



# PAY ELEMENT

Earning

## Abstract

This document is providing information to create a Earning element in HCM Cloud Payroll

Ganesh Mahto  
[Email address]

## Earning Element

**Earning Element** represents a **component of employee compensation**, such as basic salary, bonuses, overtime, or allowances.

Create Earning Element

Element Name	Transport Allowance
Reporting Name	Transport Allowance
Earning/Deduction	Earning
Recurring/non-recurring	Non-recurring This earning element add when require, one off element
What is the latest entry date for this element? (Termination Rule)	Last Standard Process Date  Since this payment not based on actual termination date(no pro-ration event) , so always process till end of pay period when employee leave.
Taxable?	Yes
Can it be pro-rated	No
Will retro apply to this element	No
Pay Date	Normal Pay Period Date

Input Value	Data Type	Validation
Transport Type	Character	Lookup
Start Date	Date	
End Date	Date	
Rate	Character	
Purpose	Character	
Allowance City	Character	Lookup (TRANSPORT_ALLOWANCE_CITY)
Hours		
Pay Value	Money	

Eligibility Criteria	Open for all Employees
Costing Account Information	
Balancing Account Information	

### Step 1 : Define Common Lookup

XX\_TRANSPORT\_TYPE      Transport Type      Transport Type for allowance      Oracle Middleware Extensions for Applications ▼

#### XX\_TRANSPORT\_TYPE: Lookup Codes

<div> <div> <div>Actions</div> <div>View</div> <div>Format</div> <div>+</div> <div>✕</div> <div>📄</div> <div>🔍</div> <div>🔗</div> <div>Detach</div> <div>🔄</div> <div>Wrap</div> </div> <div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div> </div>											
	Lookup Code	Display Sequence	Enabled	Start Date	End Date	Meaning	Description	Tag	Lookup		
▶	TRAIN	3	<input checked="" type="checkbox"/>	1/1/51	m/d/yy	Train					
▶	BUS	2	<input checked="" type="checkbox"/>	1/1/51	m/d/yy	Bus					
▶	CAR	1	<input checked="" type="checkbox"/>	1/1/51	m/d/yy	Car					

Lookup Type	Meaning	Description	Module	Lookup Configuration Level	REST Access Security
TRANSPORT_ALLOWANCE_CITY	Transport Allowance Cities		Oracle Middleware Extensions for Applications	User	Secure

▲ **TRANSPORT\_ALLOWANCE\_CITY**: Lookup Codes

<div> <div> <div>Actions</div> <div>View</div> <div>Format</div> <div>+</div> <div>✕</div> <div>🔍</div> <div>🌐</div> <div>📄</div> <div>🔗</div> <div>Detach</div> <div>Wrap</div> </div> </div>									
	Lookup Code	Display Sequence	Enabled	Start Date	End Date	Meaning	Description	Tag	Lookup values descriptive flexfield
									Lookup_DFF
▶	EDINBURG	2	✓	1/1/51	m/d/yy	Edinburgh			
▶	LONDON	1	✓	1/1/51	m/d/yy	London			

### Step 3: Create Element

Navigation -> My Client Info -> Payroll ->Elements

Or

Setup and Maintenance -> Workforce Deployment -> Payroll -> Elements

## Create Element



\* **Legislative Data Group** GB Legislative Data Group ▾

\* **Primary Classification** Regular Earnings ▾

**Secondary Classification** ▾

\* **Category** Standard ▾

**Continue** **Cancel**

* <b>Name</b> Transport Allowance	<b>Element Classification Name</b> Regular Earnings
* <b>Reporting Name</b> Transport Allowance	<b>Legislative Data Group</b> GB Legislative Data Group
<b>Description</b> Transport Allowance	* <b>Effective Date</b> 1/1/51

▴ **Currency**

\* **Input Currency** Pound Sterling ▾

▴ **Durations**

Should every person eligible for the element automatically receive it?

☒ No  
☐ Yes

\* **What is the earliest entry date for this element?** First Standard Earning Date ▾

\* **What is the latest entry date for this element?** Last Standard Process Date ▾

▴ **Standard Rules**

At which employment level should this element be attached?

