
PeopleSoft HCM 9.2: Global Payroll for Mexico

March 2013

PeopleSoft HCM 9.2: Global Payroll for Mexico
CDSKU hcm92pbr0
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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

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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.

Related Links

PeopleSoft HCM: Global Payroll (*PeopleSoft HCM 9.2: Global Payroll*)

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

[My Oracle Support](#)

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[PeopleSoft Video Feature Overviews on YouTube](#)

"HCM Abbreviations (*null*)"

Contact Us

Send us your suggestions Please include release numbers for the PeopleTools and applications that you are using.

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Chapter 1

Getting Started with Global Payroll for Mexico

Global Payroll Documentation

This topic discusses:

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

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 review the design of the application 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 has 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 HCM 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, therefore, it is important to 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 in the country extension, because most country extensions have some type of banking functionality. You would first read the banking documentation in the core documentation and then the banking documentation 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

PeopleSoft has identified the following audiences for the documentation:

- Technical

Technical readers who are interested in the technical design of the application should begin by reading the "Understanding the Core Application Architecture" topic of the core documentation, as well as the background processing information that is mentioned in many of the other topics.

See "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 topics on defining payroll elements, such as earnings and deductions, in the core documentation.

- Managerial

Managerial readers should begin by reading the introduction topics of both the core documentation and the country extension documentation to get a high-level overview of the Global Payroll application.

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

Global Payroll for Mexico Overview

PeopleSoft Global Payroll for Mexico delivers elements, rules, pages, processes, and reports that work with the PeopleSoft Global Payroll core application to form a complete payroll package for Mexico. You can define earnings, such as the base salary, *Aguinaldo*, average salary, overtime and profit-sharing (PTU). You can define deductions, such as union fees, parking dues, and personal loans, as well as provisions for vacations, vacation premiums, and *Aguinaldo*. You can define and process garnishments. With Global Payroll for Mexico, you can calculate and process social security, federal taxes, and state taxes. You can track absences and vacations for employees. With Global Payroll for Mexico, you can calculate termination pay and adjust or reverse an employee's check. You can generate payslips, process banking, and generate reports.

Global Payroll for Mexico Business Processes

PeopleSoft Global Payroll for Mexico provides these business processes:

- Earnings.
- Christmas bonus.
- Average salary.
- Profit sharing (PTU).
- Overtime.
- Deductions.
- Social Security.
- Federal and state taxes.
- Annual adjustment.
- Subsidy factor.

- Absences.
- Vacations.
- Termination pay.
- Garnishments.
- Results adjustments and reversals.
- Net-to-gross payments.
- Payslips.
- Banking.

These business processes are discussed in the business process topics in this documentation.

Global Payroll for Mexico Integrations

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

- PeopleSoft Human Resources (HR).
- PeopleSoft Time and Labor.
- PeopleSoft General Ledger.

Integration considerations are discussed in the core Global Payroll documentation. Supplemental information about third-party application integrations is located on Oracle's My Oracle Support website.

Related Links

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

"Understanding How to Compensate Employees in Global Payroll for Time Reported Through Time and Labor (*PeopleSoft HCM 9.2: Global Payroll*)"

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

Global Payroll for Mexico Implementation

PeopleSoft Setup Manager enables you to generate a list of setup tasks for your organization based on the features that you are implementing. The setup tasks include the components that you must set up, listed in the order in which you must enter data into the component tables, and links to the corresponding documentation.

Other Sources of Information

In the planning phase of your implementation, take advantage of all Oracle sources of information, including the installation guides, table-loading sequences, data models, and business process maps.

See the product documentation for *PeopleTools: PeopleSoft Setup Manager* and *PeopleTools: PeopleSoft Component Interfaces*

Related Links

"PeopleSoft HCM Implementation (*PeopleSoft HCM 9.2: Application Fundamentals*)"

Understanding Global Payroll for Mexico

Global Payroll for Mexico

Global Payroll for Mexico is a country extension of the core Global Payroll application. It provides you with the payroll rules, elements, and absence processes that are needed to run a Mexican payroll.

Global Payroll for Mexico Business Processes

Global Payroll for Mexico supports these business processes:

- Earnings.

Global Payroll for Mexico enables you to define and process different types of earnings, including base salary, bonuses, commissions, overtime, profit sharing (PTU), food coupons, vacation premiums, savings funds, and seniority pay. You can also determine the taxable and nontaxable portion of each earning and deduction, such as for overtime, vacation premium, Sunday premium, savings fund, and Christmas bonus.

See [Understanding Earnings in Mexico](#).

- Christmas bonus.

You can calculate the Christmas bonus, (*Aguinaldo*), that is given to employees. Bonus amounts are based on the length of service and salary and are prorated according to worked days during the year.

See [Defining Parameters for Christmas Bonuses and Vacation Premiums](#).

- Average salary.

Global Payroll for Mexico calculates the average salary based on previous balances or periods. The result of this can be used as a base calculation for earnings and deductions.

See [Understanding Earnings in Mexico](#).

- Profit sharing (PTU).

You can calculate amounts due to employees as a result of profit sharing. Profit sharing payments are based on two parts: the employee's salary and the worked days from the profit generating year. You can define the profit sharing (PTU) parameters, such as the amount to share, maximum salary, and number of days for temporary employees to be considered into the process. You can generate four different reports for the PTU, including Profit Sharing Project, Eligible Employees, Non-Eligible Employees, and Unpaid Employees.

See [Understanding Earnings in Mexico](#).

- Overtime.

You can define the maximum number of double hours per day, the maximum number of occurrences by week, or the maximum number of double hours per week. You can create an annual overtime calendar. You can also record daily and weekly overtime hours for employees, including overtime hours, days off worked hours, and holiday hours. You can generate two overtime reports: one with detail and one without detail.

See [Understanding Overtime](#).

- Deductions.

Global Payroll for Mexico enables you to define and process many different types of deductions for Mexico including before tax, after tax, and nontaxable deductions. Examples of deductions include union fees, parking dues, absences, personal loans, and deductions based on seniority. You can also set up and track provisions, which are accrued expenses, for vacations, vacation premiums, Christmas bonuses, and IMSS (social security) quotas.

See [Understanding Deductions](#).

- Social security.

Global Payroll for Mexico enables you to calculate and process different aspects of social security, including IMSS (social security), SAR (retirement), and INFONAVIT (housing). You can calculate IMSS quotas for employers and employees and the fixed, variable, and hourly integrated daily salary (SDI). You can generate several social security reports and interfaces, including the SUA Payee Load interface, SUA Transactions interface, IMSS Hire notification, IMSS Termination notification, IMSS Salary Modification notification, Variability report, Work Risk Disabilities report, and the Base Over Cap report.

See [Understanding Social Security Processing](#).

- Federal and state taxes.

You can define and process federal and state taxes. Examples of federal taxes that you can process include the Monthly tax (Art. 113, 114, and 115), Annual tax (Art. 177, 178, and 116), Termination taxes (Art. 112), and other special tax calculation methods, such as RISR 86 and Multiple Months earnings (Art. 91). You can also define which earnings and deductions are eligible for the state tax base according to each state's laws, including those for the most complex state taxes, such as Ciudad Juárez (Chihuahua), Hidalgo, Guerrero, and Chihuahua.

See [Understanding Tax Processing](#).

- Annual adjustment.

Global Payroll for Mexico enables you to process year-end calculation of taxes and determine whether the company withheld the correct amount of taxes during the monthly process. Excess withholding can be used to offset withholding for December and the following months. However, the difference can be discounted in a single deduction or multiple deductions, depending on parameters that are provided.

See [Understanding Tax Processing](#).

- Subsidy factor.

You can calculate the subsidy proportion of taxes that will apply to employees in the following calendar year. You can set up subsidy factor parameters for your company, calculate the subsidy factor, and generate a Subsidy Factor report. Additionally, a separate process exists that calculates the subsidy factor, which the user enters in the Company table. Payroll then generates federal taxes based on this subsidy factor.

See [Understanding Tax Processing](#).

- Absences.

You can track and define different types of absences, including maternity leave, general illness, work risk, work related illness, and in transit work risk. You can create rules for other types of absences, such as for paid-permitted and unpaid-permitted, overlapping absences (such as illness during vacation), subsidy rules, and mass absences. You can also generate an absence report and a Risk Factor report, which lists the employees who were on disability due to work-related illnesses or accidents during the year.

See [Understanding Absences in Mexico](#).

- Vacations.

Global Payroll for Mexico enables you to record and track vacations. You can generate vacation entitlements, create mass vacation takes, handle negative entitlement balances, track accrued vacation premiums for financial reporting, process vacation pay, and generate a vacation report with or without employee detail.

See [Understanding Absences in Mexico](#).

- Termination pay.

You can calculate the final check amount for terminated employees. The system enables you to define different termination versions and which earnings and deductions are considered in each version. You can also define which termination versions are linked with each Job/Action reason. Global Payroll for Mexico provides two sample letters for the termination and layoff process.

See [Understanding Absences in Mexico](#).

- Garnishments.

Global Payroll for Mexico enables you to define and process garnishments. This includes defining the recipient information and handling the most complex requirements, such as multiple garnishments by an employee with different rules and priorities. Global Payroll for Mexico provides the five most common types of garnishment rules, including fixed amount, net pay percentage, total earnings minus tax percentage, total earnings percentage, and specific earnings minus corresponding tax percentage.

See [Garnishment Types](#).

- Results adjustments and reversals.

Global Payroll for Mexico enables you to identify an employee whose check is going to be reversed for a particular calendar and adjust or reverse a check that was already paid to the employee.

See [Understanding Results Adjustments](#).

- Gross up earnings.

Global Payroll for Mexico provides two earnings elements that are used for paying a net amount to payees. Starting from the net amount, the system determines the gross amount to process so that after tax deductions have been made, the required net amount remains.

See [Net-to-Gross Processing](#).

- Payslips.

You can generate payslips using Global Payroll for Mexico. You can specify the printing order, which earnings and deductions should be printed, and a range of employees to generate their payslips. Sometimes, defining the earnings and deductions that you want excluded on the payslip is easier than defining all the earnings and deductions that you want included. If this is the case, you can define your earnings and deductions this way. Global Payroll for Mexico gives you the choice to set up payslips in the way that works best for your business processes. If you purchased PeopleSoft ePay, you can have employees view their payslips online.

See [Understanding the Payslip Definition Process](#).

See "Understanding ePay Transactions for Global Payroll (*PeopleSoft HCM 9.2: ePay*)".

- 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 the top five Mexican banks: Banamex, BBVA Bancomer, Banorte, HSBC, and Scotiabank.

See [Understanding the Banking Process](#).

Delivered Elements for Mexico

Global Payroll defines each business process for Mexico 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.

This topic discusses:

- Delivered element creation.
- Element ownership and maintenance.

Delivered Element Creation

All of the elements that are delivered as part of this country extension were created using the core application, the same application that you use to create additional elements and (in many cases) to configure existing elements that are delivered as part of Global Payroll. Because the tools that are needed to redefine or create new payroll elements are fully documented in the core application documentation, this information does not appear here. Instead, the documentation briefly reviews the relationship between the core application (which contains the tools that you need to define your own elements) and the country extensions (which contain country-specific rules and elements that are defined by PeopleSoft).

The core application:

- Consists of a payroll rules engine.

The payroll rules engine is a flexible tool that enables you to define the rules of your payroll system and to run 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 (country-specific payroll rules, elements, payroll processes, reports, pages, and self-service applications).

Element Ownership and Maintenance

This topic describes PeopleSoft's approach to element ownership and what this means for the maintenance of Mexican payroll rules. This information helps clarify which parts of the system you might be required to maintain, what you can modify, and what parts of the system you cannot change.

Element Ownership in Global Payroll

Five types of element ownership are in Global Payroll:

PS Delivered/Maintained	Elements that are delivered and maintained on an ongoing basis by PeopleSoft.
PS Delivered/Not Maintained	Elements that are delivered by PeopleSoft that must be maintained by the customer. This category consists primarily of either customary (nonstatutory) rules or statutory elements that customers might want to define according to a different interpretation of the rules. Although PeopleSoft might occasionally update elements that are defined as PS Delivered/Not Maintained, you are not required to apply these updates.
Customer Maintained	Elements that are created and maintained by your organization. PeopleSoft does not deliver rules that are defined as Customer Maintained.
PS Delivered/Customer Modified	Elements that were originally PS Delivered/Maintained 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 Mexico

Of the five ownership types described here, only these two are used to define Mexican elements:

- PS Delivered/Maintained.
- PS Delivered/Not Maintained.

Although Global Payroll for Mexico delivers some elements as PS Delivered/Maintained, the large majority of elements are designated PS Delivered/Not Maintained. This enables you to modify, update, and reconfigure delivered elements to meet your own unique requirements.

This table contains an element-by-element description of the Global Payroll for Mexico approach to element ownership and maintenance.

<i>Element Type</i>	<i>Ownership</i>	<i>Exceptions</i>
Earnings	PS Delivered/Not Maintained	Social security subsidies, cash salary credit, overtime, and profit-sharing earnings.
Deduction	PS Delivered/Not Maintained	Federal taxes (ISR), state taxes, and social security deductions.
Variable	PS Delivered/Not Maintained	Variables that are used in social security or tax calculations (federal and state). Variables that are used in component interfaces (mainly in pay group parameters).
Bracket	PS Delivered/Not Maintained	None.

<i>Element Type</i>	<i>Ownership</i>	<i>Exceptions</i>
Accumulator	PS Delivered/Not Maintained	<p>In the tax and social security areas, Global Payroll for Mexico delivers four accumulators that are important for payroll and tax calculation.</p> <ul style="list-style-type: none"> • TOTAL DEDUCCIONES (the only member is TOTAL DEDUCCION N, which contains all the deductions that will affect the net payment). • TOTAL PERCEPCIONES (the only member is TOTAL PERCEPCION N, which contains all the earnings that will add to the net payment). • TOTAL PERC EXENT (the only member is TOTAL PERC EXENT N, which contains all the earnings that will add to the nontaxable base). • TOTAL PERC GRAVAD (the only member is TOTAL PERC GRAVA N, which contains all the earnings that will add to the taxable base).
Element Group	PS Delivered/Not Maintained	Delivered as sample data.
Process List	PS Delivered/Not Maintained	Delivered as sample data.
Section	PS Delivered/Not Maintained	Delivered as sample data.
Formula	PS Delivered/Not Maintained (varies by functional area)	All the formulas that are used in social security, federal tax, state tax, and annual tax adjustment are defined as PS Delivered/Maintained. Otherwise, formulas are defined as PS Delivered/Not Maintained.
Array	PS Delivered/Maintained	None.
Writable Array	PS Delivered/Maintained	None.
Historical Rule	PS Delivered/Not Maintained	Delivered as sample data.
Generation Control	PS Delivered/Not Maintained	Delivered as sample data.
Count	PS Delivered/Not Maintained	Federal taxes and social security elements.

<i>Element Type</i>	<i>Ownership</i>	<i>Exceptions</i>
Duration	PS Delivered/Not Maintained	Federal taxes and social security elements.
Date	PS Delivered/Not Maintained	Federal taxes and social security elements.
Proration	PS Delivered/Not Maintained	Federal taxes and social security elements.
Rounding rule	PS Delivered/Not Maintained	Federal taxes and social security elements.

Element Naming Conventions in Mexico

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

This topic discusses:

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

Naming Conventions

This topic discusses the naming conventions for:

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

Additional information about abbreviations that are used in Mexican elements is also discussed in this section.

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 SDO POR HORA identifies this element as earnings (SDO [*Sueldo*]), and more specifically, as an hourly salary element(*por hora*).

Supporting Elements

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

- FF: Functional area code.
See [Functional Area Codes](#).
- TT: Type of supporting element.
See [Element Type Codes \(PIN_TYPE\)](#).
- NAME: Based on a term in Spanish and provides a further means of identifying the element.

For example, in the variable IE VR ESTADO GC:

- IE represents the functional area (state taxes [*Impuestos Estatales*]).
- VR represents the element type (variable).
- ESTADO GC provides a further means of naming the element (variable identifying the state [*estado*] used in generation control [GC]).

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 Mexico, suffixes are used to name the components of earnings and deduction elements. For example, when you create an earnings, 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 earnings element named EARN1 with this calculation rule:

$$\text{EARN1} = \text{Rate} \times \text{Unit}$$

The system automatically creates two additional elements for the components in the calculation rule:

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

The system creates suffixes to name the components of the element (_RATE and _UNIT).

In Global Payroll for Mexico, all components and accumulators have:

- Country: MEX
- Separator: _

In Global Payroll, all suffixes fall into one of these 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.

To view all of the suffixes that are defined for Mexico, use the Element Suffixes page in Global Payroll (core application).

See "Understanding Elements (*PeopleSoft HCM 9.2: Global Payroll*)".

Additional Information About Abbreviations Used in Mexican Elements

Many Mexican 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, Global Payroll for Mexico delivers the duration element GN DR AÑOS SERV. While the functional area code GN indicates that this element is used across various functional areas (it has general [GN] relevance) and the element type code DR identifies it as a duration element, the abbreviation AÑOS SERV (Service Years [*Años de Servicio*]) provides additional information about how the element measures time. As you become more familiar with the payroll rules that are created for Mexico, these abbreviations can help you further identify and understand the role that is played by each element.

This table lists the most common abbreviations that are used in the names of Mexican elements.

Abbreviation	Spanish	English
#	<i>Número</i>	Number
%	<i>Porcentaje</i>	Percentage
ACT	<i>Actual</i>	Current
ACUM	<i>Acumulado</i>	Balances
AGUI or AGUIN	<i>Aguinaldo</i>	Christmas bonus
AHOR or AHORR	<i>Ahorro</i>	Savings
ALIM	<i>Alimenticia</i>	Alimony
ANT or ANTIG	<i>Antigüedad</i>	Seniority
ANU	<i>Anual</i>	Annual

Abbreviation	Spanish	English
ANV or ANIV	<i>Aniversario</i>	Anniversary
ASIG	<i>Asignar</i>	Assign
ASIST	<i>Asistencia</i>	Assistance
CAL	<i>Calendario</i>	Calendar
CALC	<i>Cálculo</i>	Calculation process
CIA	<i>Compañía</i>	Company
COMP	<i>Compensar</i>	Compensate
CRE or CRED	<i>Crédito</i>	Credit
CUO	<i>Cuota</i>	Quote or fee
DED	<i>Deducción</i>	Deduction
DES	<i>Despensa, Descuento, o Descanso</i>	Food, discount, or rest
DESP	<i>Despensa</i>	Food
DEV	<i>Devolución</i>	Return
DIF	<i>Diferencia</i>	Difference
DOB or DOBL	<i>Dobles</i>	Doubles
DOM or DOMIN	<i>Domingo</i>	Sunday
EFE	<i>Efectivo</i>	Cash
ESP	<i>Especial</i>	Special
EX	<i>Exento o Extra</i>	Nontaxable or over
EXC or EXCE	<i>Excedente</i>	In excess
EXE or EXENT	<i>Exento</i>	Nontaxable
FACT	<i>Factor</i>	Factor
FED	<i>Federal</i>	Federal
FES or FEST	<i>Festivo</i>	Holiday

Abbreviation	Spanish	English
FIC or FICT	<i>Ficto</i>	Fictitious
FIJ	<i>Fijo</i>	Fix
FRE or FREC	<i>Frecuencia</i>	Frequency
GR, GRAV, GRAVA, or GRAVAD	<i>Gravable</i>	Taxable
HOR	<i>Hora</i>	Hours
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
PMA	<i>Prima</i>	Premium
PRES	<i>Préstamo</i>	Loan
PRM or PROM	<i>Promedio</i>	Average
PRO	<i>Producidas</i>	Produced
PROP	<i>Proporción o Proporcional</i>	Proportion or proportional
PROV	<i>Provisión</i>	Provision
PRY	<i>Proyectado</i>	Projected
RET	<i>Retenido</i>	Withheld
RETRO	<i>Retroactivo</i>	Retroactive
RNG	<i>Rango</i>	Rank

Abbreviation	Spanish	English
RSGO	<i>Riesgo</i>	Risk
SAL	<i>Salario</i>	Salary
SDO	<i>Sueldo</i>	Salary
SEGM	<i>Segmento</i>	Segment
SUB	<i>Subsidio</i>	Subsidy
SUP	<i>Superior</i>	Top limit
TOP	<i>Tope</i>	Cap
TOT	<i>Total</i>	Total
TRA or TRAB	<i>Trabajado</i>	Worked
TRI or TRIP	<i>Triple</i>	Triple
ULT	<i>Último</i>	Last
UNI or UNID	<i>Unidades</i>	Units
VAC or VACAC	<i>Vacaciones</i>	Vacations
VAL	<i>Vales</i>	Coupons
VAR or VARIAB	<i>Variable</i>	Variable
X	<i>Por</i>	Per

Functional Area Codes

For some elements, you need to use a functional area in the naming convention. The two-digit functional area codes are used in naming conventions to identify the functional area where the element is being used.

This table contains the functional area codes that are used in the names of Mexican elements.

Functional Area	Description (Spanish and English)
AA	<i>Ajuste anual de ISR</i> (annual adjustment)
AG	<i>Aguinaldo</i> (Christmas bonus)
AU	<i>Ausentismo</i> (absences)
DE	<i>Deducciones</i> (deductions)

Functional Area	Description (Spanish and English)
FD	<i>Impuestos Federales</i> (federal taxes)
GN	<i>General - Independiente de área funcional</i> (general use independent of functional area)
IE	<i>Impuestos Estatales</i> (state taxes)
IM	<i>IMSS</i> (Social Security)
LF	<i>Liquidaciones y Finiquitos</i> (terminations)
PA	<i>Pensión Alimenticia</i> (garnishments)
PE	<i>Percepciones</i> (earnings)
PI	<i>Piramidación</i> (gross-up earnings)
PR	<i>Préstamos</i> (loans)
PV	<i>Provisiones</i> (provisions)
RE	<i>Reversiones</i> (reversals)
RU	<i>Reparto de utilidades</i> (profit sharing)
SP	<i>Salario Promedio</i> (average salary)
TE	<i>Tiempo extra</i> (overtime)
VA	<i>Vacaciones</i> (vacations)

Element Type Codes (PIN_TYPE)

This table contains codes for all of the element types. Because not all element types are delivered for Mexico, not all of these codes appear in the names of Mexican elements.

Element Type	Description
AE	Absence entitlement
AT	Absence take
AC	Accumulator
AR	Array
AA	Auto assigned
BR	Bracket
CT	Count

<i>Element Type</i>	<i>Description</i>
DT	Date
DD	Deduction
DR	Duration
ER	Earnings
EG	Element group
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

Archiving Data

Global Payroll for Mexico generates a large amount of result data. To keep the amount of saved data manageable, you should periodically archive it. PeopleSoft PeopleTools delivers an archiving tool called the Data Archive Manager. To aid you in archiving your result data using the Data Archive Manager, Global Payroll for Mexico delivers a predefined archive object (GPMX_RSLT_ARCHIVE) and an archive template (GPMXRSLT). The delivered archive template uses queries that select data by calendar group ID (CAL_RUN_ID field).

Note: Please use extreme caution when making changes to delivered archive objects, queries, or templates. Any modifications can result in the loss of important data.

See "Archiving Global Payroll Data (*PeopleSoft HCM 9.2: Global Payroll*)".

Viewing Delivered Elements for Mexico

The PeopleSoft system delivers a query that you can run to view the names of all delivered elements that are designed for Mexico.

Related Links

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

Chapter 3

Defining Country Data

Understanding Global Payroll Core Functionality in Mexico

This topic discusses:

- Retroactivity
- Accumulators
- Segmentation
- Triggers
- Rounding rules
- Rate codes

Related Links

[Global Payroll for Mexico Business Processes](#)

Retroactivity

Retroactivity is the process of going back in time and recalculating prior calendars because changes were made after the original calculation was run. When retroactive processing occurs for a payee, the system recalculates each element generated for the payee. The difference between these results is the retro delta.

In Global Payroll, there are two methods for calculating retro:

- Corrective
- Forwarding

Note: In Mexico, all retro is handled with the forwarding method. This includes both the Default retro method and the On Conflict retro method.

With the forwarding method, payments are calculated in the respective periods, but balance accumulators for the period are not updated. Only the segment accumulators are updated. Deltas are created for each earning, deduction, and segment accumulator used in the process list. These deltas, which are identified on the Retro Process Overrides page, are forwarded to the current period.

The system generates a retro trigger every time you enter a change on the following data.

Changes in the Employee's Data

Changes in employee data include compensation rate-related changes:

- Status.
- Compensation frequency.
- Standard hours.
- Pay system flag.
- Action for retroactive hire.
- Action for retroactive termination.

Changes in Other Data

Changes in other data including absence take-related changes:

- Positive input
- Overtime
- Pay group

Note: Not all earnings or deductions will have an adjustment for retro. Some of the earnings and deductions are forwarded to one earning or deduction, which then appears as a single adjustment in the current period.

Making Retro SDI Changes in Mexico

In Global Payroll for Mexico, the Process SDI MEX calculation process generates retro triggers for all employees for changes in the SDI, such as changes in minimum wage, SDI, or seniority anniversary.

Related Links

[Defining Contribution Rates for Social Security](#)

"Understanding General Rules of Retroactive Processing (*PeopleSoft HCM 9.2: Global Payroll*)"

Accumulators

In Mexico, these types of accumulators are used:

- Annual accumulators to calculate the annual adjustment for taxes and PTU (profit-sharing).
- Monthly accumulators to calculate taxes and social security quotas.
- Weekly accumulators to calculate overtime.

Note: For every earning and deduction you define, you should carefully determine if it needs to have its own Month to Date and Year to Date accumulators. Avoid creating unnecessary accumulators, since this may affect performance. Most of the accumulators need to have the company defined as User Key 1.

Related Links

"Understanding Accumulators (*PeopleSoft HCM 9.2: Global Payroll*)"

Segmentation

In Global Payroll, if there is a change to employee details within a pay period that might affect calculation, such as a pay rate increase, the calculation creates two slices. One slice uses the details before the change and the other slice uses the details after the change.

Global Payroll provides two types of segmentation: period segmentation and element segmentation. Period segmentation occurs when more than one gross-to-net calculation is required. Element segmentation occurs when there is a change in the rate that affects the calculation of one or more elements. Element segmentation occurs when you want to calculate a select set of earnings or deductions multiple times, but not the entire gross to net calculation.

In Global Payroll for Mexico, changes in pay group or pay entity produces a period segmentation.

Global Payroll for Mexico delivers some segmentation; however, you can alter these depending on your business needs.

Creating Earnings and Segmentation

Whenever a salary earning is created, you must enter it on the list of elements that will be sliced by the element segmentation that was defined earlier.

To enter the salary earnings on the list:

1. Go to the Segmentation Event Definition page in the core application.
2. Select the COMPRATE event.
3. Find the elements for Mexico, under Country = MEX.
4. Add the new salary earnings.

Related Links

"Understanding Segmentation Setup (*PeopleSoft HCM 9.2: Global Payroll*)"

Triggers

Triggers are used to detect online changes to data that should result in some type of system action. Examples of common data changes that might use triggers include a new employee hire or a change in pay rate.

Global Payroll provides three types of triggers:

- Iterative – tells the system to process an employee for the current period.
- Segmentation – tells the system to segment a period or element.
- Retro – tells the system to perform retro processing.

Note: You must first set up an iterative trigger to tell the system that when an event occurs, it should perform the desired action. After that, you can use a trigger to process an employee, perform segmentation, or perform retro processing.

Global Payroll for Mexico delivers some triggers; however, you can alter these depending on your business needs.

Delivered Iterative Triggers

This table lists iterative triggers that are delivered with Global Payroll for Mexico.

Trigger	Changes to:
ADDRESSES	Employee's address record.
COMPENSATION	Employee's compensation record.
CONTRACT_DATA	Employee's contract data record.
EMPLOYMENT	Employee's employment record.
GPMX_REVERSAL	Employee's results reversal record.
GP_ABS_EVENT	Employee's absence records.
GP_ABS_OVRD	Employee's absence records.
GP_OFFCYCL_A_VW	Employee's off-cycle record.
GP_OFFCYCL_C_VW	Employee's off-cycle record.
GP_OFFCYCL_M_VW	Employee's off-cycle record.
GP_OFFCYCL_U_VW	Employee's off-cycle record.
GP_PI_MNL_DATA	Employee's positive input records.
GP_PI_MNL_SOVR	Employee's positive input supporting element override record.
GP_PYE_OVRD	Employee's payee override record (earnings and deductions assignments).
GP_PYE_OVR_SOVR	Employee's payee element assignment supporting element override record.
GP_PYE_SECT_DTL	Employee's payee section detail record.
GP_RTO_TRGR_VW	Retro trigger record.
GP_SEG_TRGR_VW	Segmentation trigger record.
JOB	Employee's job record.
JOB_JR	Employee's Mexico-specific job record.

Trigger	Changes to:
PERSON	Employee's personal data record.
PERS_DATA_EFFDT	Employee's personal data effective date record.
PERS_SMOKER	Employee's personal data smoker record.
PER_ORG_INST	Employee's personal data organizational institution record.
SCH_ASSIGN	Employee's schedule calendar assignment record.
SCH_MNG_SCH_TBL	Employee's workday overrides record.
TL_PAYABLE_TIME	Employee's Time and Labor payable time record.
WKF_CNT_TYPE	Employee's workforce contract type record.

Delivered Segmentation Trigger

This table lists the segmentation trigger that is delivered with Global Payroll for Mexico.

Trigger	Changes to:
JOB	Employee's job record.

Delivered Retro Triggers

This table lists retro triggers that are delivered with Global Payroll for Mexico.

Trigger	Changes to:
COMPENSATION	Employee's compensation record.
GPMX_REVERSAL	Employee's results reversal record.
GP_ABS_EVENT	Employee's absence records.
GP_ABS_OVRD	Employee's absence records.
GP_PI_MNL_DATA	Employee's positive input records.
GP_PI_MNL_SOVR	Employee's positive input supporting element override record.
GP_PYE_OVRD	Employee's payee override record (earnings and deductions assignments).
GP_PYE_OVR_SOVR	Employee's payee element assignment supporting element override record.

Trigger	Changes to:
GP_PYE_SECT_DTL	Employee's payee section detail record.
JOB	Employee's job record.
SCH_ASSIGN	Employee's schedule calendar assignment record.

Segmentation Triggers with Earning and Deduction Assignments

In Global Payroll you can define segmentation triggers only for *effective dated* records, with one exception: you can define segmentation triggers for the *begin and end dated* earning and deduction assignment record GP_PYE_OVRD. This exception enables you to assign an earning or deduction to a payee on the Element Assignment by Payee (GP_ED_PYE) or Payee Assignment by Element (GP_ED_ELEM) components, and segment (and prorate) the element when the assignment *begin* date comes after the pay period begin date, and/or the assignment *end* date comes before the period end date.

See "Understanding Trigger Definition Setup (*PeopleSoft HCM 9.2: Global Payroll*)".

See "Payee Overrides and Segmentation (*PeopleSoft HCM 9.2: Global Payroll*)".

Related Links

"Understanding Triggers (*PeopleSoft HCM 9.2: Global Payroll*)"

Rounding Rules

In Global Payroll, you can apply rounding to a component of an earning or deduction, the resolved amount of an earning or deduction, or within a formula. Rounding is applied to each of the components first before the resolved amount is rounded. Rounding is applied after proration rules have been applied.

Global Payroll for Mexico delivers these rounding rules:

- Round to Nearest 1 decimal for all accumulators, earnings, and deductions.
- Truncate decimals for accumulators, earnings and deductions that are only acceptable as integer values. For example, to determine the number of vacation days that a payee can take.

Related Links

"Defining Rounding Rule Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

Understanding Integration Points Used in Global Payroll for Mexico

This topic discusses:

- Integration points
- Service operations

- Component interfaces

Integration Points

Integration points are interfaces between the different PeopleSoft applications such as PeopleSoft Financials and PeopleSoft HR. They allow publication and transfer of database contents from one database to another.

Note: To research the technical details of any integration point used by PeopleSoft applications, refer to the Interactive Services Repository on Oracle's My Oracle Support website.

Service Operations

Global Payroll for Mexico uses two integration points based on service operations architecture (SOA) technology. The messages received within Global Payroll for Mexico are triggered in response to saved field changes in the JOB record in HR.

This table lists the service operations utilized by Global Payroll for Mexico:

Service Operation	Queue	Handler/ Application Class	Record	Page(s)	Explanation
WORKFORCE_SYNC	PERSON_DATA	SDI Hire Termination Job	JOB	JOB_DATA1	Hire and Termination process: When the JOB.ACTION is HIR, REH, TER, LOF, or COM, a row is added to GPMX_SDI_WA.
WORKFORCE_SYNC	PERSON_DATA	Termination version Job	JOB	JOB_DATA1	Termination process: When the JOB.ACTION is TER, LOF, or COM, a row is added to PS_GP_PYE_SOVR.

Component Interfaces

Global Payroll for Mexico also has some component interfaces. This table lists these components/application engines and the corresponding component interfaces:

Component	Component Interface
GPMX_PARM_PYGRP component	GP_PAYGROUP_SOVR
GPMX_EE_NOADJ component	GPMX_EMPL_NA
GPMX_LOAN component	GP_PYE_ERN_DED_ASGN

Component	Component Interface
GPMX_OVERTIME component	GP_POSITIVE_INPUT
GPMX_ERNDED_SOVR component	GPMX_SAL_LEVDED
GPMX_ERNDED_SOVR component	GPMX_SAL_LEVERN
GPMX_INTERC (Inter-company Transfer) application engine	CI_GP_ACUM_USER_ADJ
GPMX_MASSABS (Mass Absences) application engine	GP_ABSENCE_EVENT
GPMX_MASS_PI (Mass Positive Input) application engine	GP_POSITIVE_INPUT

Setting Up Utilities

To define element mapping, use the Map Elms to Comp/Rcd MEX (GPMX_ELEM_MAP) component.

To define component variables, use the Define Variable Attributes MEX (GPMX_COMP_VARS) component.

This topic provides an overview of element mapping and discusses how to:

- Define element mapping.
- Define component variables.

Note: This setup is optional and is designed to help technical people manipulate PIN numbers during development.

Pages Used to Set Up Utilities in Global Payroll for Mexico

Page Name	Definition Name	Navigation	Usage
Map Elms to Comp/Rcd MEX	GPMX_ELEM_MAP	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Map Elms to Comp/Rcd MEX, Map Elms to Comp/Rcd MEX	Set up the mapping to the fields and variables of an element which are used during development in the components interface objects.
Define Variable Attributes MEX	GPMX_COMP_VARS	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Define Variable Attributes MEX, Define Variable Attributes MEX	Define the component variables to be used on the Map Elms to Comp/Rcd MEX page when defining the variable type.

Understanding Element Mapping

The element map plays a critical role when packaging and moving elements and data to other databases.

PIN numbers are used in PeopleCode, component interfaces, and reports to refer to global elements. The PIN number is a consecutive number so it can change between databases or releases; therefore, there is a need to create a utility during development so that the PIN number is not hard-coded. Using the utility also ensures consistency between the PIN number changes.

PeopleCode Function Example

When you need to use a PIN number in the PeopleCode, use this function to obtain the corresponding PIN number:

```
Declare Function Get_Pin_Num PeopleCode GPMX_DERIVED_EM.PIN_NUM FieldFormula;  
  
&Record_Name = "GPMX_LOAN";  
  
&Date_Pin_Num = Get_Pin_Num("R", &Record_Name, "DATE");
```

There are two ways to map an element:

- By record
- By component

Select *Record* when you need to map a record field into a core Global Payroll element.

Select *Component* when the mapping doesn't depend on a record field; instead, it depends on some behavior on the page, for example, the record is used in more than one place and must map to different core Global Payroll elements.

If you select to map an element by component, you may want to define your component variables before you define your element mapping. You'll do this on the Define Variable Attributes MEX page.

Map Elems to Comp/Rcd MEX Page

Use the Map Elems to Comp/Rcd MEX page (GPMX_ELEM_MAP) to set up the mapping to the fields and variables of an element which are used during development in the components interface objects.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Map Elems to Comp/Rcd MEX, Map Elems to Comp/Rcd MEX

Image: Map Elems to Comp/Rcd MEX page

This example illustrates the fields and controls on the Map Elems to Comp/Rcd MEX page . You can find definitions for the fields and controls later on this page.

Map Elems to Comp/Rcd MEX

Country: MEX Mexico

Key Name: GPMX_PARM_PYGRP Key Type: Component

Element Overrides					Customize	Find	View All	First	1-5 of 11	Last
Type	*Map Value	Entry Type	Name							
1 Other	7TH_DAY_PAY	Variable - Numeric	PE VR SEPTIMO DIA	+	-					
2 Other	ADJ_FACTOR	Variable - Numeric	FD VR AJU FAC ISR	+	-					
3 Other	CONVENIO	Variable - Numeric	AU VR CONVENIO	+	-					
4 Other	CRE_SAL	Variable - Numeric	FD VR NOM CRED EF	+	-					
5 Other	IMSS_CIA_PAY	Variable - Numeric	GN VR CUO PAG X PA	+	-					

Key Type

The key type that your mapping applies to appears here. Values are *Other* and *Field*.

Note: The Key Type field is populated depending on the key type you selected (either Record or Component) and can't be modified.

Map Value

Select the field or value to which you want to map. If you selected Record as the key type, you can select the record fields. If you selected Component as the key type, then you can select the variables defined for the component.

Entry Type

Select the element type on which you want to transform your field or variable. Values are *Accumulator*, *Bracket- Numeric*, *Count*, *Deduction*, *Earnings*, *Formula – Numeric*, *Rate Code*, *Rate Code – Amount*, *Variable – Numeric*, *Variable – Pointer*, and *Variable – Dec+Char+Date+Ptr*. Values depend on the Map Value type. For example, if you select a Character map value, then you can select only character values.

Note: Although you can see *System Element – Numeric* as a value, you will not be able to select it. The entry type cannot be a system element or a constant.

Name

Select the name of the element.

Define Variable Attributes MEX Page

Use the Define Variable Attributes MEX page (GPMX_COMP_VARS) to define the component variables to be used on the Map Elms to Comp/Rcd MEX page when defining the variable type.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Define Variable Attributes MEX, Define Variable Attributes MEX

Image: Define Variable Attributes MEX page

This example illustrates the fields and controls on the Define Variable Attributes MEX page. You can find definitions for the fields and controls later on this page.

Define Variable Attributes MEX

Country: MEX Mexico Component: GPMX_PARM_PYGRP

Data		Customize	Find	View All	First	1-6 of 11	Last
	*Variable Name	Variable Type					
1	7TH_DAY_PAY	Numeric					
2	ADJ_FACTOR	Numeric					
3	CONVENIO	Numeric					
4	CRE_SAL	Numeric					
5	IMSS_CIA_PAY	Numeric					
6	INFONAVIT_ABS	Character					

Variable Name

Enter the name of the variable. This can be any name you want to use during PeopleCode development.

Variable Type

Select the variable type. Values are *Character*, *Date*, and *Numeric*.

Note: Once you've defined your component variables, you can map your elements on the Map Elms to Comp/Rcd MEX page.

Related Links

[Map Elms to Comp/Rcd MEX Page](#)

Setting Up Country Data

To set up minimum wages, use the Minimum Wages MEX (GPMX_MIN_WAGE) component. To set up general parameters, use the Pay Groups MEX (GPMX_PARM_PYGRP) component. To set up element lists, use the Element Lists MEX (GPMX_PAYSLIP_FORMA) component.

This topic provides an overview of delivered variables for general parameters and discusses how to:

- Define minimum wages

- Define general parameters
- Define element lists

Pages Used to Set Up Country Data for Mexico

Page Name	Definition Name	Navigation	Usage
Minimum Wages MEX	GPMX_MIN_WAGE	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Addl Rates, Ceilings, Values, Minimum Wages MEX, Minimum Wages MEX	Define minimum wages for each wage zone. You can update this page as minimum wage rates change.
General Parameters	GPMX_TAX_PARM	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, General Parameters	Define general parameters for federal taxes and IMSS quotas.
Element Lists MEX	GPMX_PAYSLIP_FORMA	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Reports, Element Lists MEX, Element Lists MEX	Enter the earnings and deductions that are eligible to print on a payslip. Element lists are used in the payroll results register and in termination/layoff letters, as well as the payslip generation process.

Understanding Delivered Variables for General Parameters

This table lists some PeopleSoft-delivered variables that are populated into the core application as override variables. You can override these variables through positive input, as an earning/deduction assignment, or at the calendar or payee levels.

Field	Entry Type	Global Payroll for Mexico Element
GPMX_ADJ_FACTOR	Variable	FD VR AJU FAC ISR
GPMX_DAY_FACTOR	Variable	FD VR FAC MEN ISR
GPMX_TAX_METHOD	Variable	FD VR SEL TIP ISR
GPMX_TAX_CRED	Variable	FD VR APL CRE SAL
GPMX_IMS_ER_PAID	Variable	GN VR CUO PAG X PA
GPMX_BASE_DAYS	Variable	IM VR DIAS VARIAB
GPMX_BAS_SAL_IMS	Variable	IM VR BASE SAL IMS
GPMX_PYGRP_CALC	Variable	GN VR TIPO CALC

Field	Entry Type	Global Payroll for Mexico Element
GPMX_7TH_DAY_PAY	Variable	PE VR SEPTIMO DIA
GPMX_CRE_SAL	Variable	FD VR NOM CRED EF
GPMX_XMAS_AVG	Variable	AG VR PROMEDIO

Note: All of these parameters are mapped to the corresponding variable. You can override the value to any of these variables at any level (pay group, pay calendar, payee) on the corresponding Supporting Element Overrides page. For example, the tax method for a pay group could be defined originally as *Adjustment During the Month*, but you can override this value at the payee level to be *Without Adjustment*.

See [General Parameters Page](#).

Minimum Wages MEX Page

Use the Minimum Wages MEX page (GPMX_MIN_WAGE) to define minimum wages for each wage zone.

You can update this page as minimum wage rates change.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Addl Rates, Ceilings, Values, Minimum Wages MEX, Minimum Wages MEX

Image: Minimum Wages MEX page

This example illustrates the fields and controls on the Minimum Wages MEX page. You can find definitions for the fields and controls later on this page.

Minimum Wages MEX

Country MEX Mexico

Data Find | View All First 1 of 1 Last

'Effective Date 01/01/2012 31

	Wage Zone	Minimum Wage		
1	A Zone	\$62.330000	+	-
2	B Zone	\$60.570000	+	-
3	C Zone	\$59.080000	+	-

Wage Zone Enter the wage zone. Values are *A Zone*, *B Zone*, and *C Zone*.

Minimum Wage Enter the minimum wage for the wage zone.

The minimum wage in Mexico is determined as a daily amount, not an hourly amount. For example, in A Zone, the minimum wage for the year 2004 is 45.24 MXN (per day). Minimum wages are used in determining several earnings caps such as vacation premium caps and Sunday premiums. For example, the law states that the non-taxable base for a Sunday premium will be equal to one daily minimum wage rate.

Note: Because minimum wage amounts usually change from year to year, you can update this table by adding a new effective-dated row.

