Tax and Reporting address style format.

MAINTAINING WORK STRUCTURE INFORMATION

Comply with local cultural, business, and regulatory requirements by enabling the capture of legal employer registration, Cadastro Nacional da Pessoa Jurídica (CNPJ), labor regime, and social insurance regime information. The ability to assign Brazilian Occupation Classification codes to jobs and positions created using the Manage Jobs and/or Manage Positions tasks.

MAINTAINING EMPLOYMENT INFORMATION

Comply with local cultural, business, and regulatory requirements by capturing the following employment related details specific to Brazil:

- Worker Hiring Type, Hiring Indicator and First Employment Indicator.
- Work relationship information including Statutory Worker Category, Duration of Labor Contract, Mutual Right of Termination and Nature of Activity.
- Intern information including Nature of Internship and the Internship Level.

HUMAN CAPITAL MANAGEMENT FOR BELGIUM

Oracle Fusion Human Capital Management for Belgium supports country-specific features and functions for Belgium. It enables users to follow Belgium's business practices and comply with statutory requirements.

EXISTING FLEXFIELD REPLACED BY STATUTORY DEPENDENT FIELD

Use the new field labeled Statutory Dependent in the Contact region. The field is shown out-of-the-box for Belgium.
Prior to 13.18A, Statutory Dependent is stored in a segment of Person Contact Relationship Information flexfield. The segment is now changed to a read-only field labeled Obsolete Statutory Dependent. After a few release cycles for the transition period needed for data migration, the read-only Obsolete Statutory Dependent will be hidden.

HUMAN CAPITAL MANAGEMENT FOR CANADA

Oracle Fusion Human Capital Management for Canada supports country-specific features and functions for Canada. It enables users to follow Canada’s business practices and comply with statutory requirements.

RECORD OF EMPLOYMENT LEAVE OF ABSENCE EVENTS

Use event processing to generate a Record of Employment (ROE) when the employee goes on a leave of absence.

RECORD OF EMPLOYMENT EVENTS: CREATING AND REMOVING EVENT NOTIFICATIONS

Use event processing to create and delete Record of Employment (ROE) event notifications that were created for employee termination or leave of absence events.

HUMAN CAPITAL MANAGEMENT FOR FRANCE

Oracle Fusion Human Capital Management for France supports country-specific features and functions for France. It enables users to follow France’s business practices and comply with statutory requirements.

VACATION ACCRUAL FORMULA FOR ABSENCE MANAGEMENT

Calculate entitlement and current leave balance with the new vacation accrual formula. The formula also handles vacation for part-time workers, carry over of previous years outstanding leave, entitlement proration, and seniority days additional entitlements.

SICKNESS ENTITLEMENT FORMULA FOR ABSENCE MANAGEMENT

Calculate sick leave entitlement and support work accident requirements with the new sickness absence formula. The formula also calculates days and rates of payment for each plan (IJSS and Legal Guarantee Income). It also enables you to manage cases with relapse and waiting period.
WORKLIFE SOLUTIONS

CORPORATE SOCIAL RESPONSIBILITY

Corporate social responsibility represents a corporation's initiatives to take responsibility for its effects on the environment and social well-being. Corporate social responsibility is increasingly becoming a decisive factor in HR processes to recruit, retain, and motivate the most qualified employees.

Oracle Fusion Volunteering enables organizations to promote corporate social responsibility initiatives by creating service opportunities for employees to engage and get involved in causes that are most important to each individual.

SIMPLE STEPS TO REGISTER AND GET STARTED

Get started with the Volunteering application with simple and quick steps for first time users. Employees register and indicate their preferences during sign up including the causes they want to support, location, and duration. The Volunteering application takes into account their preferences to recommend suitable volunteering projects and help them achieve their volunteering goals.

TRACK UPDATES AND PROGRESS FROM VOLUNTEERING DASHBOARD

Keep track of the latest volunteering projects in the organization using the Volunteering dashboard. From this dashboard, employees can manage their volunteering profile, update progress on volunteered projects, and review history of completed volunteering projects.