☒ Assignment Level  
☐ Term Level

Does this element recur each payroll period, or does it require explicit entry?

☒ Nonrecurring  
☐ Recurring

Process the element only once in each payroll period?

☐ No  
☒ Yes

## Calculation Rules

What is the calculation rule?

- ☒ Flat amount
- ☐ Factor
- ☐ Percentage of earnings
- ☐ Days \* Rate
- ☐ Hours \* Rate

\*What is the default periodicity of this element? Calendar Month

\*Periodicity Conversion Rule Standard Rate Annualized

How do you want the work units to be reported?

- ☐ Hours
- ☐ Days
- ☒ None

## Special Rules

Is this element subject to retroactive changes?

- ☒ No
- ☐ Yes

## Create Element: Review

Back

Next

Submit

Cancel

Element Name Transport Allowance  
Reporting Name Transport Allowance  
Description Transport Allowance  
Element Classification Name Regular Earnings  
Legislative Data Group GB Legislative Data Group  
Effective Date 1/1/51

Rule	Default Option	Selected Option
Input Currency	Pound Sterling	Pound Sterling
Should every person eligible for the element automatically receive it?	No	No
What is the earliest entry date for this element?		First Standard Earning Date
What is the latest entry date for this element?		Last Standard Process Date
At which employment level should this element be attached?	Assignment Level	Assignment Level
Does this element recur each payroll period, or does it require explicit entry?	Recurring	Nonrecurring
Process the element only once in each payroll period?	Yes	Yes
Can a person have more than one entry of this element in a payroll period?	No	No
Process and pay element separately or with other earnings elements?	Process and pay with other earnings	Process and pay with other earnings
What is the calculation rule?	Flat amount	Flat amount
What is the default periodicity of this element?		Calendar Month
Periodicity Conversion Rule		Standard Rate Annualized
How do you want the work units to be reported?	None	None
Is this element subject to retroactive changes?	No	No

Element has created successfully.

## Element Summary: Transport Allowance

View History

Primary Classification Regular Earnings  
Reporting Name Transport Allowance

Legislative Data Group GB Legislative Data Group

\*Effective As-of Date 1/1/51

### Element Overview

Actions View

- Transport Allowance
  - Input Values
    - Pay Value
    - Amount
    - Periodicity
    - Reporting Unit
    - Periodicity Conversion
    - Reduce Regular Earninr
    - Reduce Regular Absbr
    - Reduce Regular Absbr
    - Reduce Regular Hours
    - Reduce Regular Days
    - Reduce Regular Absbr
    - Full-Time Equivalent
  - Element Eligibility

### Element Details

Element Name Transport Allowance  
Element Code Transport Allowance  
Primary Classification Regular Earnings  
Secondary Classification Standard  
Category Standard  
Standard Rules ?  
Recurring entry Nonrecurring  
Employment Level Assignment level  
Balance adjustments only  
Closed for entry  
Accept results from formulas only

Reporting Name Transport Allowance  
Description Transport Allowance  
Effective Start Date 1/1/51  
Effective End Date

### Entry Values

- Automatic entry
- Allow multiple entries in same period

### Processing Options

- Process in payroll run
- Process once per period

Priority 2500

Skip Rule GLB\_EARN\_SKIP\_RULE

Expedited Processing Rule

Step 4: Default Input values are created with element, need to add other input value as per requirement.

