

23-May-2020

Some Sample Absence Management Fast Formulas (Oracle HCM Cloud)

Contains Examples from Implementation Projects

By Ashish Harbhajanka (Oracle ACE)

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FORMULA NAME: XX_ANC_ACCRUAL_XX_ExtendedChildCare (Global Absence Accrual)

/*****

FORMULA NAME: XX_ANC_ACCRUAL_XX_ExtendedChildCare

FORMULA TYPE: Global Absence Accrual

DESCRIPTION: This formula returns the accrual for employees enrolled in Extended Child Care

| Change History: Name | Date | Comments |
|----------------------|-------------|-----------------|
| Ashish Harbhajanka | 10-Apr-2015 | Initial Version |

*****/

DEFAULT FOR PER_ASG_FTE IS 1

DEFAULT FOR PER_REL_ORIGINAL_DATE_OF_HIRE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR PER_REL_ACTUAL_TERMINATION_DATE IS '4712/12/31 00:00:00' (date)

ln_accrual = 0

ld_effective_date=PER_REL_ORIGINAL_DATE_OF_HIRE

ld_emp_term_date =PER_REL_ACTUAL_TERMINATION_DATE

ld_current_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

ld_term_start_date = TO_DATE('01-01-'||TO_CHAR(ld_effective_date, 'rrrr'),'dd-mm-rrrr')

ld_term_end_date = TO_DATE('31-12-'||TO_CHAR(ld_effective_date, 'rrrr'),'dd-mm-rrrr')

ld_term_duration = DAYS_BETWEEN (ld_term_end_date,ld_term_start_date)

ld_hire_year = TO_NUMBER(TO_CHAR(ld_effective_date,'rrrr'))

ld_curr_year = TO_NUMBER(TO_CHAR(ld_current_date,'rrrr'))

accrual = 0 IF (ld_curr_year = ld_hire_year) THEN

IF (TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) < 7)

THEN (accrual = 2)

IF (TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) >= 7 AND TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) <= 12)

THEN (accrual = 1))

IF (ld_curr_year > ld_hire_year)

THEN (accrual = 2)

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ceiling = 2 carryover=0 vestingUnits=3 vestingUOM='M'
RETURN accrual,ceiling,carryover,vestingUnits,vestingUOM

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FORMULA NAME: XX_ANC_ACCRUAL_XX_FamilyLeave (Global Absence Accrual)

/*****

FORMULA NAME: XX_ANC_ACCRUAL_XX_FamilyLeave

FORMULA TYPE: Global Absence Accrual

DESCRIPTION: This formula returns the accrual for employees enrolled Family Leave

| Change History: Name | Date | Comments |
|----------------------|-------------|-----------------|
| Ashish Harbhajanka | 10-Apr-2015 | Initial Version |

*****/

DEFAULT FOR PER_ASG_FTE IS 1

DEFAULT FOR PER_REL_ORIGINAL_DATE_OF_HIRE IS '4712/12/31 00:00:00' (date) DEFAULT FOR
PER_REL_ACTUAL_TERMINATION_DATE IS '4712/12/31 00:00:00' (date)

ln_accrual = 0

ld_effective_date=PER_REL_ORIGINAL_DATE_OF_HIRE

ld_emp_term_date =PER_REL_ACTUAL_TERMINATION_DATE

ld_current_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

ld_term_start_date = TO_DATE('01-01-'||TO_CHAR(ld_effective_date,'rrrr'),'dd-mm-rrrr')

ld_term_end_date = TO_DATE('31-12-'||TO_CHAR(ld_effective_date,'rrrr'),'dd-mm-rrrr')

ld_term_duration = DAYS_BETWEEN(ld_term_end_date,ld_term_start_date)

ld_hire_year = TO_NUMBER(TO_CHAR(ld_effective_date,'rrrr'))

ld_curr_year = TO_NUMBER(TO_CHAR(ld_current_date,'rrrr'))

accrual = 0

IF (ld_curr_year = ld_hire_year)