Related Links

[Understanding Earnings Based on the Minimum Wage](#)

General Parameters Page

Use the General Parameters page (GPMX_TAX_PARM) to define general parameters for federal taxes and IMSS quotas.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, General Parameters

Image: General Parameters page

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

The screenshot displays the 'General Parameters' page for the 'KY MENSUAL' pay group. The page is organized into several sections:

- Tax Parameters:** Includes fields for *Begin Date (01/01/2001), End Date, *Day Factor (30.0000000), and *Tax Method (Adjustment at end of the Month). There are checkboxes for 'Apply Adjustment Factor?', 'Salary Credit only in Adj Prd', and 'Pay Cash Salary Credit' (which is checked).
- IMSS Quotas:** Includes fields for *Base Days for Variable SDI (Bimonth Days) and *IMSS Quotas Base Salary (Salary). There is a checkbox for 'IMSS Quotas Paid by Employer'.
- General Params:** Includes fields for Salary Calculation Type (Frequency Days) and Absence Application Method (Frequency Days). There are checkboxes for 'Pay Seventh Day' and 'Pay Xmas Bonus with Avg Salary'.

Tax Parameters

These fields apply to federal tax processing.

Day Factor

If you select the Apply Adjustment Factor check box, enter the day factor. Values are 30 or 30.4, in most cases. The value you select corresponds to the monthly taxable base.

Apply Adjustment Factor?

Select if your company adjusts the payroll for federal taxes.

For example, federal taxes in Mexico are due monthly, but let's say that your company has a semimonthly payroll. So, you will divide the number of days so that it's adjusted for the monthly federal taxes.

Note: Day Factor and Apply Adjustment Factor are only used to calculate federal taxes.

Salary Credit only in Adj Prd (adjustment period)

Select if you're going to give a subsidy or salary credit to an employee only in an adjustment period (usually the last period of each month).

Note: This field does not appear on the page when the value of the Begin Date field is 01/01/2008 or later.

Pay Cash Salary Credit

Select to indicate that the Cash Salary Credit will be paid on a separate payslip (if a separate payroll is run). If you select this check box, the Cash Salary Credit will not appear in an employee's regular payslip.

Note: This field does not appear on the page when the value of the Begin Date field is 01/01/2008 or later.

Tax Method

Select the method used for calculating the month to month tax deduction. The tax methods you can choose from are:

Adjustment During the Month, Adjustment at end of the Month, Annual Projection Method, Semi-monthly Projected and Without Adjustment.

Subsidy Method

Enter the subsidy method. The subsidy methods you can choose from are:

Adjustment During the Month, Adjustment at end of the Month, Payment in the Last Period, and Without Adjustment.

IMSS Quotas

These fields apply to social security setup.

Base Days for Variable SDI

Select the method you'll use for calculating the variable portion of SDI. Values are 60 Days, Bimonth Days, Hourly Payee, and Paid Days. For example, when you select 60 Days, the system always uses 60 days (minus the number of days that the payee was not active) no matter what bimonthly period the system is calculating. If Bimonth Days is selected, then the number of days considered depends on the bimonthly period processed

(61 days for the second bimonthly period). Paid Days is for payees who do not work on a regular basis. Hourly Payee is for payees whose payment is based on hours worked instead of days worked.

IMSS Quotas Base Salary

Helps to determine if you should pay IMSS quotas for workers with minimum wages by comparing the Minimum Wage to the SDI or Daily Salary. Values are *SDI* and *Salary*.

IMSS Quotas Paid by Employer

Some companies pay employees' IMSS quotas. If you select this check box, it helps determine whether your company should subtract the IMSS quotas from the employee's earnings or not.

Note: You'll select the IMSS Quotas Paid by Employer check box if the employee quotas will not be deducted from the net pay of the employee. You'll also define which salary type the system will compare to the minimum wage (either the Daily Salary or the SDI) in the IMSS Quotas Base Salary field. Although the law states that employers do not need to withhold IMSS quotas for employees with minimum wages, some companies compare the SDI versus the minimum wage instead of the Daily Rate versus the minimum wage to decide if they're going to withhold IMSS quotas for employees with the minimum wage. In Global Payroll for Mexico, you have the choice of how you want to define your IMSS quotas for employees earning minimum wages.

General Parms (parameters)

Salary Calculation Type

Values are *Calendar Days*, *Frequency Days*, and *Hourly*. If you select *Calendar Days*, the salary base will be calculated based on the days of the calendar. If you select *Frequency Days*, the salary paid will be calculated according to the days being processed in the period. If you select *Hourly*, the pay will be calculated for the hours entered at the payee level.

Absence Application Method

Select how you want the system to determine the number of days to be considered for absence calculations in a given calendar period for monthly and semimonthly payrolls. If you select *Calendar Days*, then the system uses the number of calendar days (28, 29, 30, or 31) depending on the month that is being processed. If you select *Frequency Days*, then the system uses 30 as the upper limit for the number of days to be considered for a given month.

Pay Seventh Day

Select if workers should be paid for the seventh day in a week. This field is commonly used for union purposes. If you select this check box, it will trigger an earning to separate regular earnings from the seventh day earnings.

Pay Xmas Bonus with Avg. Salary

In Mexico, it's common for employees to receive their Christmas bonus with the daily rate. However, some employees

may receive commission or other additional pay. In these cases, the Christmas bonus can be paid by the sum of the daily salary, which results in the average salary. If this situation applies for a pay group, select this check box.

Element Lists MEX Page

Use the Element Lists MEX page (GPMX_PAYSLIP_FORMA) to enter the earnings and deductions that are eligible to print on a payslip.

Element lists are used in the payroll results register and in termination/layoff letters, as well as the payslip generation process.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Reports, Element Lists MEX, Element Lists MEX

Image: Element Lists MEX page

This example illustrates the fields and controls on the Element Lists MEX page. You can find definitions for the fields and controls later on this page.

Element Lists MEX

Format ID KYRECIBO

Earnings and Deductions Eligible Print

Find | View All First 1 of 1 Last

*Effective Date 01/01/2001

*Status Active

*Description Nomina

Short Description Nomina

*Total Earnings TOTAL PERCEPCIONES

*Total Deductions TOTAL DEDUCCIONES

*Net Pay NETO

Earning Elements

☒ Include ☐ Exclude

Populate Total Earnings Mbrs Delete Earnings Members

Earnings Personalize | Find | View All | First 1-10 of 45 Last

*SeqNum	*Earnings	Description		
10	SUELDO	Salary	+	-
15	SUELDO RETRO	Salary Delta	+	-
20	SUELDO POR H	Hourly Salary	+	-
25	SDO X H RETRO	Hourly Salary Retro	+	-
30	DIA FESTIVO	Holiday	+	-
35	DIA FEST RET	Holiday Retro	+	-
40	SEPT DIA HOR	Seventh Day - Hourly Payees	+	-
50	SEPTIMO DIA	Seventh Day Units * Rate	+	-
55	SEPT DIA RET	Seventh Day Units * Rate Retro	+	-
60	SUB ENF 100P	General Sickness Subsid 100pct	+	-

Deduction Elements

☒ Include ☐ Exclude

Populate Total Deductions Mbrs Delete Deduction Members

Deductions Personalize | Find | View All | First 1-10 of 49 Last

*SeqNum	*Deduction	Description		
10	ISR NETO 113	Net ISR Art 113	+	-
20	ISR NETO 112	Net ISR Art 112	+	-
30	RISR NETO142	Net RISR Art 142	+	-
30	RISR NETO148	Net RISR Art 148	+	-
40	ISR A FAVOR	Annual Tax Credit	+	-
40	ISR ANUAL	ISR Annual	+	-
50	ISR A CARGO	Annual Tax Debit	+	-
60	CUOTA IMSS E	IMSS Quotas Paid by EE	+	-
65	IMSS E RETRO	IMSS Quotas Paid by EE Retro	+	-
70	CRED INFONAV	INFONAVIT Loan	+	-

Earnings and Deductions Eligible Print

Total Deductions	Select the element that corresponds to total deductions.
Total Earnings	Select the element that corresponds to total earnings.
Net Pay	Select the element that corresponds to net pay.

Earning Elements

Include/Exclude	You can choose to enter the earnings you want included on the payslip or you can choose to enter the earnings you want excluded, depending on what is the easiest way for you to define your payslips. For example, if you have defined 20 types of earnings and you only want to include 5 of them, the easiest way is to include those 5 earnings, instead of excluding the other 15 earnings. On the other hand, if you want to exclude only 3 earnings from the payslip, you can select Exclude and then enter the 3 earnings that you want to exclude, instead of including the other 17 earnings.
Populate Total Earnings Mbrs (members) and Populate Total Deductions Mbrs (members)	If you click this button, all the earnings and deductions that contribute to the selected accumulator will be populated.

Deduction Elements

The fields on the Deductions Elements group box are similar to the fields on the Earnings Elements group box.

Earnings

SeqNum (sequence number)	Enter the sequence number for the earnings.
Earnings	Select the individual earnings elements that will be included (or excluded) in the payslip.

Deductions

The fields on the Deductions group box are similar to the fields on the Earnings group box.

Viewing Delivered Process Lists and Sections

This topic discusses:

- Delivered process lists
- Delivered sections

Delivered Process Lists

This table lists the delivered process lists for Mexico.

Process List	Description
AJUSTE ANUAL	Annual tax adjustment process
AUSENTISMOS	Absences process
CALC AGUINALDO	Christmas bonus process
CALC PTU	PTU process
CALC SDI FIJO	Fixed SDI
CALC SDI VARIAB	Variable SDI process
NOMINA	Payroll process
NOMINA CRE SAL	Payroll salary credit
NOMINA ESPECIAL	Special payroll process

Delivered Sections

This table lists the delivered sections for Mexico.

Section	Description
AGUINALDO SEC	Christmas bonus
AGUINALDO WA	Christmas bonus, saving data for validation and reporting purposes
AJUSTE ANUAL 177	Annual tax adjustment calculation using Article 177
AJUSTE ANUAL 1991	Annual tax adjustment calculation using 1991 method
	Note: This section has a status of <i>Inactive</i> effective 01/01/2008.
AJUSTE ANUAL WA	Write annual adjustment, saving data for validation and reporting purposes.
AJUSTE REDONDEO	Net pay adjustment
AUSENTISMO AUS	Absences generations
AUSENTISMO NOM	Absences payroll process
CRED SAL EFECTIVO	Salary credit cash

Section	Description
DEDUCCIONES	Deductions
DESPUES IMPUESTOS	To be calculated after taxes
FORMATO 37	Execute Write Array Form 37
GRABA SDI	Saves SDI data.
IMPUESTOS EST	State taxes
IMPUESTOS FED	Federal taxes
INICIALIZACION AUS	Absences initialization
INICIALIZACION NOM	Payroll initialization
LIQ Y FINIQUITOS	Termination pay
PIRAMID PERC/DED	All earnings and deductions
PIRAMIDADO SEC	Gross-up earnings
PRESTAMOS	Loans
PREVISION SOCIAL	Social benefits section
PROMEDIO	Average salary
PROVISIONES	Provisions
PTU SEC	PTU
RETRO	Retro section
RETRO DEDUCCIONES	Retro deduction section
SALDO VACACIONES	Termination balance days
SALDOS AJUSTE ISR	Pay and discount ISR adjustment
SDI FIJO	Fixed SDI
SDI VARIABLE	Variable SDI
SEGURO SOCIAL	Social security quotas
SUELDO FRE/CAL/HOR	Salary frequency and calendar days
TIEMPO EXTRA	Overtime
VACACIONES AUS	Generate vacations entitlement
VACACIONES NOM	Vacations payroll process

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements that are designed for Mexico.

Related Links

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

Chapter 4

Defining Earnings

Understanding Earnings Based on the Minimum Wage

Some earnings are calculated in relation to the minimum wage. For example, the Sunday premium and savings fund earnings are tax-exempt up to an amount equal to the minimum wage. Any amount over the minimum wage is taxed. To define the minimum wage used in these calculations, use the Minimum Wages MEX page.

Related Links

[Minimum Wages MEX Page](#)

Defining Parameters for Christmas Bonuses and Vacation Premiums

To define parameters for the Christmas bonus, vacation days, vacation premium percentage, the SDI factor, and the vacation premium type, use the Pay Groups MEX (GPMX_PARM_PYGRP) component.

This topic provides an overview of the SDI factor calculation and discusses how to:

- Define Christmas bonus days, vacation days, and vacation premium percent.
- Define vacation premium types.

Pages Used to Define Parameters for Christmas Bonuses and Vacation Premiums

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Xmas, Vac, Premium, SDI Factor (Christmas, vacation, premium SDI factor)	GPMX_SDI_FACTOR	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Xmas, Vac, Premium, SDI Factor	Define the number of Christmas bonus days, vacation days, vacation premium percent, and SDI factor by employee (based on employee seniority).
Absences	GPMX_ABS_PYGRP	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Absences	Define the vacation premium type.

Understanding the SDI Factor Calculation

Christmas bonuses and vacation premiums can be calculated based on either the daily salary or the average salary. To set up the calculation of the Christmas bonus and vacation premium, define an SDI factor on the Xmas, Vac, Premium, SDI Factor page. The SDI factor represents the amount over the daily salary or average salary that the employee makes because of the vacation premium and the Christmas bonus.

Global Payroll for Mexico calculates the SDI factor automatically based on parameters that you enter on the Xmas, Vac, Premium, SDI Factor page. The parameters are:

- Number of Christmas bonus days.
- Number of vacation premium days.
- Vacation premium percent.

Based on the Christmas bonus days, the vacation premium days, and the vacation premium percent, the system determines the SDI factor, and uses it to:

1. Calculate IMSS quotas.
2. Define the base used to calculate vacation premiums and Christmas bonus amounts.

Example: Calculating the SDI Factor

For example, if the Christmas bonus is 30 days, and the number of vacation days is 10, with a premium of 25 percent, the system calculates the SDI factor as follows:

1. Determine the portion of the SDI factor due to the Christmas bonus by dividing the number of Christmas bonus days by 365 (days in year).

The result is the percentage over the daily or average salary that must be paid to the employee due to the Christmas bonus.

Note: In this example, divide 30 by 365 ($30 / 365 = 0.0821915$).

2. Determine the vacation premium portion of the SDI factor by dividing the number of vacation days by 365 (days per year), and multiplying the result by the premium percent.

The result is the percentage over the daily or average salary that must be paid to the employee due to the vacation premium.

Note: In this example, divide 10 by 365 and multiply the result by 25 percent ($(10 / 365) \times 0.25 = 0.0069$).

3. Add the results of steps 1 and 2.

The result is the percentage over the daily or average salary that must be paid to the employee due to the vacation premium and Christmas bonus.

Related Links

[Understanding Social Security Processing](#)

Xmas, Vac, Premium, SDI Factor Page

Use the Xmas, Vac, Premium, SDI Factor (Christmas, vacation, premium SDI factor) page (GPMX_SDI_FACTOR) to define the number of Christmas bonus days, vacation days, vacation premium percent, and SDI factor by employee (based on employee seniority).

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Xmas, Vac, Premium, SDI Factor

Image: Xmas, Vac, Premium, SDI Factor page

This example illustrates the fields and controls on the Xmas, Vac, Premium, SDI Factor page. You can find definitions for the fields and controls later on this page.

The screenshot shows the 'Xmas, Vac, Premium, SDI Factor' page. At the top, there are tabs for 'General Parameters', 'Annual Adjustment', 'Xmas, Vac, Premium, SDI Factor' (selected), 'PTU', 'Absences', 'Variable SDI', and 'Fixed SDI'. Below the tabs, the 'Pay Group' is set to 'KY MENSUAL' and 'Grupo de Pago Mensual'. The main heading is 'Christmas Bonus, Vacation, Vacation Premium%, SDI Factor'. There is a search bar with 'Find | View All | First | 1 of 1 | Last'. Below this is an '*Effective Date:' field set to '01/01/2001'. The main data table has 5 rows and 5 columns: Seniority, Vacation Days, Vacation Premium %, Christmas Days, and SDI Factor. Each row has a '+' and '-' button next to the SDI Factor value.

Seniority	Vacation Days	Vacation Premium %	Christmas Days	SDI Factor
1	0.000	6.000000	25.000000	15.000000
2	1.000	8.000000	30.000000	20.000000
3	2.000	10.000000	35.000000	20.000000
4	3.000	12.000000	40.000000	25.000000
5	4.000	14.000000	45.000000	25.000000

Seniority

Enter the seniority level. This field enables you to define changes, based on seniority levels, in the parameters used to calculate the SDI factor (vacation days, vacation premium percent, and Christmas days).

Vacation Days

Enter the vacation days corresponding to the seniority level.

Vacation Premium % (vacation premium percent)

Enter the vacation premium percent corresponding to the seniority level.

Christmas Days

Enter the number of Christmas bonus days corresponding to the seniority level.

SDI Factor

This field is populated automatically based on the values that you entered in the Vacation Days, Vacation Premium %, and Christmas Days fields.

Absences Page

Use the Absences page (GPMX_ABS_PYGRP) to define the vacation premium type.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Absences

On the Absences page (Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Absences), define the vacation premium type.

The vacation premium type determines whether the vacation premium is paid out all at once on a defined date each year (Annual), or on the anniversary of the employee's hire date (Anniversary) or from pay period to pay period (Proportional), depending on the number of vacation days that the employee has taken.

Note: The Absences page is discussed in another topic. See [Absences Page](#)

Defining PTU (Participacion a los Trabajadores de las Utilidades)

To define the adjustment factor and maximum days for PTU, use the Pay Groups MEX (GPMX_PARM_PYGRP) component. To define PTU parameters and identify PTU elements and payees, use the Define PTU - Profit Share MEX (GPMX_PARM_COMPANY) component.

This topic provides an overview of the PTU process and discusses how to:

- Define the adjustment factor and maximum days.
- Define PTU parameters.
- Identify PTU elements and payees.

Pages Used to Define PTU

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
PTU	GPMX_PTU_GP_PYGRP	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, PTU	Set the adjustment factor and maximum days for profit-sharing at the pay group level.
PTU Setup	GPMX_PTU_COMPANY1	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Allowances/ Other Benefits, Define PTU-Profit Share MEX, PTU Setup	Define PTU parameters at the company level.

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
PTU Elements/Payees	GPMX_PTU_COMPANY2	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Allowances/ Other Benefits, Define PTU-Profit Share MEX, PTU Elements/Payees	Identify the PTU elements and payees. Identify the earnings and deductions used for profit sharing, assign profit sharing elements to accumulators, and exclude ineligible employees from the profit sharing process.

Understanding the PTU Process

To define and run the PTU process:

1. Define the adjustment factor and maximum days for PTU (profit-sharing) on the PTU page.
2. Define PTU parameters on the PTU Setup page.
3. Identify PTU elements and payees on the PTU Elements/Payees page.
4. Run the PTU process on the Calculate PTU-Profit Share MEX page.

Note: Running the PTU process is discussed in another topic.

See [Running the PTU \(Profit Sharing\) Process](#).

Understanding the Adjustment Factor and Maximum Days for PTU

The PTU page enables you to:

- Standardize the number of PTU (profit-sharing) days across all pay groups in your company, regardless of the calendar used for each group.

For example, suppose that you have a monthly pay group based on a 360 day per year calendar (in which all months are defined as having 30 days), and a weekly pay group based on a 365 day calendar (using actual calendar days). To bring the number of profit-sharing days for the monthly pay group up to 365, enter a daily adjustment factor on the PTU page for the monthly pay group. Multiply this amount by 360 to bring the number of days up to 365. In this example, the amount is $365 / 360 (= 1.0138888)$.

- Define the maximum number of days that can be used in the profit-sharing calculation.

PTU Page

Use the PTU page (GPMX_PTU_GP_PYGRP) to set the adjustment factor and maximum days for profit-sharing at the pay group level.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, PTU

Image: PTU page

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

PTU Definition				Customize	Find	View All	First	1 of 1	Last
	*Effective Date	Daily Adjust Factor	Max Days						
1	01/01/2001	1.013888	365.000000						

Daily Adjust Factor (daily adjustment factor)

Enter the multiplication factor needed to adjust the number of PTU days for the specified pay group. For example, if your pay group is based on a 360-day-per-year calendar, and you want to adjust the calendar to 365 days, enter 1.013888 (365 / 360).

Max Days (maximum days)

Enter the maximum number of days that can be included in the profit-sharing calculation. For example, you might decide to pay an employee's vacation balance at the moment of termination. At this point, the employee might have more than 365 PTU days. In this case, if the earnings that you use to pay the vacation balance are part of the profit-sharing process, you can reduce the PTU days to 365 (or any other amount).

PTU Setup Page

Use the PTU Setup page (GPMX_PTU_COMPANY1) to define PTU parameters at the company level.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Allowances/Other Benefits, Define PTU-Profit Share MEX, PTU Setup

Image: PTU Setup page

This example illustrates the fields and controls on the PTU Setup page. You can find definitions for the fields and controls later on this page.

The screenshot displays the PTU Setup page with the following fields and controls:

- PTU Setup** / **PTU Elements/Payees** (Tabs)
- Company:** KYF Compañía Financiera
- PTU Definition** (Section Header)
- *Effective Date:** 01/01/2005
- Company Definition** (Section Header)
- *Year:** 2005
- Apply Proportional Worked Days** (Checked checkbox)
- Amount** (Section Header)
- *Amount:** 1500000.000000
- *Ceiling Salary:** 40000.000000
- Temporary Payees** (Section Header)
- Temp Payee?** (Checked checkbox)
- Days:** 60
- Calculated Factors** (Section Header)
- Day Factor:**
- Salary Factor:**

Year

Enter the year for which you are processing your profit sharing earnings.

Apply Proportional Worked Days

Select this check box if the ceiling salary used to calculate PTU earnings should be adjusted to reflect the number of days that an employee actually works. For example, if the ceiling salary is 240,000, and an employee works 250 days during the year, the ceiling salary for that employee is reduced proportionally—that is, it is set to 164,383.56 $((240,000 / 365) \times 250)$.

Amount

Enter the amount to be shared.

Ceiling Salary

Enter the maximum amount of an employee's salary that can be used to calculate the employee's portion of PTU earnings. To determine the amount, calculate the salary of the union employee with the highest wages, add 20 percent to this amount, and enter the total in the Ceiling Salary field. If an employee who is eligible for profit sharing makes more than the amount that you enter here, profit sharing is capped at this amount.

Temp Payee? (temporary payee) and Days

Select Temp Payee? to include all temporary employees in your profit sharing plan.

To limit the temporary employees who can participate in the plan, select Temp Payee? and enter the number of days that temporary employees must work at your company to participate in profit sharing. For example, if you select Temp Payee? and

enter *60* in the *Days* field, only temporary employees who work 60 days or more are included in the PTU plan.

Day Factor

Displays the *PTU Total for all Employees/Worked Days Total for all Employees*. This figure is calculated automatically when you run the PTU process.

Salary Factor

Displays the *PTU Total for all Employees/Salary Sum Total for all Employees*. This figure is calculated automatically when you run the PTU process.

PTU Elements/Payees Page

Use the PTU Elements/Payees page (GPMX_PTU_COMPANY2) to identify the PTU elements and payees.

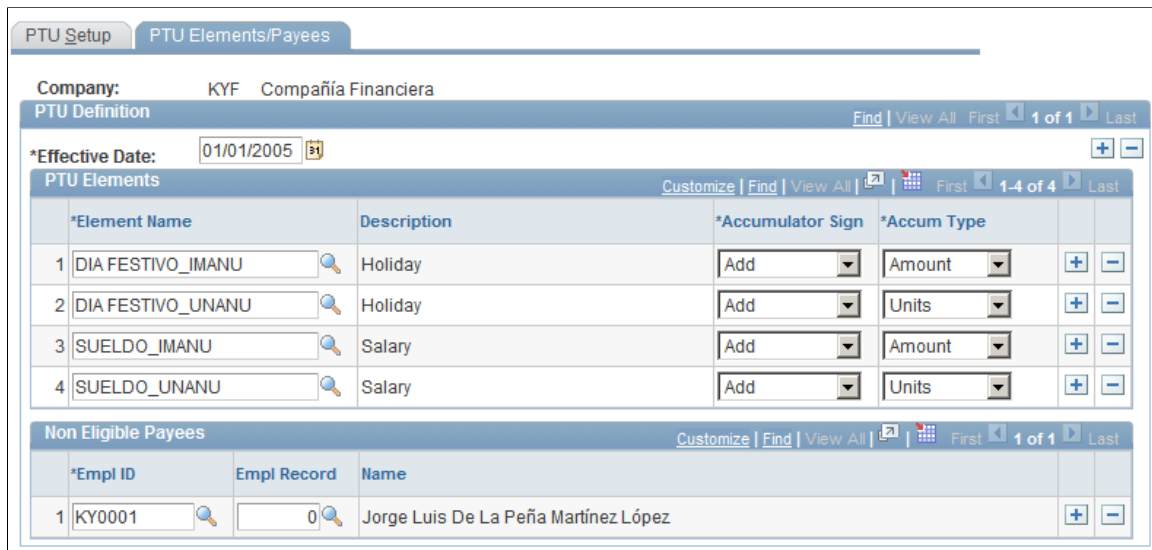
Identify the earnings and deductions used for profit sharing, assign profit sharing elements to accumulators, and exclude ineligible employees from the profit sharing process.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Allowances/Other Benefits, Define PTU-Profit Share MEX, PTU Elements/Payees

Image: PTU Elements/Payees page

This example illustrates the fields and controls on the PTU Elements/Payees page. You can find definitions for the fields and controls later on this page.



PTU Setup PTU Elements/Payees

Company: KYF Compañía Financiera

PTU Definition Find | View All First 1 of 1 Last

*Effective Date: 01/01/2005

PTU Elements Customize | Find | View All First 1-4 of 4 Last

	*Element Name	Description	*Accumulator Sign	*Accum Type		
1	DIA FESTIVO_IMANU	Holiday	Add	Amount	+	-
2	DIA FESTIVO_UNANU	Holiday	Add	Units	+	-
3	SUELDO_IMANU	Salary	Add	Amount	+	-
4	SUELDO_UNANU	Salary	Add	Units	+	-

Non Eligible Payees Customize | Find | View All First 1 of 1 Last

	*Empl ID	Empl Record	Name		
1	KY0001	0	Jorge Luis De La Peña Martínez López	+	-

PTU Elements

Element Name

Enter the earnings and deduction accumulators to include in the PTU process.

Accumulator Sign

Select an accumulator sign. Values are:

Add: Adds the earnings and deduction accumulators specified in the Element Name field to the PTU base.

Subtract: Subtracts the earnings and deduction accumulators specified in the Element Name field from the PTU base.

Acum Type (accumulator type)

For each element that you specify in the Element Name field, select *Amount* or *Units*.

Important! When you define an earnings element that you know must be included in the PTU process, create year-to-date accumulators storing both amounts and units for that element. (You can set up an accumulator for units only if the element includes a unit component in its definition.) Otherwise, you will not have the flexibility to accumulate both units and amounts.

Non Eligible Payees

Enter the employee ID and employee record number for employees who do not qualify for inclusion in the profit sharing process.

Setting Up Frequently Used Supporting Element Overrides

To define frequently used supporting element overrides in Mexico, use the Earn/Ded SOVRs MEX (GPMX_ERNDED_SOVR) component.

This topic provides an overview of frequently used supporting element overrides in Mexico and discusses how to enter overrides.

Page Used to Set Up Frequently Used Supporting Element Overrides

Page Name	Definition Name	Navigation	Usage
Earn/Dedn SOVRs MEX (Earnings/Deductions SOVRs MEX)	GPMX_ERNDED_SOVR	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Payroll Elements, Earn/Ded SOVRs MEX, Earn/Dedn SOVRs MEX	Set up SOVRs at the earnings and deduction level for variables used in key calculations.

Understanding Frequently Used Supporting Element Overrides in Mexico

Global Payroll for Mexico enables you to define the most frequently used supporting element overrides (SOVRs) for earnings and deductions on the Earn/Dedn SOVRs MEX page. This includes the following:

- Supporting elements used to specify a tax method.
- Supporting elements used to select earnings and deductions for inclusion in the Minimum Wage Salary Level report (report GPMXAA01).

- Supporting elements used to associate earnings and deductions with a termination version.

Before you can run a payroll, a Minimum Wage Salary Level report, or a termination process, you must:

- Enter basic information on the Earn/Dedn SOVRs MEX page about which earnings and deductions to include in each tax method and each row of the Minimum Wage Salary Level report.
- Specify which earnings and deductions to include in each termination version.

Understanding Element Overrides

The information that you enter on the Earn/Dedn SOVRs MEX page is inserted as a supporting element override for these variables at the earnings and deduction level:

<i>Type of Override</i>	<i>Variable</i>
Tax Method	FD VR METODO ISR
Salary Level Group	AA VR NIVEL SAL
Termination Versions	Variables LF VR VER FINIQ 01 through LF VR VER FINIQ 10

Related Links

[Understanding Termination Setup](#)

[Understanding Tax Processing](#)

[Global Payroll for Mexico Reports: A to Z](#)

Earn/Dedn SOVRs MEX Page

Use the Earn/Dedn SOVRs MEX (Earnings/Deductions SOVRs MEX) page (GPMX_ERNDED_SOVR) to set up SOVRs at the earnings and deduction level for variables used in key calculations.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Payroll Elements, Earn/Ded SOVRs MEX, Earn/Dedn SOVRs MEX

Image: Earn/Dedn SOVRs MEX page

This example illustrates the fields and controls on the Earn/Dedn SOVRs MEX page. You can find definitions for the fields and controls later on this page.

Earn/Dedn SOVRs MEX

SOVRs Customize | Find | View All | First 1-12 of 74 Last

Tax Method / Salary Levels Term Vers 01 - 05 Term Vers 06 - 10

	*Entry Type	Element Name	*Begin Date	End Date	Tax Method	Salary Level Group		
1	Earnings	COMISIONES	01/01/2001		Article 11	Other Income	+	-
2	Earnings	3 MESES	01/01/2001				+	-
3	Earnings	20 D X ANIO	01/01/2001				+	-
4	Earnings	PRIMA ANTIG	01/01/2001				+	-
5	Earnings	SALARIO PROM	01/01/2001		Article 11	Other Income	+	-
6	Earnings	PTU	01/01/2001			PTU	+	-
7	Earnings	PTU GRAVADO	01/01/2001		Article 14		+	-
8	Earnings	AGUINALDO	01/01/2001			Christmas Bonus	+	-
9	Earnings	AGUINALDO GR	01/01/2001		Article 14		+	-
10	Earnings	BONO	01/01/2001		Article 14	Other Income	+	-
11	Earnings	SUELDO POR H	01/01/2001		Article 11	Salaries	+	-
12	Earnings	PRIMA DOMIN	01/01/2001			Other Income	+	-

Tax Method/Salary Levels Tab

Entry Type

For a Minimum Wage Salary Level report: Define the type of element to include in the report. You can include only earnings or deductions.

For tax method selection: Define the type of element to which you want to apply a tax method using the Tax Method field. You can include only earnings or deductions.

Element Name

For a Salary Level report: Enter the name of the earnings or deductions element to include in the Minimum Wage Salary Levels report (report GPMXAA01).

For tax method selection: Enter the name of the earnings or deductions to which you want to apply a tax method using the Tax Method field.

Begin Date

Enter the begin date of the supporting element override.

End Date

Enter the end date of the supporting element override.

Tax Method

Define the tax method to apply to each earnings and deduction identified in the Entry Type and Element Name fields.

Salary Level Group

For a Minimum Wage Salary Level report, specify the salary level group in which you want to include the earnings or deductions identified in the Element Name field.

Term Vers 01-05 and Term Vers 06-10 Tabs**Term Vers 01-10 (termination versions 1-10)**

This field is used to associate earnings and deductions with termination versions. For each earnings or deduction that you identify in the Entry Type and Element Name fields, specify the termination versions (the grouping of termination actions and reasons) for which the earnings and deductions can be paid. Select up to 10 different termination versions for each earnings and deduction.

Note: To associate a termination version with an earnings or deduction, the termination version must already be defined on the Termination Version and Termination Action Reason pages, and the earnings or deduction must be linked to one of the delivered variables LF VR VER FINIQ 01 through LF VR VER FINIQ 10 on the Supporting Elements Override page. (LF VR VER FINIQ 01 through LF VR VER FINIQ 10 are delivered variables representing termination versions.)

See [Understanding Termination Setup](#).

Chapter 5

Defining Social Security Contributions

Defining Contribution Rates for Social Security

To define social security contributions, use the Quotas MEX (GPMX_IMS_QUOTA) component.

This topic provides an overview of contribution rates for social security and discusses how to define social security quotas.

Note: In Mexico, "social security quota" is used to refer to social security contributions.

Page Used to Define Social Security Quotas

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Quotas MEX	GPMX_IMS_QUOTA	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Quotas MEX, Quotas MEX	Define payee and employer contribution rates to social security for each IMSS branch.

Understanding Contribution Rates for Social Security

Global Payroll for Mexico initially delivers the rates and ceiling days that the system uses to calculate employee and employer contributions to each branch of social security. You must maintain this data when the government issues changes.

To calculate contributions to a branch of social security, the system:

1. Compares the employee's integrated daily salary (SDI) amount to the (Minimum Wage * Ceiling Days).
2. Multiplies the minimum amount by the contribution rate.

Note: Global Payroll for Mexico calculates the SDI factor automatically based on parameters you enter on the Xmas, Vac, Premium, SDI Factor page. Once the system has calculated the SDI factor, it uses the SDI factor to calculate IMSS quotas. The Xmas, Vac, Premium, SDI Factor page is discussed in another topic.

Example: Calculating the Employer Contribution to RETIRO

Suppose an employee's integrated daily salary (SDI) amount is 100 MXN, the minimum wage is 45.24, the employer contribution is 0.02, and the day ceiling is 25. The system calculates the employer RETIRO contribution as follows:

1. Compares SDI (100) to the Minimum Wage * Ceiling Days ($45.24 * 25 = 1131.00$) and determines that 100 is the smaller amount.
2. $100 * .02 = 2.00$ MXN

Now, if the employee's SDI amount is 1200 MXN, then the Minimum Wage * Ceiling Days ($45.24 * 25 = 1131.00$) is lower. The RETIRO contribution is $1131.00 * .02 = 22.62$ MXN

Related Links

[General Parameters Page](#)

[Defining Parameters for Christmas Bonuses and Vacation Premiums](#)

Quotas MEX Page

Use the Quotas MEX page (GPMX_IMS_QUOTA) to define payee and employer contribution rates to social security for each IMSS branch.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Social Security/Insurance, Quotas MEX, Quotas MEX

Image: Quotas MEX page

This example illustrates the fields and controls on the Quotas MEX page. You can find definitions for the fields and controls later on this page.

The screenshot shows the 'Quotas MEX' page with a table of IMSS branches. The table has columns for IMSS Branch, Payee Percent, Employer Percent, and Ceiling Days. The effective date is set to 01/01/2006. The table lists five branches: E Y M PD, E Y M PE, E Y M CF, E Y M E3SM, and I Y V.

	IMSS Branch	Payee Percent	Employer Percent	Ceiling Days
1	E Y M PD	0.002500	0.007000	25.000000
2	E Y M PE	0.003750	0.010500	25.000000
3	E Y M CF		0.191000	25.000000
4	E Y M E3SM	0.007200	0.020800	25.000000
5	I Y V	0.006250	0.017500	23.000000

IMSS Branch

Select the IMSS branch for which you want to define contribution rates.

Payee Percent

Specify the percentage of SDI that the payee contributes.

Employer Percent

Specify the percentage of the employee's SDI that the employer contributes.

Ceiling Days

Enter the number of days that the system should use to calculate the SDI ceiling for the branch.

Defining Fixed SDI

To define parameters for the fixed SDI process, use the Pay Groups MEX (GPMX_PARM_PYGRP) component.

This topic provides an overview of the fixed SDI process and discusses how to define fixed SDI.

Page Used to Define Fixed SDI

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Fixed SDI	GPMX_FIXSDI_PARM	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Fixed SDI	Select the elements that contribute to fixed SDI and how they integrate for the fixed SDI calculation.

Understanding the Fixed SDI Process

There are some minimum elements established by law that must contribute to fixed SDI. However, you can also select additional elements that contribute to fixed SDI. Examples of additional elements include those that are related to job data events, such as hiring and salary changes.

To define and run the fixed SDI process:

1. Select additional elements that contribute to fixed SDI and define the integration parameters for these elements on the Fixed SDI page.
2. When a new job data event occurs (hiring or salary changes, for example), a new payee SDI data row will be inserted automatically updating the payee fixed SDI data.

It's also possible to run the fixed SDI calculation due to a minimum salary change or anniversary by running the mass SDI data update. For mass SDI updates, run the fixed SDI process on the Process SDI MEX page.

See [Running the SDI Batch Processes](#).

See [Running Social Security Reports](#).

Fixed SDI Page

Use the Fixed SDI page (GPMX_FIXSDI_PARM) to select the elements that contribute to fixed SDI and how they integrate for the fixed SDI calculation.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Fixed SDI

Image: Fixed SDI page: Calculation Base tab

This example illustrates the fields and controls on the Fixed SDI page: Calculation Base tab. You can find definitions for the fields and controls later on this page.

General Parameters Annual Adjustment Xmas, Vac, Premium, SDI Factor PTU Absences Variable SDI Fixed SDI SDI Calendars

Pay Group: KY MENSUAL Grupo de Pago Mensual

Fixed SDI Find | View All First 1 of 1 Last

*Effective Date: 01/01/2001

Data Customize | Find | View All First 1-2 of 2 Last

Calculation Base Integrable Base

Element Name	*Type	*Calc Base	Amount	%
1 VALES DESP	General	Daily Rate		10.000000
2 BONO AUTO	General	Amount	900.00	

Element Name

Select the earnings element other than the legal minimum (Christmas Bonus and Vacation Premium), that contributes to fixed SDI.

Type

Define whether this element will be applied by individual payee or in general to the entire pay group. Values are *By Payee* or *General*.

Calc Base (calculation base)

Select the calculation base for the element. Values are *Amount*, *Daily Rate*, *Days*, *Min Wage*, and *SDI*.

Amount

Indicate the value for the flat amount of the element.

%

This field appears when you select *Daily Rate* for the Calc Base. Enter the percentage of the SDI or daily rate that will be part of the Fixed SDI value.

Fixed SDI Page: Integrable Base Tab

Image: Fixed SDI page: Integrable Base tab

This example illustrates the fields and controls on the Fixed SDI page: Integrable Base tab. You can find definitions for the fields and controls later on this page.

The screenshot shows the 'Fixed SDI' page with the 'Integrable Base' tab selected. The page includes a header with tabs for 'General Parameters', 'Annual Adjustment', 'Xmas, Vac, Premium, SDI Factor', 'PTU', 'Absences', 'Variable SDI', 'Fixed SDI', and 'SDI Calendars'. The 'Pay Group' is 'KY MENSUAL Grupo de Pago Mensual'. The 'Effective Date' is '01/01/2001'. The 'Data' section shows a table with two rows of data.

Element Name	Type	*Integrable Base	Lower Limit %	Wage Zone	Upper Limit %	Wage Zone
1 VALES DESP	General	Min Wage	40.000000	A Zone	100.000000	A Zone
2 BONO AUTO	General	All				A Zone

Integrable Base

Select the integrable base for the element. Each element integrable base can be based on the whole base or a certain percentage of the daily rate, minimum wage, or SDI. Values are *All*, *Daily Rate*, *Min Wage*, and *SDI*. Depending on the integrable base selected, some of the following fields will appear or not, and should be filled out accordingly.

Lower Limit % (lower limit percentage)

Indicate the lower limit percentage of integration for the element.

Wage Zone

Select the wage zone for the lower limit percentage. Values are *A Zone*, *B Zone*, *C Zone*, and *Payee Zone*.

Upper Limit % (upper limit percentage)

Indicate the upper limit percentage of integration for the element.

Wage Zone

Select the wage zone for the upper limit. Values are *A Zone*, *B Zone*, *C Zone*, and *Payee Zone*.

Defining Variable SDI

To define parameters for the Variable SDI process, use the Pay Groups MEX (GPMX_PARM_PYGRP) component.

This topic provides an overview of the variable SDI process and discusses how to define variable SDI.

Page Used to Define Variable SDI

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Variable SDI	GPMX_VAR_SDI_PARM	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Variable SDI	Select the earnings, accumulators, and formulas used in the Variable SDI process for a pay group.

Understanding the Variable SDI Process

With tax reforms effective December 20, 2001, the Variable SDI process is now run bimonthly instead of monthly. In order to accommodate this legislative change, you will:

1. Indicate the method for calculating the variable SDI on the Base Days for Variable SDI field on the General Parameters page.

Choices are 60 Days, Bimonth Days, Hourly Payee, or Paid Days.

2. Define variable SDI parameters for a pay group on the Variable SDI page.
3. Run the Variable SDI process on the Calculate Absence and Payroll page.

You must create a bimonthly calendar and execute the CALC SDI VARIAB process list.

Related Links

[General Parameters Page](#)

[Running the SDI Batch Processes](#)

[Running Social Security Reports](#)

Variable SDI Page

Use the Variable SDI page (GPMX_VAR_SDI_PARM) to select the earnings, accumulators, and formulas used in the Variable SDI process for a pay group.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Variable SDI

Image: Variable SDI page

This example illustrates the fields and controls on the Variable SDI page. You can find definitions for the fields and controls later on this page.

General Parameters Annual Adjustment Xmas, Vac, Premium, SDI Factor PTU Absences **Variable SDI** Fixed SDI

Pay Group: KY MENSUAL Grupo de Pago Mensual

Variable SDI Find View All First 1 of 1 Last

*Effective Date: 01/01/2001

Detail Customize Find View All First 1-5 of 15 Last			
*Earnings	*Accumulator Name	*Element Name	
1 COMISIONES	COMISIONES BIM	IM FM 100 PCT VAR	+ -
2 T EXTRA DT	T EXTRA DT BIM	IM FM 100 PCT VAR	+ -
3 BONO	BONO BIM	IM FM 100 PCT VAR	+ -
4 PRIMA DOMIN	PRIMA DOMIN BIM	IM FM 100 PCT VAR	+ -
5 ANTIG PCT	ANTIG PCT BIM	IM FM 100 PCT VAR	+ -

Earnings

Select the earnings that will be used in the Variable SDI process.

Accumulator Name

Select the accumulators that correspond to the earnings for the Variable SDI process.

Element Name

Select one of the three formulas (integration methods) available: IM FM 100% VAR, IM FM TOP VAL IMSS, or IM FM PREMIO INT.

Related Links

[Modifying the Variable SDI Process](#)

Chapter 6

Defining Taxation

Defining Federal Taxes

Federal tax definition begins on the General Parameters page, where you define the tax method for adjusting federal taxes.

Note: The General Parameters page is discussed in another topic.

Once you've defined federal taxes, you can process federal tax contributions during regular payroll runs and generate a Federal Taxes report at the end of the year.

Related Links

[General Parameters Page](#)

[Federal Tax Processing](#)

Defining Annual Tax Adjustments

To define annual adjustments, use the Pay Groups MEX (GPMX_PARM_PYGRP) component.

This topic provides an overview of the annual tax adjustment setup and discusses how to define annual adjustments.

Page Used to Define Annual Adjustments

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Annual Adjustment	GPMX_PARM_PAYGRP	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Annual Adjustment	Define the parameters to calculate the annual adjustment for each pay group in your company.

Understanding Annual Tax Adjustment Setup

Begin defining annual adjustments parameters on the Annual Adjustments page.

Once you've defined annual adjustment parameters, you can update annual tax adjustments by entering tax data from other employers and specify employees who are exempt from the process.

Related Links

[Updating Annual Tax Adjustments](#)

Annual Adjustment Page

Use the Annual Adjustment page (GPMX_PARM_PAYGRP) to define the parameters to calculate the annual adjustment for each pay group in your company.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Annual Adjustment

Image: Annual Adjustment page

This example illustrates the fields and controls on the Annual Adjustment page. You can find definitions for the fields and controls later on this page.

