
PeopleSoft HCM 9.2: Global Payroll for Argentina

March 2013

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Preface

Understanding the PeopleSoft Online Help and PeopleBooks

The PeopleSoft Online Help is a website that enables you to view all help content for PeopleSoft Applications and PeopleTools. The help provides standard navigation and full-text searching, as well as context-sensitive online help for PeopleSoft users.

PeopleSoft Hosted Documentation

You access the PeopleSoft Online Help on Oracle's PeopleSoft Hosted Documentation website, which enables you to access the full help website and context-sensitive help directly from an Oracle hosted server. The hosted documentation is updated on a regular schedule, ensuring that you have access to the most current documentation. This reduces the need to view separate documentation posts for application maintenance on My Oracle Support, because that documentation is now incorporated into the hosted website content. The Hosted Documentation website is available in English only.

Locally Installed Help

If your organization has firewall restrictions that prevent you from using the Hosted Documentation website, you can install the PeopleSoft Online Help locally. If you install the help locally, you have more control over which documents users can access and you can include links to your organization's custom documentation on help pages.

In addition, if you locally install the PeopleSoft Online Help, you can use any search engine for full-text searching. Your installation documentation includes instructions about how to set up Oracle Secure Enterprise Search for full-text searching.

See *PeopleTools 8.53 Installation* for your database platform, "Installing PeopleSoft Online Help." If you do not use Secure Enterprise Search, see the documentation for your chosen search engine.

Note: Before users can access the search engine on a locally installed help website, you must enable the Search portlet and link. Click the Help link on any page in the PeopleSoft Online Help for instructions.

Downloadable PeopleBook PDF Files

You can access downloadable PDF versions of the help content in the traditional PeopleBook format. The content in the PeopleBook PDFs is the same as the content in the PeopleSoft Online Help, but it has a different structure and it does not include the interactive navigation features that are available in the online help.

Common Help Documentation

Common help documentation contains information that applies to multiple applications. The two main types of common help are:

- Application Fundamentals

- Using PeopleSoft Applications

Most product lines provide a set of application fundamentals help topics that discuss essential information about the setup and design of your system. This information applies to many or all applications in the PeopleSoft product line. Whether you are implementing a single application, some combination of applications within the product line, or the entire product line, you should be familiar with the contents of the appropriate application fundamentals help. They provide the starting points for fundamental implementation tasks.

In addition, the *PeopleTools: PeopleSoft Applications User's Guide* introduces you to the various elements of the PeopleSoft Pure Internet Architecture. It also explains how to use the navigational hierarchy, components, and pages to perform basic functions as you navigate through the system. While your application or implementation may differ, the topics in this user's guide provide general information about using PeopleSoft Applications.

Field and Control Definitions

PeopleSoft documentation includes definitions for most fields and controls that appear on application pages. These definitions describe how to use a field or control, where populated values come from, the effects of selecting certain values, and so on. If a field or control is not defined, then it either requires no additional explanation or is documented in a common elements section earlier in the documentation. For example, the Date field rarely requires additional explanation and may not be defined in the documentation for some pages.

Typographical Conventions

The following table describes the typographical conventions that are used in the online help.

<i>Typographical Convention</i>	<i>Description</i>
Bold	Highlights PeopleCode function names, business function names, event names, system function names, method names, language constructs, and PeopleCode reserved words that must be included literally in the function call.
<i>Italics</i>	Highlights field values, emphasis, and PeopleSoft or other book-length publication titles. In PeopleCode syntax, italic items are placeholders for arguments that your program must supply. Italics also highlight references to words or letters, as in the following example: Enter the letter <i>O</i> .
Key+Key	Indicates a key combination action. For example, a plus sign (+) between keys means that you must hold down the first key while you press the second key. For Alt+W, hold down the Alt key while you press the W key.
Monospace font	Highlights a PeopleCode program or other code example.
... (ellipses)	Indicate that the preceding item or series can be repeated any number of times in PeopleCode syntax.

<i>Typographical Convention</i>	<i>Description</i>
{ } (curly braces)	Indicate a choice between two options in PeopleCode syntax. Options are separated by a pipe ().
[] (square brackets)	Indicate optional items in PeopleCode syntax.
& (ampersand)	When placed before a parameter in PeopleCode syntax, an ampersand indicates that the parameter is an already instantiated object. Ampersands also precede all PeopleCode variables.
⇒	This continuation character has been inserted at the end of a line of code that has been wrapped at the page margin. The code should be viewed or entered as a single, continuous line of code without the continuation character.

ISO Country and Currency Codes

PeopleSoft Online Help topics use International Organization for Standardization (ISO) country and currency codes to identify country-specific information and monetary amounts.

ISO country codes may appear as country identifiers, and ISO currency codes may appear as currency identifiers in your PeopleSoft documentation. Reference to an ISO country code in your documentation does not imply that your application includes every ISO country code. The following example is a country-specific heading: "(FRA) Hiring an Employee."

The PeopleSoft Currency Code table (CURRENCY_CD_TBL) contains sample currency code data. The Currency Code table is based on ISO Standard 4217, "Codes for the representation of currencies," and also relies on ISO country codes in the Country table (COUNTRY_TBL). The navigation to the pages where you maintain currency code and country information depends on which PeopleSoft applications you are using. To access the pages for maintaining the Currency Code and Country tables, consult the online help for your applications for more information.

Region and Industry Identifiers

Information that applies only to a specific region or industry is preceded by a standard identifier in parentheses. This identifier typically appears at the beginning of a section heading, but it may also appear at the beginning of a note or other text.

Example of a region-specific heading: "(Latin America) Setting Up Depreciation"

Region Identifiers

Regions are identified by the region name. The following region identifiers may appear in the PeopleSoft Online Help:

- Asia Pacific
- Europe
- Latin America

- North America

Industry Identifiers

Industries are identified by the industry name or by an abbreviation for that industry. The following industry identifiers may appear in the PeopleSoft Online Help:

- USF (U.S. Federal)
- E&G (Education and Government)

Access to Oracle Support

Oracle customers have access to electronic support through My Oracle Support. For information, visit <http://www.oracle.com/pls/topic/lookup?ctx=acc&id=info> or visit <http://www.oracle.com/pls/topic/lookup?ctx=acc&id=trs> if you are hearing impaired.

Documentation Accessibility

For information about Oracle's commitment to accessibility, visit the Oracle Accessibility Program website at <http://www.oracle.com/pls/topic/lookup?ctx=acc&id=docacc>.

Using and Managing the PeopleSoft Online Help

Click the Help link in the universal navigation header of any page in the PeopleSoft Online Help to see information on the following topics:

- What's new in the PeopleSoft Online Help.
- PeopleSoft Online Help accessibility.
- Accessing, navigating, and searching the PeopleSoft Online Help.
- Managing a locally installed PeopleSoft Online Help website.

PeopleSoft HCM Application Fundamentals

Additional essential information describing the setup and design of your system appears in a companion volume of documentation called *PeopleSoft HCM 9.2: Application Fundamentals*.

Global Payroll Documentation

This section discusses:

- Global Payroll application design.
- Global Payroll documentation structure.