THEN

(
 IF (TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) < 7)
 THEN

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```
( accrual = 2 )  
IF (TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) >= 7 AND TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) <= 12)  
THEN  
    ( accrual = 1 )  
)
```

IF (ld_curr_year > ld_hire_year)

THEN

(accrual = 2)

ceiling = 2

carryover=0

vestingUnits=3

vestingUOM='M'

RETURN accrual,ceiling,carryover,vestingUnits,vestingUOM

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FORMULA NAME: XX_ANC_ACCRUAL_XX_ChildCare (Global Absence Accrual)

/*****

FORMULA NAME: XX_ANC_ACCRUAL_XX_ChildCare

FORMULA TYPE: Global Absence Accrual

DESCRIPTION: This formula returns the accrual for employees enrolled in Child Care

| Change History: Name | Date | Comments |
|----------------------|-------------|-----------------|
| Ashish Harbhajanka | 10-Apr-2015 | Initial Version |

*****/

DEFAULT FOR PER_ASG_FTE IS 1

DEFAULT FOR PER_REL_ORIGINAL_DATE_OF_HIRE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR PER_REL_ACTUAL_TERMINATION_DATE IS '4712/12/31 00:00:00' (date)

ln_accrual = 0

ld_effective_date=PER_REL_ORIGINAL_DATE_OF_HIRE

ld_emp_term_date =PER_REL_ACTUAL_TERMINATION_DATE

ld_current_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

ld_term_start_date = TO_DATE('01-01-'||TO_CHAR(ld_effective_date, 'rrrr'),'dd-mm-rrrr')

ld_term_end_date = TO_DATE('31-12-'||TO_CHAR(ld_effective_date, 'rrrr'),'dd-mm-rrrr')

ld_term_duration = DAYS_BETWEEN (ld_term_end_date,ld_term_start_date)

ld_hire_year = TO_NUMBER(TO_CHAR(ld_effective_date,'rrrr'))

ld_curr_year = TO_NUMBER(TO_CHAR(ld_current_date,'rrrr'))

accrual = 0

IF (ld_curr_year = ld_hire_year)

THEN

(

IF (TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) < 7)

THEN

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```
( accrual = 6 )
```

```
IF (TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) >= 7 AND TO_NUMBER(TO_CHAR(ld_effective_date,'MM')) <= 12)
THEN
```

```
( accrual = 3 )
```

```
)
```

```
IF (ld_curr_year > ld_hire_year)
```

```
THEN (accrual = 6)
```

```
ceiling = 6
```

```
carryover=0
```

```
vestingUnits=3
```

```
vestingUOM='M'
```

```
RETURN accrual,ceiling,carryover,vestingUnits,vestingUOM
```

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FORMULA NAME: XX_ANC_GET_OFFLIEU_INDIVIDUAL_LEAVE_BALANCE (Global Absence Accrual)

/******

FORMULA NAME: XX_ANC_GET_OFFLIEU_INDIVIDUAL_LEAVE_BALANCE

FORMULA TYPE: Global Absence Accrual

DESCRIPTION: This formula returns the leave balance for Off-in-Lieu (Individually earned)

| Change History: Name | Date | Comments |
|----------------------|-------------|-----------------|
| Ashish Harbhajanka | 20-Apr-2015 | Initial Version |

INPUTS ARE IV_PERSON_ID,IV_TERM_ID,IV_EFF_DT (DATE)

ld_current_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

L_Leave_Balance = 0

ln_off_per_plan_id = 300000001752614 /* Accrual Plan Id for Off-in-Lieu (Individually earned)*/

L_Term_Id = IV_TERM_ID

L_Person_Id = IV_PERSON_ID

L_Eff_Dt = IV_EFF_DT

CHANGE_CONTEXTS

(ACCRUAL_PLAN_ID = ln_off_per_plan_id,HR_ASSIGNMENT_ID = L_Term_Id,PERSON_ID = L_Person_Id,EFFECTIVE_DATE =L_Eff_Dt)