The screenshot displays the 'Annual Adjustment Parameters' section for the 'KY MENSUAL' pay group. The interface includes a tabbed menu at the top with options like 'General Parameters', 'Annual Adjustment', 'Xmas, Vac, Premium, SDI Factor', 'PTU', 'Absences', 'Variable SDI', 'Fixed SDI', and 'SDI Calendars'. The main area contains several input fields and dropdown menus: '*Begin Date' is set to '01/01/2008', 'End Date' is empty, '*Deduction Type' is set to 'Number of Periods', '*Calculation Type' is set to 'Current Method', and '*Payment Type' is set to 'Payments vs ISR'. Navigation controls at the top right include 'Find', 'View All', 'First', '1 of 2', and 'Last'.

Begin Date and End Date

Enter the date range of the annual adjustment parameters. Certain fields and field values are available only if the Begin Date and End Date are prior to 01/01/2008.

Deduction Type

Define how the system will handle the annual tax adjustment in case you have a debit at the end of the year. Values are *Bracket*, *Number of Periods*, and *Single Deduction*.

If you select *Number of Periods*, the system will use the data in the bracket AA BR RNG DES PER in order to determine in how many pay periods the debit will be discounted. For example, if there is a 5000.00 MXN debit, based on the data of the bracket, the system will withhold 1000.00 MXN during five periods.

If you select *Bracket*, the system will use the data in the bracket AA BR RNG DES SAL in order to determine the amount that needs to be withheld each pay period. The range will depend on the employee's daily rate. For example, if there is a 3000.00 MXN debit, and an employee has a 300.00 MXN daily rate, based on the data of the bracket, the system will withhold 100.00 MXN each pay period until it reaches the 3000.00 MXN amount.

If you select *Single Deduction*, the system will withhold the complete debit amount in a single pay period. If the net pay is not enough to cover the amount of the deduction, the system will consider the remaining amount as an arrear and it will be deducted in future pay periods.

Calculation Type

Some companies calculate the annual tax adjustment with the method that existed in the year 1991. In this field, you'll specify which method to use when calculating the annual tax adjustment. Values are *Both – Current & 1991*, *Current Method*, and *Method 1991*. Once you've selected the *Both – Current & 1991* method, the system then selects the method with the smaller tax.

Note: The values *Both – Current & 1991* and *Method 1991* are available only if the Begin Date and End Date are prior to 01/01/2008.

Payment Type

If you have a tax credit at the end of the year, select one of the options to define how you will receive the credit. Values are *Payments vs ISR* and *Single Payment*. Either you'll select to get a payment or you'll have a credit applied to next year's ISR (federal taxes).

If you select *Payments vs ISR*, it means that you'll get a credit on the regular tax versus the difference until this credit is covered.

For example, let's say that an employee has 2400 MXN worth of taxes deducted for the year (100 MXN each semimonthly payroll). In the annual tax adjustment process, the system calculates that the real annual tax should be 2100 MXN.

This means that there's a credit of 300 MXN due to the employee. If you calculate the next regular payroll, the system would ordinarily withhold 100 MXN (the regular tax for the employee's regular earnings). However, the system won't withhold any amount during 3 payroll periods (to make up for the difference between 2100 MXN and 2400 MXN). The system will cover the regular tax deduction with the credit that the employee has until it is covered.

Return Credit

Enter the date when the salary credit annual difference will be paid to the employee.

Note: This field appears only if the Begin Date and End Date are prior to 01/01/2008.

Defining Multiple Information Report Parameters

To define multiple information report parameters, use the Multiple Info Parameters MEX (GPMX_ANNL) component.

This topic provides an overview of the Multiple Information report setup and discusses how to define Multiple Information Report parameters.

Page Used to Define Multiple Information Report Parameters

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Multiple Info. Parameters MEX	GPMX_ANNL	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Multiple Info. Parameters MEX, Multiple Info. Parameters MEX	Define multiple information report parameters for a company.

Understanding the Multiple Information Report Setup

Starting on January 1, 2004, there is a new statutory requirement to submit the Multiple Information report to the government. With Global Payroll for Mexico, you can comply with this new legal requirement

To create the Multiple Information report:

1. Define Multiple Information report parameters on the Multiple Info Parameters MEX page.

Before you can generate the Multiple Information report, you need to map corresponding values representing the fields on the report to the payroll elements in Global Payroll for Mexico. You'll map the elements on the Multiple Info Parameters MEX page.

2. Run the Multiple Information report on the Multiple Information MEX page.

You will generate the Multiple Information report at the end of the year, after having finished the payroll fiscal year. The output will be a flat file that will be loaded up to the SAT (*Servicio de Administración Tributaria*) system.

Note: The Multiple Information report page is discussed in another topic.

See [Running Tax Reports](#).

Multiple Info. Parameters MEX Page

Use the Multiple Info. Parameters MEX page (GPMX_ANNL) to define multiple information report parameters for a company.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Multiple Info. Parameters MEX, Multiple Info. Parameters MEX

Image: Multiple Info. Parameters MEX page

This example illustrates the fields and controls on the Multiple Info. Parameters MEX page. You can find definitions for the fields and controls later on this page.

Multiple Info. Parameters MEX

Company: KYF Compañía Financiera

Report Parameters Find | View All First 1 of 1 Last

*Effective Date: 01/01/2008

Element Mapping Customize | Find | View All First 1-3 of 42 Last

	*Report Field	*Entry Type	Element Name	Description		
1	054-Salary Txbl	Deduction	INCAP MATERN	Maternity Leave	+	-
2	054-Salary Txbl	Deduction	INCAP RIESGO	Work Risk Leave	+	-
3	054-Salary Txbl	Deduction	INCAP ENFERM	General Sickness	+	-

Other Income Customize | Find | View All First 1-3 of 3 Last

	*Entry Type	*Field Type	Element Name	Description		
1	Earnings	Taxable	COMISIONES	Commissions	+	-
2	Earnings	Taxable	BONO	Bonus	+	-
3	Earnings	Taxable	BONO AUTO	Car Bonus	+	-

Element Mapping

Report Field

Select the field on the Multiple Information report to which the element will be mapped.

Entry Type

Define the entry type for the element. Values are *Accumulator*, *Deduction*, and *Earnings*.

Element Name

Select the element which will map to the Multiple Information report.

Other Income

Other Income field values are for any other earnings or deduction that don't have a specific row defined in the Element Mapping section.

Entry Type

Define the entry type for the element. Values are *Deduction* and *Earnings*.

Field Type

Select *Taxable* or *NonTaxable* for the earnings or deduction entry type.

Element Name

Select the element which will map to the Multiple Information report.

Defining State Taxes

To define earnings and deductions by state, use the Earn/Dedn by State MEX (GPMX_STATE_TAXES) component. To define state and local taxes for a company, use the State Rates by Company MEX (GPMX_SP_ST_TAXES) component.

This topic provides an overview of state tax setup and discusses how to:

- Define earnings and deductions by state.
- Define state tax rates by company.

Pages Used to Define State Taxes

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Earn/Dedn by State MEX	GPMX_STATE_TAXES	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Earn/Dedn by State MEX, Earn/Dedn by State MEX	Define which earnings and deductions will be part of a state's tax base.
State Rates by Company MEX	GPMX_SPST_TAXES	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, State Rates by Company MEX, State Rates by Company MEX	Define state and local taxes at the company level. This only applies to companies operating in Chihuahua and/or Ciudad Juarez.

Understanding State Tax Setup

To define state taxes, you need to define earnings and deductions by state, state tax rates, and state tax rates by company.

Once you've defined state taxes, you can process state tax contributions during regular payroll runs and generate the State Taxes by Location report every month.

Related Links

[State Tax Processing](#)

Earn/Dedn by State MEX Page

Use the Earn/Dedn by State MEX page (GPMX_STATE_TAXES) to define which earnings and deductions will be part of a state's tax base.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Earn/Dedn by State MEX, Earn/Dedn by State MEX

Image: Earn/Dedn by State MEX page

This example illustrates the fields and controls on the Earn/Dedn by State MEX page. You can find definitions for the fields and controls later on this page.

Earn/Dedn by State MEX

State: CHIH Chihuahua

State Taxes Find | View All First 1 of 1 Last

*Effective Date: 01/01/2001

Earnings/Deductions Customize Find View All First 1-6 of 6 Last			
	Element Type	Element Name	Description
1	Earnings	COMISIONES	Commissions
2	Deduction	FALTAS	Unpaid Absence
3	Earnings	BONO	Bonus
4	Earnings	SUELDO POR H	Hourly Salary
5	Earnings	FDO AHORRO	Savings Fund
6	Earnings	SUELDO	Salary

Element Type

Select the element type. Values are *Deduction* and *Earnings*.

Element Name

Select the earning or deduction element to be added to the state tax base.

Note: This data is loaded into the payroll process with the IE AR ST TAX CNCPT array.

State Rates by Company MEX Page

Use the State Rates by Company MEX page (GPMX_SPST_TAXES) to define state and local taxes at the company level.

This only applies to companies operating in Chihuahua and/or Ciudad Juarez.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, State Rates by Company MEX, State Rates by Company MEX

Image: State Rates by Company MEX page

This example illustrates the fields and controls on the State Rates by Company MEX page. You can find definitions for the fields and controls later on this page.

State Rates by Company MEX

Company: KYF Compañía Financiera

Definition Find | View All First 1 of 1 Last

*Effective Date: 01/01/2001

Data		Customize Find View All First 1-2 of 2 Last	
	*State / County		Special Tax Percent
1	Ciudad Juarez		0.025
2	Chihuahua		0.020

State/County

Select *Chihuahua*, *Ciudad Juarez*, or *Hidalgo*.

Special Tax Percent

Enter the state tax rate for your company.

Note: Chihuahua is the only state in Mexico that taxes a company's earnings based on the number of employees it has, so the state tax rates vary for each company.

It's difficult to determine the number of employees in a company before the payroll process, so you must determine the number of employees in your company and then the corresponding tax rates for your company individually.

You'll also define local tax rates for Ciudad Juarez on this page. The local tax rate varies depending on the amount of minimum wages of the entire payroll earnings in a month. This information can also be difficult to determine prior to running a payroll. Therefore, you can load this data into the payroll process with the IE AR ES CIA array.

Setting Up Inter-Company Transfer Processing

This topic provides an overview of inter-company transfer processing and discusses how to:

- Define action reasons for inter-company transfers.
- Map elements for inter-company transfers.

Pages Used to Set Up Inter-Company Transfer Processing

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Action Reasons	ACTION_REASON_TBL	Set Up HCM, Product Related, Workforce Administration, Action Reasons	Define or modify personnel action reasons.
Inter-Company Parameters MEX	GPMX_INTERCOM_PARM	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Inter-company Parameters MEX, Inter-company Parameters MEX	Define which accumulators, earnings, and deduction elements from the prior company to carry over to the new company for employees with inter-company transfers. The Inter-Company Transfer process uses these mappings to move the employee's finalized payroll values for these elements between internal companies.

Related Links

[Processing Inter-Company Transfers](#)

Understanding Inter-Company Transfer Processing

The government requires that companies report employee's income from former and current employers separately on Form 37—the annual earnings and deductions legal report. This applies to employees who change jobs between unaffiliated companies as well as to employees who transfer from one internal company to another. Global Payroll for Mexico provides functionality to meet the Form 37 tax reporting requirements for inter-company transfers where the internal companies have a different employer RFC within the system. Use this feature to maintain the accumulators, earnings, and deductions for employees when the employees do inter-company transfers. After processing the data, you can generate the Form 37 report with separate company reporting data for employees with inter-company transfers.

Inter-Company Transfer Process

The Inter-Company Transfer feature centers around the Inter-Company Transfer Application engine process (GPMX_INTERC). The Inter-Company Transfer process:

- Identifies which employees have qualifying inter-company transfers to process.
- Confirms that the last payroll that includes the transferring employee is finalized.
- Loads the specified earnings, deduction, and accumulator elements of the former company and their values based on the values last calculated by the payroll engine.
- Inserts the specified elements and their values into the Define Prior Employer Data MEX page as former employer data.
- Updates the values of the specified elements of the former company to zero.

Steps to Process Inter-Company Transfers

To process inter-company transfers:

1. Define the accumulators, earnings, and deductions to transfer from the former company to new company on the Inter-Company Parameters MEX page.
2. Define the action and reason code combinations that qualify for inter-company transfer processing by selecting the Inter-Company Transfer check box on the Action Reason page of HR.
3. Use the Job Data component in HR to add a new Job record on the Job Data component for the employee with: (a) an action and reason code combination that is set up for inter-company transfers, and (b) an updated Company field value for another internal company.

Whenever you enter a new row of job data for an employee in the Job Data component and the specified action and reason code combination is set up for inter-company transfers, the system sends the data from HR to Global Payroll for Mexico via the WORKFORCE_SYNC service operation in Integration Broker. The system transfers this data only when the action and reason code combination is set up for inter-company transfers and the Global Payroll for Mexico country extension is selected on the Installation Table page.

4. Verify that the system successfully transmitted the inter-company transfer data from HR to Global Payroll for Mexico for the employee on the Inter-Company Payee Detail MEX page.

The system loads data for the inter-company transfers into this table. If you do not see the employee in this table, the system has not transmitted the HR data. Verify that you have selected Global Payroll for Mexico on the Installation Table page, set up the action and reason code combination for inter-company transfers on the Action Reason page, entered correctly the job data for the employee's inter-company transfer on the Job Data component, and enabled PeopleTools Integration Broker to send the WORKFORCE_SYNC service operation.

5. Verify that the last payroll of the transferring employee is finalized through the Results By calendar Group component.

Within the same component, also note the calculated results for the earnings, deductions, and accumulators that you specified on the Inter-Company Transfer Mapping page.

6. Run the Inter-Company Transfer process on the Inter-Company Transfer MEX run control page to process the data for inter-company transfers.

Select to either adjust accumulator balances or undo processing. The process includes only the employees who are in the specified calendar group and pay group, who have a new Job record with a qualifying action and reason code combination for inter-company transfers, and who has their last payroll finalized.

7. Verify that the process updated the employee's inter-company transfer data on the Inter-Company Payee Detail MEX page.
8. Verify that the specified accumulators adjusted appropriately for the old company on the Adjust Accumulator Balance page by accessing the employee's data for the calendar involved in the inter-company transfer processing.

If you ran the process to adjust accumulator balances, the accumulators adjust to zero. If you ran the process to undo processing, the accumulators adjust to their original values.

9. Verify that the accumulators that you defined as part of the inter-company transfer mapping appear as former employer data for the employee on the Define Prior Employer Data MEX page.

The accumulator values should match the values from the last payroll run. If you ran the process to undo processing, the accumulator data for the employee is deleted from this page only.

Defining Action Reasons for Inter-Company Transfers

Use the Action Reasons page (ACTION_REASON_TBL) to define or modify personnel action reasons.

Navigation

Set Up HCM, Product Related, Workforce Administration, Action Reasons

Use the Inter-Company Transfer check box on the Action Reason page (Set Up HCM, Product Related, Workforce Administration, Action Reasons) in HR to indicate the action and reason code combinations that are valid for processing inter-company transfers within Global payroll for Mexico. To access the page, select Set Up HCM, Product Related, Workforce Administration, Action Reasons.

See "Defining Personnel Actions and Reasons (*PeopleSoft HCM 9.2: Human Resources Administer Workforce*)".

Inter-Company Parameters MEX Page

Use the Inter-Company Parameters MEX page (GPMX_INTERCOM_PARM) to define which accumulators, earnings, and deduction elements from the prior company to carry over to the new company for employees with inter-company transfers.

The Inter-Company Transfer process uses these mappings to move the employee's finalized payroll values for these elements between internal companies.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Taxes, Inter-company Parameters MEX, Inter-company Parameters MEX

Image: Inter-Company Parameters MEX page

This example illustrates the fields and controls on the Inter-Company Parameters MEX page. You can find definitions for the fields and controls later on this page.

*Entry Type	Element Name	Description	*Earning/Deduction Code
1 Deduction	INCAP ENF TR	Work Related Illness	Total Earnings
2 Deduction	INCAP MATERN	Maternity Leave	Total Earnings
3 Deduction	INCAP RIESGO	Work Risk Leave	Total Earnings
4 Deduction	INCAP TRAYEC	In Transit Work Risk Leave	Total Earnings
5 Deduction	INCAP ENFERM	General Sickness	Total Earnings

Effective Date

Enter the effective date on which the element mapping for inter-company transfers becomes valid.

Entry Type

Select the type of element that you are mapping from one company to another for inter-company transfers. This element mapping definition is used to insert specified earnings, deduction, and accumulator elements into the Define Prior Employer Data MEX page as former employer data. Your choices are Earnings, Deduction, or Accumulator.

Element Name and Description

Select the element that you are mapping from one company to another for inter-company transfers. The system prompts you to select from elements based on the specified entry type.

Earning/Deduction Code

Select the earning or deduction code to which you are mapping the specified element to prior employer data. The Inter-Company Transfer process uses this mapping of accumulators to earning/deduction codes to populate the Define Prior Employer Data MEX page with the employee's accumulator values from the former company.

Chapter 7

Defining Absence Rules

Setting Up Absences

To define absences, use the Pay Groups MEX (GPMX_PARM_PYGRP) component.

This topic discusses how to define absence parameters for pay groups.

Page Used to Set Up Absences

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Absences	GPMX_ABS_PYGRP	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Absences	Define the absence parameters for a pay group.

Absences Page

Use the Absences page (GPMX_ABS_PYGRP) to define the absence parameters for a pay group.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Groups MEX, Absences

Image: Absences page

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

The screenshot displays the 'Absences Parameters' page within the Oracle HCM Cloud interface. The page is titled 'Pay Group: KY MENSUAL Grupo de Pago Mensual'. It features several tabs at the top: 'General Parameters', 'Annual Adjustment', 'Xmas, Vac, Premium, SDI Factor', 'PTU', 'Absences' (selected), 'Variable SDI', and 'Fixed SDI'. The main content area is divided into sections: 'Absences Parameters' with fields for 'Begin Date' (01/01/2001), 'End Date', 'Subsidy Base' (SDI), 'Days without Subsidy', 'Factor Type' (7th Day Factor), and 'Factor Value' (116.666667). There are checkboxes for 'IMSS Agreement' and 'Xmas Bonus Deduct Absences'. Below this is a 'Disability' section with a checkbox for 'Allow Salary Change'. The 'INFONAVIT Loans' section has radio buttons for 'Absences' (selected) and 'Absences and Disabilities'. The 'Vacation Parameters' section includes a checked 'Negative Balance Option', 'Vacation Premium Type' (Annual), 'Vacation Premium Month' (5), 'Vacation Premium Day' (5), 'Annual Application Options' (Vacation Days and Premium), and a checkbox for 'Discount Vacation Takes'.

Absences Parameters

Subsidy Base

Select the subsidy base for disabilities. Values are *Daily Salary*, *SDI*, *SDI Complement*, and *Without Subsidy*. Your company can subsidize the difference between what IMSS pays employees and what their regular earnings are. The three most common methods are SDI, SDI Complement, and daily salary.

For the SDI method, the company pays 100 percent of the SDI for the first three days of the disability and 40 percent of SDI from the fourth day on. This 40 percent will be capped up to the SDI.

For the SDI Complement method, the 40 percent will be capped up to the difference between the 60 percent of SDI and the 100 percent of the daily rate.

For the daily salary method, the company pays 100 percent of the daily salary for the first three days. From the fourth day on, the company pays the difference between the daily salary and what IMSS pays (usually 60 percent of SDI) capped up to the daily rate.

Days without Subsidy

Enter the number of days without a disability subsidy. Because the IMSS does not pay for the first three days of a disability, some companies pay for those days to cover the difference.

Factor

Select the factor for general absences. Values are *6th & 7th Day Factor*, *7th Day Factor*, *Other*, and *Without Factor*. For example, if an employee works Monday through Friday and is absent only one day, the employee receives a discount for the sixth and seventh days. Enter the amount of the factor in the field next to theFactor field. The absence is deducted using this factor. For example, if you select *Without Factor*, the amount equals 100 MXN. If you select *6th & 7th Day Factor*, the amount equals 140 MXN. If you select *7th Day Factor*, the amount equals 116.67 MXN.

IMSS Agreement

Select if your company has an agreement with IMSS to calculate disability subsidies. If you have an agreement with IMSS, your company pays the employee directly, and IMSS pays the subsidy to the company instead of the employee. This parameter will cause the earning SUB ENF CONV to appear instead of the other two subsidy earnings (SUB ENF 40% and SUB ENF 100%). This subsidy will be the same as paying employees their regular salary earnings.

Xmas Bonus Deduct Absences

Select this check box to have the payroll process deduct employee absences from the Christmas bonus payment calculation for payees in the specified pay group. The system inserts a row with the variable AG VR APLICA AUS and numeric value equal to 1 in the grid on the Pay Groups - Supporting Element Overrides page for the specified pay group. Deselect this check box to exclude employee absences from the Christmas bonus payment calculation. The system changes the numeric value of the variable to 0. By default this check box is deselected.

Disability**Allow Salary Change**

Select to enable salary changes for employees during disability.

INFONAVIT Loans

Use this group box to define the kind of absences that affect the discount amount for INFONAVIT loans.

Absences

Select this option to indicate that the payroll process reduce the INFONAVIT loan discount by the absences that the payee has during the payroll process period.

Absences and Disabilities

Select this option to indicate that the payroll process reduce the INFONAVIT loan discount by the absences and disabilities that the payee has during the payroll process period.

Vacation Parameters

Negative Balance Option

Select to enable employees to carry a negative absence balance.

Vacation Premium Type

Define the calculation method for the vacation premium. Values are:

Anniversary: Employee is paid the entire vacation premium on the employment anniversary.

Annual: Employee is paid the entire vacation premium on a specified date that you define.

Proportional: Employee is paid the vacation premium on an as-used basis. For example, if an employee used three days of vacation in one month, out of a total of ten days vacation for the year, the employee receives 3/10 of the vacation premium in that month's pay.

Vacation Premium Month

If you select *Annual* as the Vacation Premium Type, enter the month that the vacation premium will be paid. Values are 01–12, depending on the number of the month.

Vacation Premium Day

If you select *Annual* as the Vacation Premium Type, enter the day that the vacation premium will be paid. Values are 01–31, depending on the day of the month.

Annual Application Options

If you select *Annual* as the Vacation Premium Type, the Annual Application Options field appears. Values are *Vacation Premium* and *Vacation Days and Premium*. In Global Payroll for Mexico, there are two different earnings codes, one for Vacation Take Days and another for Vacation Premium. If you select *Vacation Premium*, the earnings code for the Vacation Premium appears on that pay period. If you select *Vacation Take Days and Vacation Premium*, then two earnings codes will be generated—one for the Vacation Take Days and one for the Vacation Premium.

Discount Vacation Takes

If you select *Annual* as the Vacation Premium Type, the Discount Vacation Takes field appears. Select this check box if you want the vacation takes that occurred during the annual period to be discounted from either the vacation premium or the vacation days payment.

Setting Up Vacations

This topic discusses how to:

- Handle negative vacation balances.
- Define vacation premiums.

Handling Negative Vacation Balances

You can enable negative vacation balances for employees by selecting the Negative Balance Option check box on the Absences page.

- If you do not enable negative balances, the system generates an error message and does not process the vacation take if the vacation take goes over the accumulated balance.
- If you enable negative balances, you can set a limit to the negative balance by either a fixed amount or a percentage of the next absence entitlement to be generated.

For example, if an employee's next vacation entitlement is 12 days, and you set the limit for negative balances to 50 percent, then the system takes a limit of 6 days.

Related Links

[Absences Page](#)

Defining Vacation Premiums

Employees in Mexico receive a vacation premium, which is at least 25 percent of their salary. Vacation premiums are paid in one of three ways:

- Anniversary: Employees receive their entire vacation premium on their employment anniversaries, regardless of whether they already took the vacation.
- Annual: Employees receive their entire vacation premium for the year on a date the company specifies.
- Proportional (spread all along the vacation takes): Employees receive their vacation premiums as they take vacation throughout the year.

This way, employees do not receive vacation premium pay in advance, but receive it as they use it.

Note: You can override the payment date at the payee level. If an employee is terminated before the vacation premium date, you can calculate the proportional days and pay the employee at the time of termination.

You'll define the payment option for vacation premiums on the Absences page.

Related Links

[Absences Page](#)

Chapter 8

Defining Overtime

Defining Overtime in Mexico

To define overtime calendars, use the Pay Group OVT Calendars MEX (GPMX_OVR_CAL) component. To define overtime parameters, use the Pay Group OVT Parameters MEX (GPMX_OVR_PAR) component.

This topic discusses how to:

- Define the overtime calendar.
- Define overtime parameters.

Note: Before processing overtime in Mexico, you must define overtime parameters by pay group, as well as weekly overtime calendars by pay group.

Pages Used to Define Overtime

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Pay Group OVT Calendars MEX	GPMX_OVR_CAL	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Group OVT Calendars MEX, Pay Group OVT Calendars MEX	Define the weekly overtime calendar for a pay group. This is a tool to create an automatic calendar.
Pay Group OVT Parameters MEX	GPMX_OVR_PARMS	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Group OVT Parameters MEX, Pay Group OVT Parameters MEX	Define the overtime parameters for a pay group.

Pay Group OVT Calendars MEX Page

Use the Pay Group OVT Calendars MEX page (GPMX_OVR_CAL) to define the weekly overtime calendar for a pay group.

This is a tool to create an automatic calendar.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Group OVT Calendars MEX, Pay Group OVT Calendars MEX

Image: Pay Group OVT Calendars MEX page

This example illustrates the fields and controls on the Pay Group OVT Calendars MEX page. You can find definitions for the fields and controls later on this page.

Pay Group OVT Calendars MEX

Pay Group: KY MENSUAL

Overtime Calendar

Year: 2009

Begin Date:

Number of Weeks: 52

[Generate Calendar](#)

Weekly Calendar

[Customize](#) | [Find](#) | [View All](#) | | | First 1-5 of 52 Last

*Week	Begin Date	End Date		
1	12/29/2008	01/04/2009	+	-
2	01/05/2009	01/11/2009	+	-
3	01/12/2009	01/18/2009	+	-
4	01/19/2009	01/25/2009	+	-
5	01/26/2009	02/01/2009	+	-

Overtime Calendar

Year

Enter the year for the overtime calendar that you want to create.

Begin Date

Enter the begin date for the overtime calendar.

Number of Weeks

Specify the number of weeks that you are going to create the overtime calendar for.

Note: In Mexico, overtime is defined by a weekly period. The frequency of a payroll is not considered a factor in determining overtime calendars.

Generate Calendar

Click the Generate Calendar button to create an overtime calendar. Once you've clicked Generate Calendar, the overtime calendar information is automatically created.

Weekly Calendar

Week

The week number for the overtime calendar appears.

Begin Date/End Date

The begin and end dates for the week appear.

Pay Group OVT Parameters MEX Page

Use the Pay Group OVT Parameters MEX page (GPMX_OVR_PARMS) to define the overtime parameters for a pay group.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Framework, Organizational, Pay Group OVT Parameters MEX, Pay Group OVT Parameters MEX

Image: Pay Group OVT Parameters MEX page

This example illustrates the fields and controls on the Pay Group OVT Parameters MEX page. You can find definitions for the fields and controls later on this page.

Pay Group OVT Parameters MEX

Pay Group: KY MENSUAL Grupo de Pago Mensual

Overtime Parameters Find | View All First 1 of 2 Last

*Begin Date: 01/01/2008 End Date:

*In Excess Hrs per Day: Triple

Double Overtime

Maximum Times per Week: 3 Maximum Hours per Day: 3

Maximum Hours per Week: 9 Non Taxable Hours per Day:

Shift Customize | Find | View All First 1-3 of 3 Last

*Shift	*Description	Short Description	*Shift Hours		
D	Diurna	Diurna	8.00	+	-
M	Mixta	Mixta	7.50	+	-
N	Nocturna	Nocturna	7.00	+	-

Overtime Parameters

Begin Date/End Date

Enter the begin and end dates for the overtime parameters.

Double Overtime

Maximum Times per Week

Specify the maximum number of days in a week that the overtime is going to be paid as double. For any amount above this parameter, overtime will be paid as triple.

Maximum Hours per Day

Specify the maximum number of hours in a day that will be paid as double. For any amount above this parameter, overtime will be paid as triple.

Maximum Hours per Week

Specify the maximum hours in a week that the overtime will be paid double. For any number of hours per week above this, overtime will be paid as triple. This parameter should always be 9 since it's legally defined.

Non Taxable Hours per Day

Specify the number of hours in a day that double overtime is non-taxable. The system counts any double-overtime hours in excess of this value for a given day as taxable. When you enter overtime, the system calculates the non-taxable hours and displays the results in the Double Hours and Double Hours Total fields on the pages of the Enter Overtime MEX component.

In Excess Hrs. per Day (in excess hours per day)

Define how the system should calculate overtime hours that fall between three hours a day and three days a week and the first nine hours. Values are *Double* and *Triple*.

Note: These four parameters are taken into consideration when you enter overtime data in order to split the double and triple overtime. Depending on the value in the In Excess Hrs. per Day field, the system may override the value for the TE VR FACTEX variable at the pay group level. This variable is used during payroll calculation in order to determine whether the In Excess Hours are going to be paid at a double rate or triple rate for overtime.

Chapter 9

Setting Up Terminations

Understanding Termination Setup

In Global Payroll for Mexico, the process used to trigger termination payments is based in a termination version. A termination version is a collection of actions and reasons that can trigger specific termination earnings and deductions.

In Global Payroll for Mexico, both payees and termination earnings and deductions are associated with termination versions. When you define a termination earning or deduction, you link it to one or more termination versions. When you terminate a payee, the payee is automatically linked to the termination version representing the action and the reason for his termination. In this way, the system can identify and process only those earnings and deductions associated with the same termination version.

Elements Used in the Termination Process

This table lists the elements used in the process that triggers termination pay.

<i>Element</i>	<i>Description</i>
LF GC VER FINIQ	Generation control element that determines whether earnings or deductions should be paid in response to a payee's termination. This element is based on the generation control formula LF FM VER FINIQ GC.
LF VR CRED SAL	Delivered variable that defines whether the salary credit option should be considered for the termination ISR (tax) calculation. This variable defaults to "Y" but can be overridden at the payee or Calendar ID level to avoid the salary credit use in the FD FM TOT ISR SDO formula.
LF VR MOTIVO BAJA	Delivered variable that contains the termination reason.
LF VR VER FINIQ 01, LF VR VER FINIQ 02, LF VR VER FINIQ 03, LF VR VER FINIQ 04, LF VR VER FINIQ 05, LF VR VER FINIQ 06, LF VR VER FINIQ 07, LF VR VER FINIQ 08, LF VR VER FINIQ 09, LF VR VER FINIQ 10	These 10 delivered variables represent different termination versions and are linked to different earnings and deductions to identify which earnings or deductions should be paid for each combination of termination actions and reasons.
LF VR VER FINIQ EE	<div>Delivered variable that contains the termination version (representing the termination action and reason) for a terminated payee.</div> <div>Note: Termination versions are defined on the Termination Version and Action/Reasons MEX pages.</div>

<i>Element</i>	<i>Description</i>
WORKFORCE_SYNC	Service operation that enables the delivered Global Payroll variables LF VR VER FINIQ EE and LF VR MOTIVO BAJA to be inserted in the supporting element override table at the payee level (thus associating a terminated payee with the termination version that applies to the payee's termination). The handler/application class that inserts these variables is GPMX_Termination_version_job handler and associated application class.

Steps for Triggering Termination Pay

These elements are used to trigger termination pay, as outlined here:

1. When a payee is terminated or laid off and the appropriate action/reason codes are entered on the Job Data pages in PeopleSoft HR, the system uses the service operation WORKFORCE_SYNC to insert the Global Payroll variables LF VR VER FINIQ EE (containing the termination version) and LF VR MOTIVO BAJA (containing the termination reason) as supporting element overrides at the payee level (Global Payroll & Absence Mgmt, Payee Data, Create Overrides, Supporting Elements). In other words, the service operation links the payee to the termination version (the action and reason combination) that applies to the payee's specific termination.

Note: The only actions capable of triggering the service operation used to insert the variables LF VR VER FINIQ EE and LF VR MOTIVO BAJA in the supporting element override table at the payee level are TER (termination), LOF (layoff), and COM (completion).

2. Just as each terminated payee is linked to a termination version, each termination earning or deduction is linked to a termination version (using the variables LF VR VER FINIQ 01 through LF VR VER FINIQ 10) on the Supporting Elements Override page of the Earnings component or Deductions component.
3. When a payee is terminated or laid off, Global Payroll for Mexico uses the generation control element LF GC VER FINIQ (in combination with the formula LF FM VER FINIQ GC) to include in the payee's final payment only those earnings and deductions that are part of the termination version associated with the payee in Step 1. This is done by means of the following comparison:
 - When you run a payroll, the generation control element (which is linked to each delivered termination earnings or deduction on the Calculation page of the Earnings component or Deductions component) checks the payee's termination version, as represented by the variables LF VR VER FINIQ EE (containing the termination version) and LF VR MOTIVO BAJA (containing the termination reason).
 - At the same time, the generation control element checks the termination versions associated with each delivered termination earnings and deduction element on the Supporting Elements Override page of the Earnings component or Deductions component. If the payee's termination version (represented by the variables LF VR VER FINIQ EE and LF VR MOTIVO BAJA) equals the termination version (represented by the variables LF VR VER FINIQ 01 through LF VR VER FINIQ 10) associated with an earnings or deduction on the Supporting Elements Override page, the earnings or deduction can be processed.

Related Links

[Creating New Termination Earnings and Deductions](#)

[Setting Up Frequently Used Supporting Element Overrides](#)

"Understanding Earning and Deduction Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

Defining Termination Versions and Action/Reasons

To define termination versions, use the Versions MEX (GPMX_TERM_VERSION) component.
To define termination action/reasons, use the Action/Reasons MEX (GPMX_TERM_ACTN_RSN) component.

This topic provides an overview of termination versions and discusses how to:

- Define termination versions.
- Specify actions and reasons.

Pages Used to Define Termination Versions and Action/Reasons

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Versions MEX	GPMX_TERM_VERSION	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Terminations, Versions MEX, Versions MEX	Define termination versions.
Action/Reasons MEX	GPMX_TERM_ACTN_RSN	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Terminations, Action/Reasons MEX, Action/Reasons MEX	Define qualifying actions and reasons for triggering termination pay.

Understanding Termination Versions

Global Payroll for Mexico groups the qualifying actions and reasons for making termination payments into termination versions. Different termination action and reason combinations trigger different sets of termination earnings.

To define termination versions and then trigger the payments associated with a termination version, you must do the following:

1. Define your termination versions on the Versions MEX page.
2. Define the associated actions/reasons that will trigger payment on the Action/Reasons MEX page.
3. On the Job Data pages in HR, specify *Termination*, *Completion*, or *Layoff* as the action and enter a corresponding reason.

When you specify *Termination*, *Completion*, or *Layoff* as the action in combination with a qualifying reason, termination pay will be processed for the terminated or laid off payees—as long as the termination or layoff action/reason combination is recognized, by generation control, as valid for triggering termination payments.

See "Understanding Job Data (*PeopleSoft HCM 9.2: Human Resources Administer Workforce*)".

4. Generate a termination letter using the Termination/Layoff Letter page.

Note: The Termination/Layoff Letter page is documented in another topic.

Related Links

[Understanding Termination Payments](#)

Version MEX Page

Use the Versions MEX page (GPMX_TERM_VERSION) to define termination versions.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Terminations, Versions MEX, Versions MEX

Image: Versions MEX page

This example illustrates the fields and controls on the Versions MEX page. You can find definitions for the fields and controls later on this page.

The screenshot shows the 'Versions MEX' page. At the top, the title 'Versions MEX' is displayed in blue. Below it, the 'Termination Version:' is set to 'KY RENUNC'. A table with a blue header 'Definition' contains two rows: '*Description:' with the value 'Termination' and 'Short Description:' with the value 'Terminatio'.

Definition	
*Description:	Termination
Short Description:	Terminatio

Termination Version

Name and describe the termination version. This version name enables you to group all of the qualifying actions and reasons for making a set of termination payments.

Action/Reasons MEX Page

Use the Action/Reasons MEX page (GPMX_TERM_ACTN_RSN) to define qualifying actions and reasons for triggering termination pay.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Terminations, Action/Reasons MEX, Action/Reasons MEX

Image: Action/Reasons MEX page

This example illustrates the fields and controls on the Action/Reasons MEX page. You can find definitions for the fields and controls later on this page.

Action/Reasons MEX						
Definition						
Customize Find View All First 1-6 of 6 Last						
	*Action	Action Description	*Reason	Description	*Termination Version	*Termination/Layoff
1	TER	Termination	CON	Misconduct	KY LIQUID	Termination
2	TER	Termination	DIS	Dishonesty	KY RENUNC	Layoff
3	TER	Termination	MUT	Mutual Consent	KY RENUNC	Termination
4	TER	Termination	RED	Staff Reduction	KY LIQUID	Layoff
5	TER	Termination	TMP	End Temporary Employment	KY RENUNC	Termination
6	TER	Termination	VSP	Voluntary Separation Program	KY RENUNC	Termination

Action and Action Description

Specify the action corresponding to a termination version that triggers termination pay in combination with a specific reason. The system displays the description of the selected action.

Reason and Description

Specify the reason corresponding to a termination version that triggers termination pay in combination with the specified action. The system displays the description of the selected reason.

Termination Version

Indicate the termination version for the action and reason combination that you specified trigger termination pay.

Note: Termination versions are assigned at the action and reason level. When a payee is terminated, a service operation inserts the version as a supporting element override at the payee level. This is explained in detail in another topic.

See [Understanding Termination Payments](#).

Termination/Layoff

Specify whether the reason for the payee's departure is *Layoff* or *Termination*.

Note: This information is inserted as a supporting element override (variable) at the payee level and is used in formulas that trigger and process termination payments. For example, the seniority premium is always paid for layoffs, but it is paid for a termination only if the payee has 15 or more years of seniority.

Creating New Termination Earnings and Deductions

This topic provides an overview of creating new termination earnings and deductions and discusses how to:

- Associate earnings and deductions with termination versions.
- Define earnings and deductions to pay or deduct as part of a termination version.
- Link generation control formulas to earnings and deductions.
- Define generation control formulas.
- Define variables to represent termination versions.

Pages Used to Create New Termination Earnings and Deductions

Page Name	Definition Name	Navigation	Usage
Supporting Element Overrides	GP_ELM_DFN_SOVR	<ul style="list-style-type: none"> • Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Payroll Elements, Earnings, Supporting Element Overrides • Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Payroll Elements, Deductions, Supporting Element Overrides 	Associate earnings and deductions with termination versions.
Earn/Dedn SOVRs MEX (earnings/deductions SOVRs MEX)	GPMX_ERNDED_SOVR	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Payroll Elements, Earn/Dedn SOVRs MEX, Earn/Dedn SOVRs MEX	Define which earnings and deductions should be paid or deducted for each termination version.
Calculation	GP_ERN_DED_CALC	<ul style="list-style-type: none"> • Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Payroll Elements, Earnings, Calculation • Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Payroll Elements, Deductions, Calculation 	Associate a generation control element with an earnings or deduction element.

Page Name	Definition Name	Navigation	Usage
Field-by-Field Definition	GP_FORMULA1	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Formulas, Field-by-Field Definition	Define a generation control formula.
Variables – Definition	GP_VARIABLE	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Elements, Supporting Elements, Variables, Definition	Define a new variable to represent a termination version.

Understanding How to Create New Termination Earnings and Deductions

PeopleSoft delivers a number of sample termination earnings and deductions. You can modify these elements to fit your needs, or create new termination elements using the delivered elements as your guide.

If you create new termination earnings and deductions, you must associate them with the delivered termination versions to which they correspond.

Note: The sample termination earnings and deductions are discussed in another topic.

See [Understanding Termination Payments](#).

Earnings and Deductions That are Paid as Part of Each Termination Version

To specify the earnings and deductions that should be paid or deducted as part of each termination version, you have two options:

- Using the Supporting Elements Override page of the Earnings component or Deductions component in the core application, associate any of the 10 delivered variables (LF VR VER FINIQ 01 through LF VR VER FINIQ 10) with each new earnings or deduction element. These variables represent up to 10 different termination versions.
- Using the Earn/Dedn SOVRs MEX page in Global Payroll for Mexico, define which earnings and deductions should be paid or deducted as part of each termination version. This page enables you to insert a supporting element override (SOVR) at the earnings or deduction level.

See "Understanding Earning and Deduction Elements (*PeopleSoft HCM 9.2: Global Payroll*)".

Override Values for Variables Associated with the New Earnings and Deductions

To specify the override values of the variables (LF VR VER FINIQ 01–10) you associated with the new earnings and deduction elements, you have two options:

- Use the Values tab on the Supporting Elements Override page.

On this tab, specify which termination versions defined on the Termination Versions page will be represented by the variables LF VR VER FINIQ 01–10.

- Use the Earn/Dedn SOVRs MEX page in Global Payroll for Mexico.

Paying New Earnings and Deductions When a Payee is Terminated

To pay the new earnings or deduction only when a payee is terminated and only as part of its corresponding termination version, assign the generation control element LF GC VER FINIQ to the earnings or deductions on the Calculation page of the Earnings component or Deductions component using the Generation Control field.

Creating More than 10 Termination Versions

To create more than 10 termination versions, complete these steps using the delivered termination elements as your model:

1. Define a new termination version on the Termination Version and Action/Reasons MEX pages (VER11, for example).
2. Create additional variables using the Variable component for each termination version in excess of 10 (LF VR VER FINIQ 11, for example).
3. Using the Supporting Elements Override page of the Earnings component or Deductions component in the core application, add the new variable to all of the earnings and deductions that you want to make part of this version.

Note: Remember to set the value of this variable to VER11 to represent the new termination version.

4. Modify the LF GC VER FINIQ generation control formula to include this new variable as part of the comparison process that determines whether the variable LF VR VER FINIQ EE, inserted as a supporting element override at the payee level, equals the new variable that you created.

This is a generation control formula before and after the modification:

Before Modification:

```
If LF VR VER FINIQ EE <> " And LF VR VER FINIQ EE In (LF VR VER FINIQ 01 LF VR VER
FINIQ 02 LF VR VER FINIQ 03 LF VR VER FINIQ 04 LF VR VER FINIQ 05 LF VR VER FINIQ
06 LF VR VER FINIQ 07 LF VR VER FINIQ 08 LF VR VER FINIQ 09 LF VR VER FINIQ 10 )
Then
```

```
1 >> LF FM VER FINIQ GC
```

```
Else
```

```
0 >> LF FM VER FINIQ GC
```

```
Endif
```

After Modification:

```
If LF VR VER FINIQ EE <> " And LF VR VER FINIQ EE In (LF VR VER FINIQ 01 LF VR VER
FINIQ 02 LF VR VER FINIQ 03 LF VR VER FINIQ 04 LF VR VER FINIQ 05 LF VR VER FINIQ
06 LF VR VER FINIQ 07 LF VR VER FINIQ 08 LF VR VER FINIQ 09 LF VR VER FINIQ 10 LF
VR VER FINIQ 11) Then
```

```
1 >> LF FM VER FINIQ GC
```

```
Else
```



```
0 >> LF FM VER FINIQ GC
```

```
Endif
```

Related Links

"Defining Element Definition Overrides (*PeopleSoft HCM 9.2: Global Payroll*)"

"Earnings - Calculation Page (*PeopleSoft HCM 9.2: Global Payroll*)"

[Earn/Dedn SOVRs MEX Page](#)

"Field-by-Field Definition Page (*PeopleSoft HCM 9.2: Global Payroll*)"

"Variables - Definition Page (*PeopleSoft HCM 9.2: Global Payroll*)"

Creating Payslips

Understanding the Payslip Definition Process

In Mexico, companies have to provide a standard payslip that contains information such as the number of worked days and wages. The payslip is delivered to employees depending on the payment frequency (Weekly, Biweekly, Semimonthly, or Monthly).