- Documentation roadmap.
- Documentation audiences.

Global Payroll Application Design

Because the structure of the Global Payroll documentation is similar to the design of the application, the best way to understand the documentation is to understand the design of the product itself.

Global Payroll is composed of two complementary parts:

- A core payroll application that includes:
 - A payroll rules engine.
 - A payroll processing framework.
 - Processes and setup steps that apply to all countries.
- Country extensions that include:
 - Statutory and customary objects (payroll rules, payroll processes, reports, additional country-specific pages, and self-service applications).
 - Country-specific rules and elements.

Global Payroll Documentation Structure

Like the application, the documentation for Global Payroll consists of two parts: a core book and separate country extension books.

Core Documentation

Like the core portion of the application, which applies to all countries and enables you to develop rules and process a payroll regardless of location, the core book is country-neutral. Thus, while it describes the core set of tools that you can use to develop a payroll, it doesn't discuss the local country rules that have been set up for you. For information about how PeopleSoft applications have extended core capabilities to meet local requirements, refer to the country extension documentation.

Country Extension Documentation

Just as country extensions in the application address local needs, the country extensions in the documentation cover local functionality. This includes:

- Any core feature with local extensions.
- Country-specific rule setup.
- PeopleSoft-delivered rules and tables.
- Country-specific pages.
- Country-specific reports.

- PeopleSoft HR (Human Resources) Management Systems setup, such as bank definitions, that varies by country.
- Implementation information that varies by country.

Documentation Roadmap

The core and the country extension documentation complement each other; you should, therefore, read both sets of documentation.

What to Read When

You can approach the documentation in the following way:

- If a process setup is shared between the core application and the country extension, read the core documentation first and then the country extension documentation.

For example, banking is a feature that you first define in the core application and then often continue defining in the country extension. To understand the setup, you should first read the banking chapter in the core documentation and then the banking chapter in the country extension documentation.

- If a process is set up only in the core application, read the core documentation.
- If a process is set up only in the country extension, read the country extension documentation.

Documentation Audiences

We've identified the following audiences for the documentation:

- Technical

Technical readers who are interested in the technical design of the product should begin by reading the Introducing the Core Application Architecture section of the core documentation, as well as the background processing information that is mentioned in many of the other sections.

See *PeopleSoft HCM 9.2: Global Payroll* and "Understanding the Core Application Architecture (*PeopleSoft HCM 9.2: Global Payroll*)".

- Functional

Functional readers who are interested in defining rules should begin by reading the country-specific functionality described in the country extension documentation. Functional readers can continue to learn about how to use the tools in the core application by reading the sections on defining payroll elements, such as earnings and deductions, in the core documentation.

- Managerial

Managerial readers should begin by reading the introductory sections of both the core documentation and the country extension documentation to get a high-level overview of the PeopleSoft Global Payroll product.

Note: To fully understand Global Payroll, technical or functional persons who are involved in the product implementation should read the core documentation and the applicable country extension documentation in their entirety.

PeopleSoft HCM Related Links

[PeopleSoft Information Portal on Oracle.com](#)

[My Oracle Support](#)

[PeopleSoft Training from Oracle University](#)

[PeopleSoft Video Feature Overviews on YouTube](#)

[HCM Abbreviations](#)

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Chapter 1

Getting Started with Global Payroll for Argentina

Global Payroll for Argentina Overview

Global Payroll for Argentina delivers elements, rules, pages, processes, and reports that work with the PeopleSoft Global Payroll core application to form a complete payroll package for Argentina. Using Global Payroll for Argentina, you can perform the following processes:

- Define earnings.

Earnings include the base salary, Annual Bonus (SAC), overtime, nightly overtime, and different leaves.

- Define deductions.

Deductions include retirement, INSSJP (National Institute of Social Services for Retirees and Pensioners), and Social Security.

- Define and process garnishments.
- Calculate and process Social Security and income tax.
- Track absences and vacations for employees.
- Calculate termination pay and adjust or reverse an employee's check.
- Generate payslips, process banking, and generate reports.

Global Payroll for Argentina Business Processes

Global Payroll for Argentina provides these business processes:

- Earnings.
- Annual Bonus (SAC).
- Average salary.
- Overtime.
- Nightly overtime.
- Deductions.
- Garnishments.

- Social Security.
- Income tax.
- Annual Income Tax adjustment.
- Absences.
- Vacations.
- Termination pay.
- Net-to-gross payments.
- Payslips.
- Banking.
- SICOSS (*Sistema de Cálculos de Obligaciones de la Seguridad Social*).
- SICORE (*Sistema de Control de Retenciones*).
- Form. 649 AFIP.
- Legal Book Law 20744 Art. 52.

Global Payroll for Argentina Integrations

Global Payroll for Argentina integrates with these applications through the core Global Payroll application:

- PeopleSoft HR.
- PeopleSoft Time and Labor.
- PeopleSoft General Ledger.

Integration considerations are discussed in the core Global Payroll documentation.

Related Links

"Understanding Payee Data (*PeopleSoft HCM 9.2: Global Payroll*)"

PeopleSoft HCM 9.2: Time and Labor

"Understanding the General Ledger Interface (*PeopleSoft HCM 9.2: Global Payroll*)"

"Understanding the General Ledger Interface (*PeopleSoft HCM 9.2: Global Payroll*)"

Understanding Global Payroll for Argentina

Global Payroll for Argentina Business Processes

Global Payroll for Argentina supports these business processes:

- Earnings

Global payroll for Argentina enables you to define and process different types of earnings, including base salary, bonuses, overtime, nightly overtime, and net salary with grossing up.

- Aguinaldo (Complementary Annual Bonus)

You can calculate the Aguinaldo to be paid to employees. Aguinaldo amounts are based on the best salary in the last half-year and are prorated according to the number of days worked during this period.

This Complementary Annual Bonus is paid in June and December (half of the best salary, prorated based on the number of worked days in the half year period). Aguinaldo can be paid either with the monthly salaries in a regular payroll, or through a special payroll process. The payroll process includes the calculation process for this annual bonus only when the value of the variable SAC VR PAG EN JUN? or SAC VR PAG EN DIC? is "1" (true) for the corresponding calendar.

This Complementary Annual Bonus is paid in June and December (half of the best salary, prorated based on the number of worked days in the half year period). Aguinaldo can be paid either with the monthly salaries in a regular payroll, or through a special payroll. The payroll process includes the calculation process for this annual bonus only when the value of the variable SAC VR PAG EN JUN? or SAC VR PAG EN DIC? is 1(true) for the corresponding calendar.

- Overtime

Define the hourly rate value per month using the value of a simple hour.

- Deductions

Global Payroll for Argentina enables you to define and process many different types of deductions for Argentina including before tax, after tax, and non-taxable deductions. Examples of deductions include garnishments and litis expenses.

- Social Security

Global Payroll for Argentina can calculate and process different aspects of Social Security, including retirement, INSSJP, and Social Security. You can generate several Social Security reports and interfaces, including SICOSS (*Sistema de Cálculos de Obligaciones de la Seguridad Social*).