Element Overview

Actions View

Create Input Values

Input Values

- Pay Value
- Amount
- Periodicity
- Reporting Unit
- Periodicity Conversion Rule
- Reduce Regular Earnings
- Reduce Regular Absence Earnin

Element Details

Element Name Transport Allowance

Element Code Transport Allowance

Primary Classification Regular Earnings

Secondary Classification

Category Standard

Standard Rules

Recurring entry Nonrecurring

Employment Level Assignment level

- Balance adjustments only
- Closed for entry
- Accept results from formulas only

Reporting Name Transport Allowance

Description Transport Allowance

Effective Start Date 1/1/51

Effective End Date

Entry Values

- Automatic entry
- Allow multiple entries in same pi

Processing Options

- Process in payroll run

Note: Change effective date as date, when element created.

a. Transport Type

Create Input Value

Name Transport Type

Display Sequence 1

Special Purpose

Default Value

Default Entry Value

Maximum

Warning or Error

Lookup Type

Validation Source

Value Set

Advanced

Search

Reset

OK

Cancel

Search and Select: Lookup Type

Lookup Type XX\_TRANSPORT\_TYPE

Lookup Type	Meaning
XX_TRANSPORT_TYPE	Transport Type

b. Start Date

Input Values : Start Date

Name Start Date

Display Sequence 2

Special Purpose

Unit of Measure Date

Effective Start Date 1/1/51

Effective End Date

Default Value

Default

Default Entry Values and Validation

Minimum

Maximum

Warning or Error

Validation Formula

Reference

Lookup Type

Validation Source

Value Set

Rate Formula

Apply default at run time

Displayed

Allow User Entry

Required

Create a Database Item

Delete

Edit

c. End Date

d. Purpose

e. Location

Step 4: Create Element Eligibility

Primary Classification

Regular Earnings

Reporting Name

Transport Allowance

Legislative Data Group

GB Legislative Data Group

\*Effective As-of Date

1/1/51

End Date

Edit

Element Overview

Actions

View

Create Element Eligibility

Input Values

Element Eligibility

Status Processing Rules

Transport Allowance Earnings

Autindirect Rules

Frequency Rules

Retrospective Components

Iterative Rules

Element Details

Element Name

Transport Allowance

Element Code

Transport Allowance

Primary Classification

Regular Earnings

Secondary Classification

Category

Standard

Standard Rules

Recurring entry

Nonrecurring

Employment Level

Assignment level

Balance adjustments only

Closed for entry

Accept results from formulas only

Reporting Name

Transport Allowance

Description

Transport Allowance

Effective Start Date

1/1/51

Effective End Date

Entry Values

Automatic entry

Allow multiple entries in same period

Processing Options

Process in payroll run

## Open for all employees

Element Eligibility

Save

Submit

Cancel

General Information

\*Element Eligibility Name

Transport Allowance

Employment Level

Payroll Assignment

General Information

Input Values

Costing

Information

Effective Start Date

1/1/51

Automatic entry

Effective End Date

Automatic Entry Status

Eligibility Criteria

Payroll Statutory Unit

Relationship Type

Legal Employer

Department

Job

Grade

Employment Category

People Group

Location

Position

Payroll

Bargaining Unit

Collective Agreement

Union Member

All payrolls eligible

Edit

Define Costing

Element Eligibility ?

Save Submit Cancel

General Information

\*Element Eligibility Name

Transport Allowance t

Employment Level

Payroll Assignment

General Information

Input Values

Costing

Effective Start Date

1/1/51

Effective End Date

Costing Information

Costing Type

Costed

Transfer to General

✓

Distribution Group

Ledger

Costed Input Values

Actions View + X Detach

Input Value	UOM	Costed
Amount		✓

Cost Account ?

Company

303

Line of Business

30

Status Processing Rules

This section contains fast formula name and result rules.

Fast formula automatically gets created when this earning element created, also all results are associated with element input values.

Primary Classification

Regular Earnings

Reporting Name

Transport Allowance

Legislative Data Group

GB Legislative Data Group

\*Effective As-of Date

1/1/51

Element Overview

Actions View + X Detach

Transport Allowance

Input Values

Element Eligibility

Transport Allowance Open

Status Processing Rules

Transport Allowance Earnings

Autoindirect Rules

Frequency Rules

Retroactive Components

Iterative Rules

Subclassification Rules

Balance Feeds

Calculation Factors

Run Type Usages

Gross Balance Exclusions

Related Formulas

Default Information

Edit Processing Rule: Transport Allowance Earnings ?