In Global Payroll for Mexico, you can define the criteria to print out your payslips, so that it displays exactly the information you require. You can prioritize the sort criteria and select the earnings and deductions you want included in the payslip.

To define payslips:

1. (Optional) Create a Group Criteria in HR.
2. Create a Group ID Definition on the Group Build - Group Definition component in HR. See "Setting Up Group Definitions (*PeopleSoft HCM 9.2: Application Fundamentals*)"

You must have defined a Group ID before you can generate a payslip in Global Payroll for Mexico. Every time you run the payslip process, the Group ID is refreshed.

3. Define the sort criteria for your payslip on the Sort IDs MEX page.
4. Select the earnings and deductions you want included on the payslip on the Element Lists MEX page.
5. Generate the payslip on the Payslip Report page.

Note: The Element Lists MEX page can be used for payslips, as well as for the Payroll Results Register and the termination/layoff letters.

The Payslip page launches a Job (GPMXPYSL) containing two processes in the sequence:

1. The Structured Query Report (SQR) GPMXPS01 prints the payslip report and provides self-service related information for ePay if ePay is licensed.
2. The GP_EPAY Application Engine process uses the payslip report and self-service related information provided by the prior processes in this job to create self-service payslips for each payee. If ePay is not licensed, this process will report that ePay has not been licensed and will complete with success.

See "Setting Up View Payslip (*PeopleSoft HCM 9.2: ePay*)".

Note: When running the GPMXPYSL Job, the following Type and Format options can be used with ePay: *None* and *None* (defaults to Web and PDF), or *Web* and *PDF* or *File* and *PDF*. If using *File* and *PDF*, do not use a modified output destination from the Process Scheduler Request page.

Related Links

"Understanding Group Build (*PeopleSoft HCM 9.2: Application Fundamentals*)"

Defining Payslip Sort IDs

To define payslip sort IDs, use the Sort IDs MEX (GPMX_SORTID) component.

This topic discusses how to define sort IDs.

Page Used to Define Sort IDs

Page Name	Definition Name	Navigation	Usage
Sort IDs MEX	GPMX_SORTID	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Payslips, Sort IDs MEX, Sort IDs MEX	Define the printing order selection for the payslip. The Sort ID is used in the payslip generation process.

Sort IDs MEX Page

Use the Sort IDs MEX page (GPMX_SORTID) to define the printing order selection for the payslip.

The Sort ID is used in the payslip generation process.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Payslips, Sort IDs MEX, Sort IDs MEX

Image: Sort IDs MEX page

This example illustrates the fields and controls on the Sort IDs MEX page. You can find definitions for the fields and controls later on this page.

Sort IDs MEX

Sort ID: KYRECIBO

Sort

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

*Effective Date: 01/01/2001 *Status: Active

*Description: Payslip

Short Description: Payslip

Sort by: Company ☐ In descending order

Then by: Pay Group ☐ In descending order

Then by: Employee Name ☐ In descending order

Then by: ☐ In descending order

Then by: ☐ In descending order

Sort By

Define what you want the payslip to sort by first. Values include *Company*, *Department*, *Employee ID*, *Employee Name*, *Employee Type*, *Location*, *Pay Group*, *Pay Entity*, and *Supervisor Code*. Once you've defined your sort criteria, this is the order in which the payslip will print information.

Then By

Select what the next sort criteria will be. You can define sorting of up to five criteria. Values are the same for all Sort fields.

In descending order

Select if you want the sort order to be in descending order.

The default is in ascending order, so if you want to print in descending order, you must specify this by selecting this check box.

Viewing Payslips

If you licensed ePay, employees can view their payslips online using the self-service View Payslip transaction. To aid in resolving questions raised by employees about their payslips, the payroll administrator can view employees' self service payslips in an online view that replicates the employees' view.

Related Links

"Viewing Payslips Online (*PeopleSoft HCM 9.2: ePay*)"

Running the Payslip Report

This topic discusses how to run the payslip report.

Page Used to Run the Payslip Report

Page Name	Definition Name	Navigation	Usage
Create/Print Payslips MEX	GPMX_RC_PAYSLIP	Global Payroll & Absence Mgmt, Payslips, Create/Print Payslips MEX, Create/Print Payslips MEX	Generates the payslip. Note that you must first define the Group ID to generate the payslip. All groups selected in the Group ID field will automatically be created during the payroll run.

Chapter 11

Tracking Earnings

Understanding Earnings in Mexico

This topic lists prerequisites and discusses:

- Earnings types
- Earnings and accumulators

Prerequisites

Before you can track different earnings types, you must set up certain parameters for each earning type:

- Define the SDI factor for Christmas bonuses and vacation premiums.
- Define PTU (profit sharing).
- Set up frequently used supporting element overrides (SOVRs).

Note: All of these steps are discussed in another topic.

Earnings Types

The different earnings types in Mexico include base salary, bonuses, commissions, overtime, PTU (profit sharing), food coupons, vacation premiums, savings funds, seniority pay, and social benefits. You define earnings using the Earnings component.

Related Links

[Viewing Delivered Earnings Elements](#)

"Understanding Earning and Deduction Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

Earnings and Accumulators

This topic discusses how to integrate new earnings elements into Global Payroll for Mexico.

This information helps to ensure that any new element that you create fits into the existing logic and organization of Global Payroll for Mexico and is included in the correct calculations of such things as taxes and Social Security.

To ensure that the new earnings elements that you create are used correctly in other calculations, you must be able to identify the accumulators to which they should contribute, because the value of the accumulated earnings is critical to these other processes. The accumulator elements to which you will add your own elements are the same ones that Global Payroll for Mexico has created for the delivered earnings elements.

Important! You can add new earnings elements only to accumulators for which the ownership category is PS Delivered/Not Maintained. These accumulators are members of other, PeopleSoft maintained, accumulators on which Global Payroll for Mexico bases all of its formulas and calculations.

If you must define earnings that are partially nontaxable, create these three earnings elements:

- One for the total amount of the earnings.
- One for the taxable portion of the earnings.
- One for the nontaxable portion of the earnings.

Make the earnings representing the total amount a member of the TOTAL PERCEPCION N accumulator, the earnings representing the taxable portion a member of the TOTAL PERC GRAVA accumulator, and the earnings representing the nontaxable portion a member of the TOTAL PERC EXENT N accumulator. Use the Earn/Dedn SOVRs MEX page to define the tax method that is used to calculate the earnings representing the taxable portion.

This table lists the most relevant accumulators that are delivered by Global Payroll for Mexico and that are used for federal tax purposes.

Accumulator	Description
BASE ISR	Taxable base
GRAVADO ANUAL	Yearly taxable
GRAVADO ANUAL N	Yearly taxable not maintained
GRAVADO MENSUAL	Monthly taxable
GRAVADO MENSUAL N	Monthly taxable not maintained
ISR RETENIDO	Total ISR withheld
NETO	Net pay
TOTAL DEDUCCIONES	Total deductions
TOTAL DEDUCCION N	Total deductions not maintained
TOTAL PERC EXENT	Nontaxable total earnings
TOTAL PERC EXENT N	Nontaxable total earnings not maintained
TOTAL PERC GRAVAD	Taxable total earnings
TOTAL PERC GRAVA N	Taxable total earnings not maintained
TOTAL PERCEPCIONES	Gross pay
TOTAL PERCEPCION N	Gross pay not maintained

Related Links

[Setting Up Frequently Used Supporting Element Overrides](#)

Running the PTU (Profit Sharing) Process

This topic discusses how to run the PTU process.

Page Used to Run the PTU Process

Page Name	Definition Name	Navigation	Usage
Calculate PTU-Profit Share MEX	GPMX_RC_PTU001	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Calculate PTU-Profit Share MEX, Calculate PTU-Profit Share MEX	Run the PTU process.

Calculate PTU-Profit Share MEX Page

Use the Calculate PTU-Profit Share MEX page (GPMX_RC_PTU001) to run the PTU process.

Navigation

Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Calculate PTU-Profit Share MEX, Calculate PTU-Profit Share MEX

Image: Calculate PTU-Profit Share MEX page

This example illustrates the fields and controls on the Calculate PTU-Profit Share MEX page. You can find definitions for the fields and controls later on this page.

Calculate PTU-Profit Share MEX

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

PTU Process

*Date: 01/01/2009 ☐ Clear Data

*Company: KYF

*Year: 2008

Calendar IDs

*Active Payees:

*Inactive Payees:

The PTU process generates two instances of positive input: one for the PTU IMP SAL element, and the other for the PTU IMP DIAS element. The PTU process also calculates the Day Factor and Salary Factor values that will be inserted in the PTU Setup page.

PTU Process

Enter the date, company, and year for which you want to run the process.

Clear Data

If you select this check box, the system will delete previously loaded data. If you deselect this check box, the PTU process will load new data into the Calendar IDs for active and inactive payees.

Calendar IDs

Active Payees

Enter the calendar ID of the active payees to process. The electronic file transfer (EFT) for active payees will be as usual.

Inactive Payees

Enter the calendar ID of the inactive payees to process. The most common way to pay inactive payees is on an individual basis. Once the PTU process is executed, you can create a Period ID, Calendar ID, and Calendar Group ID to run the payroll process.

Setting Up the Coupons Interface

This topic discusses how to:

- Define coupon accounts for payees.
- Define the coupons interface.

Note: After you've sent the flat file to the coupon provider, you can also generate a printed report of coupons.

Pages Used to Set Up the Coupons Interface

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Define Payee Data MEX	GPMX_PAYEE_DATA	Global Payroll & Absence Mgmt, Payee Data, Define Payee Data MEX	Define coupon accounts for payees.

Page Name	Definition Name	Navigation	Usage
Create Coupons Interface MEX	GPMX_COUPONS_INT	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Create Coupons Interface MEX, Create Coupons Interface MEX	Define the coupons interface. If you provide your employees with restaurant, food, or gas coupons, use this page to send flat files to the coupon provider with information about your company and the coupon elements (earnings) that you have defined.

Define Payee Data MEX Page

Use the Define Payee Data MEX page (GPMX_PAYEE_DATA) to define coupon accounts for payees.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Define Payee Data MEX

Image: Define Payee Data MEX page

This example illustrates the fields and controls on the Define Payee Data MEX page. You can find definitions for the fields and controls later on this page.

Define Payee Data MEX

Employee ID: KY0001 Empl Record: 0 Name: Jorge Luis De La Peña Martínez López

Payee Data		
*Effective Date:	01/01/2005	
*Status:	Active	
Coupons Account:	121212	

Coupons Account

Enter a coupon account number for the payee.

Create Coupons Interface MEX Page

Use the Create Coupons Interface MEX page (GPMX_COUPONS_INT) to define the coupons interface.

If you provide your employees with restaurant, food, or gas coupons, use this page to send flat files to the coupon provider with information about your company and the coupon elements (earnings) that you have defined.

Navigation

Global Payroll & Absence Mgmt, Absence and Payroll Processing, Create Coupons Interface MEX, Create Coupons Interface MEX

Image: Create Coupons Interface MEX page

This example illustrates the fields and controls on the Create Coupons Interface MEX page. You can find definitions for the fields and controls later on this page.

Create Coupons Interface MEX

Run Control ID: DOC [Report Manager](#) [Process Monitor](#) [Run](#)

Coupons Interface Parameters

*Calendar Group ID: KYM0401 Nómina Mensual Enero/04

*Company: KYM Compañía Manufacturera

Provider

☒ Accor ☐ SODEXHO

Coupon Type: Food

Customer ID: 698

Group ID: 00001

Branch ID: 001

Delivery Date: 09/24/2006

File Name: AD02006092401.txt

Earnings [Customize](#) [Find](#) [View All](#) First 1 of 1 Last

Element Name	Description		
1 VALES DESP	Food Coupons		

Coupons Interface Parameters

- Calendar Group ID** Select the calendar group ID for which you want to generate the flat file.
- Company** Select your company.
- Provider** Select either Accor or SODEXHO as the coupon provider.
- Coupon Type** Select the type of coupon for which you are generating the data file. Values are Restaurant ,Food , and Gas.
- Customer ID** Enter your customer ID. This field appears only if the coupon provider is Accor. (Accor should provide this ID.)
- Group ID** Enter the group ID as indicated by the coupons provider.
- Branch ID** Enter the Branch ID of the coupon provider as indicated by the coupons provider.

Delivery Date

Enter the date when the coupons will be given to payees.

File Name

Displays a default file name and the mandatory file type for Accor or SODEXHO . Depending on the provider that you select, you can update the file name, . The file type is set by the coupon provider.

Earnings**Element Name**

Enter the earnings that include the amount of the restaurant, food, or gas coupons. You can enter multiple earnings.

Using Batch Positive Input

This topic provides an overview of batch positive input and discusses how to load batch positive input.

Page Used for Batch Positive Input

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Manage Pos Input via Batch MEX	GPMX_PI_BATCH	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Manage Pos Input via Batch MEX, Batch Positive Input	Load batch positive input or delete previously loaded batch positive input.

Understanding Batch Positive Input

You can use Batch Positive Input Application Engine process (GPMX_PI_BTCH) to reduce time-consuming data entry in Global Payroll for Mexico by loading data into the system in batch from a flat file. You can use the process for loading earnings, deductions, and supporting element overrides. You can also use the process to delete previously loaded data according to the batch code that you specify.

To use this functionality, you must create a flat file which contains the data that you want to load. This text file can be in plain text or csv format but must follow a specific layout for batch positive input processing, as described later in this section. When you run the Batch Positive Input process it reads the information from the flat file and loads the data into the positive input records. You can then access this data through the Positive Input page in the core application.

For example, you could enter and trigger bonuses for all of your employees using batch positive input, or you could trigger mass deductions. Suppose that an employer has an agreement with a cell phone company to provide half the employee population with a 50 percent discount rate on calls. Instead of entering each of the monthly cell phone invoices (deductions) for each employee, the cell phone company could generate a flat file with a layout that loads this invoice information using a batch process.

Manage Pos Input via Batch MEX Page

Use the Manage Pos Input via Batch MEX page (GPMX_PI_BATCH) to load batch positive input or delete previously loaded batch positive input.

Navigation

Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Manage Pos Input via Batch MEX, Batch Positive Input

Image: Manage Pos Input via Batch MEX page

This example illustrates the fields and controls on the Manage Pos Input via Batch MEX page. You can find definitions for the fields and controls later on this page.

Manage Pos Input via Batch MEX

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Batch Positive Input

☐ Clear Data

Pay Group: KY MENSUAL

Calendar ID: KY SDI FIJO

Batch Code: BATCH

Input Directory: \\server_x\bp\learnings.txt

Output Directory: \\server_x\bp\learn_bpi.log

Clear Data

If you select this check box, the system will delete previously loaded data. If you deselect this check box, the batch process will load new data into the Positive Input tables for payroll purposes.

Pay Group

Enter the pay group for which you want to load batch positive input.

Calendar ID

Enter the calendar ID for the pay group that you identified in the Pay Group field.

Batch Code

Enter the batch code ID that identifies all of the transactions contained in the flat file. This field enables you to delete information loaded by mistake, because it serves as the identifier of that information.

Input Directory

Specify the location of the flat file containing the batch positive input (flat file directory).

Output Directory

If the batch process finds errors, it generates a log file containing the errors. Use this field to specify where the system should place the error log (error log directory).

Note: You do not need to specify input and output directories when deleting values because the process determines the data to delete according to the batch code that you specify.

Flat File Layout for Batch Positive Input

When you create flat files for the batch positive input process, reproduce this file definition for earnings and deductions:

<i>Field</i>	<i>Initial Position</i>	<i>Length</i>	<i>Default Value</i>
EMPLID	1	11	Not applicable.
EMPL_RCD	12	3	Not applicable.
PIN_NM	15	18	Not applicable.
GP_UNIT	33	20	Not applicable.
GP_AMT	53	20	Not applicable.
GP_RATE	73	20	Not applicable.
GP_PCT	93	11	Not applicable.
PC_BASE	104	20	Not applicable.
DEPTID	124	10	Not applicable.
JOBCODE	134	6	Not applicable.

When you create flat files for the batch positive input process, reproduce this file definition for supporting elements:

<i>Field</i>	<i>Initial Position</i>	<i>Length</i>	<i>Default Value</i>
EMPLID	1	11	Not applicable.
EMPL_RCD	13	3	Not applicable.
PIN_NM	16	18	Not applicable.
PIN_NM (SOVR)	34	18	Not applicable.
SOVR_VAL_CHAR	52	25	Not applicable.
SOVR_VAL_NUM	77	18	Not applicable.
SOVR_VAL_DT	95	10	Not applicable.

Here's an example of a flat file for earnings and deductions:

Field	Example
EMPLID	KY003
EMPL_RCD	0
PIN_NM	COMISIONES
GP_UNIT	12.58
GP_AMT	11.36
GP_RATE	10
GP_PCT	1.3
GP_BASE	25.36
DEPTID	43000
JOBCODE	550000

Note: This flat file definition applies to both earnings and deductions that you load using batch positive input.

Here is an example of a flat file for a supporting element override:

Field	Example
EMPLID	KY004
EMPL_RCD	0
PIN_NM	COMISIONES
PIN_NM (SOVR)	FD VR METODO ISR
SOVR_VAL_CHAR	142
SOVR_VAL_NUM	(blank)
SOVR_VAL_DT	(blank)

Related Links

[Global Payroll for Mexico Reports: A to Z](#)

Managing Mass Positive Input

This topic provides an overview of mass positive input and discusses how to:

- Run the Mass Positive Input process.
- Overriding mass positive input details.

Pages Used to Manage Mass Positive Input

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Manage Mass Positive Input MEX	GPMX_PI_MASS_ERDED	Global Payroll & Absence Management, Absence And Payroll Processing, Prepare Payroll, Manage Mass Positive Input MEX, Manage Mass Positive Input MEX	Load Positive Input Information to a group of Payees. Enter the processing parameters for mass positive input of payees earnings and deductions, and then run the process to insert this data into the positive input table.
Calendars to Process	GPMX_PI_MASS_SEC	Click the Details button on the Manage Mass Positive Input MEX page.	Enter supporting element overrides for elements in the mass positive input processing. You can enter a rate code or a numeric value for a percent, base, rate, unit, or amount component; change the currency; add a description; and enter begin and end dates. You can also override system and variable elements associated with positive input, such as department, job code, or rate as of date.

Understanding Mass Positive Input

The Mass Positive Input feature enables you to insert earnings and deductions in mass into the positive input table for a group of payees in a specific calendar. When define parameters for the Mass Positive Input Application Engine process (GPMX_MASS_PI), you must:

- Specify the pay group and calendar to which the payees belong.
- Enter a batch code, which the process saves to each payee's positive input record that it adds.
- Specify the payees to include in the processing by either group build or by listing the payees individually.
- Enter the earning or deductions that you want to insert as positive input for the specified employees.

- Enter supporting element overrides for the specified earnings and deductions.

Being able to select specific payees or create groups of payees enables you to load positive input for a specific subset of payees within a pay group that are associated with a given calendar. Also, being able to enter earnings, deductions, and supporting element overrides details for payees in mass saves valuable time by eliminating repeated data entry. You might use this process, for example, to pay a year end bonus for all payees of a given department or payees participating in a specific project. Or for union purposes, sometimes there are agreements to apply a flat amount discount to all the union payees in a given payroll run.

When you run the Mass Positive Input process it validates the pay group for the specified payees. Then the process inserts a new record into the positive input table that contains the earning, deductions, and supporting element overrides for the specified payees for the given calendar. If a record already exists for the payee in the positive input table, the process inserts the new record with a new instance number.

You can also use the Mass Positive Input process to delete records from the positive input table that were previously inserted by the process. The process is able to recognize and delete records according to the batch code assigned to the record.

Manage Mass Positive Input MEX Page

Use the Manage Mass Positive Input MEX page (GPMX_PI_MASS_ERDED) to load Positive Input Information to a group of Payees.

Enter the processing parameters for mass positive input of payees earnings and deductions, and then run the process to insert this data into the positive input table.

Navigation

Global Payroll & Absence Management, Absence And Payroll Processing, Prepare Payroll, Manage Mass Positive Input MEX, Manage Mass Positive Input MEX

Image: Manage Mass Positive Input MEX page

This example illustrates the fields and controls on the Manage Mass Positive Input MEX page. You can find definitions for the fields and controls later on this page.

Manage Mass Positive Input MEX

Run Control ID: MPI_1 [Report Manager](#) [Process Monitor](#) [Run](#)

Pay Group

*Pay Group: KY MENSUAL Description: Grupo de Pago Mensual Pay Entity: KY002

*Calendar ID: KY M200801P KYMAG Begin Date: 12/01/2008 Period End Date: 12/31/2008

*Batch Code: MPI_1 Description:

☐ Delete Data

Selection Criteria

☒ Select Group Build Group ID: KY ALL Mexico Employees [Create a Group ID](#)

☐ Select By Payee List

Earnings and Deductions [Customize](#) [Find](#) [View All](#) [First](#) [1 of 1](#) [Last](#)

*Entry Type	Element Name	Description
Earnings	QTRLY BONUS	Quarter Bonus

Pay Group

Pay Group

Select the pay group that contains the payees for which you want to process mass positive input. The system displays of Description and the Pay Entity of the selected pay group.

The Mass Positive Input process uses the combination of the specified pay group and calendar to determine the payees eligible to be included in the processing.

Calendar ID

Select the calendar for which you want to process mass positive input. The system displays the Begin Date and the Period End Date of the specified calendar. The Mass Positive Input process uses the combination of the specified pay group and calendar to determine the payees eligible to be included in the processing.

Batch Code

Enter a unique code to identify each instance of Mass Positive Input process run. Batch codes assist in further identifying a positive input entry with which a payee record is associated. You can use this identifier as a search value on the Positive Input By Calendar page.

When inserting data into the positive input table, the process assigns the batch code to each record that it inserts for the run. When using the Mass Positive Input process to delete previously inserted mass positive input, the process search for the specific batch code and deletes all associated records that meet the processing parameters.

Description

Enter a description of the positive input to be stored in the GP_RSLT_PI_DATA record. You might use this feature to print a description besides the element description defined on the Element Name page (GP_PIN) when printing payslips or reports.

Delete Data

Select this check box to have the Mass Positive Input process delete positive input data that the process previously inserted on another run. The process deletes data from the positive input table that matches the processing parameters that you specify.

Select Payee List

Select Group Build

Select this option to include payees associated with a specific group build in the processing. The system displays the Group ID field and the Create a Group ID link.

Group ID

Select the group build for which you want to process mass positive input. This field display only if you select the Select Group Build option.

Create a Group ID

This field display only if you select the Select Group Build option. The system displays the Group Build - Group Definition component for you to create a new group ID definition.

Select By Payee List

Select this option to include only the specific payees that you specify in the processing. The system displays the Payee List group box for you to list the specific payees to include.

Payee List

EmplID

Select the employee to include in the mass positive input processing.

Empl Rcd Nbr

Select the employee record number of the employee to include in mass positive input processing.

Name

The system display the name of the listed employee.

Earnings and Deductions

To enter positive input for a payee:

1. On the Action tab, select the earning or deduction element for which to enter positive input and specify the action to take during processing.

2. On the Main Components tab, enter numeric values for the components of the element's calculation rule, if applicable.
3. To enter a numeric value for percent or base or to select a rate code element for any components of the element's calculation rule, click the Details link on the Main Components tab.

You can also override the value of a system or variable element, if applicable.

Note: The fields that you can complete depend on the value that you select in the Entry Type field and the calculation rule used by the earning or deduction element.

Entry Type	Select <i>Earnings</i> or <i>Deduction</i> to indicate the type of element for which you're entering positive input.
Element Name and Description	<p>Select the name of the element for which to enter positive input. The system displays the description of the selected element. You can select from those elements that meet all these conditions:</p> <ul style="list-style-type: none"> • Have the same entry type that you selected. • Enable positive input as an override, as specified on the Element Name (GP_PIN) page. • Are defined for a country that is associated with your user rules profile (on the User Rules Profile page). <p>If your user rules profile is set up as specific country with a value of <i>Mexico</i>, you see only elements that are set up for Mexico and those set up for <i>ALL</i> countries.</p>
Unit	<p>If unit is a component of the element's calculation rule, you can enter a positive or negative number of units in this field.</p> <p>To select a rate code element to retrieve the unit's value from HR, click the Details link to access the Calendars to Process page.</p> <p>If you don't enter a value and the units are defined on the element's Calculation page, the system checks the element's as of date to determine the appropriate value.</p>
Rate	Similar to the Unit field.
Amount	<p>Enter a positive or negative amount to override the element's calculation rule. The system uses this amount to resolve the element, regardless of its calculation rule.</p> <p>If you enter an amount, you can still enter a numeric value in the Unit or Rate field—if these are components of the element's calculation rule. Although the values that you enter aren't used for calculations, the system moves them to the earnings and deductions results table, making the information available for payslips.</p>

For example, if you have an earnings element defined as rate \times units and enter an amount and a rate, the system uses the amount that you enter to resolve the element and passes the amount and rate to the results table.

Currency Code

When you select a rate or amount, the code for the processing currency appears (as defined by the element definition or the pay entity).

To use another currency, select it here.

Details

Click the Details button to access the Calendars to Process page, where you can select a rate code or enter a numeric value for any component of the element's calculation rule (percent, base, rate, amount, or unit). You can also override a variable or system element that is associated with this instance of positive input, such as the business unit, department, or job, and enter other instructions.

A check mark appears in the Details check box if instructions have been entered on the Calendars to Process page.

Action Type

Select the type of action to perform when processing this instance of positive input. Values are *Override*, *Add*, *Do Not Process*, and *Resolve to Zero*.

When you select *Resolve to Zero*, you cannot enter information on the Calendars to Process page.

See "Action Types and Processing Rules (*PeopleSoft HCM 9.2: Global Payroll*)".

Calendars to Process Page

Use the Calendars to Process page (GPMX_PI_MASS_SEC) to enter supporting element overrides for elements in the mass positive input processing.

You can enter a rate code or a numeric value for a percent, base, rate, unit, or amount component; change the currency; add a description; and enter begin and end dates. You can also override system and variable elements associated with positive input, such as department, job code, or rate as of date.

Navigation

Click the Details button on the Manage Mass Positive Input MEX page.

Image: Calendars to Process page

This example illustrates the fields and controls on the Calendars to Process page. You can find definitions for the fields and controls later on this page.

Calendars to Process

Pay Group: KY MENSUAL Grupo de Pago Mensual

Calendar ID: KY M200801P KYMAA Begin Date: 12/01/2008 Period End Date: 12/31/2008

Element Name: Quarter Bonus Element: QTRLY BONUS

Specify Values OR Elements

Unit Value:	<input type="text"/>	Unit Element:	<input type="text"/>	Currency Code MXN
Rate Value:	<input type="text"/>	Rate Element:	<input type="text"/>	
Base Value:	<input type="text"/>	Base Element:	<input type="text"/>	
Percent Value:	<input type="text"/>	Percent Element:	<input type="text"/>	
Amount Value:	<input type="text" value="50000.00"/>	Amount Element:	<input type="text"/>	
Begin Date:	<input type="text"/>	End Date:	<input type="text"/>	

Absence Dates

Absence Begin Date:	<input type="text"/>	Absence End Date:	<input type="text"/>
Period Begin Date:	<input type="text"/>	Period End Date:	<input type="text"/>

OK Cancel

Specify Values OR Elements

The fields for units, rate, base, and percent are enabled only when they are components of the calculation rule for the selected earning or deduction element. Any numeric values that you entered on the Positive Input page appear here.

You can enter a positive or negative numeric value or select a rate code element that retrieves the unit value from HR. If you don't enter a value for the component and the component's value is defined on the element's Calculation page, the system uses the element's as of date to determine the value.

Begin Date and End Date

Enter the start date for the instance of positive input. If you enter a begin date, you must also enter an end date, and vice versa. The system doesn't use the begin date for processing.

Enter the end date if it differs from the calendar end date.

If the calendar period is segmented, the end date that you enter determines the segment or slice to which the instance of positive input is assigned. The end date must be on or before the calendar end date.

Currency Code

When you enter a value in the Rate Value, Base Value, or Amount Value field, the code for the processing currency (as

defined by the element definition or the pay entity) appears in this field. To use another currency, select it from the list.

Absence Dates

Complete the following fields if you're entering positive input for an earning or deduction element associated with an absence take.

Absence Begin Date and Absence End Date Enter the dates of the absence event.

Period Begin Date

Enter the later of the begin date of the absence event or of the calendar period.

Period End Date

Enter the earlier of the end date of the absence event or of the calendar period.

Supporting Element Overrides

You can override system or variable elements associated with an instance of positive input. For example, you can override the department, job code, or location associated with an instance. When you override the job code for a nonbase-pay earnings element, the system uses the compensation rate that's applicable to the job that you specify.

An override applies to one instance of positive input only. After the instance is resolved, the supporting element reverts to its previous value. The fields that you can complete depend on the element's format: numeric, character, or date. You cannot enter monetary values.

Note: The Supporting Element Overrides group box may appear different from the exhibit shown in this documentation. Using the configurable element overrides feature, you can modify the labels, fields, and prompt displays for each element, thereby enhancing the ease and accuracy of data entry for supporting element overrides.

See "Understanding Element Override Configurations (*PeopleSoft HCM 9.2: Global Payroll*)".

Element Entry Type

Select the type of element to override. Values are *SystemElem* and *Variable*.

Element Name

Enter the name of the element to override, from elements that meet all the following conditions:

- Have the same entry type that you selected.
- Enable positive input as an override (as specified on the Element Name page).
- Match your operator preference definition.

Character Value

If the supporting element that you selected uses character values, you can enter up to 25 characters in this field.

The field is unavailable when you select the system element of department, job code, or location.

Numeric Value

Enter the number for system use if the supporting element uses numeric values.

Date Value

Enter the date for system use if the supporting element uses date values.

Related Links

"Defining Rate Code Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

"Segmentation Considerations (*PeopleSoft HCM 9.2: Global Payroll*)"

"Understanding Element Override Configurations (*PeopleSoft HCM 9.2: Global Payroll*)"

Running Earnings Reports

This topic discusses how to run earnings reports.

Pages Used to Run Earnings Reports

Page Name	Definition Name	Navigation	Usage
Balances MEX	GPMX_RC_ACCUM	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Balances MEX, Balances MEX	Provides a monthly summary of all the accumulator members of the earnings total accumulator and the deductions total accumulator.
ANN - Christmas Bonus MEX	GPMX_RC_XMAS01	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, ANN - Christmas Bonus MEX, ANN - Christmas Bonus MEX	Details the Christmas bonus amounts and taxes.
Create Coupons Interface MEX	GPMX_COUPONS_INT	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Create Coupons Interface MEX, Create Coupons Interface MEX	Creates a flat file and a printed report of coupons. The flat file is transferred to the provider, which could be either Accor or SODEXHO.
Payroll Results Register MEX	GPMX_RC_PAYRSL	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register MEX, Payroll Results Register MEX	Summarizes the payroll results.
ANN - PTU-Profit-Share MEX	GPMX_PTU	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, ANN - PTU-Profit-Share MEX, ANN - PTU-Profit-Share MEX	You can run four different reports from the ANN - PTU-Profit-Share MEX run control page, including reports for eligible payees, ineligible payees, projects, and unpaid payees. You can select these reports individually or run all four of them together.

Running the Payroll Results Register Report

Use the Payroll Results Register MEX page (GPMX_RC_PAYRSL) to summarize the payroll results.

Navigation

Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register MEX, Payroll Results Register MEX

The Payroll Results Register report contains all payroll information, such as earnings, deductions, and gross and net results for each selected employee. Payroll information to be printed depends on the format ID. The employee information to be printed depends on the calendar group ID, pay groups, and employee parameters that are selected.

Before you run the Payroll Results Register report, you'll need to enter the earnings and deductions that are eligible to print on a payslip on the Format ID page.

Note: The Format ID page is discussed in another topic.

Related Links

[Element Lists MEX Page](#)

Viewing Delivered Earnings Elements

This topic discusses:

- Delivered earnings (by earnings type).
- Delivered earnings process lists and sections.

Note: The earnings elements for Mexico are defined as PS Delivered/Not Maintained. Therefore, you can modify these elements to fit your needs, and when necessary, create your own earnings using the delivered elements as your guide.

Related Links

"Understanding Earning and Deduction Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

Delivered Earnings (By Earnings Type)

This topic discusses the main delivered earnings (by earnings type). The earnings types are:

- Produced units (*Destajos*).
- Seniority-based.
- Bonuses and commissions.
- Sunday premium.
- Salary.

- Average salary.
- Savings fund.
- Food coupons.
- Seventh day.
- PTU.
- Vacation premiums and Christmas bonuses.
- Social benefits (*Previsión Social*).

Produced Units(Destajos)

Earnings of the produced units type (*destajos*) depend on the number of units produced. To trigger this type of earnings, use positive input or the Earning/Deduction Assignment page to enter the number of units in the unit component of the C UNI IMP and C UNI U*R elements. This unit value is used in the calculation of these earnings:

- UNI PRO IMP: Returns a fixed amount based on the number of produced units.
- UNI PRODUC: Calculates an amount based on the number of units and the rate per unit.

The delivered earnings for produced units include:

Earnings	Description
UNI PRO IMP	<p>This earnings element is used to calculate flat amounts based on units produced and is assigned a value by the formula PE FM U PRO I F.</p> <p>To calculate these earnings, the PE FM U PRO I F executes the bracket element PE BR TARIFA X UNI, which returns the correct amount depending on the number of units (the number of units is the search key in the bracket and the amount is the lookup value). For example, this earnings element could be used to calculate the correct flat amount for an employee who earns 100 for selling 500 units, 600 for selling 2000 units, 700 for selling 3000 units, and so forth.</p> <hr/> <p>Note: The units used in the search key of the bracket PE BR TARIFA X UNI must be entered through positive input or on the Earning/Deduction Assignment page for the element C UNI IMP.</p> <hr/>

Earnings	Description
UNI PRO U*R	<p>This earnings element is used to calculate amounts based on both units produced and rates per unit and is assigned a value by the PE FM U PRO T X U formula.</p> <p>To calculate this earnings element, the PE FM U PRO T X U formula runs the PE BR TARIFA X UNI bracket element, which contains all of the data needed to calculate an amount based on the number of units and the rate per unit (the number of units is the search key in the bracket and the lookup value is the rate per unit). For example, this earnings element could be used to calculate the correct amount for an employee who earns 0.05 per unit for selling 1000 units, 0.10 for selling 2000 units, 0.15 for selling 3000 units, and so forth.</p> <hr/> <p>Note: The units used in the search key of the PE BR TARIFA X UNI bracket must be entered through positive input or on the Earning/Deduction Assignment page for the C UNI U*R element.</p> <hr/>

Seniority-Based Earnings

Seniority-based earnings are contingent upon the number of years of service (or seniority) at the time of processing (the period end date). Depending on the seniority level, various components of these earnings—for example, percentages, calculation bases, or amounts—could change.

The delivered seniority-based earnings include:

Earnings	Description
ANTIG DIAS	<p>The calculation rule for this earnings element is Rate \times Unit, in which the rate is a daily rate (contained in the DAILY RT system element) and the PE FM PER B ANT D formula returns the unit (number of days to pay). To determine the units to apply (at the time of calculation), the PE FM PER B ANT D formula runs the GN BR BASADA ANTIG bracket, which returns the number of days for each seniority range (seniority is the search key and the number of days to pay is the lookup value).</p> <p>For example, you can use this element to calculate seniority earnings for employees who receive three days at a daily rate of 600 after one year of service, seven days at this rate after three years of service, and so forth.</p> <hr/> <p>Note: The DAILY RT system element is calculated on the Job Data pages based on the pay components that you enter.</p> <hr/> <p>See "Understanding Job Data (<i>PeopleSoft HCM 9.2: Human Resources Administer Workforce</i>)".</p>

Earnings	Description
ANTIG IMP P	<p>This earnings element has a calculation rule of Amount, in which the PE FM PER B ANT I formula returns the amount. To determine the correct amount to use (at the time of calculation), the formula runs the GN BR BASADA ANTIG bracket, which contains the amounts that apply to each seniority range.</p> <p>For example, you can use this earnings element to calculate the correct amount for employees who receive 1000 after one year of service, 2000 after three years of service, and so forth.</p>
ANTIG PCT	<p>The calculation rule for this earnings element is Base \times Percent, in which the base is a flat amount, and the percent is returned by the PE FM PER B ANT % formula. To determine the correct percentage (at the time of calculation), the PE FM PER B ANT % formula runs the GN BR BASADA bracket, which returns the percent for each seniority range (the seniority range is the search key and the percent is the lookup value).</p> <p>For example, you can use this element to calculate seniority earnings for employees who receive 50 percent of a flat amount of 10,000 after one year of service, 75 percent of the same amount after three years of service, and so forth.</p>

Bonuses and Commissions

The delivered earnings for bonuses and commissions include:

Earnings	Description
BONO	<p>The calculation rule for this earnings element is Rate \times Unit, and the unit component must be entered by positive input. If no positive input exists for a payee, the earnings are not calculated.</p> <hr/> <p>Note: The rate component of this earnings element comes from the DAILY RT system element and is calculated on the Job Data pages based on the pay components that you enter.</p> <hr/> <p>See "Understanding Job Data (<i>PeopleSoft HCM 9.2: Human Resources Administer Workforce</i>)".</p>
COMISIONES	<p>This earnings element has a calculation rule of Amount, in which the amount is entered by positive input. If there is no positive input for a payee, the earnings are not calculated.</p>

Sunday Premium

Sunday premiums are based on the number of Sundays that each payee worked. Mexican law requires that each worked Sunday be paid at 125 percent of base salary; the law also says that an amount up to the minimum wage is exempt from taxes for each Sunday worked.

To trigger the calculation of this premium, you must enter—by positive input—the number of worked Sundays in the unit component of the PRIMA DOMIN element (this earnings element has a calculation rule of $\text{Unit} \times \text{Rate} \times \text{Percent}$, with the rate coming from the DAILY RT system element, and the percent defined as 125 percent).

The PRIMA DOMIN element calculates the total Sunday premium without regard to taxes. However because there is a tax exempt and a taxable portion of the Sunday premium, two other earnings have been defined to resolve these: PRIMA DOM EX (tax exempt portion) and PRIMA DOM GR (taxable portion). To trigger the calculation of these last two earnings, enter only the units (Sundays worked) in the unit component of the PRIMA DOMIN element. The system automatically calculates the taxable and nontaxable amounts.

The delivered earnings for the Sunday premium include:

Earnings	Description
PRIMA DOM EX	The PE FM PRIMA D EX formula resolves the earnings element. Its function is to calculate the Sunday premium up to the minimum wage amount for each day that you enter.
PRIMA DOM GR	The PE FM PMA DOM GRAV formula resolves the earnings element. For each Sunday worked, it calculates the Sunday premium in excess of the nontaxable minimum wage.
PRIMA DOMIN	<p>Use this element to calculate the total amount of the Sunday premium. It has a calculation rule of $\text{Unit} \times \text{Rate} \times \text{Percent}$, with the rate coming from the DAILY RT system element and the percent defined as 125 percent.</p> <hr/> <p>Note: The DAILY RT system element is calculated on the Job Data pages based on the pay components that you enter.</p> <hr/> <p>See "Understanding Job Data (<i>PeopleSoft HCM 9.2: Human Resources Administer Workforce</i>)".</p>

Salary

Global Payroll for Mexico provides two types of salary elements: SUELDO and SUELDO POR H. Each has its own calculation rule.

The delivered earnings for salary include:

Earnings	Description
SUELDO	<p>Depending on the pay group parameters, this earnings element calculates the unit based on the calendar days or frequency days. Use this earnings element to process the most common type of salary element, in which the salary is based on the number of days worked. It has a calculation rule of Unit \times Rate, in which the rate comes from the DAILY RT system element and the PE FM SUELDO UNI formula returns the unit that represents the actual number of work days. This formula calculates the number of days based on the period begin and end dates and includes a proration factor that enables it to manage new hires and terminations who work less than a full period.</p> <p>For example, suppose that you have an employee in a monthly payroll with DAILY RT = 50. If the employee was hired on the third day of the month (January), SUELDO is calculated as $50 \times (31 - 2) = 1450$.</p> <hr/> <p>Note: The DAILY RT system element is calculated on the Job Data pages based on the pay components that you enter.</p> <hr/> <p>See "Understanding Job Data (<i>PeopleSoft HCM 9.2: Human Resources Administer Workforce</i>)".</p>
SUELDO POR H	<p>This earnings element calculates the most common type of hourly salary element. It has a calculation rule of Unit \times Rate, in which the rate comes from the HOURLY RT system element and the units (hours) are entered by positive input in each payroll process. Therefore, the system calculates SUEL POR H only for payees who have positive input for these earnings.</p> <hr/> <p>Note: The DAILY RT system element is calculated on the Job Data pages based on the pay components that you enter.</p> <hr/> <p>See "Understanding Job Data (<i>PeopleSoft HCM 9.2: Human Resources Administer Workforce</i>)".</p>

Average Salary

The average salary is a calculation base for other earnings. For example, some companies pay overtime based on the average of the (Daily Rate) + (Bonuses) + (Special Compensation).

The delivered earnings for average salary includes:

Earnings	Description
SALARIO PROM	This earnings element calculates the average salary based on the SP HR SAL PROM historical rule.

Savings Fund

The savings fund is one of the most common benefits that companies in Mexico provide to their employees. It is typically calculated as a percentage of the salary base.

The FDO AHORRO element calculates the basic benefit. However, because there is a tax exempt and a taxable portion of the savings fund, Global Payroll for Mexico delivers two additional elements to resolve these based on the amount of the FDO AHORRO: FDO AHOR EX and FDO AHOR GR elements.

The delivered earnings for the savings fund include:

Earnings	Description
FDO AHORR EX	This element holds the nontaxable portion of the savings fund benefit. Its value is calculated by the PE FM TOPE FONDO formula, and is defined as $(13\%) \times (\text{Minimum Wage Zone Salary of Employee}) \times (\text{Worked Days})$.
FDO AHORR GR	This element holds the taxable portion of the savings fund benefit. Its value is calculated by the PE FM FONDO EMP GR formula. The taxable base is defined as the difference between FDO AHORRO and FDO AHOR EX. If the difference is negative, there is no taxable base.
FDO AHORRO	<p>The calculation rule for this earnings element is $\text{Base} \times \text{Percent}$, in which the base is calculated by the PE FM FONDO A EMPL formula and the percent is defined (by way of example) as 13 percent. The PE FM FONDO A EMPL formula calculates the base as follows: $((\text{Calendar Days}) - \text{Absences}) \times (\text{Daily Rate})$.</p> <p>For example, suppose that you have an employee with a daily rate of 300, and the employee is absent for two days in the month (January). In this case, FDO AHORRO is calculated as follows: $(31 - 2) \times 300 \times 13\% = 1,131$.</p> <hr/> <p>Note: The DAILY RT system element is calculated on the Job Data pages based on the pay components that you enter.</p> <hr/> <p>See "Understanding Job Data (<i>PeopleSoft HCM 9.2: Human Resources Administer Workforce</i>)".</p>

Food Coupons

Food coupons are one of the most common benefits that companies in Mexico provide to their employees. Typically, the coupon is calculated as a percentage of the salary base.