- Income Tax

Global Payroll for Argentina enables you to calculate income tax and you can generate the interface SICORE.

- Annual Income Tax Adjustment

Global Payroll for Argentina enables you to process the calculation of the year-end tax and determine whether the company has retained the right tax amount during the monthly processes.

- Absences

You can track and define different types of absences including maternity leave, general illness, study leave, and so on. You can create rules for other absence types, such as for paid-permitted and unpaid-permitted and for overlapping absences (such illness during vacation).

- Vacations

Global Payroll for Argentina enables you to record and track vacations. You can generate vacation entitlements and so on.

- Grossing Up

Global Payroll for Argentina enables you to assign a net pay salary to an employee. To do so, a net pay code rate and a net pay eligibility group (both delivered) should be assigned to the employee. The payroll process compensates the difference between the gross and the net established in a special earning.

- Termination pay

You can calculate the final check amount for terminated employees.

- Payslips

You can generate payslips using Global Payroll for Argentina. If you purchased PeopleSoft ePay, your employees can view their payslips on line.

- Banking

You can define source bank and payee bank information. You can run the banking process and specify payment instructions to the bank. The system generates flat files for two Argentina banks: Nacion and Galicia.

- Legal Book

You can generate the legal book provided for Art. 52 Law 20744.

Delivered Elements for Argentina

Global Payroll defines each business process for Argentina in terms of delivered elements and rules. Some of these elements and rules are specifically designed to meet legal requirements, while others support common or customary payroll practices.

These topics discuss:

- Delivered element creation.
- Element ownership and maintenance.

Delivered Element Creation

All of the elements delivered as part of the country extension were created using the core application—the same application used to create additional elements and configure existing elements delivered as part of the Global Payroll system. Because the tools needed to redefine or create new payroll elements are fully documented in the core application documentation, the information is not discussed here. Rather, this document briefly reviews the relationship between the core application, which contains the tools you need to define your own elements, and the country extensions, which contain country-specific rules and elements defined by PeopleSoft.

The Core application:

- Consists of a payroll rules engine.

The rules engine is a flexible tool that enables users to define the rules of their payroll system and perform payroll and absence calculations. Global Payroll does not embed payroll-specific logic or computations in application code. Instead, it specifies all business application logic (such as earnings, deductions, absences, and accumulators) in terms of payroll rules. Global Payroll enables you to enter and maintain payroll rules through a set of pages and offers comprehensive features that enable you to work in your preferred language or currency.

- Provides a payroll-processing framework.

The payroll-processing framework provides a flexible way to define and run payroll and absence processing flows (such as calendars, run types, pay periods, and process lists).

- Country extensions:

- Are built using the core application.
- Consist of statutory and customary objects, such as country-specific payroll rules, elements, payroll processes, reports, pages, and self-service applications.

Element Ownership and Maintenance

The delivered elements of the Global Payroll country extension for Argentina are classified based on whether they are owned and maintained by the user or predefined in the PeopleSoft system. Some elements are predefined in the PeopleSoft system and cannot be modified or reconfigured. Others can be configured to meet requirements that are unique to a particular organization.

Element Ownership in Global Payroll

This table lists and describes the five categories of element ownership:

**PS Delivered/Maintained
(PeopleSoft-delivered and
maintained)**

Elements delivered and maintained on an ongoing basis by Oracle.

**PS Delivered/Not Maintained
(PeopleSoft-delivered but not maintained)**

Elements delivered by Oracle that the customer must maintain. This category consists primarily of either customary, nonstatutory rules, or statutory elements that customers may want to define according to a different interpretation of the rules. Although Oracle may occasionally update elements defined as *PS Delivered/Not Maintained*, you are not required to apply these updates.

Customer Maintained

Elements created and maintained by your organization. Oracle does not deliver rules defined as Customer Maintained.

**PS Delivered/Customer Modified
(PeopleSoft-delivered and customer-maintained)**

Elements that were originally PS Delivered/Maintained elements over which the customer has decided to take control. This change is irreversible.

PS Delivered/Maintained/Secure

Delivered elements that the customer can never modify or control.

Element Ownership in Global Payroll for Argentina

Of the five ownership types described here, Global Payroll for Argentina defines elements only as *PS Delivered/Not Maintained*. This enables you to modify, update, and reconfigure delivered elements to meet your own unique requirements.

Element Naming Conventions in Argentina

Understanding the naming convention that is developed for PeopleSoft-delivered elements can help you determine how an element is used, the element type, and the functional area it serves.

These topics discuss:

- Naming conventions.
- Functional area codes.
- Element type codes (PIN_TYPE).

Naming Conventions

These topics discuss the naming conventions for:

- Primary elements.
- Supporting elements.
- Component names (suffixes).
- Element abbreviations.

Primary Elements

Primary elements, such as earnings, deductions, absence take, and absence entitlement elements, do not contain functional area codes or element type codes in their names. Primary elements have names that identify their functions and element types without the use of additional codes.

For example, the name of the earnings element SALARY identifies this element as earnings (Salary) and, more specifically, as a salary element.

Supporting Elements

For supporting elements (such as variables, formulas, dates, and durations), PeopleSoft Global Payroll for Argentina uses this naming convention: FF TT NAME.

- FF: Functional area code.
- TT: Type of supporting element.
- NAME: Based on a term in Spanish and provides a further means of identifying the element.

Note: This naming convention applies to these element types: arrays, brackets, counts, dates, durations, formulas, rate codes, variables, historical rules, fictitious calculation rules, proration rules, rounding rules, writable arrays, and generation control conditions.

Component Names (Suffixes)

In Global Payroll for Argentina, suffixes are used to name the components of earnings and deduction elements. When you create an earning, deduction, or absence element in Global Payroll, you must define the components that make up the element, such as base, rate, unit, and percentage. The system automatically generates the components and accumulators for the element based on the calculation rule or accumulator periods that are used. The system also names the components and accumulators by appending a suffix to the element's name.

For example, suppose that you define the EARN1 earnings element with the following calculation rule:

```
EARN1 = Rate x Unit
```

The system automatically creates two additional elements for the components in the calculation rule by appending the suffixes `_RATE` and `_UNIT` to the name of the earning:

- Rate element: EARN1_RATE.
- Unit element: EARN1_UNIT.

In Global Payroll for Argentina, all components and accumulators include the separator and country designation, `_ARG`.

In Global Payroll, all suffixes fall into one of the following types:

- Separator.
- Earnings or deductions component suffixes.
- Earnings or deductions accumulator suffixes.
- Deduction arrears component suffixes.

- Deduction arrears accumulator suffixes.
- Deduction recipient suffixes.
- Absence entitlement component suffixes.
- Absence entitlement accumulator suffixes.

Note: To view all of the suffixes defined for Argentina, use the Element Suffixes page in Global Payroll.

See "Defining Suffixes (*PeopleSoft HCM 9.2: Global Payroll*)".

Element Abbreviations

Many Argentinean elements contain abbreviations that provide additional information about their use in the system, beyond that provided by functional area codes or element type codes.