Balance Adjustment

No

Assignment Status

All

Formula Name

Transport Allowance Earnings

Effective Start Date

1/1/51

Effective End Date

Formula Result Rules

Actions View + X Detach

*Result Returned	*Result Rule	Target Element Name	Target Input Value	Unit of Measure	Severity Level	Employment Level	Effective Start Date	Effective End Date
l_reduce_days	Direct Result		Reduce Regu...	Day			1/1/51	
l_reduce_abs	Direct Result		Reduce Regu...	Money			1/1/51	
l_reduce	Direct Result		Reduce Regu...	Money			1/1/51	
msg	Message				Information		1/1/51	
l_reduce_hours	Direct Result		Reduce Regu...	Hours in deci...			1/1/51	
l_reduce_abs_hours	Direct Result		Reduce Regu...	Hours in deci...			1/1/51	
l_value	Direct Result		Pay Value	Money			1/1/51	
l_reduce_abs_days	Direct Result		Reduce Regu...	Day			1/1/51	



Check Fast formula

Fast Formula Name: Transport Allowance Earnings

Fast Formulas: Transport Allowance Earnings

View HistoryCompileRefresh

Formula NameTransport Allowance Earnings

TypeOracle Payroll

Legislative Data GroupGB Legislative Data Group

Effective As-of Date12/27/24

Formula Overview

Formula Details

Formula Name

Effective Start Date1/1/51

Effective End Date

DescriptionFormula for Flat Amount Earnings Template

Compile Status

Formula Details

End DateEdit

Database Items

Database Items

SearchDatabase Item Name

Database Items

ViewAdd to FormulaDetach

Database Item Name	Data Type	Description
No data to display.		

Formula Text

```
1 /*****
2
3 FORMULA NAME: TRANSPORT_ALLOWANCE_EARN
4
5 FORMULA TYPE: Payroll
6
7 DESCRIPTION:
8 This is the formula for processing a flat amount earning element. The formula
9 assumes that the amount and periodicity are available in element entries.
10 For a Salary element, the Salary and Periodicity are available in element entry,
11 that is created by Oracle Fusion Compensation.
12 This formula is created by Global Earnings template.
13
14 Formula Results :
15
16 l_value      Direct Result for Earnings Pay Value.
17 l_reduce     Direct Result for Earnings Reduce Regular Earnings.
18 msg         Warning message will be issued for this assignment.
19
20 *****/
```

Check Balance Feeds

As per requirement, This Earning should be Taxable so this earning element value will added in Taxable Pay balance to calculate Tax.

