ORACLE

Oracle Payroll for Ireland

Oracle Payroll, an integral part of Oracle Fusion Cloud Human Capital Management, is a fully unified solution that enables you to comply and configure your payroll across the globe regardless of the industry, company size, or worker types. Oracle Payroll helps you simplify and automate your complex business processes with scalability, flexibility, and efficiency.

"Customers saw improvements in payroll processing (time) by an average of 56%, driving efficiency and accuracy..."

2020 Oracle Cloud HCM Benchmark Study

Work more efficiently

Redesign the way you work with automated **Payroll Workflows** and **Dashboards** that help you define important tasks and steps to confirm accurate processing of your payroll. Oracle delivers intelligent features to make your processes more efficient. The **RetroPay** feature provides an easy solution for post period adjustments to employees' earnings and deductions based on pay rate changes, and benefit elections, so you can rest assured that your employees get paid what they're owed—no matter when the event occurs. Then there's also the full integration with HCM Data Loaders (HDL/HSDL) to streamline mass loads and updates. These features and many more simplify the overall payroll process and boost your productivity.

Get control over your business

Many organizations struggle with analyzing payroll information across multiple systems. It's time consuming, and when data is finally pulled together, it's typically outdated. Oracle provides pre-built and customizable analytics that provides readily accessible enterprise-wide data in real-time. It's an easy-to-use tool designed specifically for you to quickly analyze your payroll business. Armed with more insight into your workforce operations, your teams are better positioned to make quick and informed decisions that drive a greater value to your business.

Oracle Payroll for Ireland

Oracle payroll for Ireland is natively built for the cloud and designed to enable organizations paying employees in Ireland to efficiently process a high quality, accurate, and timely payroll. Oracle streamlines the payroll process and provides better alignment across HR, Finance, and Operations. With everyone on the same page, organizations will be more efficient with more time to focus on improving the employee experience and focus on higher value activities that support the organization's goals and objectives. Key features for Ireland include:

Key benefits

- Automated retroactive calculations
- Drive efficiency
- Highly configurable
- Increase accuracy
- Enhance employee experience
- Decrease compliance risk
- Simplify payroll processing
- More flexibility and control
- Embedded AI Agents
- Leverage HCM Suite
- Reduce Total Cost of Ownership (TCO)

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PAYROLL PROCESSING

- Salary processing including allowances, overtime
- Integrate payroll with absence management and time & labour
- Process statutory, involuntary, and voluntary deductions
- Process statutory payments
- Proration and arrears processing
- Reconciliation and operational payroll reporting
- Configure payslip (online, email, paper)
- View and verify Statement of Earnings
- Electronic Funds Transfer (EFT) for payments: ISO20022 ver2019
- Payroll processing for terminations (inc payments after leaving)
- Processing of employee and employer pension deductions

STATUTORY REPORTING

- Import Revenue Payroll Notifications (RPN) from either Revenue Online services (ROS) or integrated web services.
- Export of Revenue Payroll Submission to either Revenue Online services (ROS) or integrated web services.
- Export of Revenue Enhanced Reporting Requirement (ERR) to either Revenue Online services (ROS) or integrated web services.
- Import Auto Enrolment Payroll Notifications(AEPN) from National Automatic Enrolment Retirement Savings Authority (NAERSA).
- Export of Contribution Submission to NAERSA.
- Form ASC45 and Form ASC60 for Public Sector pensions.

STATUTORY COMPLIANCE

- Data capture and calculation of statutory and involuntary deductions including Pay As You Earn (PAYE), Pay Related Social Insurance (PRSI), Universal Social Charge (USC), Local Property Tax (LPT), Auto Enrolment My Future Fund Contributions.
- Processing of Benefits in Kind (BIK)
- Recording and calculation of absence payments including Statutory Sick Pay and Dept of Social Protection provided benefits for Illness and Family related leaves.
- Processing of Court Orders
- Data capture and calculation of Personal retirement savings accounts (PRSA), AVC's and associated pension schemes.
- Data capture and calculation of Single Public Service Pension Schemes
- Processing of Permanent Health Insurance schemes.
- Enablement of salary sacrifice arrangements, including self service requested travel schemes.
- Processing Special Assignee Relief Programme (SARP), Shadow payroll and Foreign Tax Credit.

Manage your payroll across the globe

Managing payroll in multiple locations increases complexity, thus incurring additional costs, and making it difficult to stay on top of compliance. With Oracle, you can efficiently pay your employees in over 200 countries with ease. Your administrators can use our **Fast Formula** feature to manage complex processing rules and calculations, without the need to perform complex coding. No matter where you do business, we help you manage your organization's needs.

Connect with us

Call +**1.800.ORACLE1** or visit **oracle.com**. Outside North America, find your local office at: **oracle.com/contact**.

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