

PeopleSoft Global Payroll for France Position Statement

May 2016

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PeopleSoft Global Payroll for France Position Statement:

May 2016

Déclaration Sociale Nominative (DSN) Phase 3.5

Target Audience:

Customers using Global Payroll for France

Executive Summary:

The French Government has released version 3.5 of the DSN technical book with updates to the prior version 3.4.

Details:

The new technical book (version 3.5) released for DSN Phase 3 contains changes / corrections made to the earlier released version 3.4. There are more than 150 data points that are amended. The analysis is in progress and the changes expected will be communicated soon.

Oracle PeopleSoft's patch details:

Required nodes and attributes will be versioned as 3.5 and necessary changes to its data types, definitions and descriptions, validations, and character length as required will be done and delivered

Expected Patch Availability:

Oracle will deliver necessary updates to DSN and the release date along with the bug numbers will be announced shortly.

April 2016

Increase in RSA amount (Garnishments)**Target Audience:**

Customers using Global Payroll for France

Executive Summary:

Wage Garnishments (Saisie sur salaries) – Increase in the amount of RSA

Details:

The “Minimum Unattachable Portion” or the RSA amount for Garnishments is increased from 524.16 to 524.68

Oracle PeopleSoft’s patch details:

The increase in RSA amount is updated in the Garnishment Bracket.

Expected Patch Availability:

Oracle has already delivered a Paper POC to this effect. And further the following bugs are created for this purpose:

9.1 - 23119908

9.2 - 23120015

March 2016

Simplified Payslip

Target Audience:

Customers using Global Payroll for France

Executive Summary:

The new simplified payslip for employees in France to be generalized from January 2017

Details:

In 2013, as part of a simplification process, the French government decided to relook at the existing French payslip. A redesign was decided, considering the existing complications that stretches the payslip into numerous lines of data including explanation of various social charges in perplexing detail. The proposed new payslip will be organized in blocks and contain only the most essential information. The earnings and deductions information will be concise to its appropriateness. The purpose is to make it more readable and understandable by reducing the number of lines, adding clearer labels, and structuring various contributions. From 1st March 2016, companies can deliver the new payslip to

employees. As of 1st January 2017 it will be mandatory for companies with more than 300 employees. Note that certain nitty-gritties are still under discussion and thus information on whether the old format will prevail or be decommissioned is still awaited.

Oracle PeopleSoft's patch details:

Patch details will be provided after obtaining complete information and once the analysis is complete.

Expected Patch Availability:

Oracle will deliver necessary updates to this effect, details of which will be informed at a later date.

February 2016

Déclaration Sociale Nominative (DSN) Phase 3.4

Target Audience:

Customers using Global Payroll for France

Executive Summary:

The French Government has released version 3.4 of the DSN technical book with updates to the prior version 3.3.

Details:

The new technical book (version 3.4) released for DSN Phase 3 contains changes / corrections made to the earlier released version 3.3. There are more than 300 data points that are amended. The analysis is complete and the changes expected are around data types, definitions and descriptions, validations, and character length.

Oracle PeopleSoft's patch details:

Required nodes and attributes will be versioned as 3.4 and necessary changes to its data types, definitions and descriptions, validations, and character length as announced will be done and delivered

Expected Patch Availability:

Oracle will deliver necessary updates to the existing DSN release on or before 31st May 2016. The following bugs are created for this purpose:

9.1 - 23129003

9.2 - 23129081

January 2016**Other Legislative Changes Effective 1st January 2016****Target Audience:**

Customers using Global Payroll for France

Executive Summary:

Multiple legislative changes around Rates, Ceilings, etc., were announced during the month. These changes are effective from 1st January 2016.

Details:

The following changes are announced so far:

- Increase in Social Security Ceiling
- Benefit In Kind (Food/Meal)
- Benefit In Kind (Lodgment)
- Contribution base for apprentices
- Tax on Salaries
- GMP Ceiling Changes
- SMIC and guaranteed minimum (MG)
- ARRCO, AGIRC Ceilings
- Increase in Capped and Uncapped Pension Insurance Contribution Rates
- Garnishments (Saisies sur Salaires)
- Employer's contribution to sickness (Illness employer rate)
- Fillon Reduction
- Meal Allowance Value
- Pension Insurance Contribution Rates (Special Cases)
- Illness Rate – Alsace Moselle
- Salary Guarantee Associate (AGS - L'Assurance Générale des Salaires)
- AGFF Rates

Oracle PeopleSoft's patch details:

While there may be more changes coming up, the available changes affecting multiple deductions and contributions are made in the system as part of year end legislative change updates.

Expected Patch Availability:

Oracle has already delivered multiple paper POCs to customers indicating details of changes to be made in the system. Please note that for smaller changes Oracle delivers paper POCs as appropriate.

Family Allowance – Increased base for reduced rate

Target Audience:

Customers using Global Payroll for France

Executive Summary:

Effective from 1st April 2016, the additional rate of 1.8 will be levied on wages above 3.5 SMIC

Details:

Beginning of 2015, Family Allowance was split to incorporate reduced rate for employees earning less than 1.6 SMIC. The French Government has now decided to increase the earning ceiling from 1.6 SMIC to 3.5 SMIC for applying the additional rate of 1.8 percent.

Note that this change is effective from 1st April 2016.

Oracle PeopleSoft's patch details:

As part of the current legislative update Oracle will deliver changes in a formula to consider 3.5 SMIC instead of 1.6 SMIC

Expected Patch Availability:

Oracle will deliver this change by the 15th March 2016. The following bugs are created for this change.

9.1 - 22825190

9.2 - 22825237