(
 L_Leave_Balance = GET_ACCRUAL_BALANCE()
)

return L_Leave_Balance

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FORMULA NAME: XX_ANC_GET_OFFLIEU_PUBLIC_LEAVE_BALANCE (Global Absence Accrual)

/******

FORMULA NAME: XX_ANC_GET_OFFLIEU_PUBLIC_LEAVE_BALANCE

FORMULA TYPE: Global Absence Accrual

DESCRIPTION: This formula returns the leave balance for Off-in-Lieu (Public Holiday)

| Change History: Name | Date | Comments |
|----------------------|-------------|-----------------|
| Ashish Harbhajanka | 20-Apr-2015 | Initial Version |

INPUTS ARE IV_PERSON_ID,IV_TERM_ID,IV_EFF_DT (DATE)

ld_current_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

L_Leave_Balance = 0

ln_off_public_plan_id = 300000001752613 /* Accrual Plan Id for Off-in-Lieu (Public Holiday)*/

L_Term_Id = IV_TERM_ID

L_Person_Id = IV_PERSON_ID

L_Eff_Dt = IV_EFF_DT

CHANGE_CONTEXTS

(ACCRUAL_PLAN_ID = ln_off_public_plan_id,HR_ASSIGNMENT_ID = L_Term_Id,PERSON_ID = L_Person_Id,EFFECTIVE_DATE =L_Eff_Dt)

(
 L_Leave_Balance = GET_ACCRUAL_BALANCE()
)

return L_Leave_Balance

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FORMULA NAME: XX_ANC_GET_ANNUAL_LEAVE_BALANCE (Global Absence Accrual)

/******

FORMULA NAME: XX_ANC_GET_ANNUAL_LEAVE_BALANCE

FORMULA TYPE: Global Absence Accrual

DESCRIPTION: This formula returns the leave balance for Annual Leave - Non Manager

| Change History: Name | Date | Comments |
|----------------------|-------------|-----------------|
| Ashish Harbhajanka | 20-Apr-2015 | Initial Version |

INPUTS ARE IV_PERSON_ID,IV_TERM_ID,IV_EFF_DT (DATE)

ln_accrual = 0

ld_current_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

L_Leave_Balance = 0

ln_annual_accrual_plan_id = 300000001752602 /*Accrual Plan Id for Annual Leave Plan (Non- Manager) */

L_Term_Id = IV_TERM_ID

L_Person_Id = IV_PERSON_ID

L_Eff_Dt = IV_EFF_DT

CHANGE_CONTEXTS

(ACCRUAL_PLAN_ID = ln_annual_accrual_plan_id,HR_ASSIGNMENT_ID = L_Term_Id,PERSON_ID = L_Person_Id,EFFECTIVE_DATE =L_Eff_Dt)

(
 L_Leave_Balance = GET_ACCRUAL_BALANCE()
)

return L_Leave_Balance

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FORMULA NAME: XX_ANC_XX_ACCMAT_Annual (Global Absence Accrual Matrix)

/******

FORMULA NAME: XX_ANC_XX_ACCMAT_Annual

FORMULA TYPE: Global Absence Accrual Matrix

DESCRIPTION: This sample formula will find the weighted average of the Accrual value based on the number of the days the employee was eligible in a particular band. For example, I an employee has changed from Band 1 to Band 2 on 03-Mar-2014 and accrual value for Band 1 and Band 2 is 100 and 200 respectively. The formula will return: $\text{accrual} = (100 * (\text{number of days employee in Band1}) + 200 * (\text{number of days Employee in Band 2})) / 365$

| Change History: Name | Date | Comments |
|----------------------|-------------|-----------------|
| Ashish Harbhajanka | 12-May-2015 | Initial Version |

*****/

/*===== DATABASE ITEM DEFAULTS BEGIN =====*/

DEFAULT for PER_ASG_REL_ORIGINAL_DATE_OF_HIRE is '4712/12/31 00:00:00' (date)

DEFAULT for IV_BAND_CHG_DT1 is '1951/01/01 00:00' (date)

DEFAULT for IV_BAND_CHG_DT2 is '1951/01/01 00:00' (date)

