
CANADA PAYROLL & BENEFITS

Oracle Cloud HCM

Implementation Case Study

ABOUT CLIENT & SCOPE

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- HCM Implementation for US, Canada Employees.
- Oracle HCM Cloud R1.
- Time to Go-Live: 12 Weeks!
- Payroll, Benefits, Compensation Cloud
- More than 3000 Employees



Oracle HCM Cloud: Workforce Rewards Implementation

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Global Human Resources

Employee Portraits

Easily access information based on your role and location

Global Person and Local Employment Model

Ensure consistency while supporting local compliance

Embedded Analytics

Make impactful decisions with the information you need

Mobile and Social

Collaborate with peers using mobile access



Workforce Rewards

Differentiated Compensation

Strategically plan, allocate, and differentiate compensation

Robust Payroll Engine

Handle simple and complex payroll needs

Flexible Benefits

Offer a total compensation package



Workforce Management

Absence Management

Grant, track, report different absences and leave

Time and Labor

Track and monitor time with a flexible framework

Mobile

Access information on any device and encourage accountability



Workforce Optimization

Gain Insight

Understand and analyze workforce trends

Model your Future

Perform “what-if” scenarios to make informed decisions

Predict outcomes

Avoid attrition and improve workforce performance

Big Data

Answer complex workforce questions leveraging big data

BUSINESS REQUIREMENTS

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- Canada Employees headquartered in Ontario, but employees home location in all provinces across Canada
- More than 100 Element needs in Payroll Implementation
- More than 50 different Benefit Plans
- Different Benefit & Payroll requirements for Active Employees, Early Retirees, Regular Retirees
- Complex requirement on Retiree Employees
 - Early Retirees
 - Regular Retirees



BUSINESS REQUIREMENTS

- Workers Compensation: Each province has the workers compensation. New Brunswick and Alberta has HST Tax on the Workers comp base value.
- Provincial Medical
 - Ontario has provincial medical which is also called a Ontario Health Tax. It is calculated as % based on the gross salary
- Site Premium Employees who work on Double Overtime
- Sales Incentive
- Employee EI Rate Changes
- Benefit Changes for status changes from Active Employee to LTD, Maternity and back to Active Employee

BUSINESS REQUIREMENTS

- Federal Tax Credit :
 - Say for regular EE, the federal deduction is say \$11000 for 2016. Now the federal tax credit is lumpsum of 3500. Note that is a credit and not a tax deduction. Oracle Cloud does not has the direct way to maintain the Federal Tax Credit.

BUSINESS REQUIREMENTS

- Site Premium Complexity :

Where EE works for say 16 hours in Harsh environment say, Drill in Greenland, then he is not only getting overtime but also a site premium, Site premium is a like an higher hourly rate than the regular salary, its salary is technically different than the regular salary. And top of it, there is a over time . Say regular salary is \$50/hr. Site Premium Salary would be like \$65/hour. And assume now person works in Site premium overtime, then 20 hours will be split as 8 hours Regular Site Premium, 14 hours Double over ttime Site premium. So the salary rate will be $65 \times 200\%$, not $50 \times 200\%$



BUSINESS REQUIREMENTS

- RRSP Employer Contribution:
Also known as RRSP Thrift Employer Contribution
where the contribution is half of the sum of
Thrift TFSA Contribution
Thrift EPSP Contribution
Thrift RRSP Contribution
Upto the maximum limit of 3% of Gross Salary

BUSINESS REQUIREMENTS

- Payroll Direct Deposit to Toronto Dominion Bank in Canada
- Medical Tax for British Columbia
- Separation Aware- Taxable and Non Taxable
- Garnishment – Involuntary Deductions
- Payroll Costing
- Expat
- Savings Bond
- Optional Benefits





Thank You

Learn more:

www.fusionobjects.com/case-studies

Have a Question????

Reach us out at

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