Element Overview

Balance Feeds

ActionsView

Transport Allowance

Input Values

Element Eligibility

Transport Allowance Open

Status Processing Rules

Transport Allowance Earnings

Autoindirect Rules

Frequency Rules

Retroactive Components

Iterative Rules

Subclassification Rules

Balance Feeds

Calculation Factors

Run Type Usages

Gross Balance Exclusions

Deleted Formulas

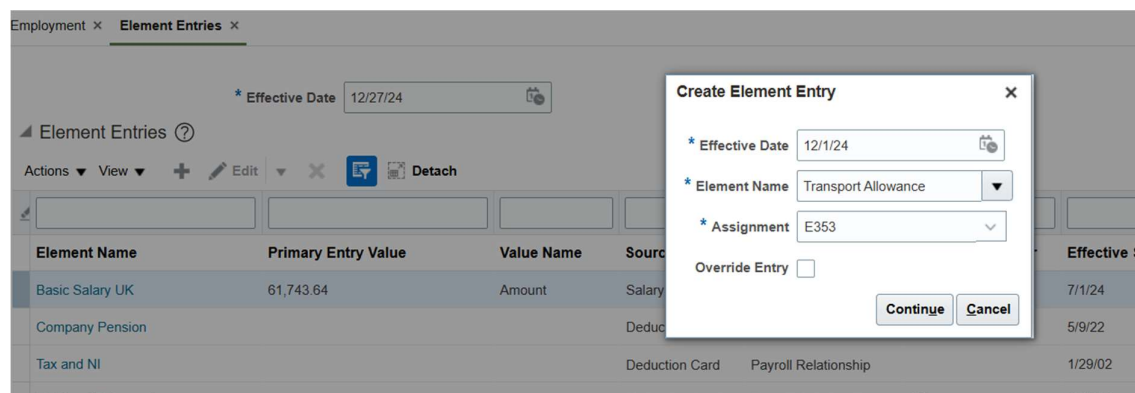
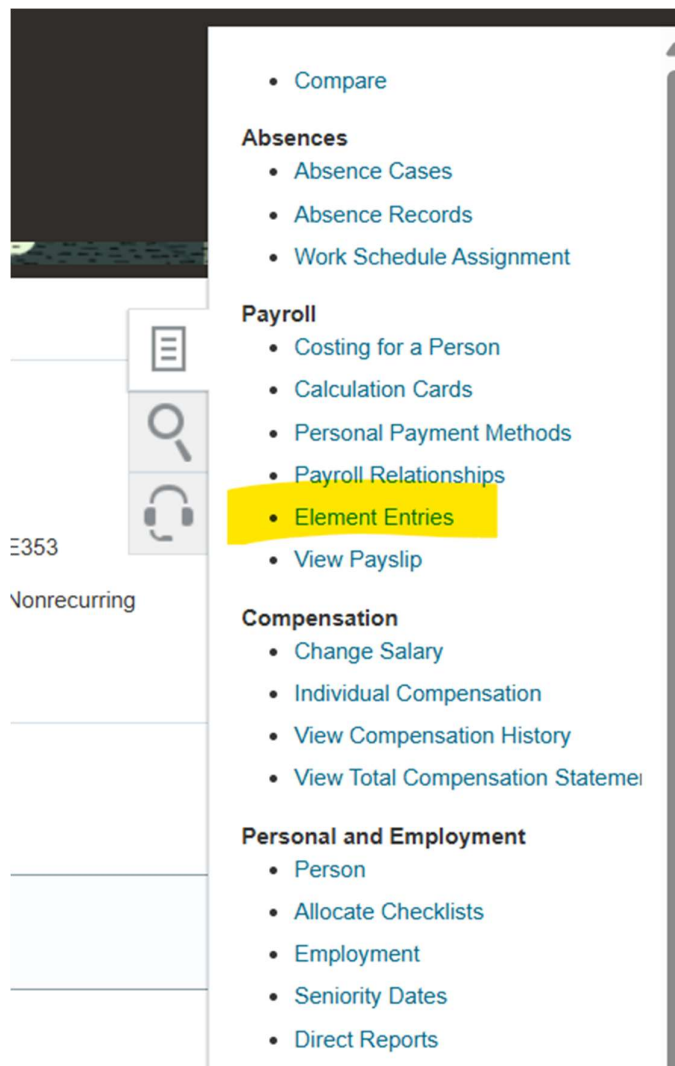
ActionsView

Name	Balance Name	Add or Subtract	Unit of Measure	Effective Start Date	Effective End Date	Update
REDUCE_REG	Reduce Regular Absence Days	Subtract	Day	1/1/51		
REDUCE_REG	Reduce Regular Absence Earnings	Subtract	Money	1/1/51		
REDUCE_REG	Reduce Regular Absence Hours	Subtract	Hours in deci...	1/1/51		
Reduce Regu	Reduce Regular Days	Subtract	Day	1/1/51		
Reduce Regu	Reduce Regular Earnings	Subtract	Money	1/1/51		
Reduce Regu	Reduce Regular Hours	Subtract	Hours in deci...	1/1/51		
Pay Value	Taxable Pay	Add	Money	1/1/51		
Pay Value	Total Pay	Add	Money	1/1/51		
Pay Value	Total Standard Earnings	Add	Money	1/1/51		
Pay Value	Transport Allowance	Add	Money	1/1/51		

Test this Element

Add this element with Employee

Search Employee ->



**Entry Details**

\* Effective As-of Date: 12/1/24

Element: Transport Allowance  
 Element Classification Name: Regular Earnings  
 Entry Type: Element Entry  
 Subpriority:   
 Assignment Number: E353  
 Element Processing Type: Nonrecurring

