S R12.x Oracle HRMS Advanced Benefits Fundamentals

In this course, participants receive an overview of Oracle Advanced Benefits and then learn how to implement and use its features. You can set up an employee benefits program using Oracle Advanced Benefits.

The content in this course is relevant for both Oracle Applications 11i and Release 12 users. Release 12 specific functionality is clearly indicated in the course. The practice instructions supplied in the course are written using the Vision demonstration environment. You must have access to an Oracle Application Vision database or comparable training or test instance at your site on which to complete these practices.

Objectives

- Set up plans subject to US regulations: Imputed Income, COBRA, and HIPAA
- Set up the Benefit Service Center, a call center environment for benefits administration
- Use the Total Compensation Setup Wizard
- Manage employee benefits based on life events
- Set up flex credits and benefit pools
- Define life event reasons and collapsing events
- Schedule an open enrollment period
- Set up enrollment requirements, including action items and certifications
- Manage suspended elections and interim coverage
- Define requirements for dependent designation
- Cover dependents and beneficiaries
- Set up coverage calculations
- Define actual premiums
- Trigger employee communications

Topics

- R12 HRMS Advanced Benefits Fundamentals
- Overview of Implementing Advanced Benefits
- Reviewing a Sample Implementation and Enrollment
- Following the Implementation Steps
- Life Events
- Defining Collapsing Life Events
- Linking Life Events to Compensation Objects
- Benefits Enrollment Requirements
- Defining Program and Plan Enrollment Requirements
- Defining Action Items and Certifications

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- Managing Suspended Elections and Interim Coverages
- Dependent and Beneficiary Designation
- Dependent Designation Requirements
- Beneficiary Designations
- Activity Rates and Coverage Calculations
- Defining Coverage Calculations
- Defining Actual Premiums
- Defining Standard Contributions and Distributions
- Setting Up Benefits Elements
- Flex Credits and Benefits Pools
- Defining Benefits Pools
- Benefits Communications
- US Benefits Regulations
- Introducing COBRA
- Defining COBRA Programs and Plans
- Defining COBRA Life Events and Eligibility Profiles
- Defining COBRA Activity Rates
- Generating HIPAA Certificates
- Online Benefits Services
- Benefits Enrollment
- Running the Participation Process
- Managing Life Events
- Enrolling Participants
- Covering Dependents and Designating Beneficiaries
- Reviewing Enrollment Results
- Using the Total Compensation Setup Wizard
- Summary