For example, consider the Global Payroll for Argentina duration element GEN DR AÑOS SERV:

- The functional area code GEN indicates that this element is used across various functional areas.
- The element type code DR identifies the element as a duration element.
- The abbreviation AÑOS SERV (Service Years) provides additional information about how the element measures time.

As you become more familiar with the payroll rules created for Argentina, these abbreviations can help you further identify and understand the role played by each element.

This table lists the most common abbreviations used for element names in Global Payroll for Argentina:

Abbreviation	Spanish	English
#	<i>Número</i>	Number
%	<i>Porcentaje</i>	Percentage
ACT	<i>Actual</i>	Current
ACUM	<i>Acumulado</i>	Balances
SAC	<i>Aguinaldo</i>	Annual Bonus
ANU	<i>Anual</i>	Annual
ANV or ANIV	<i>Aniversario</i>	Anniversary
ASIG	<i>Asignar</i>	Assign
ASIST	<i>Asistencia</i>	Assistance
CAL	<i>Calendario</i>	Calendar

Abbreviation	Spanish	English
CALC	<i>Cálculo</i>	Calculation process
CIA	<i>Compañía</i>	Company
DED	<i>Deducción</i>	Deduction
DEV	<i>Devolución</i>	Return
DIF	<i>Diferencia</i>	Difference
EFE	<i>Efectivo</i>	Cash
EXC or EXCE	<i>Excedente</i>	In excess
EXE or EXENT	<i>Exento</i>	Nontaxable
FIJ	<i>Fijo</i>	Fix
FRE or FREC	<i>Frecuencia</i>	Frequency
GR, GRAV, GRAVA, or GRAVAD	<i>Gravable</i>	Taxable
IMP	<i>Impuesto o Importe</i>	Tax or amount
INC or INCAP	<i>Incapacidad</i>	Disability
ING	<i>Ingresos</i>	Earnings
LIM	<i>Límite</i>	Limit or Boundary
LIQ or LIQUIDAC	<i>Liquidación</i>	Layoff
MIN	<i>Mínimo</i>	Minimum
NEG	<i>Negativo</i>	Negative
PER	<i>Periodo</i>	Period
PERC	<i>Percepciones</i>	Earnings
PRM or PROM	<i>Promedio</i>	Average
PROP	<i>Proporción o Proporcional</i>	Proportion or proportional
RET	<i>Retención</i>	Retention
RETRO	<i>Retroactivo</i>	Retroactive

Abbreviation	Spanish	English
RNG	<i>Rango</i>	Rank
RS GO	<i>Riesgo</i>	Risk
SAL	<i>Salario</i>	Salary
SDO	<i>Sueldo</i>	Salary
SEGM	<i>Segmento</i>	Segment
SUB	<i>Subsidio</i>	Subsidy
TOT	<i>Total</i>	Total
TRA or TRAB	<i>Trabajado</i>	Worked
ULT	<i>Último</i>	Last
UNI or UNID	<i>Unidades</i>	Units
VAC or VACAC	<i>Vacaciones</i>	Vacations
VAR or VARIAB	<i>Variable</i>	Variable
X	<i>Por</i>	Per

Functional Area Codes

Many elements include a three-letter functional area code in their names. This code identifies the functional area supported by an element.

This table lists the functional area codes used in the names of Global Payroll for Argentina elements:

Functional Area Code	Description (Spanish, English)
GAN	<i>Ganancias</i> (income tax)
SAC	<i>Sueldo Anual Complementario o Aguinaldo</i> (annual bonus)
AUS	<i>Ausentismo</i> (absences)
DED	<i>Deducciones</i> (deductions)
GEN	<i>General - Independiente de área funcional</i> (general use independent of functional area)
OBS	<i>Obra Social</i> (social security - health care)

Functional Area Code	Description (Spanish, English)
BAJ	<i>Bajas y Liquidaciones Finales</i> (terminations)
EMB	<i>Embargos y Litis expenses</i> (garnishments)
PER	<i>Percepciones</i> (earnings)
GRS	<i>Grossing Up</i> (gross-up earnings)
JUB	<i>Jubilación</i> (social security - retirement plans)
LIC	<i>Licencias</i> (leaves)
VAC	<i>Vacaciones</i> (vacations)
FAM	<i>Asignaciones Familiares</i> (family allowances)

Element Type Codes (PIN_TYPE)

This table contains the codes for all element types. Because Global Payroll for Argentina is not delivered with all element types, some of the following codes do not appear in the names of Global Payroll for Argentina elements:

Element Type	Description
AE	Absence entitlement
AT	Absence take
AC	Accumulator
AR	Array
AA	Auto assigned
BR	Bracket
CT	Count
DT	Date
DD	Deduction
DR	Duration
ER	Earnings
EG	Element group

<i>Element Type</i>	<i>Description</i>
EM	Error message
FC	Fictitious calculation
FM	Formula
GC	Generation control
HR	Historical rule
PR	Process
PO	Proration rule
RC	Rate code
RR	Rounding rule
SE	Section
SY	System element
VR	Variable
WA	Writable array

Viewing Delivered Elements for Argentina

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Global Payroll for Argentina. Instructions for running the query are provided in the PeopleSoft Global Payroll documentation.

Related Links

"Understanding How to View Delivered Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

Chapter 3

Updating Absences

Understanding Absence Entry in Global Payroll for Argentina

These topics provide an overview of absences and discuss:

- Absence entitlements.
- Absence types.

Understanding Absences

Global Payroll for Argentina delivers predefined rules for processing absences due to vacation, illness, maternity, work accidents, and other reasons. These rules are designed in accordance with Argentina's statutory requirements. You can modify many of these rules to reflect the absence policies specific to your organization.

This topic supplements the absence documentation provided in the PeopleSoft Global Payroll documentation. Before you begin reading about absence functionality in Global Payroll for Argentina, you should read the absence topics of the PeopleSoft Global Payroll documentation to develop a basic understanding of the concepts behind Global Payroll absence processing.

An absence is any event for which an employee fails to comply with the scheduled work time. Absences must be recorded in the system so that the appropriate adjustments are made to an employee's salary. Absences are also recorded to keep track of an employee's absence history.

Global Payroll has two types of absence elements:

- An *absence entitlement* is the amount of paid time off that a payee is entitled to take for each category of absence.

For example, payees may be entitled to receive 10 days of paid time off each year because of school exams.

- An *absence take* is the amount of time off that a payee takes.

Absence Entitlements

The following table lists absence entitlements for Global Payroll for Argentina:

<i>Element Name</i>	<i>Description</i>
ACC A/C ART	Accident Labor Risks Assurance
ACC A/C EMP	Accident charged to employer
ENFERMEDAD	Sickness entitlement

Element Name	Description
EXAMEN	Study entitlement
FALL FAM DIR	Close relative death leave entitlement
FALL HERMANO	Sibling death leave entitlement
MATERNIDAD	Maternity entitlement
MATRIMONIO	Marriage entitlement
NACIMIENTO	Birth entitlement
VACACIONES	Vacations entitlement
SIN SUELDO	Leave without pay

Accident Labor Risks Assurance and Accident Charged to Employer

An employee takes this absence entitlement until he or she can return to the workplace or until declaring a total, permanent work disability.