DEFAULT for IV_ACCRUALPERIODSTARTDATE is '4712/12/31 00:00:00' (date)

DEFAULT for IV_ACCRUALPERIODENDDATE is '4712/12/31 00:00:00' (date)

DEFAULT for IV_BAND_CHG_BEFFVAL1 is 15

DEFAULT for IV_BAND_CHG_AFTVAL1 is 18

DEFAULT for IV_BAND_CHG_AFTVAL2 is 21

DEFAULT FOR PER_ASG_PERSON_NUMBER IS 'X'

DEFAULT for IV_CEILING is 0

DEFAULT for IV_CARRYOVER is 0

INPUTS are

IV_ACCRUAL, IV_BAND_CHG_DT1, IV_BAND_CHG_DT2, IV_BAND_CHG_BEFFVAL1, IV_BAND_CHG_AFTVAL1, IV_BAND_CHG_BEFFVAL2, IV_BAND_CHG_AFTVAL2, IV_CARRYOVER, IV_CEILING, IV_ACCRUALPERIODSTARTDATE, IV_ACCRUALPERIODENDDATE

/*===== DATABASE ITEM DEFAULTS ENDS =====*/

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```
/*===== FORMULA SECTION BEGIN =====*/
```

```
ld_effective_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))
ld_term_start_date = TO_DATE('01-01-'||TO_CHAR(ld_effective_date, 'rrrr'),'dd-mm-rrrr')
ld_term_end_date = TO_DATE('31-12-'||TO_CHAR(ld_effective_date, 'rrrr'),'dd-mm-rrrr')
```

```
ld_band1_end_date = ADD_YEARS(PER_ASG_REL_ORIGINAL_DATE_OF_HIRE,3)
ld_band2_end_date = ADD_YEARS(PER_ASG_REL_ORIGINAL_DATE_OF_HIRE,6)
accrual = IV_ACCRUAL
```

```
l_log = ess_log_write('*****START*****')
l_log = ess_log_write('PERSON_NUMBER : '|| PER_ASG_PERSON_NUMBER)
l_log = ess_log_write('ld_effective_date : '|| TO_CHAR(ld_effective_date,'DD-MM-YYYY'))
l_log = ess_log_write('ld_band1_end_date : '|| TO_CHAR(ld_band1_end_date,'DD-MM-YYYY'))
l_log = ess_log_write('ld_band2_end_date : '|| TO_CHAR(ld_band2_end_date,'DD-MM-YYYY'))
l_log = ess_log_write('IV_BAND_CHG_BEFVAL1 : '|| TO_CHAR(IV_BAND_CHG_BEFVAL1))
l_log = ess_log_write('IV_BAND_CHG_AFTVAL1 : '|| TO_CHAR(IV_BAND_CHG_AFTVAL1))
l_log = ess_log_write('IV_BAND_CHG_AFTVAL2 : '|| TO_CHAR(IV_BAND_CHG_AFTVAL2))
l_log = ess_log_write('Initial Accrual : '|| TO_CHAR(IV_ACCRUAL))
l_log = ess_log_write('Accrual Period Start Date : '|| TO_CHAR(IV_ACCRUALPERIODSTARTDATE,'DD-MON-RRRR'))
l_log = ess_log_write('Accrual Period End Date : '|| TO_CHAR(IV_ACCRUALPERIODENDDATE,'DD-MON-RRRR'))
l_log = ess_log_write('*****END*****')
```

```
IF (TO_CHAR(ld_effective_date,'YYYY') = TO_CHAR(ld_band1_end_date,'YYYY'))
THEN
```

