



## ICE 1733162000 (Update ID: 749399)

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### Additional Information Regarding ICE

**ICE 1733162000: Legislative: Salaried Working Days per month changes from year 2008.**

**Description:** From 2008 year, the number of legal national holidays is increased to 11 days from 10.

Also, the Gov Work Days and the calculation way for daily rate/hourly rate changes from 2008 year.

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### Additional tasks to implement the increase of national holiday numbers

The increase of national holiday numbers impacts not only system data but also demo data of GP China. However, as we have a support policy not to deliver demo data fixes, only system data change is included in this resolution. To properly implement the legislative change in your system, update your production/demo data using this document as a reference.

### Frequency Annualization Factor for Daily Frequency for China

Add a new effective row for Daily Frequency for China effective January 1<sup>st</sup>, 2008.

Set Up HRMS > Foundation Tables > Compensation Rules > Frequency Table

#### Frequency Table

Frequency ID: DCHN

Frequency Information		Find   View 1	First	1-2 of 2	Last
*Effective Date:	2008/01/01				
*Status:	Active				
*Description:	Daily Frequency CHN				
Short Description:	Daily				
*Maintenance Responsibility:	C Customer				
*Frequency Type:	Daily				
	<input type="checkbox"/> Use Standard Hours for Annualization				
Frequency Annualization Factor:	261.0000000				
<hr/>					
*Effective Date:	1990/01/01				
*Status:	Active				

### Standard Hours on Job Data

If you have defined the Standard Hours using "Hours" as Work Period, the legislative change does not impact your Job Data. However, if you have defined using "Monthly", you are advised to update the Standard Hours of each payee to 174 effective January 1<sup>st</sup>, 2008.

Workforce Administration > Job Information > Job Data

<a href="#">Work Location</a>	<b>Job Information</b>	<a href="#">Job Labor</a>	<a href="#">Payroll</a>	<a href="#">Salary Plan</a>	<a href="#">Compensation</a>
Bai Lichen	EMP	ID: K6001	Empl Rcd #: 0.		
<b>Job Information</b> <span style="float: right;">Find First 1 of 2 Last</span>					
<b>Effective Date:</b>	2008/01/01	<b>Effective Sequence:</b>	0	<b>Job Indicator:</b>	Primary Job
<b>Action / Reason:</b>	Data Chg	Current			
<b>*Job Code:</b>	K6C001 <input type="text"/>	Accountant	<b>Entry Date:</b>	2006/01/01 <input type="text"/>	
<b>Supervisor Level:</b>	<input type="text"/>				
<b>Supervisor ID:</b>	<input type="text"/>				
<b>Reports To:</b>	<input type="text"/>				
<b>*Regular/Temporary:</b>	Regular <input type="button" value="v"/>		<b>*Full/Part:</b>	Full-Time <input type="button" value="v"/>	
<b>Empl Class:</b>	<input type="text"/>		<b>*Officer Code:</b>	None <input type="button" value="v"/>	
<b>*Regular Shift:</b>	N/A <input type="button" value="v"/>		<b>Shift Rate:</b>	<input type="text"/> / <input type="text"/>	
<b>Standard Hours</b>					
<b>Standard Hours:</b>	174.00				
<b>Work Period:</b>	M <input type="text"/>	Monthly			
<b>FTE:</b>	1.000000				
<b>Contract #</b>					


### **Number of Days by Month**

As Number of Days by Month (GP VR DAYS MONTH) is not a China specific Variable Element but is a globally owned one, the default value on this element is actually overridden when it is used in GP China payroll calculation. Update the overriding value that you defined when you implemented your system. The following is an example of overriding at Pay Entity level that we delivered as demo data.

*Set Up HRMS > Product Related > Global Payroll & Absence Mgmt > Framework > Organizational > Pay Entities*

Pay Entity Address   Processing Details   Retro Limits   **Supporting Element Overrides** 

**Pay Entity:**      K6CHNBI                      China Business Institute

Supporting Element Override List						Customize	Find	View All	First	1-3 of 3	Last
Elements/Dates		Values									
Element Type	Element Name	Description	*Begin Date	End Date							
Variable	GP VR DAYS MONTH	Number of days by month	2008/01/01								
Variable	GP VR DAYS MONTH	Number of days by month	2006/01/01	2007/12/31							
Variable	CN VR AVE ANN SAL	Average annual salary	2006/01/01								