ORGANIZED ADMINISTRATION DASHBOARD TO MANAGE VOLUNTEERING

Manage key volunteering administration tasks from the administrator dashboard. The dashboard is designed keeping in mind administrative tasks and provides quick links to help administrators quickly access information and prioritize key tasks effectively. Administrators can also send employee notifications, seek feedback, and review the impact of volunteering projects periodically across causes and organizations.

EMPLOYEE WELLNESS

Oracle Fusion Employee Wellness supports corporate initiatives to improve employee fitness and health through the use of opt-in wellness features. This application integrates with popular fitness tracking services to simplify and automate the acquisition of exercise data from a wide range of devices.

USER INTERFACE IMPROVEMENTS TO MANAGE ACTIVITY TRACKING SERVICES

Enable administrators to manage supported activity tracking devices using an enhanced user interface. Using this interface, you can easily enable or disable an activity tracking service available to the employees. The improved interface also allows you to schedule activity data refreshes at regular intervals so that the application is up-to-date with the most recent exercise data from connected fitness tracking devices.
Oracle Fusion Transactional Business Intelligence is a real time, self-service reporting solution offered to all Oracle Cloud application users to create ad hoc reports and analyze them for daily decision-making. Oracle Transactional Business Intelligence provides human resources managers and specialists, business executives, and line managers the critical workforce information to analyze workforce costs, staffing, compensation, performance management, talent management, succession planning, and employee benefits.

NEW ATTRIBUTES FOR WORKER’S EMPLOYMENT CONTRACT

Improve your reporting on workers with the addition of attributes related to employment contract. A new sub folder named ‘Contracts’ is added under the Worker dimension. This folder contains the following attributes related to the workers:

- Contract Type Code
- Contract Type
- Contract Description
- Contract Status Code
- Contract Status

NEW ATTRIBUTES FOR COLLECTIVE AGREEMENTS

Enhance your reporting on Collective Agreements dimension with the addition of the following new attributes:

- Effective Start Date
- Effective End Date
- Status
- Union

NEW DIMENSIONS FOR THE SETUP OBJECTS AND PROFILES REAL TIME SUBJECT AREA

Enhance your reporting on the Time and Labor subject area with the inclusion of these new dimensions:

- **HCM Group** - This contains information on the groups that are created and used in Time and Labor module. This contains information on Group definition, members, the inclusion criteria of the group, evaluation period of the group, the evaluation status and so on. Basically, HCM Groups are created to organize your workers into easily identifiable Groups that you assign to the correct worker time processing profile containing a weekly, biweekly or monthly time card period.
- **WFM Profile** - This dimension contains information on the different profile definitions, with the various setup objects related to the: Worker Time Entry Setup Profiles, Worker Time Processing Setup Profiles, and Time Device Setup Profiles.
- **Time Allocation** - This dimension contains information on the setup of the allocation distribution of the worker time to various cost segments like Department, Program, and Fund cost segments.
- **Time Categories** - This dimension contains information on the setup of time categories used in Workforce Management Rules and Time Balance Definitions.
- **Layout Sets and Layout Components** - These dimensions display the definition of layout sets and the layouts within the set, and the defined layout components used in Layouts and Web Clock buttons.
- **WFM Rules** - This dimension contains information on the Rules, Rule Sets and Rule Templates.
IMPROVED PERFORMANCE OF THE ORGANIZATION HIERARCHY

Enhance the performance in reports that leverage the Organization Hierarchy. The existing Organization Hierarchy dimension is modified to render data based on the columns pulled up from the dimension. In contrast, earlier the entire dimension data was pulled up internally even though only a few attributes were added in the report criteria.

PERFORMANCE IMPROVEMENT OF THE POSITION HIERARCHY

Take advantage of the Position Hierarchy dimension that has improved performance. The architecture of the Position hierarchy has been modified to improve the performance in OTBI queries that use Position Hierarchy.