```
(
```

```
l_log = ess_log_write('Within Band 1')
l_no_of_ds1 = DAYS_BETWEEN(ld_band1_end_date,ld_term_start_date) + 1
l_log = ess_log_write('l_no_of_ds1 : '|| TO_CHAR(l_no_of_ds1))
l_no_of_ds2 = DAYS_BETWEEN(ld_term_end_date,ld_band1_end_date) + 1
l_log = ess_log_write('l_no_of_ds2 : '|| TO_CHAR(l_no_of_ds2))
```

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```
l_no_of_ds3 = 0  l_log = ess_log_write('IV_BAND_CHG_BEFVAL1 : '|| TO_CHAR(IV_BAND_CHG_BEFVAL1))
l_log = ess_log_write('IV_BAND_CHG_AFTVAL1 : '|| TO_CHAR(IV_BAND_CHG_AFTVAL1))
l_log = ess_log_write('IV_BAND_CHG_AFTVAL2 : '|| TO_CHAR(IV_BAND_CHG_AFTVAL2))
accrual=(l_no_of_ds1*IV_BAND_CHG_BEFVAL1 +
          l_no_of_ds2 * IV_BAND_CHG_AFTVAL1 +
          l_no_of_ds3*IV_BAND_CHG_AFTVAL2)/ 365
l_log = ess_log_write('Accrual : '|| TO_CHAR(accrual))
)
```

```
IF (TO_CHAR(ld_effective_date,'YYYY') = TO_CHAR(ld_band2_end_date,'YYYY'))
THEN
```

```
(
    l_log = ess_log_write('Within Band 2')
    l_no_of_ds1 = 0  l_no_of_ds2 = DAYS_BETWEEN(ld_band2_end_date,ld_term_start_date) + 1
    l_log = ess_log_write('l_no_of_ds2 : '|| TO_CHAR(l_no_of_ds2))
    l_no_of_ds3 = DAYS_BETWEEN(ld_term_end_date,ld_band2_end_date) + 1
    l_log = ess_log_write('l_no_of_ds3 : '|| TO_CHAR(l_no_of_ds3))
    l_log = ess_log_write('IV_BAND_CHG_BEFVAL1 : '|| TO_CHAR(IV_BAND_CHG_BEFVAL1))
    l_log = ess_log_write('IV_BAND_CHG_AFTVAL1 : '|| TO_CHAR(IV_BAND_CHG_AFTVAL1))
    l_log = ess_log_write('IV_BAND_CHG_AFTVAL2 : '|| TO_CHAR(IV_BAND_CHG_AFTVAL2))
    accrual=(l_no_of_ds1*IV_BAND_CHG_BEFVAL1 +
            l_no_of_ds2 * IV_BAND_CHG_AFTVAL1 +
            l_no_of_ds3*IV_BAND_CHG_AFTVAL2)/ 365
    l_log = ess_log_write('Accrual : '|| TO_CHAR(accrual))
)
```

```
l_log = ess_log_write(' Prorated Accrual considered : '|| TO_CHAR(accrual))
floored_accrual = FLOOR(accrual)
decimal_accrual = accrual - floored_accrual
```

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```
IF (decimal_accrual < 0.5 )  
THEN  
    accrual = floored_accrual
```

