

PeopleSoft Global Payroll for France Position Statement

April 2018

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PeopleSoft Global Payroll for France Position Statement:

April 2018

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 1st April 2018

Details:

The “Minimum Unattachable Portion” or the RSA amount for Garnishments is increased from 545.48 to 550.93 effective from 1st April 2018

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 2381556.1

February 2018

Prélèvement à la Source (PAS) - Deduction at Source and DSN

Target Audience:

Customers using Global Payroll for France

Executive Summary:

As of January 1, 2019, salary income will be subject to Deduction at Source (withholding tax) made by the employer when the income is paid to the taxpayer. The French Government also announced reporting requirement of Deduction at Source within DSN.

Details:

This rate of the Deduction at Source will be sent to the company by the Tax Authorities via an inbound DSN and must be applied on the net taxable amount of the salary no later than the 2nd month following its transmission.

The rates of deduction may vary during the cycle at the express request of the employee to the Tax Authorities, in a number of cases like in the event of a change in certain family situations or a possible difference of income within his or her household.

In the absence of rates or in the event of an employee's opposition to the transmission of his rate, the employer is expected to apply a neutral rate schedule, unless the Tax Authorities send a zero rate for the employee.

Note that changes in the calculation rules for Deduction at Source (PAS) is not expected, and from the earlier announcements it is deemed to remain

unchanged. And the Deduction at Source amount will be paid monthly to the Tax Authorities. 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 will develop the necessary rules for this legal change along with the changes announced in the reporting by modifying the existing nodes/attributes and creating the new nodes appropriately. Note that Oracle will not build any interface with the regulatory authorities to import the Inbound DSN. Oracle is expected to deliver this change by July 2018. Details of the bug ID will be communicated shortly

January 2018

Legislative Changes Effective 1st January 2018 – Part 3

Target Audience:

Customers using Global Payroll for France

Executive Summary:

Annual legislative changes Part 3 consisting of 3 changes. These changes are effective from 1st January 2018.

Details:

Along with the multiple legislative updates that were announced during the end of each year, the Government of France has announced few more updates in the beginning of January 2018 that needs changes to be made in the system:

1. ARRCO, AGIRC Ceilings
2. Hardness dues are removed (Penibilite contribution removed)
3. Employee's (payee) contribution to sickness (Illness employee rate), Unemployment Insurance Contribution, and CSG Non Taxable Rate Change

Oracle PeopleSoft's patch details:

Appropriate updates to the variable, bracket, etc., are made in the system to accommodate the new legislative changes.

Expected Patch Availability:

Oracle has delivered 3 paper POCs 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 IDs of the delivered paper POCs are as under:

Legislation	MoS Document ID
ARRCO, AGIRC Ceilings	2348748.1
Hardness dues are removed (Penibilite contribution removed)	2348790.1
Employee's (payee) contribution to sickness (Illness employee rate), Unemployment Insurance Contribution, and CSG Non Taxable Rate Change	2349106.1

Legislative Changes Effective 1st January 2018 – Part 2

Target Audience:

Customers using Global Payroll for France

Executive Summary:

Annual legislative changes Part 2 consisting of 6 changes. These changes are effective from 1st January 2018.

Details:

Along with the multiple legislative updates that were announced during the end of each year, the Government of France has announced few more updates in the beginning of January 2018 that needs changes to be made in the system:

4. Benefit In Kind - Food/Meal
5. Benefit In Kind - Lodgment
6. Meal Allowance Value
7. Employer's contribution to sickness - Illness employer rate
8. Fillon Reduction
9. Garnishments - Saisies sur Salaires

Oracle PeopleSoft's patch details:

Appropriate updates to the variable, bracket, etc., are made in the system to accommodate the new legislative changes.

Expected Patch Availability:

Oracle has delivered 6 paper POCs 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 IDs of the delivered paper POCs are as under:

Legislation	MoS Document ID
Benefit In Kind - Food/Meal	2346619.1
Benefit In Kind - Lodgment	2346627.1
Meal Allowance Value	2346834.1
Employer's contribution to sickness - Illness employer rate	2346836.1
Fillon Reduction	2346851.1
Garnishments - Saisies sur Salaires	2346852.1

2017

Calendar year 2017 Archive (Document ID 222248.1)