The VALES DESP element calculates the basic benefit. However, because there is a tax exempt and a taxable portion of the food coupon, Global Payroll for Mexico delivers two additional elements to resolve these based on the amount of VALES DESP: VALES DES EX, and VALES DES GR.

The delivered earnings for food coupons include:

Earnings	Description
VALES DES EX	This element holds the nontaxable portion of the food coupon. Its value is calculated by the PE FM TOP VAL IMP formula.
VALES DES GR	This element holds the taxable portion of the food coupon. Its value is calculated by the PE FM VALES DESP G formula. The taxable base is the difference between VALES DESP and VALES DES EX. If the difference is negative, there is no taxable base.
VALES DESP	<p>The calculation rule for this earnings element is $\text{Base} \times \text{Percent}$, in which the base is calculated by the PE FM VALES DESP formula, and the percentage is defined (by way of example), as 10 percent. The PE FM VALES DESP formula calculates the base as follows: $((\text{Calendar Days}) - \text{Absences}) \times (\text{Daily Rate})$.</p> <p>For example, suppose that you have an employee with a daily rate of 500, and that the employee is absent for four days in the month (January). In this case, VALES DESP is calculated as follows: $(31 - 4) \times 500 \times 10\% = 1,350$.</p> <hr/> <p>Note: The DAILY RT system element is calculated on the Job Data pages based on the pay components that you enter.</p> <hr/> <p>See "Understanding Job Data (<i>PeopleSoft HCM 9.2: Human Resources Administer Workforce</i>)".</p>

Seventh Day

This element enables you to calculate seventh day (Sunday) earnings for employees who work six or fewer days in a week.

The delivered seventh day earnings include:

Earnings	Description
SEPT DIA HOR	<p>Resolves an employee's seventh day earnings based on the hours worked in the period. The calculation rule is as follows: $((\text{Period Hours} / (\text{Period Hours} - \text{Rest Hours [Sunday]})) - 8) \times (\text{Hourly Salary})$. For example, if the work period is 112 hours with 16 rest hours, the calculation is as follows: $((114 / 98) - 8) \times (\text{Hourly Salary}) = (1.17 - 1) \times (\text{Hourly Salary}) = 0.17 \times (\text{Hourly Salary})$. This means that for every worked hour, the payee will receive 0.17 of his hourly salary as SEPTIMO DIA.</p> <hr/> <p>Note: To pay seventh day earnings, set this up as part of your pay group parameters.</p> <hr/>

Earnings	Description
SEPTIMO DIA	<p>Using the PE PO SEPT DIA SD O proration element, SEPTIMO DIA resolves an employee's seventh day earnings based on the days worked in the period. The calculation rule is as follows: $((\text{Period Days} / (\text{Period Days} - \text{Rest Days [Sunday]})) - 1) \times (\text{Daily Salary})$. For example, if the work period is 14 days with 2 rest days, the calculation is as follows: $((14 / 12) - 1) \times (\text{Daily Salary}) = (1.17 - 1) \times (\text{Daily Salary}) = 0.17 \times (\text{Daily Salary})$. This means that for every worked day, the payee will receive 0.17 of his daily salary as SEPTIMO DIA.</p> <hr/> <p>Note: To pay seventh day earnings, set this up as part of your pay group parameters.</p> <hr/>

PTU

The basic profit sharing earnings are calculated by the PTU element. However, because there is a tax exempt and a taxable portion of these earnings, Global Payroll for Mexico delivers two additional elements to resolve these based on the amount of the PTU: PTU EXENTO and PTU GRAVABLE elements.

Note: PTU amounts are calculated based on other earnings that an employee receives. To specify which earnings to include in the calculation of profit sharing, use the PTU Elements/Payees page.

See [PTU Elements/Payees Page](#).

The delivered PTU earnings include:

Earnings	Description
PTU	Profit sharing
PTU EXENTO	Nontaxable profit sharing
PTU GRAVABLE	Taxable profit sharing
PTU IMP DIAS	PTU Days Amount
PTU IMP SAL	PTU Salary Amount

Vacation Premiums and Christmas Bonuses

Vacation premiums and Christmas bonuses can be based on either the daily rate or the average salary. To set up vacation premiums and Christmas bonuses, use the Xmas, Vac, Premium, SDI Factor page.

See [Xmas, Vac, Premium, SDI Factor Page](#).

The delivered earnings for vacation premiums and Christmas bonuses include:

Earnings	Description
AGUINALDO	Christmas bonus
AGUINALDO EX	Nontaxable Christmas bonus
AGUINALDO GR	Taxable Christmas bonus

Social Benefits(Previsión Social)

Social benefits (*Previsión social*) are earnings derived from disability subsidies, scholarships for employees and their dependents, child care, sport and cultural activity fees, as well as other benefits given to employees according to the law and labor contracts.

Global Payroll for Mexico delivers three earnings, three formulas, and a section for social benefits.

The delivered earnings for social benefits include:

Earnings	Description
PREV SOC EX	Use this earning to calculate nontaxable social benefits. The calculation rule is Amount, with the PS FM PREV SOC EX formula used as the amount element. It compares the daily salary plus PREV SOCIAL against 7 times the minimum wage to identify the nontaxable part of PREV SOCIAL.
PREV SOC GR	Use this earning to calculate taxable social benefits. The calculation rule is Amount, with the PS FM PREV SOC GR formula used as the amount element.
PREV SOCIAL	Use this earning to calculate the total general social benefits. The calculation rule is Amount, with the TOTAL PREV SOCIAL accumulator used as the amount element. All social benefits earnings should be defined as contributing to this accumulator.

Delivered Earnings Process Lists and Sections

Delivered earnings for Mexico are processed and calculated in different process lists. Most basic earnings are calculated as part of the NOMINA process list and are included in the section called PERCEPCIONES. However, the PERCEPCIONES section recurs in other process lists, and there are numerous other earnings elements—Christmas bonus, termination pay, and so forth—that are processed elsewhere.

This table displays the main process list and sections used to calculate earnings elements for Mexico:

Process List	Section
NOMINA	INICIALIZACION NOM

Process List	Section
	SUELDO FRE/CAL/HOR
	TIEMPO EXTRA
	PERCEPCIONES
	PROMEDIO
	VACACIONES NOM
	AGUINALDO SEC
	AUSENTISMO NOM
	SALDO VACACIONES
	LIQ Y FINIQUITOS
	RETRO
	PREVISION SOCIAL
	IMPUESTOS FED
	SEGURO SOCIAL
	SALDOS AJUSTE ISR
	RETRO DEDUCCIONES
	PRETAMOS
	DESPUES IMPUESTOS
	DEDUCCIONES
	PROVISIONES
	IMPUESTOS EST
	PIRAMIDADO SEC
	AJUSTE REDONDEO
	FORMATO 37
	AGUINALDO WA

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements that are designed for Mexico.

Related Links

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

Chapter 12

Defining Deductions

Understanding Deductions

This topic discusses:

- Deduction types
- Deductions and accumulators

Deduction Types

In Mexico, there are different types of deductions:

- Before taxes – reduces the net salary and the taxable gross for federal retention. Examples are maternity leave, tardiness, and sick leave.
- After taxes – reduces the net salary. Examples are savings fund and union contributions.
- Subject to state tax – represents all deductions that are subtracted from the taxable base of the state tax. Examples are disabilities and absences.
- State taxes – each state has its own taxable base.

Note: You define deductions using the Deductions component.

Related Links

"Understanding Earning and Deduction Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

Deductions and Accumulators

To ensure that the new deductions you create are used correctly in other calculations, you need to know which accumulators they should contribute to, since the value of the accumulated deductions is critical to these other processes. The accumulators to which you will be adding your deductions are the same ones that Global Payroll for Mexico has created for the delivered deductions. These include:

- Any deduction that you want to contribute to the net pay should be included in the TOTAL DEDUCCION N accumulator.
- Any deduction that you want to subtract the taxable base for federal tax purposes should be included in the BASE ISR accumulator.

Also, each of these deductions should have a supporting element override for the variable FD VR METODO ISR with the corresponding value depending on which tax method you want to affect (113, 142, 148, or 112).

Understanding Provisions

This topic discusses:

- Provisions in Mexico
- Provision definition
- Provision processing

Provisions in Mexico

A provision is an accrued expense for a company.

Provisions are generated for two main reasons:

- To cover the earnings financially, so that when your company has to pay this earning, it is prepared to do so.

From a general ledger perspective, each provision is a debt that your company is accruing, and sooner or later, it has to be paid. So, debt accounts are balanced with the use of provisions.

- To keep track of costs.

Although the employee receives his earnings at the end of the year or on his anniversary date, the cost is generated every day that the employee works. Costs can be controlled and distributed accordingly to the real cost generation.

In Global Payroll for Mexico, you can generate three types of provisions:

- Christmas bonus provision
- Vacation provision
- Vacation premium provision

The vacation premium and Christmas bonus are legal earnings that are assigned to an employee on a yearly basis, depending on his seniority. For every day that an employee works, he earns a fraction of these earnings. Even if an employee leaves the company before receiving his bonus, a proportional part of this earning will be paid in his termination pay.

Provision Definition

While Global Payroll for Mexico delivers deductions for the Christmas bonus provision, vacation provision, and vacation premium provision, you can also create your own deductions for other provisions.

To define a provision:

1. Define the provision on the Deductions component.
2. The payroll process will calculate the proportional amounts of the provision for the period corresponding to the actual days worked.

Related Links

"Understanding Earning and Deduction Elements (*PeopleSoft HCM 9.2: Global Payroll*)"

Provision Processing

This topic provides an overview of provision calculation and discusses:

- Christmas bonus provisions
- Vacation provisions
- Vacation premium provisions

Provision Calculation

Global Payroll for Mexico delivers deductions that are used to calculate provisions for vacation, vacation premium, and Christmas bonus. All of these provisions are defined as non-taxable for ISR and are not subject to state taxes. These earnings do not affect any other earning, deduction, or accumulator.

The system calculates the proportion of the provision for each pay period in terms of Actual Worked Days for an employee. Every time a regular payroll process is run, the system determines the corresponding quantities of provisions for vacation, vacation premium, and Christmas bonus according to the procedures detailed below.

Christmas Bonus Provisions

To determine the corresponding amount of the Christmas bonus provision, this formula is used:

$(\text{Days of Christmas bonus according to seniority} / 365 \text{ days} * \text{Worked days in the period}) * (\text{Salary type})$

Here's an example:

- Days of Christmas bonus = 25
- Worked days in a period = 15
- Daily salary = 100.00

The formula calculates the corresponding amount of the Christmas bonus provision as:

$$(25/365 * 15) * 100.00 = 102.74$$

Note: An employee's salary can be taken from either his daily salary rate or any average salary. You can choose which salary type you want to use in calculating the Christmas bonus provision. Global Payroll for Mexico delivers the provision calculation using the daily salary. Seniority has to be calculated to the date of the Christmas bonus payment, not to the processing date, nor the period begin or end date. Otherwise, the provision will not be accurate. The provision has to reflect the payment that the employee is going to receive as a Christmas bonus in December. By law, this date is no later than December 20.

The Christmas bonus provision will not be included in the NET accumulator (TOTAL NETO), since this deduction won't be deducted from the employee.

Vacation Provisions

To determine the corresponding amount of the vacation provision, this formula is used:

(Number of days according to the vacation table/365 days * Worked days in the period) * (Salary type)

Here's an example:

- Vacation days = 25
- Days worked in a period = 15
- Daily salary = 100.00

The formula calculates the corresponding amount of the vacation provision as:

$$(25/365 * 15) * 100.00 = 102.74$$

Note: An employee's salary can be taken from either his daily salary rate or any average salary. You can choose which salary type you want to use in calculating the vacation provision. Global Payroll for Mexico delivers the provision calculation using the daily salary. Seniority has to be calculated to the date of the next anniversary, not to the processing date, nor the period begin or end date. Otherwise, the provision will not be accurate. The provision has to reflect the payment that the employee is going to receive as vacation on the date that the employee earns the entitlement.

The vacation provision will not be included in the NET accumulator (TOTAL NETO), since this deduction won't be deducted from the employee.

Vacation Premium Provisions

To determine the corresponding amount of the vacation premium provision, this formula is used:

(Number of days according to the vacation table/365 days * Worked days in a period) * (Percentage of vacation premium) * (Salary type)

Here's an example:

- Days of vacation = 20
- Days worked in a period = 15
- Daily salary = 100.00
- Vacation premium percent = 25%

The formula calculates the corresponding amount of the vacation premium provision as:

$$((20/365 * 15) * (25\%)) * 100.00 = 20.55$$

Note: An employee's salary can be taken from either his daily salary rate or any average salary. You can choose which salary type you want to use in calculating the vacation premium provision. Global Payroll for Mexico delivers the provision calculation using the daily salary. Seniority has to be calculated to the date of the next anniversary, not to the processing date, nor the period begin or end date. Otherwise, the provision will not be accurate. The provision has to reflect the payment that the employee is going to receive as vacation on the date that the employee earns the entitlement.

The vacation premium provision will not be included in the NET accumulator (TOTAL NETO), since this deduction won't be deducted from the employee.

Note: You can generate a provisions report in Global Payroll for Mexico.

Related Links

[Viewing Delivered Provisions](#)

[Global Payroll for Mexico Reports: A to Z](#)

Understanding Batch Positive Input

You can use batch positive input to reduce time-consuming data entry in Global Payroll for Mexico. Batch positive input can be used for earnings or deductions.

For example, you could enter and trigger bonuses for all of your employees using batch positive input, or you could trigger mass deductions. Suppose that an employer has an agreement with a cell phone company to provide half the employee population with a 50 percent discount rate on calls. Instead of entering each of the monthly cell phone invoices (deductions) for each employee, the cell phone company could generate a flat file with a layout that loads this invoice information using a batch process.

Note: Setting up the flat file for batch positive input is discussed in another topic. See [Using Batch Positive Input](#)

Running Deduction and Provision Reports

This topic discusses how to run deduction and provision reports.

Pages Used to Run Deduction and Provision Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Balances MEX	GPMX_RC_ACCUM	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Balances MEX, Balances MEX	Provides a monthly summary of all the accumulator members of the earnings total accumulator and the deductions total accumulator.
Provisions MEX	GPMX_RC_PROV	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Provisions MEX, Provisions MEX	Summarizes all provisions, including vacation, vacation premium, and Christmas bonus. This report has two options: with or without detail.

Viewing Delivered Deductions

This topic discusses:

- Delivered deductions.
- Delivered deduction process lists and sections.

Note: The deduction elements for Mexico are defined as PeopleSoft Delivered/Not Maintained. This means that you can modify these elements to fit your needs, and when necessary, create your own earnings using the delivered elements as your guide.

Delivered Deductions

This table lists the delivered deductions for Mexico:

<i>Deductions</i>	<i>Description</i>
AJUST REDOND	Seniority based deduction - Amount
ANTIG IMPORT	Seniority based deduction - Amount
ANTIG PORCEN	Seniority based deduction - Percent
AYU DEFUNC	Death allowance
COMEDOR	Cafeteria deduction
CRED INFONAV	INFONAVIT loan
CUOTA SINDIC	Union dues
FALTANTE CAJ	Cashier difference
FDO AHOR EMP	Savings fund employee contribution
FDO AHOR EMT	Savings fund employee capped contribution
FDO AHOR C T	Savings fund employer capped contribution
FDO AHOR CIA	Savings fund employer contribution
PENSION ALIM	Garnishment
PRES FONACOT	FONACOT loans
PRESTAMO CIA	Company loans
PROV AGUIN	Christmas bonus provision
PROV PMA VAC	Vacation premium provision

Deductions	Description
PROV VACAC	Vacation provision
SEGURO MEDIC	Medical insurance
SEGURO VIDA	Life insurance
SEGURO VIV	House insurance damages. This deduction sums the CRED INFONAV deductions for employees who have INFONAVIT loans in the first payroll run of every two-month period.
VALES COMIDA	Food coupons deduction

Delivered Deduction Process Lists and Sections

In Global Payroll for Mexico, deductions are processed and calculated within different process lists. Most deductions are calculated as part of the NOMINA process list, and are included in the section called DEDUCCIONES. However, the DEDUCCIONES section recurs in other process lists and there are numerous other deduction elements, such as termination pay, that are processed elsewhere.

This table lists the main process list and sections used to calculate deduction elements for Mexico.

Process List	Section
NOMINA	AJUSTE REDONDEO
	AUSENTISMO NOM
	DEDUCCIONES
	DESPUES IMPUESTOS
	IMPUESTOS EST
	IMPUESTOS FED
	PRETAMOS
	PROVISIONES
	RETRO DEDUCCIONES
	SALDOS AJUSTE ISR
	SEGURO SOCIAL

Note: A complete list of delivered process lists and sections used to calculate deductions and other elements can be found in another topic.

Related Links

[Viewing Delivered Process Lists and Sections](#)

Viewing Delivered Provisions

This table lists the provision deductions for Mexico:

<i>Deduction</i>	<i>Description</i>
PROV AGUIN	Christmas bonus provision
PROV PMA VAC	Vacation premium provision
PROV VACAC	Vacation provision

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Mexico.

Related Links

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

Chapter 13

Tracking Loans

Understanding Loans in Mexico

In Mexico, there are different types of loans:

- Company loans — given to an employee by the company.
- *Faltante de Caja* loans.

A *Faltante de Caja* loan (cashier loan) occurs in the retail sector. When the cash register balance does not match between the existing cash and the cash reported, the cashier must replace the missing amount. This can be done with a loan.

- INFONAVIT loans — given for purchasing housing.
- FONACOT loans — given for purchasing appliances, such as refrigerators.

Assigning Loans

This topic discusses how to define loan assignments.

Page Used to Define Loan Assignments

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Request Loans MEX	GPMX_LOAN	Global Payroll & Absence Mgmt, Payee Data, Loans, Request Loans MEX, Request Loans MEX	Define loan assignment information and a repayment schedule for payee.

Request Loans MEX Page

Use the Request Loans MEX page (GPMX_LOAN) to define loan assignment information and a repayment schedule for payee.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Loans, Request Loans MEX, Request Loans MEX

Image: Request Loans MEX page

This example illustrates the fields and controls on the Request Loans MEX page. You can find definitions for the fields and controls later on this page.

Request Loans MEX

Employee ID: GY0006 Empl Record: 0 Name: David Serrano Rojas

Loan Definition Find | View All | First | 1 of 1 | Last

Element Name: PRESTAMO CIA Loan Type: PAGOS

*Loan Number: 620040002 *Date: 01/01/2008

*Total Amount: 5000.000000 Payment Type: Amount

Loan Schedule Setup

Periods: Or Payment Amount: Create Schedule

Begin Date: Frequency: Create Schedule

Loan Schedule Customize | Find | First | 1 of 1 | Last

	*Begin Date	End Date	Instance	Payment Amount
1	01/01/2008	12/31/2008	1	416.666667

Note: PeopleSoft Global Payroll for Mexico delivers the DIVIDE PRESTAMO driver accumulator that enables you to assign multiple loan deductions to an employee and process them for the same payroll calendar run by tracking their balances individually.

Loan Definition

Element Name

Select the element name that corresponds to the loan.

Loan Type

Displays the loan type. The system considers only deductions with a category of "PR" (loans), which are defined in the Category field on the Deduction Name page. Four types of loans have been defined in Customer Fields on the Deduction Name page:

CRED INFONAV – for INFONAVIT loans

PRESTAMO CIA – for company loans

PRES FONACOT – for FONACOT loans

FALTANTE CAJ – for cashier loans

Loan Number

Enter the loan number.

Date

Enter the date on which the loan was given.

Total Amount

Enter the total amount of the loan.

Payment Type

Select the payment type: *Amount*, *Percentage* or *x Minimum*.

The **Payment Type** field applies only to INFONAVIT loans and refers to the type of loan that was originally granted. If an *Amount* loan was granted, then a flat amount will be discounted each period from the employee's payslip. If a *Percentage* loan was granted, you must enter the percentage that is to be discounted in the **Infonavit %** field. If a *Minimum* loan was granted, you must enter the number of minimum wages that is to be discounted on the **Min Wages** field.

Note: Depending on the value you select in the **Payment Type** field, different fields appear in the **Loan Schedule** group box.

Loan Details

In this grid you can record all the INFONAVIT Loans Action Types used by the SUA Loans Report.

Date

Enter the date that the loan action type comes into effect for the INFONAVIT loan.

Action Type

Select the action type of the INFONAVIT loan. The system displays all of the possible loan action types used by the SUA Loans reports.

Loan Schedule Setup**Periods**

If the loan will be repaid over a period of time, you'll specify the number of periods here. If you don't know the fixed amount of a loan payment, but you know the number of periods required to discount the total amount, then you can generate your loan schedule based on the number of periods. In other words, you will define either the **Periods** field or the **Amount** field, but not both.

Amount

If the loan is a fixed amount (for a one-time repayment), enter the amount here. If you don't know the total number of periods required to discount the total amount, but you know the discount to take off each period, then you can generate your loan schedule based on the number of periods to determine the payment amount each period.

Begin Date

Enter the date on which the loan repayment begins. The begin date must be after the loan date.

Frequency

Specify the frequency of the loan repayment. Values are *Biweekly*, *Monthly*, *Semimonthly*, and *Weekly*.

Create Schedule

If you selected a Company Loan (PRESTAMO CIA) or a FONACOT Loan (PRES FONACOT), click the **Create Schedule** button. When you click **Create Schedule**, the loan

schedule is automatically created in one row indicating Begin Date, End Date and Payment Amount.

Loan Schedule

Begin Date/End Date

Enter the begin and end dates for the period of time on which the payment amount is valid.

Instance Number

The system automatically populates this field, establishing the sequence based on the payee and loan type. This enables you to assign more than one loan of the same type to a payee.

Payment Amount

If you selected *Amount* in the Payment Type field, the Payment Amount field appears. Enter the flat amount that is to be deducted from an employee's payslip.

x Min Wages (times minimum wages)

If you selected *X Minimum* in the Payment Type field, the Min Wages field appears. Enter the number of minimum wages that will be the payment for each period.

Infonavit % (percentage)

If you selected *Percentage* in the Payment Type field, the Infonavit % field appears. Enter the percentage that is to be deducted from an employee's payslip. Typically, this is 20%, 25%, or 30%. If the loan was granted before January 30, 1998, the system looks up the value on the INFONAVIT Loans Percentage page and retrieves the corresponding discount. Otherwise, it will discount the percentage entered. For example, let's say that an employee has a loan granted on January 1, 1997 with a 20% discount, an SDI of 100, and a minimum daily salary of 42.15 MXN. The number of times the minimum wage that the employee's salary is will be calculated as $100/42.15 = 2.3724792$. When the system is processing the loan data, it looks up the value entered on the INFONAVIT Loans Percentage page and sees that the number of times the minimum wage of 2.37 for a loan at 20% has a discount of 15.70%.

See [Understanding Social Security Processing](#).

Creating Deduction Assignments for Loan Schedules

This topic provides an overview of deduction assignments and discusses how to define deduction assignments by positive input by loan type.

Understanding Deduction Assignments

After you define a loan schedule, the system creates a deduction assignment for each loan schedule. This is performed by a component interface. The process creates a link to the Element Assignment By Payee page using the following supporting elements.

Note: Make sure that each loan deduction you are using has a component reference name HC_GPMX_LOAN_GBL defined for it. You can define a component reference name for a loan deduction in Set Up HCM, Product Related, Global Payroll & Absence Mgmt, System Settings, Configuration by Element.

Field	Variable
Loan Number	PR VR NUM PRESTAMO
Total Amount	PR VR MONTO TOTAL
Date	PR VR FECHA
Payment Amount	PR VR PAGO
Infonavit % (only for INFONAVIT loans)	PR VR PCT INFONAV
Times Minimum Wage	PR VR NUM SAL MIN

All of these variables are used by the process to keep track of each loan balance separately. These variables are also used to calculate the deduction for each loan.

Defining Deduction Assignments by Positive Input by Loan Type

This topic outlines what you need to define in the deduction assignment for each loan type. You define deduction assignments on the Positive Input page in the core application.

See "Understanding Positive Input (*PeopleSoft HCM 9.2: Global Payroll*)".

Company Loans

The loan number, total amount, loan date, and payment amount must be defined on the Positive Input page.

Faltante de Caja

The loan number, loan date, and total amount must be defined on the Positive Input page. The legal ceiling is calculated to determine the monthly payment. The legal ceiling is based on the monthly salary wage zone.

INFONAVIT Loans

The loan number, loan date, total amount, and either percentage, payment amount, or number of minimum wages must be defined on the Positive Input page.

There are three different types of INFONAVIT loans:

- By Percentage.
- By Amount.
- By x Minimum Wages.

To calculate By Percentage loans:

1. Determine the initial SDI for the employee (bimonthly).
2. Calculate the payment based on the number of minimum wage zone salaries and the loan percentage.
3. Return the minimum between the payment and balance amount.

To calculate By Amount loans, find the minimum between the loan payment and the balance amount.

To calculate By x Minimum Wages loans, find the minimum between the Minimum Wage x Minimum Wage number and the balance amount.

FONACOT Loans

The loan number, loan date, total amount, and payment must be defined on the Positive Input page.

You'll prorate the payment between the monthly days in the period and multiply this factor by the worked days.

Related Links

[Understanding Social Security Processing](#)

Calculating Loan Payments

This topic provides an overview of system elements for loan payment calculation and discusses how to calculate the different loan types.

Understanding System Elements for Loan Payment Calculation

There are several formulas and system elements to calculate loan payments.

<i>Elements</i>	<i>Description</i>
PR FM TOPE CAJA	The maximum discount per pay period
MONTHLY RT	Monthly rate
PS VR SAL MIN MES	Monthly minimum salary for the zone
PR VR MONTO TOTAL	Total loan amount
PR FM PAGO CIA	Company loan payment
PR FM PAGO CAJA	Cashier loan payment
PR FM PAGO INF	INFONAVIT payment
PR FM PAGO FONACOT	FONACOT loan payment

Calculating the Different Loan Types

This topic discusses how to calculate the different loan types.

Company Loans

When an employee has one company loan, a loan payment amount is determined and deducted from the employee's pay regularly as agreed upon by the company and the employee.

When an employee has more than one company loan, payment numbers are assigned to each loan and each loan has a separate cash balance.

Number	Loan Amount	Monthly Payment	Cash Balance
Payment number	Loan Balance	If the loan balance is lower than what you defined, then the monthly payment is equal to the loan balance; else the monthly payment is as defined by you.	Loan amount – Monthly payments

Faltante de Caja

You'll define these parameters in the system:

Number	Faltante de Caja	Legal Ceiling	Operator	Cash Balance	Monthly Payment
Payment number	Cash balance + new <i>Faltante de Caja</i>	(Monthly salary – Monthly wage zone) * 30 %	<i>Faltante de Caja</i> < or > legal ceiling	<i>Faltante de Caja</i> – Monthly payments	If <i>Faltante de Caja</i> < legal ceiling, then monthly payment = <i>Faltante de Caja</i> ; else, if legal ceiling > 0, then monthly payment = legal ceiling; else = 0.

INFONAVIT Loans

Employees can repay INFONAVIT loans in several ways:

- Fixed amount – a monthly fixed amount will be deducted from the employee's pay.
- Percentage – depending on the original loan agreement, 20%, 25%, or 30% of an employee's pay will be deducted.
- Number of times the minimum wages – the number of times the minimum wage that is to be deducted from an employee's pay is defined.

You'll define your loan payment option on the [Request Loans MEX](#) page.

FONACOT Loans

The system automatically sets the Payment Type as Amount and the frequency for FONACOT loans as monthly. The payment is calculated as follows:

$$\text{Payment} = (\text{Monthly payment} / 30) * (\text{Days in the period} - \text{Absences})$$

The days in the period are taken depending on the period frequency, for example, monthly (30 days), semimonthly (15 days), biweekly (14 days), and weekly (7 days).

Running Loan Reports

This topic discusses how to run loan reports.

Pages Used to Run Loan Reports

Page Name	Definition Name	Navigation	Usage
Loans by Calendar MEX	GPMX_RC_LOANS_CAL	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Loans by Calendar MEX, Loans by Calendar MEX	Lists all loans by Calendar Group ID.
Loans MEX	GPMX_RC_LOANS_PYE	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Loans MEX, Loans MEX	Lists all loans by payee.

Viewing Delivered Loan Elements

Global Payroll for Mexico delivers these loan deductions:

Deduction	Description
CRED INFONAV	INFONAVIT loans
FALTANTE CAJ	Cashier loans
PRES FONACOT	FONACOT loans
PRESTAMO CIA	Company loans

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Mexico.

Related Links

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

Updating Social Security Contributions

Understanding Social Security Processing

SDI (*Salario Diario Integrado*) represents the base salary that is used for social security calculations, including contributions to social security and INFONAVIT loan paybacks. It consists of:

- Fixed SDI, which is the payee's daily rate plus *Aguinaldo* (Christmas bonus), vacation premium, food coupons, or any other benefits the payee receives regularly.
- Variable SDI, which includes benefits that vary from one pay period to another, such as Sunday premium, triple overtime, and commissions.

The process for defining and updating social security contributions in Mexico consists of these steps:

1. (Optional) Update the social security contribution table and the repayment of INFONAVIT loans table.

Global Payroll for Mexico delivers rules that compute fixed and variable SDI for payees and calculate deductions for social security and repayment of INFONAVIT loans. The calculations are based on tables that contain rates and ceilings. PeopleSoft HRMS delivers the data for these tables initially, but you must keep the tables current.

Note: You can update the social security contribution table on the [Quotas MEX page](#).

2. View and update SDI wage data for payees on the Maintain SDI Data MEX page.
3. Select additional elements that contribute to fixed SDI and define the integration parameters for these elements on the Fixed SDI page.
4. Define Variable SDI for a pay group on the Variable SDI page.

Note: Before you can run the Variable SDI process, you must define Variable SDI for a pay group by selecting the earnings, accumulators, and formulas used in the Variable SDI process. See [Variable SDI Page](#).

5. Run SDI processes to calculate new SDI amounts when certain events or changes occur, such as employee anniversaries, or at the end of two months, if variable earnings are paid. The two SDI processes are:
 - Process SDI MEX (SDI FIJO).
 - Variable SDI (SDI VARIABLE).

Social Security Reports

Global Payroll for Mexico generates several reports for social security. It also provides the two interfaces that are required for paying social security contributions through the *Sistema Unico de Autodeterminacion* (SUA). SUA is the software that the Social Security Institute provides to calculate all employer and payee quotas.

Note: In Mexico, "social security quota" is used to refer to social security contributions.

Viewing and Updating SDI Data for Payees

This topic provides an overview of updates to SDI wage data and discusses how to view and update a payee's SDI data.

Page Used to View and Update SDI Data

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Maintain SDI Data MEX	GPMX_SDI_DATA	Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Maintain SDI Data MEX, Maintain SDI Data MEX	View a payee's SDI data and override the Fixed SDI amount.

Understanding Updates to SDI Data

The system automatically creates a new row of SDI data for a payee when:

- A payee is hired, terminated, or has a salary change.
- The Fixed or Variable SDI process is run and the system detects a change to SDI.

The SUA interfaces generate two flat files (one with payee data and one with transactions). The SUA system loads these files via a batch process and generates the payee and employer quotas every two months.

Then the employer calculates the corresponding quotas that need to be paid bimonthly and the quotas that are reported every two months. This is done with the SUA software. Once the quotas are calculated, the employer has to pay the corresponding amount to the bank.

You can view events that have caused changes to a payee's SDI data. You can also override a payee's Fixed SDI amount.

Maintain SDI Data MEX Page

Use the Maintain SDI Data MEX page (GPMX_SDI_DATA) to view a payee's SDI data and override the Fixed SDI amount.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Social Security/Insurance, Maintain SDI Data MEX, Maintain SDI Data MEX

Image: Maintain SDI Data MEX page

This example illustrates the fields and controls on the Maintain SDI Data MEX page. You can find definitions for the fields and controls later on this page.

Maintain SDI Data MEX

Employee ID: KY0001 Empl Record: 0 Name: **Jorge Luis De La Peña Martínez López**

Detail Find | View All | First 1 of 1 Last

*Effective Date: 01/01/2005 Sequence number: 1

IMSS / SAR			
Minimum Wage A Zone:	46.80	Minimum Wage Empl Zone:	46.80
Ceiling Days Matern & Illness:	25.00	Ceiling Days Disab & Life:	22.00
Max Ceiling Matern & Illness:	1170.00	Max Ceiling Disab & Life:	1029.60
Fixed SDI:	<input type="text" value="3318.49"/>	SDI Factor:	1.195205
Variable SDI:	<input type="text" value="0.00"/>	Total SDI:	3318.49
Difference SMG and Daily Rate:	<input type="text" value="0.00"/>		

Action / Reason

Action: Reason: MX - Fix SDI

IMSS Notice: Salary Change SUA Reason: Salary Change

IMSS/SAR

Minimum Wage A Zone

Displays the daily minimum wage for wage zone A, as defined on the Minimum Wages MEX page.

Minimum Wage Empl Zone (minimum wage employee zone)

Displays the daily minimum wage for the employee's zone.

(The employee's wage zone is determined by the establishment that is associated with the employee's location.)

Ceiling Days Matern & Illness (ceiling days maternity and illness)

Displays the ceiling days that apply to social security contributions for maternity and illness. This number comes from the EYMPD row on the Quotas MEX page.

Ceiling Days Disab & Life (ceiling days disability and life)

Displays the ceiling days that apply to social security contributions for disability and life. This number comes from the IYV row on the Quotas MEX page.

Max Ceiling Matern & Illness (maximum ceiling maternity and illness)

Displays the maximum contribution base that the payee can have for maternity and illness. The system calculates this amount by multiplying the minimum wage for Zone A by the ceiling days for maternity and illness.

Max Ceiling Disab & Life (maximum ceiling disability and life)	Displays the maximum contribution base that the payee can have for disability and life. The system calculates this amount by multiplying the minimum wage for the employee's zone by the ceiling days for disability and life.
Fixed SDI	Displays the fixed SDI amount that is calculated by the SDI FIJO process. This amount is reported to Social Security when a payee is hired or the payee's salary changes. You can override the amount, if necessary.
SDI Factor	Displays the SDI factor that is defined for the payee's pay group on the Xmas, Vac, Premium, SDI Factor page. The system uses the SDI factor to calculate Fixed SDI.
Variable SDI	Displays the variable SDI amount that is calculated by the SDI VARIABLE process. Variable SDI is added to the Fixed SDI in the SDI Total.
Total SDI	Displays the total of the fixed and variable SDI amounts. This amount is reported to the IMSS, when there's a change.
Difference SMG and Daily Rate	Displays the difference between the minimum wage for Zone A and the employee's daily rate.

Action/Reason

The information in this group box is populated automatically based on changes made in HR.

Action andReason	Displays the action and reason code that defines the action. This information comes from HR.
IMSS Notice	Indicates the type of IMSS notice that will be generated. You associate IMSS Notices with Action/Reason codes in the Mexico section of the Action Reason page in HR.
SUA Reason	Indicates the type of transaction that will be reported to IMSS. You associate SUA Reason with Action/Reason codes in the Mexico section of the Action Reason page in HR.

Related Links

[Understanding the SDI Factor Calculation](#)

"Defining Personnel Actions and Reasons (*PeopleSoft HCM 9.2: Human Resources Administer Workforce*)"

Processing Mass SDI Changes

This topic provides an overview of mass SDI processing and discusses how to run the mass SDI process:

Page Used to Run the Mass SDI Process

Page Name	Definition Name	Navigation	Usage
Process SDI MEX	GPMX_RC_SDI	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Process SDI MEX, Process SDI MEX	Generate the SDI record for anniversary and SMG changes and run the SDI calculation process.

Understanding Mass SDI Processing

You can process mass SDI changes for seniority anniversaries and minimum wage changes on the Process SDI MEX page. The system uses Application Engine to process the SDI calculation and will insert new SDI data for employees having seniority anniversaries in the corresponding period, or for employees having an SDI data change derived from minimum wage changes.

Process SDI MEX Page

Use the Process SDI MEX page (GPMX_RC_SDI) to generate the SDI record for anniversary and SMG changes and run the SDI calculation process.

Navigation

Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Process SDI MEX, Process SDI MEX

Image: Process SDI MEX page

This example illustrates the fields and controls on the Process SDI MEX page. You can find definitions for the fields and controls later on this page.

Process SDI

Process SDI MEX

Run Control ID: 0609SDIMEX [Report Manager](#) [Process Monitor](#) Run

SDI Process

Pay Group: KYLM01 GP MEX Curriculum Pay Group 01

☐ Delete Data

Process: SDI by Anniversary

Begin Date: 06/01/2009

End Date: 06/30/2009

SDI Process

Pay Group

Select the pay group for which the SDI process will be run.

Delete Data

Select this check box when you want to delete existing SDI data inserted by previous SDI by Anniversary or SDI by SMG Change processes during the period defined by the Begin Date and End Date. This is useful when recalculating SDI.

Process

Select one of these values:

SDI Mass Calculation

SDI Triggers

SDI by Anniversary

SDI by SMG Change

Date

Enter the date when you want to calculate SDI for mass changes or minimum wage changes. The system displays this field only when you select either *SDI Mass Calculation* or *SDI by SMG Change* in the Process field.

Year and Bimonth

Enter the year and bimonth when you want the system start triggering SDI deductions. The system displays these field only when you select *SDI Triggers* in the Process field.

Begin Date and End Date

Enter the begin and end date for the period during which a payee's anniversary or minimum wage change must fall. The system displays these fields only when you select *SDI by Anniversary* in the Process field.

Generating IMSS Notices

This topic provides an overview of IMSS notices and discusses how to review generated IMSS notices.

Page Used to Review Generated IMSS Notices

Page Name	Definition Name	Navigation	Usage
IMSS Notices Control	GPMX_IMS_CONTR	Global Payroll & Absence Mgmt, Social Security/ Insurance, Review IMSS Notices MEX, IMSS Notices Control	Record reported events that generated a notice to IMSS for a payee and displays the method of notification used.

Understanding IMSS Notices

When a payee is hired, rehired, has a salary change, or is terminated, you must report the event to IMSS. These reports can be:

- Printed notice (IMSS Printed Notices).
- Magnetic device notice (IMSS Mag. Media Notices).
- EDI (electronic transmission) notice (IMSS EDI Notices).

The run control page that you use to generate the notice depends on the selected reporting method. When you generate the notice, the system marks the corresponding check boxes on the IMSS Notice Control page. You use the IMSS Notice Control page to review the events reported for a payee.

Note: The IMSS reports are discussed later in this documentation.

See [Running Social Security Reports](#).

IMSS Notices Control Page

Use the IMSS Notices Control page (GPMX_IMS_CONTR) to record reported events that generated a notice to IMSS for a payee and displays the method of notification used.

Navigation

Global Payroll & Absence Mgmt, Social Security/Insurance, Review IMSS Notices MEX, IMSS Notices Control

IMSS Notice Control

Select the type and form of notice you would like to generate for the payee.

Note: You can clear a generated IMSS notice if you want to regenerate it.

Related Links

[Global Payroll for Mexico Reports: A to Z](#)

Running the SDI Batch Processes

This topic provides an overview of the SDI batch process and discusses how to:

- Modify the fixed SDI process.
- Modify the variable SDI process.

Understanding the SDI Batch Process

When you run the payroll process, the system produces two writable arrays related to social security:

- IM_WA_DATOS_SDI, which contains information for both fixed and variable SDI amounts.
- IM_WA_REP_VARIAB, which is used to generate the Variable SDI report.

Before you run the payroll process, you can launch two additional social security processes: one from the SDI for Anniversary and SMG page, and the other from the Payroll/Absence Run Control page.

These processes calculate new SDI amounts, which are the basis for all the Social Security earnings and deductions, such as employee and employer contributions and loan paybacks. The two processes are:

- Fixed SDI process (SDI FIJO).

Run this process if your organization offers benefits that contribute to fixed SDI. You can run this as often as needed to generate data for IMSS notifications.

You should also run the Fixed SDI process every time there is a massive salary increase, a minimum wage change, or changes caused by employment anniversaries.

- Variable SDI process (SDI VARIABLE).

Run this payroll process bimonthly to calculate variable SDI figures from the previous two months. The system will add the variable earnings for the last two months and divide them by the number of paid days for the two previous months minus unpaid absences according to the pay group parameters defined on Pay Groups MEX component. The Variable SDI process is run in January, March, May, July, September, and November. The calculations are also used in the Variable SDI report.

Modifying the Fixed SDI Process

If your organization offers benefits (in addition to the Christmas bonus and vacation premium) that contribute to fixed SDI, you must select additional elements that contribute to fixed SDI and define the integration parameters for these elements on the Fixed SDI page. Then you must run the Fixed SDI process to calculate fixed SDI. (The Application Engine program takes into account the Christmas bonus and vacation premium when it calculates fixed SDI.)

Modifying the Variable SDI Process

Global Payroll for Mexico delivers a process list (CALC SDI VARIAB) for calculating variable SDI. If you need to add earnings that contribute to the variable SDI amount, follow the procedure below.

To include an earnings in the Variable SDI process:

1. Select the earning that is a member of the SDI bimonthly accumulator.

This is very important. If the bimonthly accumulator does not exist for the earning, you must create a new one. Select the earning and the corresponding accumulator on the Variable SDI page.

2. Select one of the three formulas (integration methods): IM FM 100% VAR, IM FM TOP VAL IMSS, or IM FM PREMIO INT on the Variable SDI page.

All earnings belong to one of the three formulas (integration methods). Below are some examples:

<i>Earning</i>	<i>Formula</i>
BONO	IM FM 100% VAR
VALES DESPENSA	IM FM TOP VAL IMSS
COMISIONES	IM FM 100% VAR
PREMIO DE ASIST	IM FM PREMIO INT

Note: Do not add the earnings elements to the SDI VARIABLE section.

The order in which you run the SDI FIJO (Process SDI MEX) and SDI VARIABLE processes is very important because the fixed process (SDI FIJO) depends on the variable process (SDI VARIABLE). For example, the date for the SDI FIJO corresponds to a hiring or salary increase date for the payee and the SDI VARIABLE as defined by law is the first day of each two months based on the earnings of the previous two months.

Related Links

[Defining Variable SDI](#)

Running Social Security Reports

This topic lists the social security reports that you can run in Global Payroll for Mexico and discusses how to create the Risk Factor report.

Pages Used to Run Social Security Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Fixed SDI Report MEX	GPMX_RC_FIX_SDI	Global Payroll & Absence Mgmt, Social Security/ Insurance, Fixed SDI Report MEX, Fixed SDI Report MEX	Lists the details of the fixed SDI calculations for a specified period for payees with SDI data changes.
Variable SDI Report MEX	GPMX_RC_VARIABI	Global Payroll & Absence Mgmt, Social Security/ Insurance, Variable SDI Report MEX, Variable SDI Report MEX	Lists the details of the variable SDI calculations for a bimonthly period.
ANN- Risk Factor Report MEX	GPMX_RC_ABSENCE	Global Payroll & Absence Mgmt, Social Security/ Insurance, ANN- Risk Factor Report MEX, ANN- Risk Factor Report MEX	Lists all payees with work-related disabilities in a specified year.
IMSS Report Notices MEX	GPMX_RC_IMSS_PRN	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Report Notices MEX, IMSS Report Notices MEX	Provides hiring, salary change, or termination details for selected payees. This report is submitted to IMSS in printed format.
IMSS Mag Notices MEX	GPMX_RC_IMSS_MMD	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Mag Notices MEX, IMSS Mag Notices MEX	Provides hiring, salary change, or termination details for selected payees. This report is submitted to IMSS in magnetic media format.