The employer pays for the first ten days of this absence type. Then the ART (Labor Risk Insurance) Company handles the remaining payments.

Sickness Entitlement

The length of time that an employee can use this entitlement depends on the employee's seniority and whether the employee has any dependents. The following table describes the effect of these factors on the length of the entitlement:

Seniority	Dependents	Length of Sickness Entitlement (Months)
Fewer than five years.	No	3
Fewer than five years.	Yes	6
More than five years.	No	6
More than five years.	Yes	12

Study Entitlement

An employee can use a maximum of two days for each exam, and a maximum of ten days per calendar year.

Close Relative Death Leave Entitlement

An employee can use a maximum of three days for each qualifying event.

Sibling Death Leave Entitlement

Employees are eligible for a maximum of one day.

Maternity Entitlement

Employees can use up to ninety days for this entitlement. Commonly, employees take forty-five days of this entitlement before childbirth and forty-five days afterward.

Marriage Entitlement

Employees can use a maximum of ten days for this absence entitlement.

Birth Entitlement

Employees can use a maximum of two days.

Vacation Entitlement

The length of this entitlement corresponds to the number of years the employee has worked. The following table describes the seniority categories and the corresponding vacation days:

<i>Seniority</i>	<i>Vacation Days</i>
Fewer than 180 days (< 180 days).	1 day for every 20 days worked.
Between 180 days and 5 years (> 180 days, < 5 years).	14
Five years or more, but fewer than 10 years (≥ 5 years, < 10 years).	21
10 years or more, but fewer than 20 years (≥ 10 years, < 20 years).	28
20 years or more (≥ 20 years).	35

Leave Without Pay

The length of this entitlement varies depending on the authorization of the employer.

Absence Types

Global Payroll for Argentina delivers the following absence types and associated reasons:

Absence Type	Description	Corresponding Absence Take
001	Accident Labor Risks Assurance	Accident Labor Risks Assurance
002	Accident charged to Employer	Accident charged to Employer
003	Sickness Leave	Sickness Leave
004	Study Leave	Study Leave
005	Close Relatives Death Leave	Close Relatives Death Leave
006	Sibling Death Leave	Sibling Death Leave
007	Maternity Leave	Maternity Leave
008	Marriage Leave	Marriage Leave
009	Birth Leave	Birth Leave
010	Vacations	Vacations
011	Leave without pay	Leave without pay
012	Absence	Absence

Paid absences, such as Accident Labor Risks Assurance, are processed by generating the AUSENCIAS negative earning element and the corresponding absence earning element. Argentinean legislation determines the rate for each absence type, so an absence rate can exceed the employee's daily pay rate.

Absences do not reduce an employee's salary amount. Each paid absence generates:

- A negative AUSENCIAS earning to reduce the salary amount
- An absence earning that pays the employee for the absence.

Legislation determines the absence pay rate.

Note: Absence takes are limited to 30 days per month. Absences that exceed the absence entitlement are paid with a negative earning (AUS EX LIC) that has a proportional 30 day adjustment rate.

For example, an employee takes an Accident Charged to Employer leave from January 1 to January 31. The employee's pay is 2500.00. The following table lists the results:

Element Type	Element Name	Amount	Rate	Unit
Earnings	AUS EXC LIC	-1666.67	-79.365238	21
Earnings	AUSENCIAS	-833.33	83.333333	-10
Earnings	LIC ACC EMP	146.37	14.637133	10

Accident Labor Risks Assurance

The number of days granted to the employee for this absence take is determined by the Accident Labor Risks Assurance entitlement. Entitled days are paid using the LIC ACC ART earning. Exceeding the entitled days results in earning deductions using the Leaves Exceeded Absence earning (AUS EXC LIC).

Accident Charged to Employer

This absence take generates the LIC ACC EMP earning, which contains the number of paid days in the unit component.

This absence take also generates the AUSENCIAS deduction with the same number of units.

Sickness Leave

This absence take generates the LOC ENFERMED earning, which contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

Study Leave

This absence take generates the LIC EXAMEN earning, which contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

Close Relatives Death Leave

This absence take generates the LIC FALL FD earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

Sibling Death Leave

This absence take generates the LIC FALL HER deduction. This element contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

Maternity Leave

This absence take generates the LIC MATERNID earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative SUBSIDIO MAT earning with the same number of units.

Marriage Leave

This absence take generates the LIC MATRIMON earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

Birth Leave

This absence take generates the LIC NACIMIEN earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative AUSENCIAS earning with the same number of units.

Vacations

This absence take generates the LIC VACATION earning. This element contains the number of paid days in the unit component.

This absence take also generates a negative DESC ANT VAC earning with the same number of units.

Leave Without Pay

This absence take generates the LIC SIN SUEL earning. This element contains the number of paid days in the unit component. All of the absence take days are considered units of the earning.

Absence

This absence take generates an AUSENCIAS earning. This element contains the number of absent days in the unit component.

Viewing Delivered Absence Elements

These topics describe the following delivered absence elements in Global Payroll for Argentina:

- Delivered absence earnings
- Delivered absence takes

Delivered Absence Earnings

The following table lists the delivered absence earnings for Global Payroll for Argentina:

Earnings	Description
LIC ACC EMP	Accident charged to Employer
LIC ACC ART	Accident Labor Risks Assurance
LIC ENFERMED	Sickness Leave
LIC EXAMEN	Study Leave
LIC FALL FD	Close Relative Death Leave
LIC FALL HER	Sibling Death Leave
LIC FALL FD	Close Relative Death Leave

Earnings	Description
LIC FALL HER	Sibling Death Leave
LIC MATERNID	Maternity Leave
LIC MATRIMON	Marriage Leave
LIC NACIMIEN	Birth Leave
LIC VACACION	Vacations
AUSENCIAS	Absences
LIC SIN SUEL	Leave without pay
DESC ANT VAC	Advance Discount for Vacation
SUBSIDIO MAT	Subsidy By Maternity
AUS EXC LIC	Leaves Exceeded Absence

Delivered Absence Takes

The following table lists the delivered absence takes for Global Payroll for Argentina:

Absence Take	Description
USO ACC ART	Accident Labor Risks Assurance
USO ACC EMP	Accident charged to Employer
USO ENFERMED	Sickness Leave
USO EXAMEN	Study Leave
USO FALL FD	Close Relative Death Leave
USO FALL HER	Sibling Death Leave
USO MATERNIDAD	Maternity Leave
USO MATRIMONIO	Marriage Leave
USO NACIMIENTO	Birth Leave
USO VACACIONES	Vacations
USO LIC SIN SUELDO	Leave without pay

Absence Take	Description
AUSENCIA	Absence
EXCED LICENCIA	<div>Leaves Exceeded Absence</div> <div>Note: This absence take is used when the employee takes more days than permitted by law. The employer must authorize the exceeded days and the system generates a new deduction for those days.</div>

Note: The PeopleSoft system delivers a query that enables you to view the names of all delivered elements in Global Payroll for Argentina.

