

# PeopleSoft Global Payroll for France Position Statement

Aug 2017

## Disclaimer

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## PeopleSoft Global Payroll for France Position Statement:

**Aug 2017**

### **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 effective from 1<sup>st</sup> September 2017

#### **Details:**

The “Minimum Unattachable Portion” or the RSA amount for Garnishments is increased from 536.78 to 545.48 effective from 1<sup>st</sup> September 2017

#### **Oracle PeopleSoft’s patch details:**

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

#### **Expected Patch Availability:**

Oracle has delivered a paper POC to customers indicating details of changes to be made in the system. Please note that for smaller changes Oracle delivers paper POCs as appropriate. This paper POC is also made available on My Oracle Support (MoS), and the document ID is 2301836.1

**July 2017**

## **Public transportation fees (Barème forfaits Navigo en Ile-de-France)**

### **Target Audience:**

Customers using Global Payroll for France

### **Executive Summary:**

Increase in Public Transportation Fees effective from 1<sup>st</sup> August 2017

### **Details:**

The transport union of Ile-de-France decided to raise the tariffs of transport tickets from 1<sup>st</sup> August 2017. The table below shows the new rates:

Rates effective August 1, 2017 (*)	
Weekly Package	Monthly fee
22,80	75.20
20.85	68,60
20,20	66.80
19.85	65,20
(*) For the weekly package, effective as of August 7, 2017.	

### **Oracle PeopleSoft's patch details:**

Changes to the Bracket IND BR C ORANGE is be made as per the new rates specified.

### **Expected Patch Availability:**

Oracle delivered a Paper POC on 20<sup>th</sup> July 2017 to this effect. The Paper POC is also available in My Oracle Support under the document ID 2288475.1

## **Salary Guarantee Associate (AGS - L'Assurance Générale des Salaires)**

### **Target Audience:**

Customers using Global Payroll for France

### **Executive Summary:**

Decrease in Salary Guarantee Associate percentage effective from 1<sup>st</sup> July 2017

### **Details:**

The Board of AGS decided to lower the general rate of the AGS contribution from 0.20% to 0.15% as of 1<sup>st</sup> July 2017

### **Oracle PeopleSoft's patch details:**

Changes to the value under Salary Guarantee Association (ASSEDIC Rates FRA component) is be made as per the new percentage specified.

### **Expected Patch Availability:**

Oracle delivered a Paper POC on 20<sup>th</sup> July 2017 to this effect. The Paper POC is also available in My Oracle Support under the document ID 2288474.1

## **DSN 2018.P3.1**

### **Target Audience:**

Customers using Global Payroll for France

### **Executive Summary:**

The French Government has released a fresh version 2018.P3.1 of the DSN technical book effective from Jan 2018 with updates to the prior version P3.2018.1. Note that this version is also called DSN P3.2018.1.1.

### **Details:**

Note that while the version is the same, the version number is renamed differently as compared to the prior version. The new technical book (version 2018.P3.1) released for DSN Phase 3 contains changes / corrections made to the earlier released version P3.2018.1. This new version does not have many changes as compared to the prior one, yet they do have changes to the definition of new attribute definitions and datatype changes along with a few other changes. The analysis is in progress and the changes expected will be communicated soon. This version of the DSN norm will be effective from 1<sup>st</sup> January 2018. Oracle will deliver a combined solution considering the earlier version of DSN technical book (P3.2018.1)

### **Oracle PeopleSoft's patch details:**

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

### **Expected Patch Availability:**

Oracle will deliver the new changes by 31<sup>st</sup> August 2017. Bug numbers as below:

9.1 - 26528329

9.2 - 26387411

**June 2017**

## **N4DS 2017**

### **Target Audience:**

Customers using Global Payroll for France

### **Executive Summary:**

The French Government has released technical specifications for N4DS (Norme pour les Déclarations Dématérialisées Des Données Sociales) reporting.

### **Details:**

The new N4DS technical book (V01X12) released and contains changes made to the earlier released version V01X11. Changes foreseen are around deletion, modification, and addition of a few datatypes and validations. Reporting using the N4DS norm may be the last this year considering the new norm DSN.

### **Oracle PeopleSoft's patch details:**

Required nodes and attributes affected by the changes announced will be modified as required and delivered

### **Expected Patch Availability:**

This change will be made available by the 1<sup>st</sup> week of November 2017. The following bugs are created for this purpose:

9.1 - 26635667

9.2 - 26635686



## **DSN P3.2018.1**

### **Target Audience:**

Customers using Global Payroll for France

### **Executive Summary:**

The French Government has released version P3.2018.1 of the DSN technical book with updates to the prior version 2017.P3.1.

### **Details:**

The new technical book (version P3.2018.1) released for DSN Phase 3 contains changes / corrections made to the earlier released version 2017.P3.1. There are close to 147 data points mentioned in the differential document released. The analysis is in progress and the changes expected will be communicated soon. This version of the DSN norm will be effective from 1<sup>st</sup> January 2018.