Page Name	Definition Name	Navigation	Usage
IMSS EDI Notices MEX	GPMX_RC_IMSS_EDI	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS EDI Notices MEX, IMSS EDI Notices MEX	Provides hiring, salary change, or termination details for selected payees. This report is submitted to IMSS in EDI format.
IMSS Base Over Cap Report MEX	GPMX_RC_CAP_BSE	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Base Over Cap Report MEX, IMSS Base Over Cap Report MEX	Lists the payees who have a surplus over the cap on 3, 18, and 25 minimum wages.
SUA - Payee File MEX	GPMX_RC_SUA001	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA - Payee File MEX, SUA - Payee File MEX	Generate a flat file and printed report for SUA with payee data such as name, hire date, and so on. The system includes only employees hired or rehired in a given period.
SUA - Transact File MEX	GPMX_RC_SUA002	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA - Transact File MEX, SUA - Transact File MEX	Create a flat file and a printed report for SUA with transactions of each payee for a given period. This report includes payee transactions data for terminations, pay rate changes, rehires, absences, and disabilities that should be reported to SUA.
SUA - Affiliation File MEX	GPMX_RC_SUA001	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA - Affiliation File MEX, SUA - Affiliation File MEX	Generate the SUA flat file and a printed report with employee affiliation data, for employees hired or rehired in a given period.
SUA - Loans File MEX	GPMX_RC_SUA001	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA - Loans File MEX, SUA - Loans File MEX	Generate the SUA flat file and a printed report with employee INFONAVIT loans data.
SUA - Disabilities File MEX	GPMX_RC_SUA001	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA - Disabilities File MEX, SUA - Disabilities File MEX	Generate the SUA flat file and a printed report with employee disabilities data.

ANN- Risk Factor Report MEX Page

Use the ANN- Risk Factor Report MEX page (GPMX_RC_ABSENCE) to lists all payees with work-related disabilities in a specified year.

Navigation

Global Payroll & Absence Mgmt, Social Security/Insurance, ANN- Risk Factor Report MEX, ANN- Risk Factor Report MEX

The Risk Factor report lists all employees who had a disability from a work risk during the year. It takes the information that is entered in the Absence Event Input Detail page, within the Absence Event component. In particular, the Risk Factor report takes the following information: Illness Type, Illness Document Number, Permanent Illness Percentage, and Death Indicator. All other necessary information is retrieved from the Absence Event page.

The Risk Factor report creates an ASCII output file for the IMSS software, so that it can be loaded up as a batch file. The output file contains the following data (in this order):

- An automatically generated serial number.
- Company name.
- Company address.
- Period (year).
- Establishment ID.
- Social security number.
- Employee name.
- Illness, whether it's a relapse or reappraisal.
- Illness begin date.
- Risk type.
- Subsidized days.
- Percentage of permanent illness (only for work accidents and work illnesses).
- Death indicator (in case of death, a "D" will display.)
- Illness end date.

Viewing Delivered Social Security Elements

This topic discusses:

- Delivered social security deductions.
- Delivered social security process lists.

Delivered Social Security Deductions

This table lists the delivered social security deductions for Mexico:

<i>Deductions</i>	<i>Description</i>
EYM CF PAT	Illness & Mat Fixed Quota Employer

<i>Deductions</i>	<i>Description</i>
EYM E3S EMP	Illness & Mat Excess 3SMG Employee
EYM E3S PAT	Illness & Mat Excess 3SMG Employer
EYM PD EMP	Illness & Mat Cash Benefits Employee
EYM PD PAT	Illness & Mat Cash Benefits Employer
EYM PE EMP	Illness & Mat Benefits in Kind Employee
EYM PE PAT	Illness & Mat Benefits in Kind Employer
RT PATRON	Work Risk
IYV EMP	Disability and Life Employee
IYV PAT	Disability and Life Employer
GYPS PAT	Child Care & Social Pre Employer
CYV PAT	Unemployment & Old Age Employer
CYV EMP	Unemployment & Old Age Employee
CUOTA IMSS E	IMSS Quotas Paid by Employee
CUOTA IMSS P	IMSS Quotas Paid by Employer
CUO IMSS CYV	IMSS Quot Unemploy & Old Age
CUO IMSS EYM	IMSS Quot Illn & Mat Dis & Life
SAR	Retirement (SAR)
INFONAVIT	INFONAVIT

Delivered Social Security Process Lists

This table lists the delivered social security process lists for Mexico:

<i>Process List</i>	<i>Description</i>
CALC SDI VARIAB	Variable SDI Process

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements that are designed for Mexico.

Related Links

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

Chapter 15

Managing Taxation

Understanding Tax Processing

This topic discusses:

- Taxes in Mexico.
- Tax methods.
- Federal tax processing.
- Annual tax adjustments processing.
- State tax processing.

Taxes in Mexico

Employers are legally required to maintain and report a variety of tax data about their employees. Global Payroll for Mexico delivers much of the set up information needed to calculate taxes in the system.

Tax Methods

With Global Payroll for Mexico, you can define the method for calculating employees' taxes on the General Parameters page.

The tax methods are:

- For regular earnings where ISR Art. 113 is applicable, the following tax methods are available:
 - Annual projection method.
 - Semimonthly projected ISR.
 - Without adjustment.
 - Adjustment during the month.
 - Adjustment at the end of the month.
- Article 112 LISR (Severance pay method).
- Article 142 RISR (Vacation Premium, Profit Sharing, and Christmas Bonus method).
- Article 148 RISR (Multiple months payment method).

This topic discusses each tax method.

Annual Projection Method

This method projects the taxable base of the pay period as well as projecting the annual taxable base that will accrue for the employee in the annual form. This projection is calculated using annual tables. Once the annual tax is determined, a factor is calculated that divides the taxable base of the pay period by the annual projected taxable base. To determine the tax for the pay period, the projected annual tax is multiplied by the factor and this is equal to the period tax.

Semimonthly Projected ISR

For employees who are on a semimonthly projected ISR payroll, the system projects their salaries for the next period, taking into account that the projection will be made in every pay period and subtracting the tax retained in the previous periods.

The semimonthly projected tax method applies to all types of employees (hourly and salaried) with a semimonthly pay frequency.

Without Adjustment

Depending on the pay frequency, the system will divide the taxable base by the number of worked days and the result will be multiplied by the Day Factor (defined on the General Parameters page). The result will be the monthly taxable base. Then, the system will calculate the taxes to this monthly taxable base. Immediately after calculating the taxes (Articles 113, 114, and 115), the system divides the resulting tax amounts by the Day Factor and multiply the result by the number of worked days. This result gives us the proportional taxes that correspond to the pay period taxable base.

See [General Parameters Page](#).

Adjustment During the Month

This method works the same way as the Without Adjustment method, but takes into consideration all the accumulated taxable earnings for the month. For example, if your company is running a weekly payroll, and you are currently running payroll for the third week of the month, the system will consider the taxable earnings from the two previously paid periods of the month as well as the current pay period. The same consideration is applied to worked days.

Adjustment at the End of the Month

This method is the same as the Without Adjustment method for all pay periods that are not the final one in a single month. This method is also similar to the Adjustment During the Month method for the pay period that is the final one in a single month.

Article 112 LISR (Severance Pay Method)

The system calculates the tax of one month salary for the employee using the method from Article 113. Once calculated, this tax will be divided by the monthly salary in order to determine a Tax Factor. Then, the severance pay taxable base will be multiplied by this factor in order to determine the Article 112 LISR tax amount.

Article 142 RISR (Vacation Premium, Profit Sharing, and Christmas Bonus Method)

The Article 142 RISR method is calculated in this way:

1. The taxable base is divided by 365 and multiplied by 30.4 in order to determine a monthly taxable base.
2. The result of this calculation is added to the regular taxable base of the pay period (the one used for the Article 113 tax method). Then, the system calculates the tax to this new taxable base based on the Article 113 method.
3. The tax for one month salary for the employee is calculated using the Article 113 method.
4. The difference between the tax from Step 2 and Step 3 is calculated.
5. The result from Step 4 is divided by the result from Step 1. This results in the Tax Factor.
6. The taxable base for Article 142 RISR is multiplied by the Tax Factor calculated in Step 5 in order to determine the tax.

Article 148 RISR (Multiple Months Payment Method)

The Article 148 RISR method is calculated in this way:

1. The taxable base is divided by the number of days that corresponds to the earnings. For example, a quarterly bonus payment is divided by the number of calendar days in the quarter. The result is multiplied by 30.4 in order to determine a monthly taxable base.
2. The result from Step 1 is added to the regular taxable base of the pay period (the one used for the Article 113 tax method). Then the system calculates the tax to this new taxable base based on the Article 113 method.
3. The tax for one monthly salary for the employee is calculated using the Article 113 method.
4. The difference between the tax in Step 2 and Step 3 is calculated.
5. The result from Step 4 is divided by the result from Step 1. This results in the Tax Factor.
6. The taxable base for Article 148 RISR is multiplied by the Tax Factor calculated in Step 5 in order to determine the tax.

Federal Tax Processing

To process federal taxes:

1. Define general tax parameters on the General Parameters page.
2. Process tax contributions during regular payroll runs.
3. Run the Federal Taxes report at the end of the tax year.

Related Links

[General Parameters Page](#)

[Defining Federal Taxes](#)

[Running Tax Reports](#)

Annual Tax Adjustments Processing

During a calendar year, there may be times when too much or too little tax is paid because of varying incomes or other circumstances. The annual income tax adjustment process corrects this problem.

You can identify employees who don't qualify for an annual tax adjustment. This includes employees who have:

- Terminated and were rehired and the company decides not to adjust taxes.
- Notified you in writing that they plan to present their tax adjustment themselves (self-presentation).

This could be based on several reasons. One reason is when an employee has earned more than the government-allowed income limit and must self-present their tax adjustment data.

To process tax annual adjustments:

1. Define annual adjustment parameters on the Annual Adjustments page.
2. Define an annual period and create the calendar for the pay groups that you will run on the Calendar Definition page in the core application.
3. Enter tax data from Form 37 on the Define Prior Employer Data MEX page.

Form 37 details tax data for employees you hire mid-year who worked for another company earlier in the same tax year. The system processes this information during the annual tax adjustment and that's why it's important to have this information entered prior to the annual adjustment process.

4. Identify payees who don't qualify for an annual tax adjustment on the Payees Without Adjustment page.
5. Run the Form 37 report for employees who are going to present their own annual adjustment tax data.

You can also run this report at other times of the year. For example, you may also want to provide this information to terminating employees.

6. Run the Annual Adjustment Tax process (PL AJUSTE ANNUAL) at the end of the year.
7. Run the Annual Tax Adjustment Results process (GPMXAA02) through the Annual Adjustment report to view annual tax adjustment results.
8. (optional) Run the *Subsidio Acreditable* process (GPMXAA04) through the Annual Adjustment report to display tax subsidy data and have the details of how the system calculated the *Subsidio Acreditable* for those employees who had multiple employers during the year.
9. Run the Minimum Wage Salary Level process (GPMXAA01) through the Annual Adjustment report to create an addendum to the annual tax adjustment process.

Related Links

[Defining Annual Tax Adjustments](#)

[Running Tax Reports](#)

"Understanding Calendars (*PeopleSoft HCM 9.2: Global Payroll*)"

State Tax Processing

In Mexico, only employers pay state taxes. Each state defines which earning and deduction types are part of its taxable income and the applicable rates.

To process state taxes:

1. Define which earnings and deductions are eligible for state taxes on the State Taxes Earn/Ded page.
2. View and verify state tax rates on the State Taxes Rates page.
3. (optional) Define state and local tax rates at the company level for Chihuahua and Ciudad Juarez on the State Rates by Company MEX page.

Note: You only have to define these taxes if you have operations in these states or cities.

4. Process tax contributions during regular payroll runs.
5. Run the State Taxes by Location report every month after the last payroll process of that month.

Note: The State Taxes Earn/Ded page, the State Taxes Rates page, and the Spec. Taxes Rates page are described in other topics.

Related Links

[Defining State Taxes](#)

[Running Tax Reports](#)

Updating Annual Tax Adjustments

This topic discusses how to:

- Enter earnings and tax data from other employers.
- Define payees without adjustment.
- Enter share earnings and travel expense information for Form 37
- Generating lists of employees that do not qualify for subsidies.
- Maintaining the non-subsidy periods for selected employees.

Pages Used to Update Annual Adjustments

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Define Prior Employer Data MEX	GPMX_OTH_ER_TBL	Global Payroll & Absence Mgmt, Payee Data, Taxes, Define Prior Employer Data MEX, Define Prior Employer Data MEX	Enter all Form 37 information about a new employee hired in the middle of the year.

Page Name	Definition Name	Navigation	Usage
Specify No Year-End Adj MEX	GPMX_EE_NO_ADJ	Global Payroll & Absence Mgmt, Payee Data, Taxes, Specify No Year-End Adj MEX, Specify No Year-End Adj MEX	Identify all payees who are not eligible for an annual tax adjustment.
Form 37 Additional Data MEX	GPMX_FORM37_ADD	Global Payroll & Absence Mgmt, Payee Data, Taxes, Form 37 Additional Data MEX, Form 37 Additional Data MEX	Add information about share earnings and travel expenses for individual employees that will appear on Form 37.
Employees Without Subsidy MEX	GPMX_MAINT_SUB_EE	Global Payroll & Absence Mgmt, Payee Data, Taxes, Employees Without Subsidy MEX, Employees Without Subsidy MEX	Enter the selection criteria that you want to generate a list of matching employees that have a non-subsidy period for the dates that you entered in the date fields.
Maintain Employee Subsidy MEX	GPMX_MAINT_SUB_EE	Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Employee Subsidy MEX, Maintain Employee Subsidy MEX	Enter the begin and end dates that indicate the non-subsidy periods for the employee.

Overview of Employee Subsidies

Employment subsidies are paid only once for multiple jobs. To indicate whether the employer will pay employment subsidies to employees in specific jobs, PeopleSoft has added new functionality to determine whether the payroll should calculate employment subsidies or not.

In addition, PeopleSoft has developed a set of rules to calculate employer subsidies. We have also added effective dating to existing elements to inactivate tax credits and new elements to corresponding sections. The limit for annual adjustment has been raised to 400,000 MXN. We also added new functionality to the General Parameters page for subsidy methods.

Users can now indicate by employee record if the subsidy should not be calculated because it's already being calculated somewhere else. The default, however, is to pay everyone the employment subsidy unless a manager or administrator has created a record on the Maintain Employee Subsidy MEX page for an employee. The page includes date parameters for when the employee may not receive a pay subsidy.

Define Prior Employer Data MEX Page

Use the Define Prior Employer Data MEX page (GPMX_OTH_ER_TBL) to enter all Form 37 information about a new employee hired in the middle of the year.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Taxes, Define Prior Employer Data MEX, Define Prior Employer Data MEX

Image: Define Prior Employer Data MEX page

This example illustrates the fields and controls on the Define Prior Employer Data MEX page. You can find definitions for the fields and controls later on this page.

Define Prior Employer Data MEX

Employee ID KY0002 Empl Record 0 Name Ma. de Lourdes Hernández Peña

Company RFC APH-991001 Employer

Year 2012 Start Date 01/01/2012 End Date 12/31/2012

Earnings/Deductions Personalize | Find | View All | | First 1 of 1 Last

	*Earning/Deduction Code	Amount	
1	Employment Subsidy	100.000	

Employer

Enter the name of the previous employer.

Earning/Deduction Code

Select the type of earning or deduction that appears on the Form 37.

Amount

Enter the amount of the specific earning or deduction.

Specify No Year-End Adj MEX Page

Use the Specify No Year-End Adj MEX page (GPMX_EE_NO_ADJ) to identify all payees who are not eligible for an annual tax adjustment.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Taxes, Specify No Year-End Adj MEX, Specify No Year-End Adj MEX

Image: Specify No Year-End Adj MEX page

This example illustrates the fields and controls on the Specify No Year-End Adj MEX page. You can find definitions for the fields and controls later on this page.

Specify No Year-End Adj MEX

Year 2012 Earned More Than 400000.000

Company

Employees Without Annual Adjustment Personalize | Find | View All | | First 1-2 of 2 Last

	*Empl ID	Empl Record	Name	Adjustment Type	
1	KY0001	0	Jorge Luis De La Peña Martínez López	Self Presentation	
2	KY0002	0	Ma. de Lourdes Hernández Peña	Terminated & Rehired	

Insert Data	When you select Insert Data, the system will populate a list of employees who earned more than the government-allowed income limit that is indicated in the Earned More Than field.
Company	Select the company for which the payees work.
Earned More Than	Enter the government-allowed income limit.
EmplID	Select employees who will not be included in the annual tax adjustment process.
Adjustment Type	Define the adjustment type for the payee. Values are <i>Self Presentation</i> and <i>Terminated & Rehired</i> .

Form 37 Additional Data MEX Page

Use the Form 37 Additional Data MEX page (GPMX_FORM37_ADD) to add information about share earnings and travel expenses for individual employees that will appear on Form 37.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Taxes, Form 37 Additional Data MEX, Form 37 Additional Data MEX

Image: Form 37 Additional Data MEX page

This example illustrates the fields and controls on the Form 37 Additional Data MEX page. You can find definitions for the fields and controls later on this page.

Form 37 Additional Data MEX

Employee ID KY0020 Empl Record 0 Name Arturo Gutiérrez Escobedo

Company KYF

Share Earnings and Travel Expenses Find | View All First 1 of 1 Last

*Year 2012

Share Market Value 15628.390000

Share Option Price 54.000000

Withhold ISR 0.200

Travel Expenses 27.090000

IDE

Voluntary Contributions ?

Voluntary Contributions Amount

☐ Already considered during Tax

EE Deductible Amount

ER Deductible Amount

Employee ID, Name, Empl Rec Nbr, and Company This information is display only. The system transfers this information from the previous page when you click Add.

Share Earnings and Travel Expenses

Year	Enter the year in which the employee incurred share earnings and travel expenses.
Share Market Value	Enter the market value of the shares that the employee owns.
Share Option Price	Enter the option price of the shares that the employee owns.
Retained ISR	Enter the tax rate that the state will retain when the options are exercised.
Travel Expenses	Enter the expenses the employee incurred when traveling.
IDE	Enter IDE information.

Voluntary Contributions

Voluntary Contributions Amount	Enter the total voluntary contributions for the retirement of the payee
Already considered during Tax	Select to indicate that the employer already applied the voluntary contribution amount to the payee's tax calculation.
EE Deductible Amount (employee deductible amount)	Enter the payee's portion of the deductible amount of voluntary contributions.
ER Deductible Amount (employer deductible amount)	Enter the employer's portion of the deductible amount of voluntary contributions.

Employees Without Subsidy MEX Page

Use the Employees Without Subsidy MEX page (GPMX_MAINT_SUB_EE) to enter the selection criteria that you want to generate a list of matching employees that have a non-subsidy period for the dates that you entered in the date fields.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Taxes, Employees Without Subsidy MEX, Employees Without Subsidy MEX

Image: Employees Without Subsidy MEX page

This example illustrates the fields and controls on the Employees Without Subsidy MEX page. You can find definitions for the fields and controls later on this page.

Employees Without Subsidy MEX

Selection Criteria

Empl ID From Empl ID To

Date From Date-To

Pay Group

Select Matching Employees

Clear

Employee List Personalize | Find | View All | First 1 of 1 Last

Empl Record	Display Name	Begin Date	End Date
1	0		

Add

Selection Criteria

EmplID From (employee ID from) and EmplID To (employee ID to)

You can use these fields together or separately to generate a list of employees that do not qualify for a subsidy. Click Select Matching Employees.

Date From and Date To

Enter the period in which you want to view employee that do not qualify for a subsidy. Click Select Matching Employees.

Pay Group

Select a pay group and then click Select Matching Employees to generate a list of employees that do not qualify for a subsidy.

Select Matching Employees

Click to generate a list of employees that match the selection criteria you entered.

Clear

Click to clear the fields in the Selection Criteria group box.

Employee List

This section displays the employees that match the selection criteria that you entered in the top portion of the page. They appear after you click Select Matching Employees. You can also add employees to the list by clicking the Add button. If you use this method, the Add Employee Subsidy Information page appears and you can use the Employee ID field to select employee that you want to add to the list.

Maintain Employee Subsidy MEX Page

Use the Maintain Employee Subsidy MEX page (GPMX_MAINT_SUB_EE) to enter the begin and end dates that indicate the non-subsidy periods for the employee.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Taxes, Maintain Employee Subsidy MEX, Maintain Employee Subsidy MEX

Image: Maintain Employee Subsidy MEX page

This example illustrates the fields and controls on the Maintain Employee Subsidy MEX page. You can find definitions for the fields and controls later on this page.

After you select the employee from the search page, the system displays the page shown above. You can also access this page by clicking the Add button from the Employees Without Subsidy MEX page.

Begin Date and End Date

Enter the begin and end dates in which the employee does not qualify for a subsidy. Click Save.

Note: You can add or delete periods by clicking the Add a new row or Delete row buttons.

Processing Inter-Company Transfers

This topic discusses how to:

- View payee details for inter-company transfers.
- Run the inter-company transfer process.

Pages Used to Process Inter-Company Transfers

Page Name	Definition Name	Navigation	Usage
Inter-Company Payee Detail MEX	GPMX_INTERCOM_PYE	Global Payroll & Absence Mgmt, Payee Data, Taxes, Inter-company Payee Detail MEX, Inter-Company Payee Detail MEX	View employees with inter-company transfers data.
Inter-Company Transfer MEX	GPMX_RC_INTERCOM	Global Payroll & Absence Mgmt, Taxes, Inter-Company Transfer MEX, Inter-Company Transfer MEX	Run the Inter-Company Transfer process to adjust accumulator balances for employees having transfer between internal companies.

Related Links

[Setting Up Inter-Company Transfer Processing](#)

Inter-company Payee Detail MEX Page

Use the Inter-Company Payee Detail MEX page (GPMX_INTERCOM_PYE) to view employees with inter-company transfers data.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Taxes, Inter-company Payee Detail MEX, Inter-Company Payee Detail MEX

The system loads data from HR into this table for employees with new job data rows where the specified action and reason code combination qualifies for processing of inter-company transfers. The system also updates the data on this page after a user runs the Inter-Company Transfer process by displaying the ID of the user who ran the process and a reason value.

Payee Transfer Detail

The system displays details of the employee's job data record related to inter-company transfers. Details include the effective data of the job data record that qualified for internal transfer processing, the old company of the employee, the qualifying action reason for the inter-company transfer, the user ID of the person who made the change, and the reason. The system displays the user ID and reason values only after a user runs the Inter-Company Transfer process to indicate that the processing is complete.

Calendar Detail

The system displays the calendar group ID, pay group, and calendar of the payee. Use these values when running the Inter-Company Transfer process.

Inter-Company Transfer MEX Page

Use the Inter-Company Transfer MEX page (GPMX_RC_INTERCOM) to run the Inter-Company Transfer process to adjust accumulator balances for employees having transfer between internal companies.

Navigation

Global Payroll & Absence Mgmt, Taxes, Inter-Company Transfer MEX, Inter-Company Transfer MEX

Image: Inter-Company Transfer MEX page

This example illustrates the fields and controls on the Inter-Company Transfer MEX page. You can find definitions for the fields and controls later on this page.

Inter-Company Transfer MEX

Run Control ID: ICT [Report Manager](#) [Process Monitor](#) [Run](#)

Run Control ID Processing

*Calendar Group ID: KM M200803 2008 03 - Monthly

*Pay Group: KM1PG1 Salaried/Monthly for KM1

☒ Adjust Accumulator Balances

☐ Undo Process

Calendar IDs			
Calendar ID	Run Type Name	Payment Date	Calculate Thru Date
1			

Run Control ID Processing

Calendar Group ID

Select the calendar group for which you want to process data for employees with inter-company transfers.

Pay Group

Select the pay group for which you want to process data for employees with inter-company transfers.

Adjust Accumulator Balances

Select this check box to have the Inter-Company Transfer process adjust accumulator balances when processing employees with inter-company transfers. The process sets the accumulators values of the old company to zero and moves these accumulator values to the prior employer data record according to the values set on the Inter-Company Parameters MEX page.

Undo Process

Select this check box to have the Inter-Company Transfer process reverse the changes that it made to accumulator values for employees with inter-company transfers. The process readjusts the accumulators to their original value and removes the prior employer data from the Define Prior Employer Data MEX page.

Calendar IDs

The system displays the calendars and their associated run type, payment date, and calculate thru date.

Calculating the Subsidy Factor

This topic provides an overview of the subsidy factor:

Understanding the Subsidy Factor

Every year, companies in Mexico need to calculate their subsidy factor based on the earnings and deductions of a single year. This subsidy factor is used to determine the creditable and non-creditable portions of taxes that are going to be calculated during the federal tax calculation process.

Due to recent tax laws, all employees will have their subsidy calculated using the following formula:

Subsidy Proportion = Total taxable base / Total earnings in the last year.

Here is an example of the subsidy factor calculation, using an employee's data for the year 2001. The amounts shown are in Mexican pesos.

Earnings	Taxable Base	Non Taxable Base	Total Earnings
Salary	152,000.00		152,000.00
Vacation Premium	8720.00	1018.00	9738.00
Christmas Bonus	9700.00	2115.00	11,815.00
Overtime	21,510.00	3820.00	25,330.00
Other Earnings	8540.00	35,660.00	44,200.00
TOTAL	200,470.00	42,613.00	243,083.00

Subsidy Proportion = Total Taxable Base 2001 / Total Earnings in 2001

Subsidy Proportion = 200,470.00 / 243,083.00 = .82

You will use this subsidy proportion to calculate the non-creditable subsidy and creditable subsidy for all employees in the company.

For example:

$1 - .82 = .18 \times 2 = .36$

.36 = Non-creditable subsidy

The subsidy proportion (.82) is subtracted from 1 (which is 100 percent of the subsidy proportion) and then multiplied by 2 (formula provided by law) to find the non-creditable subsidy.

$1 - .36 = .64$

.64 = creditable subsidy

The non-creditable subsidy (.36) is subtracted from 1 (which is 100 percent of the subsidy proportion) to find the creditable subsidy (.64) that will be accredited to an employee's taxes.

Running Tax Reports

This topic lists the tax reports available in Global Payroll for Mexico.

Pages Used to Run Tax Reports

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
ANN - Tax Adj Report MEX	GPMX_RC_SUBSACRED	Global Payroll & Absence Mgmt, Taxes, ANN - Tax Adj Report MEX, ANN - Tax Adj Report MEX	<ul style="list-style-type: none"> Run the Minimum Wage Salary Level report (GPMXAA01), which displays a list of the minimum wage salary levels in your company to present to the government. Run the Annual Tax Adjustment Results report (GPMXAA02), which displays the annual tax adjustment results. Run the Creditable Subsidy report (GPMXAA04), which displays tax subsidy data.
Form 37 Report MEX	GPMX_RC_FORMAT37	Global Payroll & Absence Mgmt, Taxes, Form 37 Report MEX, Form 37 Report MEX	Form 37 has two purposes. It can provide information about employees who are going to present their own annual adjustment tax data or it can provide tax information to employees who are terminated. If you want to run a report on employees who want to present their own annual adjustment tax data, select the Only Payees without Adjustment field.
Multiple Information MEX	GPMX_RC_ANNL	Global Payroll & Absence Mgmt, Taxes, Multiple Information MEX, Multiple Information MEX	Generate a flat file as required by the government.
Federal Taxes Report MEX	GPMX_RC_FEDTAX	Global Payroll & Absence Mgmt, Taxes, Federal Taxes Report MEX, Federal Taxes Report MEX	Details the federal taxes paid by a company and its employees.

Page Name	Definition Name	Navigation	Usage
State Taxes by Loc Report MEX	GPMX_RC_ST_TAXES	Global Payroll & Absence Mgmt, Taxes, State Taxes by Loc Report MEX, State Taxes by Loc Report MEX	Provides a monthly report on state taxes paid by your company. Specify state information in the State To and State From fields when you only want information about specific states.

Viewing Delivered Tax Elements

This topic discusses:

- Delivered federal tax earnings.
- Delivered federal tax deductions.
- Delivered annual adjustments deductions.
- Delivered annual adjustment process list.
- Delivered state tax deductions.

Delivered Federal Tax Earnings

This table lists the delivered federal tax earnings element:

Earning	Description
CRE SAL EFEC	Salary Credit Paid in Excess Cash

Delivered Federal Tax Deductions

This table lists delivered federal tax deductions:

Deduction	Description
CRED ART 115	Salary Credit Art 115
EXCE CRE SAL	Salary Credit Paid in Excess Cash
ISR ART 113	ISR Art 113
ISR NETO 112	Net ISR Art 112
ISR NETO 113	Net ISR Art 113
RISR NETO 142	Net RISR Art 142
RISR NETO 148	Net RISR Art 148

<i>Deduction</i>	<i>Description</i>
SUB ACRED	Creditable Subsidy Art 114
SUB NO ACRED	Non Creditable Subsidy 114

Delivered Annual Adjustments Deductions

This table lists delivered annual adjustments deductions:

<i>Deduction</i>	<i>Description</i>
CRED ART 116	Annual Salary Credit Art. 116
CRED SAL 1991	Credit Salary 1991
ISR A CARGO	Annual Tax Debit
ISR A FAVOR	Annual Tax Credit
ISR ANUAL	ISR Annual
ISR ART 177	ISR Art 177
ISR MET 1991	ISR Method 1991
SUB ART 178	ISR Subsidy Art. 178
SUB ISR 1991	ISR Subsidy Method 1991

Delivered Annual Adjustment Process List

This table lists the delivered annual adjustment process list element:

<i>Process List</i>	<i>Description</i>
PL AJUSTE ANUAL	Annual Adjustment

Delivered State Tax Deductions

This table lists delivered state tax deductions:

<i>Deduction</i>	<i>Description</i>
AYU DEFUNC	Death Allowance
AYU EMPR CHI	Managerial Aid (CHI)
AYU INF CDJU	Infrastructure Aid (CDJU)
AYU UNIV CHI	University Aid (CHI)

<i>Deduction</i>	<i>Description</i>
CONS CAR HGO	Highways Construction (HGO)
FOM ECOL GRO	Ecology Promotion (GRO)
FOM EDUC BCN	Education Promotion (BCN)
FOM EDUC GRO	Education Promotion (GRO)
FOM TURI GRO	Tourism Promotion (GRO)
IMPUESTO EST	Payroll State Taxes
OBRA PUB SON	Public Works Agreement (SON)
SOST UNI SON	Unison Fund (SON)

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Mexico.

Related Links

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

Chapter 16

Updating Absences

Understanding Absences in Mexico

This topic lists prerequisites and discusses:

- Absences
- Absence takes
- Absence types
- Absence processing
- Vacation processing

Prerequisites

This topic supplements the absence documentation provided in the core Global Payroll documentation. Before you begin reading about Mexican absence functionality, PeopleSoft HCM recommends that you read the absence topics of the *PeopleSoft Global Payroll* documentation to develop a basic understanding of the concepts behind absence processing in Global Payroll.

Note: In Global Payroll for Mexico, before you can update absences, you must define absence parameters on the Absences page. The Absences page is discussed in another topic. See [Absences Page](#).

Absences

An absence is any event for which an employee fails to comply with scheduled work time. Absences must be recorded in the system so that appropriate discounts are deducted from an employee's salary. Absences are also recorded to keep track of an employee's absence history. In Mexico, absences are also tracked for specific calculations such as profit sharing and social security contributions.

In Global Payroll, there are two types of absence elements:

- Absence entitlements.
- Absence takes.

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 20 vacation days per year.

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

Global Payroll for Mexico delivers predefined rules for processing absences due to vacation, illness, maternity, work accidents, and other reasons. PeopleSoft designed these rules in accordance with Mexican

statutory requirements. You can modify many of these rules to reflect absence policies that are specific to your organization.

Absence Takes

In Global Payroll for Mexico, there are three categories for absence takes:

- Disabilities
- Vacations
- Other

Disabilities

Disabilities are treated differently from other absences because IMSS pays and administers them. Disabilities include:

- Maternity leave.
- General illness.
- Work related illness leave.
- Work risk leave.
- In transit work risk leave.

Vacations

Vacations include vacation takes.

Other

Other absences include:

- General absences
- Tardiness - hours
- Paid permitted absences
- Unpaid permitted absences

Absence Types

Global Payroll for Mexico delivers these absence types, each having their own absence reasons:

Absence Type	Description	Absence Take Associated
ABS	Unpaid Absence	General absence
ENF	Sickness	General sickness

Absence Type	Description	Absence Take Associated
MAT	Maternity	Maternity leave
OPA	Other paid absences	Paid permitted absence
RET	Tardiness	Tardiness - hours
RSG	Work accident	Work risk leave
ENT	Work related illness	Work related illness leave
RST	Accident on the way to work	In transit work risk leave
VAC	Vacations	Vacation takes

These sections describe each delivered absence take in detail.

Maternity Leave

This absence take generates a deduction called INCAP MATERN. This element contains the number of days in the Unit component. All the absence take days are considered units of the deduction. The Day Formula adds only 1 to the deduction units for each day of this disability.

This absence take also generates an earning called SUB MATERN. It is generated in the same way that the deduction is generated in terms of the units. The only condition here is that this element is generated when the daily rate of the employee is greater than the SDI (capped up to 25 times minimum wages) and the rate will be only the difference between these two rates. If your company has an agreement with the social security agency (defined on the General Parameters page), this earning is paid with the daily rate.

If the employee's absence is for eight days or more, the employer is exempt from paying quotas for that pay period frequency (monthly, semimonthly, and so on.)

General Illness

This absence take generates a deduction called INCAP ENFERM. This element contains the number of days in the Unit component. All the absence take days are considered units of the deduction. The Day Formula adds only 1 to the deduction units for each day of this disability.

This absence take can generate three earnings: SUB ENF 100%, SUB ENF 40%, and SUB ENF CONV. Select only one earning when defining General Illness.

The system generates SUB ENF 100% for the first absence event but only for the first three days. If there's another absence event in the following seven days after the end date of the original take, then the system considers this absence take as linked and won't pay the first three days again with the earning SUB ENF 100%.

The system generates SUB ENF 40% beginning on the fourth day until the end of the absence take. Once again, if the system links two absence events and has already paid the first three days at 100 percent, then it will pay all the days at 40 percent.

The system generates SUB ENF CONV if the IMSS Agreement parameter is selected on the Absences page. Selecting this parameter ensures that the other two earnings (SUB ENF 40% and SUB ENF 100%)

won't appear in the pay process. In other words, the SUB ENF CONV earning substitutes for the other two.

Work Related Disabilities

There are three types of work related leaves:

- Work related illness leave.
- Work risk leave.
- In transit work risk leave.

Work related illness can occur if an employee becomes ill as a result of work conditions, such as inhaling toxins in the workplace. Work risk can occur if an employee works in a risky work environment, for example, if he cuts a finger on a machine. In transit work risk can occur if an employee gets hurt on the way to and from work, for example, if he gets in an automobile accident on the way to work.

Note: For all work related disability types, you can create a report that lists all the workers who were on disability due to work related illnesses or accidents during the year that considers only these three absence takes. The Risk Factor report contains information such as disability type (accident or illness), disability begin and end dates, percentage of permanent illness, and subsidized days for each employee who is on disability due to work related accidents or illnesses.

Work Related Illness Leave

The work related illness leave is very similar to the General Illness absence type, except that it generates a different deduction. The deduction for the work related illness leave is INCAP ENF TR.

Global Payroll for Mexico delivers an earning for Work Illness Leave called INCAP_ENF_TR and an absence take called INC_ENF_TR.

Work Risk Leave

This absence take generates a deduction called INCAP RIESGO. This element contains the number of days in the Unit component. All the absence take days are considered to be units of the deduction. The Day Formula adds only 1 to the deduction units for each day of this disability.

This absence take also generates an earning called SUB RIESGO. It is generated in the same way that the deduction is generated, in terms of the generated units. The only condition here is that this element is generated when the daily rate of the employee is greater than the SDI (capped up to 25 times minimum wages) and the rate will be only the difference between these two rates. If your company has an agreement with the social security agency (defined on the General Parameters page), this earning is paid with the daily rate.

In Transit Work Risk Leave

This absence take is almost the same as the absence take in Work Risk Leave. The only difference is that this disability is caused by an accident or event on the way to work. It generates a deduction called INCAP TRAYEC. This element contains the number of days in the Unit component. All the days of the absence take are considered to be units of the deduction. In other words, the Day Formula adds only 1 to the deduction units for each day of this disability.

This absence take also generates an earning called SUB RIESGO. It is generated in the same way that the deduction is generated, in terms of the generated units. The only condition here is that this element will be generated when the daily rate of the employee is greater than the SDI (capped up to 25 times minimum wages) and the rate will be only the difference between these two rates. If your company has an agreement with the social security agency (defined on the General Parameters page), this earnings is paid with the daily rate.

Vacation Takes

This absence take generates an earning called VAC DISFRUT. This element contains the number of days in the Unit component. The system won't consider the Day Off and Holidays as Vacation Days. This means that if the Absence Take duration contains Non Worked or Holidays, the system will reduce them from the duration of the take.

It also generates an earning called PMA VAC PROP when the Proportional parameter is selected on the Absences page. This parameter means that for each day of vacation take, the employee will receive a day of vacation premium.

This absence take also generates an absence entitlement. This is only generated on the employee's anniversary with the company. This entitlement serves as the limit to accept or not accept a vacation take. For example, if you have a new hire who requests a vacation in the month following his hire, it will be rejected because he does not have any vacation entitlements accrued. On the other hand, if you have an employee with two years of seniority, his request will be accepted because he already has two entitlement occurrences of vacation: one for the first year and the other for the second year. The vacation entitlement is called VAC ANIV. The negative balance for this absence take could be accepted if the Negative Balance Option parameter is selected on the Absences page.

General Absences

This absence take generates a deduction called FALTAS. This element contains the number of days in the Unit component. All the absence take days are considered to be units of the deduction. The Day Formula adds only 1 to the deduction units for each day of this leave.

The generated deduction is calculated using the percentage from the Factor parameter (defined on the Absences page). This means that the units will be multiplied by this factor.

Tardiness – Hours

This absence take generates a deduction called RETARDO. This element contains the number of hours in the Unit component. All the absence take hours are considered to be units of the deduction. The Day Formula adds only 1 to the deduction units for each hour of this disability.

Paid Permitted Absence

This absence take generates a deduction called PERMI C/GOCE. This element contains the number of days in the Unit component. All the absence take days are considered to be units of the deduction. The Day Formula adds only 1 to the deduction units for each day of this leave. This deduction is informational only, because this is a paid permission so, it won't deduct from the net pay.

Unpaid Permitted Absence

This absence take generates a deduction called PERMI S/GOCE. This element contains the number of days in the Unit component. All the absence take days are considered to be units of the deduction. The Day Formula adds only 1 to the deduction units for each day of this leave. The only difference between

this deduction and the PERMI C/GOCE deduction is that this one is reduced from the net pay of the employee.

Note: The General Parameters page and the Absences page are documented in other topics. See [Setting Up Country Data](#) and [Setting Up Absences](#).

Absence Processing

To prepare Global Payroll for Mexico for absence processing:

1. Define absence parameters for a pay group on the Absences page.
2. Define absence details for an employee in the Absence Entry component.

This includes entering the absence event and running the forecast process for an absence. Additionally, you can view the Absence Forecast results and Accumulator results.

3. Define mass absence event entries, such as holidays, on the Mass Absence Event Entry page.
4. Modify the delivered absence take and absence entitlement elements, and create new absence elements.

A list of the absence take and absence entitlement elements delivered with Global Payroll for Mexico appears in another topic. PeopleSoft delivers sample values for many of these elements. You might want to replace some of the values with data that is specific to your company.

5. Assign absence elements to payees and process lists.

As with all primary elements, you must assign absence entitlement and absence take elements to payees and include the elements in the process lists that you use when you run the absence process. PeopleSoft delivers predefined sections and process lists for absence processing. You can use these, modify them, or create your own.

6. Generate an absence report for selected employees.
7. At the end of the year, generate the Risk Factor report.

Note: The Absences page is documented in another topic. See [Absences Page](#)

Vacation Processing

While it's ideal that employees record their vacation takes before taking their vacations, this is not often the case. Usually, vacation takes are recorded after the events occur or after payroll has been processed or finalized.

If an employee records a vacation take after the payroll for that pay period has been finalized, there must be a retroactive (retro) calculation for that employee to reflect those days of vacation on the payslip. In this case, a retro trigger should be recorded.

If a vacation take occurs partially in a processed payroll period and partially in the future, the part of it that belongs to the processed period should be calculated with a retro event. The part of the vacation take that occurs in a current open or future payroll period is handled as follows:

For each pay period, the system will apply the number of days of that vacation take that belongs to the pay period begin and end date.

Processing Vacation Premiums Using the Annual Method

If you select the Annual method for calculating vacation premiums, the following processing rules apply:

The vacation premium will be paid when the vacation premium payment date is between the period begin date and the period end date.

When the processing year is the same as the service date and payment date, the vacation is calculated as follows:

- Worked Days = Duration between the service date and the vacation premium payment date.
- Vacation Premium Days = Worked days/365 * Vacation days.
- Vacation Premium = Vacation premium days * Vacation premium percentage.

Updating Absences for Employees

This topic discusses how to:

- Define absence entries.
- View forecast results.
- View accumulator results.
- View user keys 1–3.
- View user keys 4–6.
- Define forecast messages.
- Define a mass absence event entry.

Pages Used to Update Absences

Page Name	Definition Name	Navigation	Usage
Absence Entry	GPMX_ABSENCE_ENTRY	Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Absence Event MEX, Absence Entry	Define absence event details for an employee and run the Absence Forecast process. Use the forecast process to evaluate the impact of a vacations take event.
Absence Forecast Results	GP_ABS_EVT_FCS_SEC	Click the Forecast Details link on the Absence Entry page.	Review the results of the forecast process for a specific vacations take event and any take elements that are mapped to it.

Page Name	Definition Name	Navigation	Usage
Forecast Messages	GP_ABS_FCST_MSG	Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Absence Event MEX, Forecast Messages	Review the messages that are generated during the forecast process.
Create Mass Absence Rqst MEX	GPMX_RC_MASSABS	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Create Mass Absence Rqst MEX, Create Mass Absence Rqst MEX	Define the details for a mass absence event entry.

Absence Entry Page

Use the Absence Entry page (GPMX_ABSENCE_ENTRY) to define absence event details for an employee and run the Absence Forecast process.

Use the forecast process to evaluate the impact of a vacations take event.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Absence Event MEX, Absence Entry

Image: Absence Entry page

This example illustrates the fields and controls on the Absence Entry page. You can find definitions for the fields and controls later on this page.

The screenshot displays the 'Absence Entry' page for employee KY0002, Ma. de Lourdes Hernández Peña. The page is divided into several sections:

- Employee Information:** Employee ID: KY0002, Empl Record: 0, Name: Ma. de Lourdes Hernández Peña.
- Date Range:** From: 03/20/2009, Through: 09/16/2009. Buttons for 'Refresh' and 'Forecast' are present.
- Absence Detail:**
 - *Element Name: VAC DISFRUTE (Vacations Take)
 - Absence Reason: 002 (Regular)
 - *Process Action: Normal
 - Forecast Value: (link to Forecast Details)
- Absence Duration:**
 - *Begin Date: 06/22/2009
 - End Date: 06/26/2009
 - Absence Duration: 5.00 Days
- Comments:** A text area for entering comments.