Related Links

"Understanding How to View Delivered Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

Chapter 4

Defining Garnishments

Setting Up Garnishment Data

This topic discusses how to set up garnishment elements.

Page Used to Set Up Garnishment Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Garnishment Elements ARG	GPAR_GARN_PIN	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Garnishments/Court Orders, Garnishment Elements ARG, Garnishment Elements ARG	Define the element associated with each garnishment type.

Garnishment Elements ARG Page

Use the Garnishment Elements ARG page (GPAR_GARN_PIN) to define the element associated with each garnishment type.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Garnishments/Court Orders, Garnishment Elements ARG, Garnishment Elements ARG

Image: Garnishment Elements ARG page

This example illustrates the fields and controls on the Garnishment Elements ARG page. You can find definitions for the fields and controls later on this page.

Element Name

Select the name of the element used to deduct the garnishment during the payroll calculation process. Valid values are deductions with the EMB category

Managing Garnishments

These topics provide an overview of garnishments in Global Payroll for Argentina and discuss how to enter employee garnishment data

Understanding Garnishments

Garnishment is a legal requirement in Argentina. PeopleSoft Global Payroll for Argentina delivers two types of garnishment:

- Litis Expenses
- Writ of Garnishment

Pages Used to Manage Garnishments

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Assign Garnishments ARG	GPAR_GARNISHMENT	Global Payroll & Absence Mgmt, Payee Data, Garnishments/Court Orders, Assign Garnishments ARG Assign Garnishments AR	Assign garnishments and enter garnishment details. Garnishment balances and values are updated by the payroll process.
Garnishment Payment Details	GPAR_GARNISHMENT_SEC	<ul style="list-style-type: none"> • Global Payroll & Absence Mgmt, Payee Data, Garnishments/Court Orders, Assign Garnishments ARG Assign Garnishments AR • Click the Payment Details link on the Assign Garnishments ARG page. 	View a history of garnishment payment details.

Assign Garnishments ARG Page

Use the Assign Garnishments ARG page (GPAR_GARNISHMENT) to assign garnishments and enter garnishment details.

Garnishment balances and values are updated by the payroll process.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Garnishments/Court Orders, Assign Garnishments ARG
Assign Garnishments AR

Image: Assign Garnishments ARG page

This example illustrates the fields and controls on the Assign Garnishments ARG page. You can find definitions for the fields and controls later on this page.

Assign Garnishments ARG

Employee ID: K2ARG000001 Empl Record: 0 Name: Javier Martinez

Garnishment Data Find | View All First 1 of 1 Last

*Garnishment Type: Writ of Garnishment *Payment Type: Percentage

*Garnishment Date: 03/07/2011 Garnishment Number: 1

*Court Writ: Paid Total Amount: 0.000000

*Court: [Payment Details](#)

Garnishments Details Find | View All First 1 of 1 Last

*Effective Date: 03/07/2011 *Garnishment Status: Active

Reason:

Amount: ARS Total: 0.000000 ARS

Interest: 0.000000 ARS

Calculation Values

Percentage: 20.00 Element Name:

Banking Data

Bank ID:

Bank Branch ID:

Bank Account #:

Garnishment Type

Select the type of garnishment. Valid values are Litis Expenses and Writ of Garnishment.

Payment Type

Select the payment type. Valid values are: Percentage, Fixed Amount, and Percentage and Fixed.

Garnishment Date

Enter the date of reception of the court writ.

Garnishment Number

Displays a number for each garnishment entered for an employee.

Court Writ

Enter the Court Writ of the garnishment.

Paid Total Amount

Displays the total amount paid for the garnishment.

Court

Enter the garnishment corresponding court.

Payment Details

Click to access the Garnishment Payment Details page. This page enables you to view a history of garnishment payment details.

Garnishment Status	Select the garnishment corresponding status. Valid values are: <i>Active</i> and <i>Cancelled</i>
Reason	Enter an explanation for the garnishment status. <hr/> Note: A garnishment's status can be modified only when the balance is equal to zero. <hr/>
Amount	Enter the original garnishment amount. This is required for a Writ of Garnishment.
Total	Displays the garnishment total, which is the value of the Amount field plus the value of the Interest field.
Interest	Enter the interest specified by the court writ.
Percentage	Enter the percentage of the earnings accumulator element that the system deducts. <hr/> Note: The maximum deduction amount cannot exceed 20 percent of the deductible gross amount when the garnishment is a Writ of Garnishment. <hr/>
Element Name	Select the base accumulator element used to determine the corresponding percentage amount.
Fixed Amount	Enter the fixed amount to be deducted.
Bank ID	Enter the bank code specified in the court writ.
Bank Branch ID	Enter the bank branch code specified in the court writ.
Bank Account # (Bank Account Number)	Enter the bank account specified by the court writ.

Chapter 5

Defining Income Tax

Defining Income Tax Elements

This topic discusses how to enter income tax default value definitions.

Page Used to Define Income Tax Elements

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Income Tax Parameters ARG	GPAR_ITAXES_PARM	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Income Tax Parameters ARG, Income Tax Parameters ARG	Enter elements, labels and properties for Income Tax-related elements.

Income Tax Parameters ARG Page

Use the Income Tax Parameters ARG page (GPAR_ITAXES_PARM) to enter elements, labels and properties for Income Tax-related elements.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Income Tax Parameters ARG, Income Tax Parameters ARG

Image: Income Tax Parameters ARG page: Element tab

This example illustrates the fields and controls on the Income Tax Parameters ARG page: Element tab. You can find definitions for the fields and controls later on this page.

Income Tax Parameters ARG

Default Values For Income Tax
Find | View All First 1 of 1 Last

*Effective Date: 01/01/2007
*Status: Active

Income Tax Elements
Customize | Find | View All First 1-11 of 65 Last

Element Properties

	Element Name	Description		
1	OBRA SOCIAL_I ANU	Social Security	+	-
2	GAN AC BRUTO ANUAL	Annual Taxable Income Gross	+	-
3	GAN VR BRUTO 3ROS	Taxable Income by 3rds	+	-
4	GAN VR DED X 3ROS	Tax Deductions By 3rds	+	-
5	GAN VR RET X 3ROS	Tax Withheld by 3rds	+	-
6	GAN VR DED SEG RET	Retirement Insurance	+	-
7	GAN VR DED SEG VID	Life Insurance Premium	+	-
8	GAN VR DED GS SEP	Funeral Expenses	+	-
9	GAN VR DED INT CRE	Mortgage Interest	+	-
10	GAN VR OTRAS DEDUC	Other Deductions	+	-
11	GAN VR DED MED AS	Medical Attention Fees	+	-

Element Name Specify the element that stores the amounts deducted from an employee's pay.

Image: Income Tax Parameters ARG page: Properties tab

This example illustrates the fields and controls on the Income Tax Parameters ARG page: Properties tab. You can find definitions for the fields and controls later on this page.