**General Information**

Effective Start Date: 12/1/24  
 Effective End Date: 12/31/24  
 Creator Type: Element Entry Page

Processed: ☐  
 Retroactive: ☐  
 Entry Automatic entry: No

Sequence Number:   
 Reason:

**Entry Values**

\* Transport Type: Car  
 Amount: 10.00  
 \* Start Date: 12/2/24  
 \* End Date: 12/2/24  
 Purpose: Training  
 \* Allowance City: London

\* Periodicity: Calendar Month  
 Pay Value:   
 \* Reporting Unit: None  
 \* Periodicity Conversion Rule: Standard Rate Annualized  
 Full-Time Equivalent: No

**Extra Details**

## Run Simplified QuickPay (Only QuickPay not Prepayment)

**Payroll Name:** UK Monthly Payroll  
**Date Earned:** 12/31/24  
**Process Configuration Group:** DEFAULT GROUP

**Period Name:** 9 2024 Calendar Month  
**Process Date:** 12/31/24

**Run Type:** Regular  
**Consolidation Group:** UK Consolidation Group

**Element Name:**  **Show Filters** **Duration Dates:** 9 2024 Calendar Month 12/1/24 - 12/31/24 **Entry Type:** Element Entry **Override:** ☐

**Standard Entries**

☒ Select All (0 entry records excluded)

Element Name	Payroll Relationship
Absences	12/1/24 Effective End Date: 12/31/24
Transport Allowance	Payroll Assignment: E353 Effective Start Date: 12/1/24 Effective End Date: 12/31/24
Regular Earnings	
Amount: 10.00	

## Check the Value and Submit



Calculate QuickPay



Actions

Note: QuickPay can also found from ->View Flows

Process

12/31/24 Calculate QuickPay Regular Normal

Statement of Earnings

4,191.43<sup>GBP</sup>

5,197.30<sup>GBP</sup>

1,005.87<sup>GBP</sup>

698.02<sup>GBP</sup>

Net Pay

Earnings

Deductions

Employer Contributions

Show Details

Gross to Net

	Balance Name	Reference	Pay run	Pay period	Tax year to date
▶	Gross Pay	300000055080542	5,197.30 GBP	GBP	46,767.12 GBP
▶	Gross Pay	300000055080542,UK Monthly Payroll	GBP	5,197.30 GBP	GBP

Earnings

Balance Name	Pay run	Pay period	Tax year to date
UK Overtime Time and a Half Rate	42.00 GBP	GBP	GBP
UK Overtime Time and a Half Rate	GBP	42.00 GBP	GBP
Basic Salary UK	3,957.90 GBP	GBP	GBP
Basic Salary UK	GBP	3,957.90 GBP	GBP
Holiday Entitlement_Result	1,187.40 GBP	GBP	GBP
Transport Allowance	10.00 GBP	GBP	10.00 GBP
Transport Allowance	GBP	10.00 GBP	GBP

View Run Results

Actions-> Run Results

Process

12/31/24 Calculate QuickPay Regular Normal

Statement of Earnings

4,191.43<sup>GBP</sup>

5,197.30<sup>GBP</sup>

1,005.87<sup>GBP</sup>

698.02<sup>GBP</sup>

Net Pay

Earnings

Deductions

Employer Contributions

Show Details

Gross to Net

	Balance Name	Reference	Pay run	Pay period	Tax year to date
▶	Gross Pay	300000055080542	5,197.30 GBP	GBP	46,767.12 GBP
▶	Gross Pay	300000055080542,UK Monthly Payroll	GBP	5,197.30 GBP	GBP

Balance Results

Run Results

Statement of Earnings

Calculation Entries

Costing Results

Messages

Printable Page

PAYE

PAYE Deductions

Transport Allowance

Regular Earnings

Unit of Measure

Money

Run Type

436.87<sup>GBP</sup>

Pay Value

10.00<sup>GBP</sup>

Pay Value

Tax Reporting Unit

UK Legal Entity

Assignment Number

0303