From andThrough	Specify the date range for which you want to retrieve and display absence event data on the page.
Refresh	Click this button to refresh the page with data based on the From andThrough dates that you specify.
Forecast	Click this button to run the Forecast process when entering vacation takes. You'll get a message indicating the results of the Forecast process. If necessary, correct the errors and rerun the process.
Absence Detail	
Element Name	Select the absence take element that corresponds to the employee's absence type.
Type	Displays the absence type that corresponds to the absence take element. When you define an absence take element, you assign an absence type that describes the category of the absence.
Absence Reason	Select the code that corresponds to the absence reason. The Absence Reason field is optional and further describes the absence take.
Manager Approved	Select to have the absence processed when you run the absence take process. This check box is automatically selected if you defined the absence take element as not requiring manager approval on the Absence Take - Calculation page in the core application.
Voided Indicator	This check box is automatically selected if you voided the event and ran the Take process. This check box can also be selected if you use the automatic priority processing feature and have assigned a priority number to your absence take elements. If you save absence entries with overlapping dates, the system voids the event with the lower priority and creates a new event for the days that do not overlap.
Process Action	<p>Select the process action. For a new absence event, the default is <i>Normal</i>. Select <i>Void</i> to void an absence that has already gone through the absence take process. The event is not processed in subsequent runs. Instead, the Process Action is reset to <i>Normal</i> and the Voided Indicator check box is automatically selected during the absence take process.</p> <p>During retroactive processing, the system calculates a new version of the results without the voided event. Positive input is not generated from the voided event, and the results for earnings or deductions have deltas.</p>
Forecast Value	Appears after running the Forecast process. Forecast Value is the alphanumeric value resolved by the forecasting element. You associate a forecasting formula with a take element on the Take

- Forecasting page in the core application. For example, your forecast element might return a value of *Eligible* or *Not Eligible*.

Forecast Details

Click this link to access the Absence Forecast Results page.

Absence Duration

Begin Date and End Date

Enter the begin and end dates for the absence. Depending on the values entered for the Begin Date and End Date, the system will calculate different values. If you enter a Begin Date, the system automatically enters the same value for the End Date and a value of 1 for the Absence Duration. Then, if a value is entered for the End Date, the system will calculate the Absence Duration value. If a value is entered for the Absence Duration, then the system will calculate a value for the End Date.

Absence Duration

Enter the number of days for the absence.

Partial Hours

If a *FALTA* absence event is selected and the Allow Partial Days option is selected on the core Global Payroll Absences page, the Partial Hours field appears.

Begin Half Day and End Half Day

If you select the Allow Partial Days option on the Absences page in core Global Payroll, this field appears. Select a check box if the employee was absent exactly half a day. Select the top check box if the employee worked half a day on the first day or every day of an absence. Select the bottom check box if the employee worked half a day on the last day of the absence.

Note: The Allow Partial Days option can be found on the Absences page in the core Global Payroll core application. The navigation path to the Absences page is Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Absence Self Service, Country Take. This page is documented in the core Global Payroll documentation.

User Defined Fields

Enter data and comments on additional fields pertaining to your business processes.

Note: If you select a work-related disability absence type, the system displays one or more of the following fields as applicable: Folio, % IPP, Consequence, and Control. Enter additional information related to a work-related disability in these fields.

Folio

This field applies only for disability absences and refers to the Certificate number. This is a required field for all the disabilities.

% IPP (Permanent Illness Percentage)

Enter the percentage of permanent illness for the employee. Values are 0–100 percent. This field is only available if you selected a work-related illness absence type.

Consequence

Select the consequence for the absence take for SUA reporting purposes. This field is applicable to the following work related

disability elements: INC RIESGO TR, INC TRAYECTO, and INC ENF TR. Valid consequence values depend on the selected element for the absence take, and indicates the final result of the work related disability.

Control

Select the control value of the absence take for SUA reporting purposes. This field is applicable to the following disability elements: INC RIESGO TR, INC TRAYECTO, INC ENF TR, INC ENF GENERA and INC MATERN. Valid Control values depend on the selected element for the absence take and the selected Consequence value when available. Indicates the kind of document issued by the IMSS for the disability entered.

The Absence Entry page in Global Payroll for Mexico is similar to the Absence Event Entry page in the core application. The main differences are that the Absence Entry page in Global Payroll for Mexico:

- Includes validations for Mexican absence rules.
- Uses an end date calculation based on the begin date plus the duration days, according to the absence take setup.

If you select an absence take of INC RIESGO TR and enter data on the User Fields page, you can generate a report listing the employees who had work risk related disabilities.

Note: You can find the User Fields page through Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Absence Self Service, Country Take.

Related Links

"Entering Updating, and Voiding Absence Events (*PeopleSoft HCM 9.2: Global Payroll*)"

"Understanding Absence Element Setup (*PeopleSoft HCM 9.2: Global Payroll*)"

"Understanding Absence Setup and Management Tasks (*PeopleSoft HCM 9.2: Global Payroll*)"

Absence Forecast Results Page

Use the Absence Forecast Results page (GP_ABS_EVT_FCS_SEC) to review the results of the forecast process for a specific vacations take event and any take elements that are mapped to it.

Navigation

Click the Forecast Details link on the Absence Entry page.

Image: Absence Forecast Results page: Forecast Results tab

This example illustrates the fields and controls on the Absence Forecast Results page: Forecast Results tab. You can find definitions for the fields and controls later on this page.

Absence Forecast Results

Absence Event MEX

Absence Forecast Results

Absence Take
Element:
Absence Type:
Forecast Value:

VAC DISFRUTE
Vacations

Begin Date:
End Date:
Forecast Date Time:

06/22/2009
06/26/2009

Absence Forecast Result Details

Customize | Find | View All | First 1 of 1 Last

Forecast Results | Accumulator Results | User Keys 1-3 | User Keys 4-6

Secondary Element	Forecast Element	Type	Numeric Value	Character Value	Date Value
			0.000000		

Return

Note: The Absence Forecast Results page: Forecast Results tab in Global Payroll for Mexico is the same as the Absence Forecast Results page in the core application.

See "Forecasting Absence Entitlement Balance During Absence Entry (*PeopleSoft HCM 9.2: Global Payroll*)".

Accumulator Results Tab

Image: Absence Forecast Results page: Accumulator Results tab

This example illustrates the fields and controls on the Absence Forecast Results page: Accumulator Results tab. You can find definitions for the fields and controls later on this page.

Absence Forecast Results

Absence Event MEX

Absence Forecast Results

Absence Take: VAC DISFRUTE Begin Date: 06/22/2009
 Element: End Date: 06/26/2009
 Absence Type: Vacations
 Forecast Value: Forecast Date Time:

Absence Forecast Result Details Customize | Find | View All | First 1 of 1 Last

Forecast Results **Accumulator Results** User Keys 1-3 User Keys 4-6

Secondary Element	Forecast Element	From	Through

Return

Note: The Absence Forecast Results page: Accumulator Results tab in Global Payroll for Mexico is the same as the Absence Forecast Results page in the core application.

Viewing User Keys 1-3 Tab

Image: Absence Forecast Results page: User Keys 1 - 3 tab

This example illustrates the fields and controls on the Absence Forecast Results page: User Keys 1 - 3 tab. You can find definitions for the fields and controls later on this page.

Absence Forecast Results

Absence Event MEX

Absence Forecast Results

Absence Take: VAC DISFRUTE Begin Date: 06/22/2009
 Element: End Date: 06/26/2009
 Absence Type: Vacations
 Forecast Value: Forecast Date Time:

Absence Forecast Result Details Customize | Find | View All | First 1 of 1 Last

Forecast Results Accumulator Results **User Keys 1-3** User Keys 4-6

Secondary Element	Forecast Element	User Key 1	User Key 2	User Key 3

Return

Note: The Absence Forecast Results page: User Keys 1-3 tab in Global Payroll for Mexico is the same as the Absence Forecast Results page in the core application.

Viewing User Keys 4-6 Tab

Image: Absence Forecast Results page: User Keys 4 - 6 tab

This example illustrates the fields and controls on the Absence Forecast Results page: User Keys 4 - 6 tab. You can find definitions for the fields and controls later on this page.

Absence Forecast Results

Absence Event MEX

Absence Forecast Results

Absence Take: VAC DISFRUTE Begin Date: 06/22/2009
 Element: End Date: 06/26/2009
 Absence Type: Vacations Forecast Date Time:
 Forecast Value:

Absence Forecast Result Details Customize | Find | View All | First 1 of 1 Last

Forecast Results | Accumulator Results | User Keys 1-3 | **User Keys 4-6**

Secondary Element	Forecast Element	User Key 4	User Key 5	User Key 6

[Return](#)

Note: The Absence Forecast Results page: User Keys 4-6 tab in Global Payroll for Mexico is the same as the Absence Forecast Results page in the core application.

Forecast Messages Page

Use the Forecast Messages page (GP_ABS_FCST_MSG) to review the messages that are generated during the forecast process.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Absence Event MEX, Forecast Messages

Image: Forecast Messages page

This example illustrates the fields and controls on the Forecast Messages page. You can find definitions for the fields and controls later on this page.

[Absence Entry](#) | **Forecast Messages**

Employee ID: KY0002 Empl Record: 0 Name: **Ma. de Lourdes Hernández Peña**

Forecast Messages Customize | Find | View All | First 1 of 1 Last

Calculation Status	Message Text	Message Set Number	Number	
				Details

Note: The Forecast Messages page in Global Payroll for Mexico is the same as the Forecast Messages page in the core application.

Create Mass Absence Rqst MEX Page

Use the Create Mass Absence Rqst MEX page (GPMX_RC_MASSABS) to define the details for a mass absence event entry.

Navigation

Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Create Mass Absence Rqst MEX, Create Mass Absence Rqst MEX

Image: Create Mass Absence Rqst MEX page

This example illustrates the fields and controls on the Create Mass Absence Rqst MEX page. You can find definitions for the fields and controls later on this page.

Absence Take	Select the absence take element for the mass absence event.
Absence Reason	Select the absence reason for the mass absence event. Typical absence reasons include <i>Regular</i> , <i>Forced</i> , <i>Scheduled</i> , and <i>Other</i> .
Clear Data	Select to clear the data after you process a mass absence event entry.
Begin Date and End Date	Enter the begin date and end date for the mass absence event.
Group ID	Select the group ID to which the mass absence event applies.
Comment	Enter descriptive details of the mass absence event.

Viewing Vacation Summaries

This topic provides an overview of vacation summary inquiries and discusses how to:

- View vacation summaries
- View vacation descriptions
- View vacation earnings

Pages Used to View Vacation Summaries

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Vacations Summary	GPMX_VAC_AC	Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Vacations Summary MEX, Vacations Summary	View a summary of vacation information for an employee. For each row of vacation data, the system displays applicable dates, entitlements, adjustments, absences taken, and balance.
Vacations Detail	GPMX_VAC_EVT	Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Vacations Summary MEX, Vacations Description	View details about vacations that an employee has already taken. For each vacation event, the system displays the begin date, end date, absence duration, and absence description.
Vacations Earnings	GPMX_VAC_ERN	Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Vacations Summary MEX, Vacations Earnings	View details about earnings that an employee has received for vacations already taken. For each vacation earning, the system displays the slice begin date, slice end date, unit delta, and amount earned.

Understanding Vacation Summary Inquiries

Use the Vacations Summary component to review vacation summaries for an employee. You can also view vacation summary information in report format by generating the Vacations Report (GPMXVA01). This report details vacation entitlements and balances for selected employees. A related report, the Absences Report (GPMXIM11), details absences for selected employees.

Related Links

[Global Payroll for Mexico Reports: A to Z](#)

Vacations Summary Page

Use the Vacations Summary page (GPMX_VAC_AC) to view a summary of vacation information for an employee.

For each row of vacation data, the system displays applicable dates, entitlements, adjustments, absences taken, and balance.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Vacations Summary MEX, Vacations Summary

Image: Vacations Summary page

This example illustrates the fields and controls on the Vacations Summary page. You can find definitions for the fields and controls later on this page.

Vacations Summary

Vacations Detail

Vacations Earnings

Employee ID: GY1001

Empl Record: 0

Name: Guadalupe Díaz Sánchez

Vacations Summary

CustomizeFindView All1 of 1Last

	From	Through	Entitlement	Adjustment	Absence Taken	Balance
1			0.000000	0.000000	0.000000	0.000000

Vacations Detail Page

Use the Vacations Detail page (GPMX_VAC_EVT) to view details about vacations that an employee has already taken.

For each vacation event, the system displays the begin date, end date, absence duration, and absence description.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Vacations Summary MEX, Vacations Description

Image: Vacations Detail page

This example illustrates the fields and controls on the Vacations Detail page. You can find definitions for the fields and controls later on this page.

Vacations Summary

Vacations Detail


Vacations Earnings

Employee ID: GY1001

Empl Record: 0

Name: Guadalupe Díaz Sánchez

Vacations Description

Customize | Find | View All |  First 1 of 1 Last

	Begin Date	End Date	Absence Duration	Description
1			0.00	

Vacations Earnings Page

Use the Vacations Earnings page (GPMX_VAC_ERN) to view details about earnings that an employee has received for vacations already taken.

For each vacation earning, the system displays the slice begin date, slice end date, unit delta, and amount earned.

Navigation

Global Payroll & Absence Mgmt, Payee Data, Maintain Absences, Vacations Summary MEX, Vacations Earnings

Image: Vacations Earnings page

This example illustrates the fields and controls on the Vacations Earnings page. You can find definitions for the fields and controls later on this page.

Vacations Earnings			
Slice Begin Date	Slice End Date	Calculated Units	Amount
1		0.000000	0.000000

Running Absence and Vacation Reports

This topic lists the absence and vacation reports available in Global Payroll for Mexico.

Pages Used to Run Absence and Vacation Reports

Page Name	Definition Name	Navigation	Usage
Absence History MEX	GPMX_RC_WKRISK	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Absence History MEX, Absence History MEX	Produces report that details absences for selected employees.
Vacations MEX	GPMX_RC_VACATN	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Vacations MEX, Vacations MEX	Produces report that details vacation entitlements and balances for selected employees.

Viewing Delivered Absence Elements

This topic discusses:

- Delivered absence earnings.
- Delivered absence deductions.
- Delivered absence takes.

- Delivered absence process lists.

Delivered Absence Earnings

This table lists delivered absence earnings for Mexico:

Earning	Description
SUB ANT 100P	General illness subsidy 100% from previous periods
SUB ANT 40P	General illness subsidy 40% from previous periods
SUB ENFER 40P	General illness subsidy 40%
SUB ENFER 100P	General illness subsidy 100%
SUB ENF CONV	General illness subsidy agreement
SUB MAT ANT	Maternity leave subsidy from previous periods
SUB MATERN	Maternity leave subsidy
SUB RIESGO	Work risk subsidy

Delivered Absence Deductions

This table lists the delivered absence deductions for Mexico:

Deduction	Description
AUS ANT RETR	Retro for previous unpaid absence not taken
FALTAS	Unpaid absence
FALTAS ANT	Previous unpaid absence not taken
FALTAS RETRO	Unpaid absences delta
INCAP ENF TR	Work related illness leave
INCAP ENFERM	General illness
INC MAT ANT	Maternity leave — previous
INCAP MATERN	Maternity leave
INC ENF ANT	General illness from previous periods
INCAP RETRO	Leaves delta
INC RSGO ANT	Work risk leave from previous periods
INCAP RIESGO	Work risk leave

<i>Deduction</i>	<i>Description</i>
INCAP TRAYEC	In transit work risk leave
RETARDO	Tardiness - hours
RETARDO RTRO	Tardiness delta
PERMI C/GOCE	Paid time off
PERMI S/GOCE	Unpaid time off

Delivered Absence Takes

This table lists the delivered absence takes for Mexico:

<i>Absence Take</i>	<i>Description</i>
FALTA	General absences
INC ENF GENERA	General illness
INC ENF TR	Work related illness leave
INC MATERN	Maternity leave
INC RIESGO TR	Work risk leave
INC TRAYECTO	In transit work risk leave
PERM CON GOCE	Paid permitted absence
PERM SIN GOCE	Unpaid permitted absence
RETARDO EN HORAS	Tardiness - hours
VAC DISFRUTE	Vacations take

Delivered Absence Process Lists

This table lists the delivered absence process list element for Mexico:

<i>Process List</i>	<i>Description</i>
AUSENTISMOS	Absence process

Viewing Delivered Vacation Elements

This topic discusses:

- Delivered vacation earnings and deductions.
- Delivered vacation deductions.
- Delivered vacation entitlements.
- Delivered vacations take.
- Delivered vacation process lists.

Delivered Vacation Earnings

This table lists the delivered vacation earnings for Mexico:

<i>Earning</i>	<i>Description</i>
PMA VAC ANIV	Vacation premium in anniversary
PMA VAC ANU	Annual vacation premium
PMA VAC PROP	Vacation premium proportional
PMA VAC RTRO	Vacation premium retro
PRIMA VAC	Vacation premium
PRIMA VAC EX	Non-taxable vacation premium
PRIMA VAC GR	Taxable vacation premium
VAC DIS RETR	Vacations retro
VAC DISFRUT	Vacations
VAC PAG RTRO	Paid vacations retro
VAC PAGADAS	Paid vacations

Delivered Vacation Deductions

This table lists the delivered vacation deductions for Mexico:

<i>Deduction</i>	<i>Description</i>
PROV PMA VAC	Vacation premium provision
PROV VACAC	Vacation provision

Delivered Vacation Entitlements

This table lists the delivered vacation entitlements element for Mexico:

<i>Vacation Entitlement</i>	<i>Description</i>
VAC ANIV	Vacations anniversary

Delivered Vacations Take

This table lists the delivered vacation takes element for Mexico:

<i>Vacations Take</i>	<i>Description</i>
VAC DISFRUTE	Vacations take

Delivered Vacation Process Lists

This table lists the delivered vacation process lists element for Mexico:

<i>Process List</i>	<i>Description</i>
AUSENTISMOS	Absence process

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Mexico.

Related Links

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

Tracking Overtime

Understanding Overtime

In Mexico, employees are paid overtime for:

- Regular overtime
- Holidays worked
- Days off worked

To define overtime:

1. Define the overtime calendar for your pay group on the Pay Group OVT Calendars MEX page.
2. Define the overtime parameters for your pay group on the Pay Group OVT Parameters MEX page.

This includes information such as the maximum overtime that is going to be paid double. For example, let's say that the maximum number of double hours of overtime per week is 9. If an employee works 12 hours of overtime in one week, then the first 9 hours will be calculated at a double rate, and the remaining 3 hours will be calculated at a triple rate.

3. Record overtime hours worked for employees either daily or weekly on the Enter Overtime MEX page.

When capturing the total number of overtime hours for a day, the system automatically splits the hours into double and triple rates, as defined by the maximum limits on double and triple hours, taking into consideration all the weekly and daily overtime parameters.

The system captures the total number of overtime hours for a week in the same way as for a day, but splits the hours for the week, instead of for the day. For example, if an employee works 12 hours of overtime in one week, then the first 9 hours will be calculated at a double rate, and the remaining 3 hours will be calculated at a triple rate. Only the weekly parameters are considered for weekly overtime.

4. Generate a report that details overtime for an employee on the Overtime MEX page.

You can specify to generate the report daily (with detail) or weekly (without detail).

Related Links

[Pay Group OVT Calendars MEX Page](#)

[Pay Group OVT Parameters MEX Page](#)

[Entering Overtime](#)

[Overtime MEX Page](#)

Entering Overtime

This topic provides an overview of recording overtime and discusses how to:

- Enter daily overtime
- Enter weekly overtime

Page Used to Enter Overtime

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Enter Overtime MEX	GPMX_OVR_DAILY	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Enter Overtime MEX, Enter Overtime MEX	Enter daily or weekly overtime for an employee.

Recording Overtime

Some companies prefer to record overtime on a daily basis and other companies prefer to record it on a weekly basis. Depending on what your business process is, you can record overtime for your employees either daily or weekly. Each employee's overtime record is keyed by pay group, year, week, calendar ID, and the employee's ID and record number.

The formula for calculating overtime is the number of overtime hours worked times the hourly rate times 2 or 3 depending on the overtime parameters you've defined on the Overtime Parameters page.

The system automatically updates positive input records for the employee to synchronize with daily and weekly overtime entries. Also, when you make changes to previously entered overtime and save, the system updates the positive input accordingly.

Note: For each overtime record that you create for an employee, you must select whether to create daily or weekly overtime entries. If you save overtime details and later change between daily and weekly overtime for the employee's specific overtime record, the system deletes the previously saved data.

Enter Overtime MEX Page

Use the Enter Overtime MEX page (GPMX_OVR_DAILY) to enter daily or weekly overtime for an employee.

Navigation

Global Payroll & Absence Mgmt, Absence and Payroll Processing, Prepare Payroll, Enter Overtime MEX, Enter Overtime MEX

Image: Enter Overtime MEX page: Hours Detail tab (daily overtime)

This example illustrates the fields and controls on the Enter Overtime MEX page: Hours Detail tab (daily overtime). You can find definitions for the fields and controls later on this page.

Enter Overtime MEX

Pay Group: GY MENSUAL Week: 32 Begin Date: 08/08/2005 End Date: 08/14/2005
 Year: 2005 Calendar ID: GYM GYM05M08

Data Find | View All | First 1 of 1 Last

*Empl ID: Eduardo Velázquez Hernández Empl Record: + -

☐ Only Weekly Overtime

Weekly Overtime			
Double Hours:	3.00	Double Hours Total Amount:	259.62
Double Hours Taxable:		Double Hours Txbl Total Amount:	
Triple Hours:		Triple Hours Total Amount:	
Holiday Hours:		Holiday Hours Total Amount:	
Excess Hours:	5.00	In Excess Hours Total Amount:	649.04
Day Off Hours:		Rest Days Hours Total Amount:	

Daily Overtime Customize | Find | First 1 of 1 Last

Hours Detail Job Code and Department Overrides + -

	*Date	Overtime Hours	Holiday Hours	Day Off Hours	*Hourly Based On	Shift	Description	Override Hourly Rate	Hourly Rate	
1	08/08/2005	8.00			Hourly			<input type="checkbox"/>	43.269231	+ -

Image: Enter Overtime MEX page: Job Code and Department Overrides tab (daily overtime)

This example illustrates the fields and controls on the Enter Overtime MEX page: Job Code and Department Overrides tab (daily overtime). You can find definitions for the fields and controls later on this page.

Daily Overtime Customize | Find | First 1 of 1 Last

Hours Detail Job Code and Department Overrides + -

	Business Unit	Description	Override Job Code	Job Code	Description	Override Dept ID	Department	Description	
1	KY001	Unidad de Negocios 1 - México	<input type="checkbox"/>	310000	Consultant	<input type="checkbox"/>	10000	Human Resources - Mexico	+ -

Data

Empl ID (employee ID)

Enter the employee ID of the employee for whom the overtime is being recorded.

Empl Rcd# (employee record number)

Enter the employee record number of the employee for whom the overtime is being recorded.

Only Weekly Overtime

Select to enter weekly overtime only on this page. Deselect to enter daily overtime and have the system automatically calculate the weekly overtime values. Depending on your selection, the

system displays on the page only the fields that are specific for entering daily or weekly overtime.

Weekly Overtime

Double Hours, Double Hours Txbl (double hours taxable), Triple Hours, Holiday Hours, Exc Hours (excess hours), and Day Off Hours

Based on the information that you enter in the Daily Overtime grid, the system automatically calculates the rates for these hours and displays the result to the right of the corresponding field.

Daily Overtime – Hours Detail

Date	Enter the date when the overtime occurred.
Overtime Hours	Enter the number of overtime hours the employee worked.
Holiday Hours	Enter the number of overtime hours the employee worked on a holiday.
Day Off Hours	Enter the number of overtime hours the employee worked on a scheduled day off.
Override Hourly Rate	Select for a specific overtime entry to override the hourly rate value for that overtime entry. The Hourly Rate field becomes available for edit.
Hourly Rate	The system displays the employee's hourly rate. If you selected to override the hourly rate for the overtime entry, enter the new hourly rate.

Note: The system splits the double and triple overtime hours, based on the values you defined on the Overtime Parameters page.

Daily Overtime – Job Code and Department Overrides

Business Unit and Description	Enter the employee's business unit.
Override Job Code	Select for a specific overtime entry to override the job code value for that overtime entry. The Job Code field becomes available for edit.
Job Code and Description	The system displays the employee's job code. If you selected to override the job code for the overtime entry, enter the new job code.
Override Department	Select for a specific overtime entry to override the department value for that overtime entry. The Department field becomes available for edit.

Department and Description

The system displays the employee's department. If you selected to override the department for the overtime entry, enter the new department.

Example of Enter Overtime MEX Page with Only Weekly Overtime Selected**Image: Enter Overtime MEX page (weekly overtime)**

This example illustrates the fields and controls on the Enter Overtime MEX page when the Only Weekly Overtime check box is selected. You can find definitions for the fields and controls later on this page.

Enter Overtime MEX

Pay Group: KY SEM Week: 1 Begin Date: 01/01/2002 End Date: 01/07/2002

Year: 2002 Calendar ID: KY W200801P KYWREG

Data Find | View All First 1 of 1 Last

*Empl ID: KY0021 Jorge Peña Hernández Empl Record: 0

☒ Only Weekly Overtime

Hourly Rate: 5.375000

*Business Unit: KY001 Unidad de Negocios 1 - México

Job Code: 730000 Programmer

Department: 10000 Human Resources - Mexico

Shift:

Weekly Overtime

Double Hours:	9.00	Double Hours Total Amount:	96.75
Double Hours Taxable:		Double Hours Txbl Total Amount:	
Triple Hours:	4.00	Triple Hours Total Amount:	64.50
Holiday Hours:		Holiday Hours Total Amount:	
Excess Hours:	11.00	In Excess Hours Total Amount:	177.38
Day Off Hours:	8.00	Rest Days Hours Total Amount:	86.00

Data**Empl ID (employee ID)**

Enter the employee ID of the employee for whom the overtime is being recorded.

Empl Rcd# (employee record number)

Enter the employee record number of the employee for whom the overtime is being recorded.

Only Weekly Overtime

Select to enter weekly overtime only on this page. Deselect to enter daily overtime and have the system automatically calculate the weekly overtime values. Depending on your selection, the system displays on the page only the fields that are specific for entering daily or weekly overtime.

Hourly Rate

Enter the hourly rate for the weekly overtime. You'll use an hourly rate to calculate overtime.

Business Unit

Enter the employee's business unit.

Job Code

Enter the employee's job code.

Department

Enter the employee's department.

Weekly Overtime**Double Hours**

Enter the total of overtime hours per week that are calculated at a double rate. Once you've entered the Double Hours Total, the system automatically calculates the overtime amount by multiplying the number of hours times the hourly rate for an employee times 2. The result displays to the right of the corresponding field.

Triple Hours

Enter the total of overtime hours per week that are calculated at a triple rate. Once you've entered the Triple Hours Total, the system automatically calculates the overtime amount by multiplying the number of hours times the hourly rate for an employee times 3. The result displays to the right of the field.

In Excess Hours

Enter the total in excess hours worked per week. Excess hours are those that are above the first 3 hours a day and on the first three days with overtime in a week, and are beyond the first 9 hours in a week. You can decide if these excess hours will be paid a double or triple rate on the Overtime Parameters page. The system automatically calculates the total overtime amount by multiplying the number of hours times the hourly rate for an employee and displays the result to the right of the field.

Double Hours Taxable

Enter the total of overtime hours per week that are calculated at a double rate and taxable. Once you've entered the Double Hours Taxable Total, the system automatically calculates the overtime amount by multiplying the number of hours times the hourly rate for an employee times 2. The result displays to the right of the corresponding field.

Holiday Hours

Enter the total amount of holiday hours worked per week. When you enter a holiday, the system checks the parameters defined in the Holiday Schedule to see if the date corresponds to a holiday. The system automatically calculates the overtime amount by multiplying the number of hours times the hourly rate for an employee times 2. The result displays to the right of the field.

Note: Holiday Schedule parameters are defined on the Pay Group Name page.

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

Day Off Hours

Enter the total amount of hours worked on a scheduled day off per week. The system checks if the entered Day Off effectively corresponds to the parameters of the Day Off that were previously defined in the work schedule for each employee. The system automatically calculates the overtime amount by

multiplying the number of hours times the hourly rate for an employee times 2. The result displays to the right of the field.

Integrating Overtime Pay to the Variable SDI Base

For social security base purposes, overtime is divided into three categories:

- Non-integrating overtime.

This is the total of overtime hours per week that are calculated as double. This overtime has a limit of no more than 3 hours a day and 3 times a week according to the parameters defined on the Overtime Parameters page.

- Integrating overtime beyond three hours a day.

These hours are paid as double and will integrate 100 percent to the variable SDI base.

- Integrating overtime beyond nine hours a week.

These hours are paid as triple and will integrate 100 percent to the variable SDI base.

The system calculates overtime in this way:

1. Determines all the number of hours that fall in each of these categories.
2. Calculates the amount per hour according to the daily salary.
3. Multiplies the rate per hour that results for the hours in each category.

Taxing Overtime

Part of overtime pay is taxable and part of it is non-taxable. This depends on the type of worker:

- Minimum salary workers.
- Above minimum salary workers.

For minimum salary workers, all double hours below three hours daily and up to three times a week is non-taxable. The remainder of overtime is taxed at 100 percent.

For above minimum salary workers, 50 percent of the overtime is non-taxable up to 5 times the minimum wage. This means that while 50 percent is not greater than 5 times the minimum wage for each overtime week, everything above this limit should be taxable.

Example of Non-Taxable Overtime for Minimum Salary Workers

Hourly rate = 5.65 MXN

Overtime hours worked in one week (9 hours double and 2 hours triple) = 11 hours

Double overtime hours earned = 9 hours x 5.65 = 50.85 x 2 (double) = 101.70 MXN (non-taxable)

Triple overtime hours earned = 2 hours x 5.65 = 11.30 x 3 (triple) = 33.90 MXN (100 percent taxable)

Non-taxable overtime = 101.70 MXN

Taxable overtime = 33.90 MXN

Examples of Taxable and Non-Taxable Overtime for Above Minimum Salary Workers

Example 1:

Minimum wage = 45.24 MXN

5 times minimum wage = 226.20 MXN

Overtime in Week 1 = 150.00 MXN

Taxable overtime = 75.00 MXN

Non-taxable overtime = 75.00 MXN

Note: The non-taxable portion of overtime is 75.00 MXN, because 75.00 MXN is not greater than 5 times minimum wage (which would be 226.20 MXN).

Example 2:

Minimum wage = 45.24 MXN

5 times minimum wage = 226.20 MXN

Overtime in Week 2 = 550.00 MXN

Taxable overtime = 323.80 MXN

Non-taxable overtime = 226.20 MXN

Note: The non-taxable portion of overtime is 226.20 MXN, because 275.00 MXN (50 percent of the overtime) is greater than 5 times minimum wage (226.20 MXN). Therefore, the non-taxable portion of the overtime is capped at 5 times minimum wage.

Running the Overtime Report

This topic discusses how to run the Overtime report.

Page Used to Run the Overtime Report

Page Name	Definition Name	Navigation	Usage
Overtime MEX	GPMX_RC_OVR001	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Overtime MEX, Overtime MEX	Provides overtime details for employees.

Overtime MEX Page

Use the Overtime MEX page (GPMX_RC_OVR001) to provides overtime details for employees.

With this report, you have two options:

- From week to week with daily details.
- From week to week without daily details.

Navigation

Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Overtime MEX, Overtime MEX

Image: Overtime MEX page

This example illustrates the fields and controls on the Overtime MEX page. You can find definitions for the fields and controls later on this page.

Pay Group Select the pay group for which the overtime report will be run.

Year Enter the year for which the overtime report will be run.

First Week and Last Week Enter the first week and last week parameters for the overtime report.

Details Select if you want to have daily details in the overtime report.

Viewing Delivered Overtime Earnings

Global Payroll for Mexico delivers these earnings to calculate overtime:

<i>Earning</i>	<i>Description</i>
D TRA DIA RE	Daily Worked Day Off Ret
DES TRAB DIA	Daily Worked Day Off
DES TRAB SEM	Weekly Worked Day Off
DESCAN TRAB	Worked Day Off
F TRA DIA RE	Daily Worked Holiday Ret
FES TRAB DIA	Daily Worked Holiday
FES TRAB SEM	Weekly Worked Holiday
FESTIVO TRAB	Worked Holiday
T EX D G D R	Daily Double Overtime Tax Ret
T EX D G DIA	Daily Taxable Double Overtime
T EX D G SEM	Weekly Taxable Double Overtime
T EX DOB D R	Daily Double Overtime Ret
T EX DOB DIA	Daily Double Overtime
T EX DOB SEM	Weekly Double Overtime
T EX EXE SEM	Weekly Non Taxable Overtime
T EX TRI D R	Daily Triple Overtime Ret
T EX TRI DIA	Daily Triple Overtime
T EX TRI SEM	Weekly Triple Overtime
T EXTRA D GR	Taxable Double Overtime
T EXTRA DOBL	Double Overtime
T EXTRA DT	Double-Triple Overtime
T EXTRA EXEN	Non Taxable Overtime
T EXTRA GRAV	Taxable Overtime
T EXTRA TRIP	Triple Overtime

Earning	Description
TOT TMPO EXT	Overtime Total

All the earnings named SEM are elements you should use. These earnings are intended to serve as a bridge between the input pages for overtime and the positive input they generate. For example, if you enter 3 double overtime hours, it will be stored in the T EX DOB SEM earning as positive input, and later, it will be processed in the T EXTRA DOBL earning and other earnings (taxable and non-taxable).

TE FM EXENTO is a PeopleSoft-delivered formula. It calculates the taxable and non-taxable portion for all the overtime earnings (double, holiday, days off worked). This calculation is executed separately every week.

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements designed for Mexico.

Related Links

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

Processing Terminations

Understanding Termination Payments

This topic lists prerequisites and discusses termination payments.

Prerequisites

Because it is common for some payments to be made only upon termination and some standard earnings might not be processed as part of termination pay, you must define exactly which earnings should be paid in response to a termination.

Before termination earnings or deductions can be processed, you must:

- Define your termination versions.

Termination versions are the set of reasons for termination, layoff, or completion of contract that are considered sufficient to trigger a set of termination payments and deductions.

- Define the earnings and deductions to process upon termination (or layoff and completion) by associating each element with one or more termination versions.
- Use the delivered generation control element LF GC VER FINIQ to trigger the processing of each termination earning and deduction only when the action and reason for a payee's termination match the termination version associated with the earning or deduction.
- Identify the terminated payees and enter the appropriate action/reason for termination on the Job Data pages in HR.
- Define whether the Salary Credit will be considered for tax calculation, either at the payee level or calendar ID level, by using the delivered Salary Credit in Terminations variable (LF VR CRED SAL). The Salary Credit in Terminations variable has a default value of *Y* to include the salary credit in the termination tax calculation. The Salary Credit in Terminations variable should be changed to *N* if the salary credit is not considered for termination tax calculation.

Related Links

[Understanding Termination Setup](#)

Termination Payments

In Mexico, when you terminate a payee, you might need to make the following payments:

- Regular earnings and deductions that are due for the termination period.
- Compensation for unused paid vacation days and the vacation premium.

The system multiplies the DAILY RT (system element) by the proportional worked days in the year times the number of vacation days, as of the termination day or anniversary date.

If the payee's seniority anniversary occurs during the termination pay period, the system calculates the corresponding days in an array using the new seniority years.

To calculate the vacation premium, the system multiplies this result by the premium percentage.

- Compensation for the Christmas bonus.

The system prorates worked days in the year to calculate the corresponding Christmas bonus pay.

- Severance pay or other compensation due to special termination earnings, according to the termination version selected for the payee.
- Amount owed for all unpaid loans, independent of each other.

This amount is automatically deducted from the last payslip.

Note: Termination payments can be calculated in either a regular payroll or an off-cycle payroll.

For Global Payroll for Mexico, the payroll process generates termination payments based on the last day that an employee works, which is one day prior to the termination date. The termination date is equal to the effective date of the TER (termination) action on the employee's JOB_DATA record (Job Data component).

When you enter a TER action, the system invokes the JOB retro trigger for processing of the employee's termination pay. To ensure that the payroll process uses the date one day prior to the termination date for termination payment processing, the delivered JOB retro trigger for terminations offsets the termination date by -1 for actions that equal TER. This is set by the Offset Days field value on the Trigger Definitions – Field Values page.

Running the Termination/Layoff Letters Report

This topic discusses how to run the Termination/Layoff Letters report.

Page Used to Run the Termination/Layoff Letters Report

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Create Term/Layoff Letters MEX	GPMX_RC_TERMREP	Global Payroll & Absence Mgmt, Termination Processing, Create Term/Layoff Letters MEX, Create Term/Layoff Letters MEX	Generates either a termination letter or a layoff letter, depending on the option you select.

Create Term/Layoff Letters MEX Page

Use the Create Term/Layoff Letters MEX page (GPMX_RC_TERMREP) to generate either a termination letter or a layoff letter, depending on the option you select.

Navigation

Global Payroll & Absence Mgmt, Termination Processing, Create Term/Layoff Letters MEX, Create Term/Layoff Letters MEX

Image: Create Term/Layoff Letters MEX page

This example illustrates the fields and controls on the Create Term/Layoff Letters MEX page. You can find definitions for the fields and controls later on this page.

Letter Type

Select Termination or Layoff depending on the type of letter being generated.

Viewing Delivered Termination Elements

This topic discusses:

- Delivered termination earnings.
- Delivered termination process lists and sections.

Delivered Termination Earnings

PeopleSoft delivers these delivered earnings that you can create to process termination pay.

Note: The delivered termination earnings for Mexico are defined as PeopleSoft Delivered/Not Maintained. This enables you to modify them to fit your needs. You can also create new termination elements using the delivered elements as your guide.

<i>Earnings</i>	<i>Description</i>
20 DIAS X AÑO	20 days per year severance

Earnings	Description
3 MESES	3 months salary severance
AGUINALDO	Christmas bonus
LIQUIDAC EX	Nontaxable severance
LIQUIDAC GR	Taxable severance
LIQUIDACION	Severance total
PMA VAC PACT	Current year proportional vacation premium (Corresponding portion based on January 1 of the year and the termination date divided by 365.)
PMA VAC PANV	Anniversary proportional vacation premium (Corresponding portion based on the most recent anniversary date and the termination date divided by 365.)
PRIMA ANTIG	Seniority premium severance
SALDO PMAVAC	Unpaid vacation premium balance
SALDO VACAC	Unpaid vacations balance
VAC PROP ACT	Actual year proportional vacations (Corresponding portion based on January 1 of the year and the termination date divided by 365.)
VAC PROP ANV	Anniversary proportional vacations (Corresponding portion based on the most recent anniversary date and the termination date divided by 365.)

Delivered Termination Process Lists and Sections

The preceding list of termination earnings can be found in the sections LIQ Y FINIQUITOS and SALDO VACACIONES.

The process list containing termination elements for Mexico is NOMINA.

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements that are designed for Mexico.

Related Links

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

Understanding Garnishments

Garnishment Types

Garnishments are typically defined in one of these ways:

- As a percent of total of gross earnings.
- As a fixed quantity.
- As a percentage of net pay.
- As the total amount or percentage of a fixed set of earnings or deductions.
- As a percentage of the payee's compensation.

Global Payroll for Mexico delivers five sample garnishment elements. You can modify these elements to fit your needs, or use them as models for creating your own garnishments.

Note: These garnishment types apply to all kinds of payroll processes: regular payroll, special payrolls, Christmas bonuses, termination pay, and so forth.

Calculation of Garnishments

Global Payroll for Mexico delivers the deduction element PENSION ALIM to calculate garnishments. To trigger this garnishment, you must assign the garnishment to a payee using the Earning/Deduction Assignment page, because the definition of the garnishment element is *By Payee* in the garnishment element group KY DED GRALES.

Creation of New Garnishments

If you need to create your own garnishment, use the delivered garnishment PENSION ALIM as the model. To create a new garnishment:

1. Create a deduction defined as Base times Percent on the Calculation page in the Deduction component.
2. To calculate the base, first create an accumulator (for example, the delivered accumulator PERC PENSION ALIM) containing all of the earnings on which the garnishment is based minus all pretax deductions (for example, the delivered accumulator DED PENSION AI).
3. This accumulator is the base for the garnishment tax, so you should then create a formula to apply tax formulas to this base (for example, the delivered formula PA FM IMP PERC).

The garnishment base is then the earnings accumulator (PERC PENSION ALIM) minus the taxes generated by this accumulator (PA FM IMP PERC), minus the accumulator that contains the deductions after taxes (for example, the delivered accumulator DED PENSION DI).

4. Assign this deduction to a recipient using the Recipients page in the Deductions component.

Related Links

"Earnings - Calculation Page (*PeopleSoft HCM 9.2: Global Payroll*)"

"Deductions - Recipient Page (*PeopleSoft HCM 9.2: Global Payroll*)"

"Element Assignment By Payee Page (*PeopleSoft HCM 9.2: Global Payroll*)"

Delivered Garnishment Elements

This topic discusses:

- Delivered garnishment deductions.
- Delivered garnishment process lists and sections.

Note: The delivered garnishments for Mexico are defined as PeopleSoft Delivered/Not Maintained. Therefore, you can modify the elements to fit your needs. You can also create new garnishment elements using the delivered elements as your guide.

Delivered Garnishment Deductions

Global Payroll for Mexico delivers five garnishment elements:

<i>Deduction</i>	<i>Description</i>
PENSION ALIM	This element is used to calculate a garnishment (deduction) defined as a percentage of a base (Base times Percent). The base is returned by the formula PA FM BASE PENSION, and the percentage is contained in the variable PA VR % PENSION 1.
	The formula PA FM BASE PENSION returns the value of the garnishable base. It is calculated by subtracting the formula PA FM IMP PERC and the accumulator DED PENSION DI from the accumulator element PERC PENSION ALIM (PA FM BASE PENSION = PERC PENSION ALIM – PA FM IMP PERC – DED PENSION DI).

Deduction	Description
	<p>PERC PENSION ALIM: Accumulator storing garnishable earnings minus pretax deductions. (Pretax deductions are contained in the accumulator DED PENSION AI.)</p> <p>PA FM IMP PERC: Formula that calculates the garnishment tax (a tax on the garnishment base stored in the accumulator PERC PENSION ALIM).</p> <p>DED PENSION DI: Accumulator containing after tax deductions.</p>
	<p>Note: In the delivered garnishment element PENSION ALIM, the percentage is a variable that can be changed as required, or it can be overridden at the payee level.</p>
	<p>Note: You must select the elements that form the base of this garnishment by adding them to the accumulator PERC PENSION ALIM. In addition, add the taxable part of these elements to the accumulator BASE IMP PEN ALIM, which is used in the formula PA FM IMP PERC.</p>
	<p>Note: To trigger this garnishment, you must define the garnishment (deduction) recipients. To define deduction recipients, define a recipient ID on the Deduction Recipients page in Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Banking, Deduction Recipients. Then, assign the recipient ID to individual payees on the Assign Deduction Recipients page in Global Payroll & Absence Mgmt, Payee Data, Net Pay/Recipient Elections, Assign Deduction Recipients.</p>
PENSION C FI	This element is used to calculate a garnishment with a calculation rule of Amount. The amount is assigned at the payee level.
PENSION NETO	This element is used to calculate a garnishment defined as a percentage of net pay—that is, a garnishment with a calculation rule of Base times Percent, in which the base is the net pay accumulator NETO. The percentage is contained in the variable PA VR % PENSION 2.
PENSION T – I	This element is used to calculate a garnishment defined as a percentage of Total Earnings – Taxes (that is, a garnishment with a calculation rule of Base times Percent). The base is calculated by the formula PA FM PENSION T-I (Total Earnings minus ISR Taxes minus IMSS Taxes, or TOTAL PERCEPCIONES – ISR RETENIDO – CUOTAS CYV – CUOTAS EYM). The percentage is contained in the variable PA VR % PENSION 3.