### **Oracle PeopleSoft's patch details:**

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

### **Expected Patch Availability:**

Note that there is newer version of the DSN technical book released after the P3.2018.1, and Oracle will deliver changes based on the new technical book. Details of the bug and deliver dates will be mentioned under section **DSN 2018.P3.1** (also called DSN P3.2018.1.1) after analysis.

## **Pay Impacts of the New Unemployment Insurance Agreement**

### **Target Audience:**

Customers using Global Payroll for France

### **Executive Summary:**

The new unemployment insurance agreement signed by the social partners provides for several changes to the contributions. These will come into force, for the most part, on 1 October 2017.

### **Details:**

A new unemployment insurance agreement was signed by the social partners. This agreement is established for a period of three years from October 1, 2017 to September 30, 2020. Though, the "basic" contribution is unchanged, the new unemployment insurance agreement creates a "temporary exceptional contribution" to be borne by the employer for all contracts falling within the scope of unemployment insurance.

### **Oracle PeopleSoft's patch details:**

Oracle is in the process of analyzing this change and will provide more details around the best solution that fits this requirement.

### **Expected Patch Availability:**

This change will be delivered mid-September 2017. The following bugs are created for this purpose:

9.1 - 26635762

9.2 - 26635783

**April 2017**

## **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 effective from 1<sup>st</sup> April 2017

### **Details:**

The “Minimum Unattachable Portion” or the RSA amount for Garnishments is increased from 535.17 to 536.78 effective from 1<sup>st</sup> April 2017

### **Oracle PeopleSoft’s patch details:**

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

### **Expected Patch Availability:**

Oracle has delivered a paper POC to customers indicating details of changes to be made in the system. Please note that for smaller changes Oracle delivers paper POCs as appropriate. This paper POCs is also made available on My Oracle Support (MoS), and the document ID is 2252304.1

**January 2017**

## **Legislative Changes Effective 1<sup>st</sup> January 2017 – Part 6**

### **Target Audience:**

Customers using Global Payroll for France

### **Executive Summary:**

Annual legislative changes Part 6 consisting of 2 changes. These changes are effective from 1st January 2017.

### **Details:**

As part of the multiple legislative updates that are announced during the end of each year, the Government of France has announced the changes that needs changes to be made in the system:

1. Benefit In Kind (Lodgment)
2. Meal Allowance Value

### **Oracle PeopleSoft's patch details:**

While there may be more legislative changes announced, the changes mentioned above are made in the system and appropriate paper POCs are shared with customers.

### **Expected Patch Availability:**

Oracle has delivered a paper POC to customers indicating details of changes to be made in the system. Similar paper POCs wherever required will be delivered for other changes that are expected to come. Please note that for smaller changes Oracle delivers paper POCs as appropriate. And these paper POCs will also be made available on My Oracle Support (MoS), and the document ID will be

communicated once it is updated. The document ID for the changes mentioned above is 2222042.1

## **Prélèvement à la Source (PAS) - Deduction at Source**

### **Target Audience:**

Customers using Global Payroll for France

### **Executive Summary:**

The French Government recently announced reporting requirement of Deduction at Source within DSN. While they are in the process of formulating a complete policy, the Deduction at Source is scheduled to come into force on 1 January 2018.

### **Details:**

Note that any changes in the calculation rules for Deduction at Source (PAS) is yet not announced, and from the earlier announcements it is deemed to remain unchanged. The rate of tax is considered to be confidential and may be communicated directly by the Tax Collector. And the Deduction at Source amount will be paid monthly to the Tax Collector. Deduction at Source will necessitate reporting of the contribution via DSN. The details of impacted nodes/attributes along with the new nodes are communicated.

### **Oracle PeopleSoft's patch details:**

Oracle is awaiting further information from French Government on this legislation. Yet the changes announced in the reporting will be developed by modifying the existing nodes/attributes and creating the new nodes appropriately.

**Expected Patch Availability:**

Oracle will delivered a patch for this change. And details and the timeline of the patch will be communicated after receiving complete details of the legislation

**Legislative Changes Effective 1<sup>st</sup> January 2017 – Part 5****Target Audience:**

Customers using Global Payroll for France

**Executive Summary:**

Annual legislative changes Part 5 consisting of 2 changes. These changes are effective from 1st January 2017.

**Details:**

As part of the multiple legislative updates that are announced during the end of each year, the Government of France has announced the changes that needs changes to be made in the system:

3. Employer's contribution to sickness (Illness employer rate)
4. Fillon Reduction

**Oracle PeopleSoft's patch details:**

While there may be more legislative changes announced, the changes mentioned above are made in the system and appropriate paper POCs are shared with customers.

**Expected Patch Availability:**

Oracle has delivered a paper POC to customers indicating details of changes to be made in the system. Similar paper POCs wherever required will be delivered for other changes that are expected to come. Please note that for smaller changes Oracle delivers paper POCs as appropriate. And these paper POCs will also be made available on My Oracle Support (MoS), and the document ID will be communicated once it is updated. The document ID for the changes mentioned above is 2220558.1

**2016**

Calendar year 2016 Archive (Document ID 2097873.1)