Income Tax Parameters ARG

Default Values For Income Tax Find | View All First 1 of 1 Last

*Effective Date: 01/01/2007 *Status: Active

Income Tax Elements Customize | Find | View All First 1-11 of 65 Last

Element	Label Name	Deductible	Previous Year Accumulator	649 Form Code
1	Social Security	<input type="checkbox"/>	<input type="checkbox"/>	124
2	Annual Taxable Income Gross	<input type="checkbox"/>	<input type="checkbox"/>	019
3	Taxable Income by 3rds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	027
4	Tax Deductions By 3rds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	167
5	Tax Withheld by 3rds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	345
6	Retirement Insurance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	809
7	Life Insurance Premium	<input checked="" type="checkbox"/>	<input type="checkbox"/>	507
8	Funeral Expenses	<input checked="" type="checkbox"/>	<input type="checkbox"/>	604
9	Mortgage Interest	<input checked="" type="checkbox"/>	<input type="checkbox"/>	809
10	Other Deductions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	809
11	Medical Attention Fees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	418

Label Name Enter a description for the element. This name is displayed on the Maintain Income Tax ARG page.

Deductible Select to specify that an element is deductible from the taxable base.

Prev Year Accum (previous year accumulators) Select to specify the elements that track previous fiscal year accumulators.

649 Form Code Select the code that specifies the field where the element is printed on the Form 649 report.

Entering Taxable Deductions

This topic discusses how to enter income tax deductions.

Page Used to Enter Income Tax Deductions

Page Name	Definition Name	Navigation	Usage
Maintain Tax Deductions ARG	GPARG_INC_TAX_DED	Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Tax Deductions ARG, Maintain Tax Deductions ARG	Enter taxable deductions for employee income tax calculation during a fiscal year.

Maintain Tax Deductions ARG Page

Use the Maintain Tax Deductions ARG page (GPARG_INC_TAX_DED) to enter taxable deductions for employee income tax calculation during a fiscal year.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Tax Deductions ARG, Maintain Tax Deductions ARG

Image: Maintain Tax Deductions ARG page

This example illustrates the fields and controls on the Maintain Tax Deductions ARG page. You can find definitions for the fields and controls later on this page.

Maintain Tax Deductions ARG

Employee ID: K2ARG000001 Empl Record: 0 Name: [Javier Martinez](#)

Fiscal Year: 2009

Income Tax Deductions Find | View All First 1 of 1 Last

*Effective Date: 03/09/2009

Codes Find | View All First 1 of 1 Last

Deduction: Select a value

Amount Declared: 0.000

Concepts Find | View All First 1 of 1 Last

SeqNum: 999

CUIT:

Description:

Amount:

Country: ARG Argentina

Address: [Edit Address](#)

Effective Date

Enter the date the declaration takes effect.

Note: The Payroll calculation considers only the latest effective date within a single fiscal year. The last effective date replaces any previous dates.

Deduction	Select the deduction element. The values are obtained from the entries on the Income Tax Elements ARG page.
Amount Declared	Displays the total of any amounts associated with the deduction.
CUIT (<i>Código único de Identificación Tributaria</i>)	Enter the Unique Tax Identification Code corresponding to the declared deduction.
Description	Enter the name of the declared deduction.
Amount	Enter the deduction amount.
Country	Select the country where the transaction occurred.
Address	Displays the address of the company that generated the deduction.

Chapter 6

Setting Up the Complementary Annual Bonus

Understanding the Complementary Annual Bonus

Companies must pay a Complementary Annual Bonus to their payees. This bonus is paid in two installments.

The first installment corresponds to 50 percent of the best salary paid in the first six months and should be paid by the end of June. Companies can include this first installment with the employee's salary in June or pay it in a special payroll by:

- Running the regular June payroll and entering a value of *I* in the variable SAC VR PAG EN JUN?.
- Running a special run type K2 SAC and entering a value of *I* in the variable SAC VR PAG EN JUN?.

Employees who receive variable compensation, such as overtime, may be entitled to use an average of their compensation to calculate the bonus. This depends on how the company prorates additional payments for the SAC bonus.

The second installment must be paid by December and the calculation is similar to the first installment. Companies can include this second installment with December's salary or pay it in a special payroll by:

- Running the regular payroll for December entering a value of *I* in the variable SAC VR PAG EN DIC?
- Running a special run type K2 SAC and entering a value of *I* in the variable SAC VR PAG EN DIC?

If the employee's best salary is the last salary in June or the last salary in December, and the bonus installment was calculated before the monthly payment, then in the regular payroll run, the difference is calculated and paid using the SAC AJUSTE earning element.

Viewing Delivered Complementary Annual Bonus Elements

Global Payroll for Argentina delivers several elements to process the Complementary Annual Bonus.

These topics discuss how to

- View delivered 13th salary earnings.
- View delivered accumulators.
- View delivered sections.

Viewing Delivered 13thSalary Earnings

The following table lists the delivered earning elements used to calculate the Complementary Annual Bonus:

Earning Element	Description
SAC	Calculates the amount of the complementary annual bonus installment. This earning is calculated using the formula SAC FM CALCULO SAC.
SAC AJUSTE	Calculates the bonus adjustment when the last month's salary is the best and the bonus was previously paid. This earning is calculated using the formula SAC FM AJUSTE SAC.
SAC PROPORC	Calculates the pending bonus for terminations. This earning is calculated using the formula SAC FM PROPORCION.
SAC IND PREA	Calculates the bonus amount related to the notice payment paid to terminated employees. This earning is a percentage of the Notice payment.
SAC INT MES	Calculates the bonus amount related to the supplemental salary paid to terminated employees. This earning is a percentage of the supplemental salary payment.
SAC VAC NO G	Calculates the bonus amount regarding the pending unused vacations paid to terminated employees. This earning is a percentage of the pending unused vacations amount.

Viewing Delivered Accumulators

The following table lists the delivered accumulator elements used to calculate the Complementary Annual Bonus:

Accumulator Element	Description
MESES 13 SALARIO	Accumulates the number of months for which a payee is eligible for 13 th salary. If the number of days worked is greater than 15 during a single month, that month is counted towards 13 th salary eligibility.
SAC AC AJ PAG 1ER	Accumulates the adjustment of the Complementary Annual Bonus first installment.
SAC AC AUS 1ER SEM	Accumulates the absences that reduce the number of worked days for the Complementary Annual Bonus first installment.
SAC AC AUS 2DO SEM	Accumulates the absences that reduce the number of worked days for the Complementary Annual Bonus second installment.

<i>Accumulator Element</i>	<i>Description</i>
SAC AC AUS PAG 1ER	Accumulates the absences taken by the Complementary Annual Bonus first installment calculation.
SAC AC AUS PAG 2DO	Accumulates the absences taken by the Complementary Annual Bonus second installment calculation.
SAC AC J+I PAG 1ER	Accumulates the Retirement and Disability Plan amounts deducted from the Complementary Annual Bonus first installment.
SAC AC MEJ SUE 1SM	Accumulates the best salary to calculate the Complementary Annual Bonus first installment.
SAC AC MEJ SUE 2SM	Accumulates the best salary to calculate the Complementary Annual Bonus second installment.
SAC AC MES AJ 1ER	Accumulates the month when the adjustment of the Complementary Annual Bonus first installment was paid.
SAC AC MES PAG 1ER	Accumulates the month when the Complementary Annual Bonus first installment was paid.
SAC AC OBS PAG 1ER	Accumulates the Social Security amounts deducted from the Complementary Annual Bonus first installment.
SAC AC SAC PAG 1ER	Accumulates the amount of the Complementary Annual Bonus first installment.
SAC AC SAC PAG 2DO	Accumulates the amount of the Complementary Annual Bonus second installment.
SAC AC SUE PAG 1ER	Accumulates the best salary used to calculate the Complementary Annual Bonus first installment.
SAC AC SUE PAG 2DO	Accumulates the best salary used to calculate the Complementary Annual Bonus second installment.