<i>Deduction</i>	<i>Description</i>
PENSION TOT	This element is used to calculate a garnishment defined as a percentage of total earnings—that is, a garnishment with a calculation rule of Base times Percent, in which the base is the total earnings accumulator TOTAL PERCEPCIONES. The percentage is contained in the variable PA VR % PENSION 4.

Delivered Garnishment Process Lists and Sections

The section containing garnishments for Mexico is DESPUES IMPUESTOS. This section is encountered in these process lists:

<i>Process List</i>	<i>Description</i>
NOMINA	Main process list for payroll elements
NOMINA ESPECIAL	Special payroll process list

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements that are designed for Mexico.

Related Links

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

Understanding Net-To-Gross Payments

Net-to-Gross Processing

This topic discusses:

- Net-to-gross earnings elements.
- How to determine whether a net-to-gross calculation is required.
- Actual net pay and target net pay.
- Upper and lower limits.
- PIRAMIDADO earning calculation.

Net-To-Gross Earnings Elements

Gross-ups are required when you want to pay a payee a specific net amount. Starting from the net amount, the system determines the gross amount to process so that after tax deductions have been made, the required net amount remains.

As part of this feature, Global Payroll for Mexico provides two earnings elements:

- PIRAMIDADO
- EXC PIRAMID

PIRAMIDADO is used for paying the net amount. The PIRAMIDADO earning contributes to the PIRAMIDADOS accumulator, which is the element used in formulas to arrive at the required net.

You enter the PIRAMIDADO earnings amount using positive input or with the Earning/Deduction Assignment page. The system calculates the amount by which it must gross-up earnings to have the required net after deducting taxes. It then assigns that amount, discounting the PIRAMIDADOS accumulator, to the EXC PIRAMID earning. The two earnings make up the gross pay. The PIRAMIDADO earnings element is assigned to the PIRAMID PERC/DED section of the NOMINA process list before the gross-to-net sub-process begins. This is where the EXC PIRAMID earnings element is calculated.

To summarize:

- $\text{PIRAMIDADO} + \text{EXC PIRAMID} = \text{Gross Pay}$
- $\text{PIRAMIDADO} = \text{Net Pay}$
- $\text{EXC PIRAMID} = \text{Additional amount needed to reach net pay}$

Determining Whether a Net-to-Gross Calculation is Required

When PIRAMIDADO earnings are resolved, these earnings add to the gross-up accumulator PIRAMIDADOS, which contains the resolved value of the PIRAMIDADO earnings element after taxes and other deductions. In the PIRAMIDADO SEC section, a conditional formula determines that grossing-up is required if the gross-up accumulator has a value.

Actual Net Pay and Target Net Pay

To determine when the gross-up process is complete, the system compares the current net pay amount (the net pay element defined in the process list) against the target net amount. The target net is the sum of the net pay element before processing the PIRAMIDADO SEC section and the PIRAMIDADOS accumulator (NET + PIRAMIDADOS).

In each iteration of the gross-up, the process produces a new net based on the new gross amount.

When the current and target net are the same, the process of calculating the gross pay is complete.

Upper and Lower Limits

Global Payroll for Mexico calculates *upper* and *lower* limits as part of the gross-up process. These limits are the values between which earnings PIRAMIDADO + EXC PIRAMID falls. In each iteration of the gross-up, the earning EXC PIRAMID takes a value between the Lower Limit – PIRAMIDADO and the Upper Limit – PIRAMIDADO.

For example:

Suppose that you want to pay a PIRAMIDADO amount of 1,000.00.

The first time that limits are calculated, the upper and lower limits are:

- Upper Limit: $1,000 \times 1.6 = 1,600.00$
- Lower Limit: 1,000

Therefore, in the first iteration, the EXC PIRAMID values are between 0 and 600.

In each iteration, the gross amount varies, depending on the PIRAMIDADO and EXC PIRAMID values.

PIRAMIDADO Earning Calculation

After the system determines that a gross-up is required, it starts the calculation by treating the PIRAMIDADOS accumulator as if it is the *lower* value that PIRAMIDADO + EXC PIRAMID can take, and the 160 percent PIRAMIDADOS accumulator as the *upper* value that earnings PIRAMIDADO + EXC PIRAMID can take.

The system processes the limits that are being changed to ensure that they enclose the target value for the EXC PIRAMID earnings element. It validates the upper amount, deducting taxes, to get a new net amount—the upper net—and verifies that the target net is between the lower net and upper net. The same validation is made if the lower limit is the one that is changing.

If the validation returns a value of *false*, the system is searching in the wrong range, and the lower and upper limit values must be redefined.

EXC PIRAMID takes its value during each iteration of the formula:

$((\text{Lower Limit}) + (\text{Upper Limit})) / 2 - \text{PIRAMIDADOS}$

Because of the tax deduction, the actual net doesn't match the target net. Using the difference between actual and target net in a formula, the system calculates a new upper or lower limit, deducts the taxes from it, and arrives at a new actual net, which it compares to the target net. The iterations—or loops—continue, with the actual net coming closer to the target net with each loop, until the actual and target net are the same.

The Net-to-Gross Process Sequence

The net-to-gross process sequence is:

1. You enter the bonus amount by positive input as the earnings PIRAMIDADO.
2. The PIRAMIDADO earnings are resolved in the PIRAMID PERC/DED section and added to the accumulator PIRAMIDADOS.
3. The PIRAMIDADO SEC subprocess section in the NOMINA process list contains the conditional formula PI FM EJECUTAR.

If the formula finds that the PIRAMIDADOS accumulator is not zero and, therefore, a gross-up must be done on this accumulator, it invokes the PIRAMIDADO SEC subprocess section.

4. The formula PI FM LIM INICIAL, the first element in the PIRAMIDADO SEC section, sets the variable PI VR NETO PIRAMID to the value of the current net plus the PIRAMIDADOS accumulator.

This value remains constant during subsequent processing. The formula PI FM LIM INICIAL also sets the values of the upper and lower limits (upper and lower values for the earnings PIRAMIDADO + EXC PIRAMID).

5. The earnings element EXC PIRAMID is the second element of the PIRAMIDADO SEC section.

With this element, the PIRAMIDADO SEC section initiates the gross-to-net subprocess governed by the conditional formula PI FM CONTINUAR.

6. The conditional formula PI FM CONTINUAR in the PIRAMIDADO SEC section compares the constant value of PI VR NETO PIRAMID (set in Step 4) with the value of the new net (which has the new calculated taxes subtracted from it).
7. If the formula PI FM CONTINUAR returns FALSE (0), meaning that there is no difference is a minimum difference of -1 or +1 between PI VR NETO PIRAMID and the new calculated net, the process stops. The formula returns TRUE (1) if it runs and determines new upper or lower limit values depending on positive or negative differences. The value of PI VR EXC PIRAMID is the amount by which the net is increased to produce the taxable gross.

Note: You can vary +1 or -1 range depending on the precision required on your gross to net calculation.

8. The section element IMPUESTOS FED is the third element of the PIRAMIDADO SEC section.

The tax deductions are calculated in the IMPUESTOS FED section to produce a new actual net.

9. The conditional formula PI FM EXC PIRAM in the IMPUESTOS FED section compares the constant value of PI VR NETO PIRAMID (set in Step 4) with the value of the upper and the lower limits.

This determines whether the target net is still between the limits. If the target net is not between these limits, the formula recalculates the limits.

10. The tax deductions are calculated in the IMPUESTOS FED section to produce a new actual net.
11. The loop process of calculating a new gross, deducting taxes to produce a new net balance, and comparing the balance to the constant PI VR NETO PIRAMID continues until the actual net is closer to the target net ($-1 \leq x \leq 1$).
12. When the looping stops, the formula PI FM CONTINUAR checks to see that there is no difference between PI VR NETO PIRAMID and the new net.

If there is no difference, the formula resolves to FALSE, indicating that the system has calculated the correct gross-up figure. The system goes through the loop a maximum of fifteen times. If it fails to calculate the gross amount correctly within that limit, you must remove the PIRAMIDADO earning amount, calculate the gross manually, and pay it using the earnings element of your choice.

Example: Calculating the PIRAMIDADO Earnings and Gross Pay

This example is based on a positive input entry of 500 to the PIRAMIDADO earnings. The value of the PIRAMIDADOS accumulator becomes 500.

The PIRAMIDADO SEC section is run because the PIRAMIDADOS accumulator is greater than zero.

Suppose that the net result before the PIRAMIDADO earning resolves to 5,000.00, so the new target net is 5,500.00 (net before PIRAMIDADO + 500.00 [PIRAMIDADO]).

New upper and lower limits must be set:

- Lower Limit: PIRAMIDADOS = 500 MXN
- Upper Limit: 160 percent PIRAMIDADOS = $500 \times 1.6 = 800$

These two earnings are used to calculate the new net:

- PIRAMIDADO, which is entered through positive input or earnings and deduction assignment.
- EXC PIRAMID, which is used to find the target net.

To ensure that you reach the target net, PIRAMIDADO should be between 500 and 800. Therefore, EXC PIRAMID has a value between 0 and 300.

Delivered Net-to-Gross Elements

This topic discusses:

- Delivered gross-to-net earnings.

- Delivered net-to-gross process lists and sections.

Delivered Gross-to-Net Earnings

PeopleSoft delivers these gross-to-net earnings.

Earning	Description
PIRAMIDADO	This element is used to pay the net amount through positive input.
EXC PIRAMID	This element contains the amount by which the system must gross-up pay to have the required net after deducting taxes.

Delivered Net-to-Gross Process Lists and Sections

The NOMINA process list contains these net-to-gross sections.

Section	Description
PIRAMID PERC/DED	This section includes the earnings element PIRAMIDADO.
PIRAMIDADO SEC	This section includes the earnings element EXC PIRAMID. This is a Payroll Process Only section of the subprocess type. As a subprocess section, it enables iterative processing to occur within it (that is, recursive calling of the IMPUESTOS FED section can take place).
IMPUESTOS FED	This section calculates the tax on the gross pay (the sum of previous gross plus PIRAMIDADO and EXC PIRAMID earnings).

Note: The PeopleSoft system delivers a query that you can run to view the names of all delivered elements that are designed for Mexico.

Related Links

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

Defining Results Adjustments and Reversals

Understanding Results Adjustments

In Global Payroll, you can adjust an employee's pay results with the retro feature. With result adjustment, you can make changes to an employee's pay after finalization. For example, if a special deduction has to be applied to an employee's results right before calculation, you can do so by adding this deduction in the Positive Input page in the core application.

Note: There is no special setup required for results adjustments. It is done through regular retro processing.

There are two types of adjustments:

- Positive adjustment – when additional pay needs to be made to the employee.
- Negative adjustment – when an employee's pay needs to be deducted.

Both positive and negative adjustments are handled with retro triggers that are defined in the core application. If it's a payroll adjustment, you can make the adjustment through positive input. If it's an absence adjustment, you can make the adjustment through the Absence Entry page.

Related Links

"Understanding Positive Input (*PeopleSoft HCM 9.2: Global Payroll*)"

"Understanding Triggers (*PeopleSoft HCM 9.2: Global Payroll*)"

"Adjusting and Overriding Entitlement Balances (*PeopleSoft HCM 9.2: Global Payroll*)"

Processing Banking

Understanding the Banking Process

In Global Payroll, banking setup starts in the core application and continues with processing in Global Payroll for Mexico. Before reading this documentation, it is strongly recommended that you read the banking feature in the Global Payroll core documentation.

Before running the banking process for Mexico, you must set up basic banking information in the core application, such as:

- Defining bank information, such as bank name, address, and ID.
- Defining EFT formats.
- Identifying source banks and linking source banks to pay entities.
- Defining deposit schedules.
- Defining recipients.

See "Understanding Banking (*PeopleSoft HCM 9.2: Global Payroll*)".

After running a payroll, funds are sent to the bank, along with instructions for payment. The bank needs to know who is going to be paid, how much they are to be paid, and which bank the wages are paid to. This information is extracted from the core application and stored in the Mexican payroll files, based on a list of payees corresponding to those in the last payroll run. A file is created with a line for each payee, containing a name, bank account number and amount of money. This file must be sent to the bank that then distributes the funds.

Note: Global Payroll for Mexico supports six major Mexican banks: Banamex, Bancomer, Bancrecer, Banorte, Bital, and Scotiabank.

To process banking in Global Payroll for Mexico:

1. Launch the banking process on the Run Payment Prep Process MEX page.

The banking process includes launching PS_JOB which groups two different Application Engines: the core Global Payroll application and the Global Payroll for Mexico application. The GP_PAYMENT and GPMX_PAYMENT output tables are populated.

2. Launch the process to build the EFT file and generate the banking report on the Create EFT Payment File MEX page.

An SQR, called GPMXBA01, is run. An EFT file is generated, containing the details of each payment from the payroll run. The EFT file must be sent to the bank so that the funds can be transferred to

payees' bank accounts. This SQR also generates a report with payment details for validation purposes. You can review and store the payment details.

Note: Each bank in Mexico has a different flat file format. Global Payroll for Mexico has the flexibility to generate these different formats for six of the major banks in Mexico; .Banamex, Bancomer, Bancracer, Banorte, Bital, and Scotiabank.

Defining the Banking Process

This topic provides an overview of how to define the payment preparation.

Page Used to Define Banking in Mexico

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Run Payment Prep Process MEX	GPMX_BANK_POPULATE	Global Payroll & Absence Mgmt, Payment Processing, Run Payment Prep Process MEX, Run Payment Prep Process MEX	Launch the processes that populate the GP_PAYMENT and GPMX_PAYMENT records.

Run Payment Prep Process MEX Page

Use the Run Payment Prep Process MEX page (GPMX_BANK_POPULATE) to launch the processes that populate the GP_PAYMENT and GPMX_PAYMENT records.

Navigation

Global Payroll & Absence Mgmt, Payment Processing, Run Payment Prep Process MEX, Run Payment Prep Process MEX

Image: Run Payment Prep Process MEX page

This example illustrates the fields and controls on the Run Payment Prep Process MEX page. You can find definitions for the fields and controls later on this page.

Run Payment Prep Process MEX

Run Control ID: DOC [Report Manager](#) [Process Monitor](#) [Run](#)

Payroll Run

*Calendar Group:

Description: Calendar Group GD2 Apr01

Stream Number: ☐ Process Streams [Clear Data](#)

Processing Phases and Options

☒ Calculate

☐ Update Statistics

☐ Finalize

Calendar List		
Pay Group	Calendar ID	Payment Date
GD2PG1	GD2PG1APR01	04/30/2001
GD2PG2	GD2PG2APR01	04/30/2001

Streams			
Stream Number	Empl ID From	Empl ID To	Calculated
			<input type="checkbox"/>

Note: The fields on the Payment Preparation MEX page are the same as the Run Payment Prep Process page in the core application, except that there is an additional button (Clear Data) on the Payment Preparation MEX page. For more information about the Run Payment Prep Process page in the core application, refer to the "Run Payment Prep Process Page (*PeopleSoft HCM 9.2: Global Payroll*)" topic.

Clear Data

Select when you want to recalculate the Mexican banking process. If you select Clear Data, you can clear the GPMX_PAYMENT output table and fill it again if there are any changes to the calculation.

Generating the EFT Payment File and Banking Report

This topic discusses how to run the banking report.

Page Used to Generate the EFT Payment File and Banking Report

Page Name	Definition Name	Navigation	Usage
Create EFT Payment File MEX	GPMX_BANK_EFT	Global Payroll & Absence Mgmt, Payment Processing, Create EFT Payment File MEX, Create EFT Payment File MEX	Create an electronic flat file to be transferred (EFT) to the bank and generate a printed report.

Create EFT Payment File MEX Page

Use the Create EFT Payment File MEX page (GPMX_BANK_EFT) to create an electronic flat file to be transferred (EFT) to the bank and generate a printed report.

Navigation

Global Payroll & Absence Mgmt, Payment Processing, Create EFT Payment File MEX, Create EFT Payment File MEX

Image: Create EFT Payment File MEX page

This example illustrates the fields and controls on the Create EFT Payment File MEX page. You can find definitions for the fields and controls later on this page.

Calendar Group ID

Select the Calendar Group ID for which you want to generate a payment file.

Pay Entity

Select the pay entity for which you want to generate a payment file.

Bank Format

Select the bank. Values are *Banamex*, *Bancomer*, *Bancrecre*, *Banorte*, *Bital*, and *Scotiabank*. Depending on which bank you

select, additional fields may appear on this page. Each bank may require different information about the bank file transfer. The following table lists the additional fields that appear depending on the bank format you select.

Version and Format

For the Banamex bank format, you can build two versions of an EFT file: DOS or Windows. If you select the Windows version, you will also select the format: *Pagomatico* or Third Party.

Bank Format	Additional Fields that Appear
Banamex	File Name, Bank Cust ID, Reference Number A, Reference Number C, Reference Number E, Version, Format, Message
Bancomer	File Name, Secondary Reference
Bancrecer	File Name, Reference Number, Reference Number A
Banorte	File Name, Message
Bital	File Name
Scotiabank	File Name, Bank Cust ID, Reference Number C, Reference Number D, Message

Note: Once the GP_PAYMENT table and the GPMX_PAYMENT table are populated, you can launch an SQR that generates the flat file for banking along with a printed report of payment details.

Related Links

[Global Payroll for Mexico Reports: A to Z](#)

Managing Off-Cycle Payments

Understanding Off-Cycle Processing

This topic discusses:

- The off-cycle process.
- Types of off-cycle transactions.

The Off-Cycle Process

Off-cycle processing refers to processing payments and making corrections to payroll results outside of the normal payroll schedule. Off-cycle transactions are usually made to correct prior payments, enter manual payments, or to make early termination payments that can't wait until the next scheduled payroll.

Types of Off-Cycle Transactions

The four types of off-cycle transactions are:

1. Manual payments.

Manual payments enable you to enter payments that you have calculated and paid outside of the payroll system. Examples include paying a new hire with a manual check, because their pay details were not entered in time for the normal pay run.

2. Corrections.

Corrections enable you to correct results of any finalized payroll. Examples include reversing a sick leave payment when workers compensation should have been paid.

3. Additional payments.

Unscheduled payments enable you to enter one-time payments that fall outside the normal payroll process. Examples include one time bonuses or expense reimbursement.

4. Advances.

Advances enables you to pay payees before their normally scheduled pay run. Examples include salary due on termination.

Recording Manual Payments

Manual Payments are payments that you record for items that you calculate and pay outside of the system, such as cash or check payments. When entering manual payments for Mexican payees, it is recommended

that all calculations be manually calculated outside the system and then entered. The following areas need to be considered when entering manual payments:

- Selecting the Target Period ID when adding a new off-cycle request.

It is recommended that you select the target period that coincides with a previous finalized calendar or the current open calendar.

- Selecting the Calendar Control on the Manual Payment Detail page.

The selection of the Payment Date directly affects how elements are accumulated. For example, if you have an accumulator that accrues based on period end date, the payment date may not update the accumulator balances at the right time.

The Period Begin Date and Period End Date default from the Target Period ID. It is recommended that these dates not be changed as the delivered Mexican rules have been designed to calculate using whole periods, and may not automatically segment if a partial period is entered.

- Selecting Processing Controls on the Manual Payment Detail page.

The Run Type defaults from the calendar paid and it is recommended that the default be used. To ensure that the payee's manual payment is processed by the system, the *Allow Duplicates* check box must be selected on the run type; otherwise, the payee may not be processed again if the system detects that they have already been processed in the period.

The option that you select in the Element Selection group box indicate the elements to process with the off cycle transaction. If using the *Limited Element Set* option, you need to ensure that all elements calculate independently of pre- or post-processing formulas, as these do not resolve during off-cycle processing.

Global Payroll for Spain delivers an off-cycle configuration for manual payment off-cycle requests that you can use for new hires that are not paid. Define configurations for off-cycle requests on the Off-Cycle Configuration page. See "Configuring Off Cycle Requests (*PeopleSoft HCM 9.2: Global Payroll*)".

Note: Manual payments are used to record monetary values only, absence accumulators will not be updated using this method.

Entering Corrections

The payroll corrections functionality of off-cycle payroll processing enables you to change finalized results for specific employee and calendar combinations due to such things as user error or missing information. This method uses period-to-date logic built into the Mexican delivered statutory rules.

The following areas need to be considered when entering corrections:

- All earnings and deductions need to have period-to-date logic applied.
- This method is used to correct pay accumulators only. Absence accumulators will not be corrected.

Global Payroll for Mexico delivers an off-cycle configuration for correction payment off-cycle requests that you can use for missed overtime. Define configurations for off-cycle requests on the Off-Cycle Configuration page. See "Configuring Off Cycle Requests (*PeopleSoft HCM 9.2: Global Payroll*)".

Making Additional Payments

Use the additional payments functionality that is part of off-cycle processing to make one-time unscheduled payments that are processed outside of the normal on-cycle payroll. Examples include one-time bonuses, awards, and expense reimbursements. These transactions are similar to manual payments in many respects; however, the system calculates the amount for additional payments. This method uses period-to-date logic built into the Mexican delivered statutory rules when calculating.

The following areas need to be considered when entering additional payments:

- All earnings and deductions need to have period-to-date logic applied.
- When selecting the period paid, it is recommended that you select the previous finalized calendar or the current open calendar.
- This method is used to record monetary values only. Absence accumulators will not be updated.

Global Payroll for Mexico delivers an off-cycle configuration for additional payment off-cycle requests that you can use for bonuses not paid out. Define configurations for off-cycle requests on the Off-Cycle Configuration page. See "Configuring Off Cycle Requests (*PeopleSoft HCM 9.2: Global Payroll*)".

Issuing Advance Payments

Advance processing is the processing of on-cycle calendars ahead of their regular schedule. Use the advances functionality of off-cycle processing when you would like to pay an employee before their normal on-cycle pay run. Examples include payments for early terminations (where the termination payment needs to be paid immediately and not in the next on-cycle pay run), full periods advances, and partial period advances.

- Always select the next open calendar, as skipping calendars may update accumulators incorrectly.
- Absence accumulators will calculate automatically for the calendar group selected.

Global Payroll for Mexico delivers an off-cycle configuration for advance payment off-cycle requests that you can use for advance terminations. Define configurations for off-cycle requests on the Off-Cycle Configuration page. See "Configuring Off Cycle Requests (*PeopleSoft HCM 9.2: Global Payroll*)".

Using the General Ledger Interface

Running the General Ledger Interface Process

This topic provides an overview of GLI process and discusses how to run the General Ledger Interface process.

Pages Used to Run the General Ledger Interface Process

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
Send Costs to GL MEX	GPMX_GL_PREPARE	Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Send Costs to GL MEX, Send Costs to GL MEX	Initiate the processes for calculation of GL data, remapping of GL ChartFields, finalization of the GLI, and statistical data updating.
Review GL costing info MEX	GPMX_GL_INQUIRY	Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Review GL costing info MEX, Review GL costing info MEX	View the GL costing information.

Understanding GLI Process

The Calculate phase of GLI processing populates the GP_GL_DATA table.

You can also run The GL Mapping Application Engine process (GPMX_GL_RC) that updates ChartFields in GP_GL_DATA. The process selects and updates the necessary GP_GL_DATA records with specified ChartField overrides. When you run the finalize phase of the GL Interface process, the data is summarized by using your selected (remapped) ChartFields for correct account mapping.

After you have updated the GP_GL_DATA table, you can complete the standard core GLI process by running the Finalize process.

Running the ChartField Remapping Process

The ChartField remapping process:

- Uses specified ChartField overrides and updates the GP_GL_DATA records.
- Enables the finalize phase of the GL Interface process to correctly summarize transactions by using your selected combination of ChartFields, grouping codes, and account values.

You run the new Application Engine process as part of the standard General Ledger Interface process in the following sequence:

1. Ensure that the GL Calculate phase is complete.
2. Run the new Application Engine process to perform ChartField remapping.

If you alter the remap, you must always rerun the calculate process. You can't rerun the remap process until you have run the calculation process.

3. Run the GL Finalize process.

Note: This process runs as a separate process and is not integrated into existing Application Engines. In this way, it does not affect the existing GLI.

Process or Phase	PeopleSoft GL	QSP GL
Calculate	Y (yes)	Y
Leave Entitlement	Y	Y
Finalize	Y	N
Update Statistics	Y	Y

Send Costs to GL MEX Page

Use the Send Costs to GL MEX page (GPMX_GL_PREPARE) to initiate the processes for calculation of GL data, remapping of GL ChartFields, finalization of the GLI, and statistical data updating.

Navigation

Global Payroll & Absence Mgmt, Time and Labor / GL Costs, Send Costs to GL MEX, Send Costs to GL MEX

Image: Send Costs to GL MEX page

This example illustrates the fields and controls on the Send Costs to GL MEX page. You can find definitions for the fields and controls later on this page.

Send Costs to GL MEX

Run Control ID: PS [Report Manager](#) [Process Monitor](#) [Run](#)

Payroll Run

*Calendar Group:

Stream Number: ☐ Process Streams

*Posting Date: 06/18/2009

Processing Phases and Options

☐ Calculate ☒ Chart Field Remap ☐ Finalize Entire Run ☐ Update Statistics

Processing Phases [Customize](#) [Find](#) [View All](#) [First](#) [1 of 1](#) [Last](#)

Stream Number	Calculate	Chart Remap	Leave Ent
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Off Cycle Groups [Customize](#) [Find](#) [View All](#) [First](#) [1 of 1](#) [Last](#)

Pay Group	Calendar ID	Payment Date

Payroll Run

Calendar Group

Select a calendar group to run the process. Only calendar groups for which payroll is finalized but not yet sent to General Ledger are available.

Stream Number and Process Streams

Process Streams is selected if stream processing was used during the payroll process and must be used with the Calculate option. Select the stream number to process.

Posting Date

Enter the date on which the entries are posted to General Ledger. Even if you run your process on the fifteenth of the month, you can indicate that you want the entries posted on the thirtieth of the month.

Note: The posting date that you select must abide by the closing date of Journal Generator. Posting dates must be coordinated with General Ledger. If Time and Labor is installed and costing has been sent, the posting date defaults to the day the costing was sent. You can change this day in this field to reflect the day that the general ledger is actually sent to General Ledger.

Processing Phases and Options

Select a processing option. You can run Calculate and Finalize together if the Payroll process is finalized.

Calculate

Select to generate General Ledger transactions for the earnings, deduction, and accumulators that were calculated by the Payroll process for this calendar group and that belong to a General Ledger group. The Payroll process must have identified at least one payee before you can run the Calculate process.

If you're using stream processing, run the Calculate phase for one stream at a time.

You can run the Calculate phase more than once for each stream. During subsequent iterations, the system deletes existing data before creating new results. It stores final results in the Global Payroll Transaction Interface record (GP_GL_DATA) and inserts an entry in the Completed GL Stream table (GP_GL_PREP_STRM) to indicate that calculation is complete.

Chart Field Remap

Select to enable the ChartField Remap Application Engine process (GPMX_GL_RC) when running the General Ledger process. This run control page enables you to run an Application Engine process that updates ChartFields in GP_GL_DATA.

The program selects and updates the necessary GP_GL_DATA records with specified ChartField overrides. When you run the GL Interface Finalize process, the data is summarized by using your selected (remapped) ChartFields for correct account mapping.

Finalize Entire Run

This check box is available for selection after the Payroll process has been finalized and you have run the Calculate phase for the entire calendar group. (If you are using stream processing, all streams must be calculated.)

Select this check box when you are ready to finalize the run. (Stream processing is not available for the Finalize phase.)

Note: The Finalize check box is hidden if PPS is installed.

Update Statistics

This check box is for the database administrator to help with fine-tuning system performance. If selected, the system generates statistics during batch processing that provide information about how worktables are being used.

Processing Phases

This group box displays all streams associated with the calendar group that have been processed and the status of the processing phases for each stream.

Stream Number	Displays the streams that are associated with the calendar group.
Calculate	If selected, then you have already run the GLI process (GLI_GPMX_GL) to calculate the stream.
Chart Remap	If selected, then you have already run the GLI process (GLI_GPMX_GL) to remap ChartFields in the stream.

Calendar List

The system displays information about each calendar in the calendar group.

Off Cycle Groups

The system displays off-cycle groups that were processed within the calendar group.

Remapping ChartFields After Initial Calculation

To remap General Ledger (GL) ChartFields for Global Payroll for Mexico, use the GL Chartfield Remapping MEX (GPMX_GL_MAP) component.

This topic discusses how to remap ChartFields.

Page Used to Remap ChartFields After Initial Calculation

<i>Page Name</i>	<i>Definition Name</i>	<i>Navigation</i>	<i>Usage</i>
GL Chartfield Remapping MEX	GPMX_GL_MAP	Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Integration, GL Chartfield Remapping MEX, GL Chartfield Remapping MEX	Set up GL ChartField parameters that enable you to remap ChartFields after you run the initial Calculate process. You can configure and maintain GL remapping data. Enables you to set up different levels of ChartFields based on GL groupings codes or accounts.

Understanding ChartField Remapping

Global Payroll for Mexico enables you to define ChartField remapping data used during the General Ledger (GL) interface process and post payroll costs to differing levels of ChartFields based on GL groupings codes or accounts. You set up GL ChartField parameters that enable you to remap default ChartFields after you run the initial Calculate process. For example, you might require that a higher level of ChartFields be attached to each of your cost centers. Instead of using multiple departments for each cost center, you may require one department at a global ChartField level, which covers all departments.

By remapping the departments to the one global department you are able to roll costs from the various cost centers into this one department. For instance, perhaps you want to charge parking to facilities independently of an employee's department.

GL Chartfield Remapping MEX Page

Use the GL Chartfield Remapping MEX page (GPMX_GL_MAP) to set up GL ChartField parameters that enable you to remap ChartFields after you run the initial Calculate process.

You can configure and maintain GL remapping data. Enables you to set up different levels of ChartFields based on GL groupings codes or accounts.

Navigation

Set Up HCM, Product Related, Global Payroll & Absence Mgmt, Integration, GL Chartfield Remapping MEX, GL Chartfield Remapping MEX

Image: GL Chartfield Remapping MEX page

This example illustrates the fields and controls on the GL Chartfield Remapping MEX page. You can find definitions for the fields and controls later on this page.

GL Chartfield Remapping MEX

Pay Entity: KY002 Entidad de Pago 2
 Business Unit: KY001 Unidad de Negocios 1 - México General Ledger Unit: KY001

&Chartfields Find | View All First 1 of 1 Last

*Effective Date: 01/01/2001

Chartfields to be passed to GL

☒ DEPTID
☒ GP PAYGROUP

Chartfield Transformations Customize | Find | View All First 1-3 of 3 Last

Chartfields	Transformed Values			
*Sequence Number	Account	Grouping Code	DEPTID	GP PAYGROUP
1	601032 SUELDO	10000	KY MENSUAL	
2	601029 T EXTRA DOBL	10000	KY MENSUAL	
3	601033 AGUINALDO	10000	KY MENSUAL	

Chartfields

ChartFields represent attributes of a payee, such as department, pay group, company, employee ID, etcetera. When you send a payee's earnings, deductions, or accumulator amounts to General Ledger, you can also transmit the values that are associated with your specific combination of ChartFields for the payee.

Chartfields to be passed to GL

A field appears for each ChartField that you set up on the Mapping page in Global Payroll. Use the specific ChartFields check boxes to prevent the system from sending particular ChartFields to the GL. During mapping, ChartFields can be used to cost to different account codes. You can then elect not to

send the ChartFields to the GL and only send the values to the accounts. When integrating Global Payroll with General Ledger, you can remap ChartField values to a business unit's GL account numbers. To enter the new, remapped ChartField value, use the Transformed Values tab.

Chartfield Transformations

The default ChartFields values appear in the fields on the ChartFields tab. To remap the default settings, select the new values on the Transformed Values tab.

Chartfields and Transformed Values

Account	Displays the GL account number to which your ChartFields and grouping codes will map.
Grouping Code	Select the code to map to the GL account. This is the grouping code for the elements that are included in the GL transfer. A grouping comprises entry types of earnings, deductions, or segment accumulators. Elements must be in groups before they can be processed by General Ledger. Instead of entering earnings individually, you bundle them into one accumulator and create a grouping code for that accumulator.

Related Links

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

Appendix A

Global Payroll for Mexico Reports

Global Payroll for Mexico Reports: A to Z

The table in this topic lists the PeopleSoft Global Payroll for Mexico reports, sorted by report ID.

For more information about running these reports, refer to:

- The corresponding topic in this 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
GPMXAA01 Minimum Wage Salary Level	Displays a list of the minimum wage salary levels in your company to present to the government.	Global Payroll & Absence Mgmt, Taxes, ANN – Tax Adj Report MEX, Annual Adjustment	GPMX_RC_SUBSACRED
GPMXAA02 Annual Tax Adjustment Results	Displays the annual tax adjustment results.	Global Payroll & Absence Mgmt, Taxes, ANN – Tax Adj Report MEX, Annual Adjustment	GPMX_RC_SUBSACRED
GPMXAA03 Form 37	Form 37 has two purposes. Either it provides information about employees who are going to present their own annual adjustment tax data or it provides tax information to employees who terminate.	Global Payroll & Absence Mgmt, Taxes, Form 37 Report MEX, Form 37 Report MEX	GPMX_RC_FORMAT37
GPMXAA04 Creditable Subsidy	Displays tax subsidy data.	Global Payroll & Absence Mgmt, Taxes, ANN – Tax Adj Report MEX, Annual Adjustment	GPMX_RC_SUBSACRED
GPMXAA05 Multiple Information MEX	Creates a flat file that will be loaded up to the SAT (<i>Servicio de Administración Tributaria</i>) system.	Global Payroll & Absence Mgmt, Taxes, Multiple Information MEX, Multiple Information MEX	GPMX_RC_ANNL

Report ID and Report Name	Description	Navigation	Run Control Page
GPMXAA06 Employee Subsidy	Displays employee subsidy data.	Global Payroll & Absence Mgmt, Taxes, ANN – Tax Adj Report MEX, Annual Adjustment	GPMX_RC_SUBSACRED
GPMXAG01 Christmas Bonus	Details the Christmas bonus amounts and taxes.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, ANN – Christmas Bonus MEX, Christmas Bonus	GPMX_RC_XMAS01
GPMXBA01 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 MEX, Create EFT Payment File MEX	GPMX_BANK_EFT
GPMX_PMT Payment Preparation	Populates the GP_PAYMENT and GPMX_PAYMENT records for banking payments review. The Payment Preparation process is a prerequisite for the Payment File Generation process.	Global Payroll & Absence Mgmt, Payment Processing, Run Payment Prep Process MEX, Run Payment Prep Process MEX	GPMX_BANK_POPULATE
GPMXIE01 State Taxes by Location	Provides a monthly report on state taxes paid by your company.	Global Payroll & Absence Mgmt, Taxes, State Taxes by Loc Report MEX, State Taxes by Loc Report MEX	GPMX_RC_ST_TAXES
GPMXIF01 Federal Taxes Summary	An end of the tax year report that details the federal taxes paid by your company and your employees.	Global Payroll & Absence Mgmt, Taxes, Federal Taxes Report MEX, Federal Taxes Report MEX	GPMX_RC_FEDTAX
GPMXIF02 Subsidy Factor Report	Lists the earnings that are the base for the subsidy factor.	Global Payroll & Absence Mgmt, Taxes, ANN – Subsidy Factor Rpt MEX, Subsidy Factor Report	GPMX_RC_SUBS_FACT
GPMXIM01 Variable SDI Report	Lists the variable SDI earnings for the previous month by pay group.	Global Payroll & Absence Mgmt, Social Security/ Insurance, Variable SDI Report MEX, Variable SDI Report	GPMX_RC_VARIABI
GPMXIM02 IMSS Printed Notices – Hire	Provides hiring details for selected employees. This report is submitted to IMSS in printed format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Report Notices MEX, IMSS Report Notices MEX	GPMX_RC_IMSS_PRN

Report ID and Report Name	Description	Navigation	Run Control Page
GPMXIM03 IMSS Magnetic Media Notices - Hire	Provides hiring details for selected employees. This report is submitted to IMSS in magnetic media format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Mag. Notices MEX, IMSS Mag Notices MEX	GPMX_RC_IMSS_MMD
GPMXIM04 IMSS EDI Notices – Hire	Provides hiring details for selected employees. This report is submitted to IMSS in EDI format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS EDI Notices MEX, IMSS EDI Notices	GPMX_RC_IMSS_EDI
GPMXIM05 IMSS Printed Notices – Termination	Provides termination details for selected employees. This report is submitted to IMSS in printed format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Report Notices MEX, IMSS Report Notices MEX	GPMX_RC_IMSS_PRN
GPMXIM06 IMSS Magnetic Media Notices - Termination	Provides termination details for selected employees. This report is submitted to IMSS in magnetic media format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Mag. Notices MEX, IMSS Mag Notices MEX	GPMX_RC_IMSS_MMD
GPMXIM07 IMSS EDI Notices – Termination	Provides termination details for selected employees. This report is submitted to IMSS in EDI format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS EDI Notices MEX, IMSS EDI Notices	GPMX_RC_IMSS_EDI
GPMXIM08 IMSS Printed Notices – Salary Change	Provides salary change details for selected employees. This report is submitted to IMSS in printed format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Report Notices MEX, IMSS Report Notices MEX	GPMX_RC_IMSS_PRN
GPMXIM09 IMSS Magnetic Media Notices – Salary Change	Provides salary change details for selected employees. This report is submitted to IMSS in magnetic media format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Mag. Notices MEX, IMSS Mag Notices MEX	GPMX_RC_IMSS_MMD
GPMXIM10 IMSS EDI Notices – Salary Change	Provides salary change details for selected employees. This report is submitted to IMSS in EDI format.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS EDI Notices MEX, IMSS EDI Notices	GPMX_RC_IMSS_EDI
GPMXIM11 Absences Report	Details absences for selected employees.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Absence History MEX, Absence History MEX	GPMX_RC_WRKRISK
GPMXIM12 IMSS Base Over Cap	Lists the employees who have a surplus over the cap on 3, 18, and 25 minimum wages.	Global Payroll & Absence Mgmt, Social Security/ Insurance, IMSS Base Over Cap Report MEX, IMSS Base Over Cap Report MEX	GPMX_RC_CAP_BSE

Report ID and Report Name	Description	Navigation	Run Control Page
GPMXIM13 SUA- Load Employees	Generate a flat file and printed report for SUA with payee data such as name, hire date, and so on. The system includes only employees hired or rehired in a given period.	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA – Payee File MEX, SUA - Payee File MEX	GPMX_RC_SUA001
GPMXIM14 SUA – Employee Transactions	Generates a flat file and a printed report for SUA with transactions of each payee for a given period. This report includes payee transactions data for terminations, pay rate changes, rehires, absences, and disabilities that should be reported to SUA.	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA – Transact File MEX, SUA - Employee Transactions	GPMX_RC_SUA002
GPMXIM16 Risk Factor Report	Lists all workers with work risk disability in a given year.	Global Payroll & Absence Mgmt, Social Security/ Insurance, ANN – Risk Factor Report MEX, ANN- Risk Factor Report MEX	GPMX_RC_ABSENCE
GPMXIM17 Fixed SDI Report MEX	Lists the fixed SDI by employee, as well as earning elements that are included in the fixed SDI integrable base, depending on the selected parameters.	Global Payroll & Absence Mgmt, Social Security/ Insurance, Fixed SDI Report MEX, Fixed SDI Report MEX	GPMX_RC_FIX_SDI
GPMXIM19 SUA - Payees Affiliation Data	Generate the SUA flat file and a printed report with employee affiliation data, for employees hired or rehired in a given period.	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA – Affiliation File MEX, SUA - Affiliation File MEX	GPMX_RC_SUA001
GPMXIM20 SUA - INFONAVIT Loans Data	Generate the SUA flat file and a printed report with employee INFONAVIT loans data.	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA – Loans File MEX, SUA - Loans File MEX	GPMX_RC_SUA001
GPMXIM21 SUA - Disabilities Data	Generates the SUA flat file and a printed report with employee disabilities data.	Global Payroll & Absence Mgmt, Social Security/ Insurance, SUA - Disabilities File MEX, SUA - Disabilities File MEX	GPMX_RC_SUA001
GPMXLF01 Termination/Layoff Letters	Generates either a termination letter or a layoff letter, depending on the option you select.	Global Payroll & Absence Mgmt, Termination Processing, Create Term/ Layoff Letters MEX, Create Term/Layoff Letters MEX	GPMX_RC_TERMREP

Report ID and Report Name	Description	Navigation	Run Control Page
GPMXPE01 Payroll Results Register	Summarizes the payroll results.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Payroll Results Register MEX, Payroll Results Register MEX	GPMX_RC_PAYRSL
GPMXPE02 Balances MEX	Provides a monthly summary of all the accumulator members of the earnings total accumulator and the deductions total accumulator.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Balances MEX, Balances MEX	GPMX_RC_ACCUM
GPMXPR01 Loans by Calendar	Lists all loans by calendar group ID.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Loans by Calendar MEX, Loans by Calendar MEX	GPMX_RC_LOANS_CAL
GPMXPR02 Loans Payee	Lists all loans by payee.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Loans MEX, Loans MEX	GPMX_RC_LOANS_PYE
GPMXPYSL Create/Print Payslips MEX	Generates the payslip.	Global Payroll & Absence Mgmt, Payslips, Create/Print Payslips MEX, Create/Print Payslips MEX	GPMX_RC_PAYSLIP
GPMXPV01 Provisions Report	Summarizes all provisions, including vacation, vacation premium, and Christmas bonus. This report has two running options: with or without detail.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Provisions MEX, Provisions MEX	GPMX_RC_PROV
GPMXRU01 PTU – Eligible Payees	Lists all payees who are eligible for profit-sharing.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, ANN – PTU Profit Share MEX, ANN - PTU-Profit-Share MEX	GPMX_PTU
GPMXRU02 PTU – Non-Eligible Payees	Lists all payees who are not eligible for profit-sharing.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, ANN – PTU Profit Share MEX, ANN - PTU-Profit-Share MEX	GPMX_PTU

Report ID and Report Name	Description	Navigation	Run Control Page
GPMXRU03 PTU – Unpaid Payees	Lists all payees who have profit-sharing but have not been paid yet.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, ANN – PTU Profit Share MEX, ANN - PTU-Profit-Share MEX	GPMX_PTU
GPMXRU04 PTU - Project	Lists all the details of profit-sharing at employee level.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, ANN – PTU Profit Share MEX, ANN - PTU-Profit-Share MEX	GPMX_PTU
GPMXTE01 Overtime Report	Provides overtime details for employees. With this report, you have two options: <ul style="list-style-type: none"> • From week to week with daily details. • From week to week without detail. 	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Overtime MEX, Overtime Report	GPMX_RC_OVR001
GPMXVA01 Vacations Report	Details vacation entitlements and balances for selected employees.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Reports, Vacations MEX, Vacations MEX	GPMX_RC_VACATN
GPMXVL01 Create Coupons Interface MEX	Creates a flat file and a printed report of coupons. The flat file is transferred to the provider, which could be either Accor or SODEXHO.	Global Payroll & Absence Mgmt, Absence and Payroll Processing, Create Coupons Interface MEX, Create Coupons Interface MEX	GPMX_COUPONS_INT