Viewing Delivered Sections

The following table lists the delivered section elements used to calculate the Complementary Annual Bonus:

<i>Section Element</i>	<i>Description</i>
AR SAC	This section is necessary for the Complementary Annual Bonus calculation and can be included in the process list for a regular payroll run or in a separate calendar run.

Processing Terminations

Understanding Termination Processing

Termination processing is a two-step process. Complete both steps to ensure that the system correctly updates the payee records. To complete the termination process, you must:

- Update employee job data.
- Run the terminations payroll process.

Updating Job Data

When payees are terminated or retired, update their job data using the Job Data page. The PeopleSoft termination process uses the termination date that you enter to calculate termination pay. The effective date of a termination is the day that the payee no longer works for the company, that is, the day after the payee's last day of work.

Termination Payroll Processing

PeopleSoft Global Payroll for Argentina delivers a set of rules for termination processing that takes all statutory requirements into account. When a payee is terminated, the employer is required to make certain payments to that payee depending on the circumstances of the termination. The termination process involves:

- Unused leave balances payment.
- Prorated earnings and deductions payment.

Terminating Employees

A template must be created to manage the positive input required to terminate employees. Enter the elements and their corresponding units to be paid in the termination payroll according to the defined business rules.

PeopleSoft Global Payroll for Argentina delivers the following termination payment elements:

<i>Termination Element</i>	<i>Description</i>
INDEM ART245	Compensation Seniority Art.245
INDEM ART247	Compensation Seniority Art.247e
INDEM PREAV	Notice

<i>Termination Element</i>	<i>Description</i>
INTEG MESDES	Integration Monthly
VAC NO GOZAD	Pending Vacations

Page Used to Terminate Employees

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Positive Input by Template	GP_PI_BULK_SSN	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Manage Positive Input by Tmpl	Enter termination elements.

Chapter 8

Setting Up Reports

Setting Up SICOSS Report Parameters

This topic discusses how to define SICOSS report layout parameters.

Page Used to Set Up SICOSS Report Parameters

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
SCOSS Parameters ARG	GPAR_SIJP_CFG	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Reports, SICOSS Parameters ARG, SICOSS Parameters ARG	Define the layout parameters for elements in the SICOSS Report ARG.

SCOSS Parameters ARG Page

Use the SCOSS Parameters ARG page (GPAR_SIJP_CFG) to define the layout parameters for elements in the SICOSS Report ARG.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Reports, SICOSS Parameters ARG, SICOSS Parameters ARG

Image: SICOSS Parameters ARG page

This example illustrates the fields and controls on the SICOSS Parameters ARG page. You can find definitions for the fields and controls later on this page.

SICOSS Parameters ARG

Layout Parameters Find | View All | First 1 of 1 | Last

*Effective Date: 03/01/2009 31 *Status: Active ▼

Element Mapping Customize Find 1-14 of 14 Last			
	*Layout Field	*Accumulator	Description
1	Total Salary	GEN AC PERCEPCION	Total Perceptions
2	Taxable Salary 1	JUB AC BASE AP JUB	Social Security Deduction Base
3	Paid Family Allowances	FAM AC ASIG FAM	Family Allowance
4	Taxable Salary 2	GEN AC SAL BRUTO	Gross Salary
5	Taxable Salary 3	GEN AC SAL BRUTO	Gross Salary
6	Taxable Salary 4	JUB AC BASE AP JUB	Social Security Deduction Base
7	Salary Plus Additional	JUB AC BASE AP JUB	Social Security Deduction Base
8	Annual Salary Complementary	SAC_I MES	Complementary Annual Salary
9	Overtime Amount	JUB AC IMP HS SIJP	Overtime Amount for SIJP
10	Advance Vacations Amount	LIC VACACION_I MES	Vacations
11	Worked Days	JUB AC DIAS TRABAJ	Worked Days in the Month
12	Taxable Salary 5	JUB AC BASE AP JUB	Social Security Deduction Base
13	Overtime Hours	JUB AC CAN HS SIJP	Overtime Amount for SIJP
14	Maternity	LIC MATERNID_I MES	Maternity Leave

Layout Field

Select the SICOSS Report field.

Accumulator

Select the accumulator element associated with the layout field.

Description

Displays the name of the selected item.

Setting Up Income Tax Parameters

This topic lists the page used to set up income tax parameters.

Page Used to Set Up Income Tax Parameters

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Income Tax Parameters ARG	GPAR_ITAXES_PARM	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Income Tax Parameters ARG, Income Tax Parameters ARG	Define the income tax elements, labels, and associated codes used in the Form 649 Report ARG.

Appendix A

Global Payroll for Argentina Reports

Global Payroll for Argentina Reports: A to Z

This table lists the Global Payroll for Argentina reports, sorted alphanumerically by report ID.

For more information about running these reports, refer to:

- The corresponding topics in the product documentation.
- *PeopleTools: PeopleSoft Process Scheduler*
- *PeopleTools: BI Publisher for PeopleSoft*
- *PeopleTools: SQL Language Reference for PeopleSoft*

For samples of these reports, see the [Report Samples](#) that are published with this online documentation.

Report ID and Report Name	Description	Navigation	Run Control Page
GPARTX01 Form 649 Report	Detailed income tax retentions and deductions for annual withholding taxes. This report can also be delivered for a terminated employee.	Global Payroll & Absence Mgmt, Taxes, Form 649 ARG	GPAR_RC_F649
GPAR_EFT Payment File Generation	Creates an electronic flat file to be transferred to the bank and a printed report.	Global Payroll & Absence Mgmt, Payment Processing, Create EFT Payment File ARG	GPAR_RC_EFT
GPAR_SICORE SICORE Report	Displays information related to earnings and withholdings that should be delivered to the SICORE (Retentions Control System).	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, SICORE Report ARG	GPAR_RC_SICORE
GPAR_SIJP SICOSS Report	Displays information that should be transferred to the integrated system of Retirement and Pension required by Argentina government.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, SICOSS Report ARG	GPAR_RC_SIJP
GPARLB01 Legal Book Report	Monthly report required by Argentina government with details regarding employees' earnings and deductions.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Legal Book AR	GPAR_RC_LGLBOOK

<i>Report ID and Report Name</i>	<i>Description</i>	<i>Navigation</i>	<i>Run Control Page</i>
GPARPYSL Payslips ARG	Generates payslips	Global Payroll & Absence Mgmt, Create/Print Payslips ARG	GPAR_RC_PAYSLIP