```
IF (decimal_accrual >= 0.5)  
THEN  
    accrual = floored_accrual + 1
```

```
l_log = ess_log_write(' Final Accrual considered : ' || TO_CHAR(accrual))  
carryover = IV_CARRYOVER ceiling = IV_CEILING  
l_log = ess_log_write(' Carryover : ' || TO_CHAR(IV_CARRYOVER))  
l_log = ess_log_write(' Ceiling : ' || TO_CHAR(IV_CEILING))  
return accrual,ceiling,carryover
```

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FORMULA NAME: XX_ANC_XXPC_ACCMAT_LongServiceLeave (Global Absence Accrual Matrix)

/******

FORMULA NAME: XX_ANC_XXPC_ACCMAT_LongServiceLeave

FORMULA TYPE: Global Absence Accrual Matrix

DESCRIPTION: This formula returns the accrual for employees enrolled into Long Service Leave

Change History: Name Date Comments

Ashish Harbhajanka 21-May-2015 Initial Version

DEFAULT FOR PER_TERM_REL_LENGTH_OF_SERVICE IS 0

DEFAULT FOR PER_PER_ADD_REGION2 IS ''

DEFAULT FOR PER_TERM_REL_DATE_START is '4712/12/31 00:00:00' (date)

DEFAULT FOR PER_ASG_REL_DATE_START is '4712/12/31 00:00:00' (date)

DEFAULT FOR PER_ASG_DISPLAY_NAME is ''

DEFAULT FOR IV_ACCRUAL is 0

DEFAULT FOR IV_CEILING is 0

DEFAULT FOR IV_CARRYOVER is 0

INPUTS are IV_ACCRUAL,IV_CEILING,IV_CARRYOVER

ld_effective_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

ln_los_years = TRUNC(MONTHS_BETWEEN(ld_effective_date,PER_ASG_REL_DATE_START)/12,2)

ln_cons_5years = FLOOR(PER_TERM_REL_LENGTH_OF_SERVICE/5)

ln_cons_years = FLOOR(PER_TERM_REL_LENGTH_OF_SERVICE) - 10

ln_length_of_service = PER_TERM_REL_LENGTH_OF_SERVICE

lc_emp_addr_state = PER_PER_ADD_REGION2

ln_assignment_id = GET_CONTEXT(HR_ASSIGNMENT_ID,0)

ln_person_id = GET_CONTEXT(PERSON_ID,0)

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```
ln_years_between = TO_NUMBER(TO_CHAR(ld_effective_date,'YYYY')) - TO_NUMBER(TO_CHAR(PER_ASG_REL_DATE_START,'YYYY'))
ln_div_floor = FLOOR(ln_years_between/5)
ln_div = ln_years_between/5
ln_div_dec = ln_div - ln_div_floor
ln_rem = MOD(ln_years_between,5)
ln_above10years = ln_years_between - 10
ln_cons_5years_mod = MOD(ln_above10years,5)
ln_cons_5years_div = FLOOR(ln_above10years/5)
accrual = IV_ACCRUAL
ceiling = IV_CEILING
carryover = IV_CARRYOVER
```

```
l_log = ess_log_write('Before IF LOOP ')
l_log = ess_log_write('Start Processing for Person ID : ' || TO_CHAR(ln_person_id))
l_log = ess_log_write('Start Processing for Assignment ID : ' || TO_CHAR(ln_assignment_id))
```

```
l_log = ess_log_write('Start Processing for : ' || PER_ASG_DISPLAY_NAME)
l_log = ess_log_write('Employee Address State : ' || lc_emp_addr_state)
l_log = ess_log_write('Years of Service : ' || TO_CHAR(ln_years_between))
l_log = ess_log_write('ln_cons_years : ' || TO_CHAR(ln_cons_years))
l_log = ess_log_write('ln_cons_5years : ' || TO_CHAR(ln_cons_5years))
l_log = ess_log_write('ln_cons_5years_mod : ' || TO_CHAR(ln_cons_5years_mod))
l_log = ess_log_write('ln_cons_5years_div : ' || TO_CHAR(ln_cons_5years_div))
l_log = ess_log_write('Accrual : ' || TO_CHAR(accrual))
```

```
IF (lc_emp_addr_state = 'New South Wales' or lc_emp_addr_state = 'Queensland' or lc_emp_addr_state = 'Western Australia' or lc_emp_addr_state = 'Victoria')
```

```
THEN
```

```
(
    IF (ln_years_between = 10)
    THEN
```

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```
(
    accrual = 325
    l_log = ess_log_write('Step 1 : ' || TO_CHAR(accrual))
    l_log = ess_log_write('Accrual : ' || TO_CHAR(accrual))
)
IF (ln_years_between > 10 AND ln_cons_5years_mod = 0 AND ln_cons_5years_div > 0)
THEN
    (
        accrual = 162.5
        l_log = ess_log_write('Step 2 : ' || TO_CHAR(accrual))
        l_log = ess_log_write('Accrual : ' || TO_CHAR(accrual))
    )
ELSE
    (
        IF (lc_emp_addr_state = 'South Australia')
        THEN
            IF (ln_years_between = 10 )
            THEN
                accrual = 487.5
            IF (ln_years_between > 10)
            THEN
                accrual = 48.75
            )
        )
    )
```

```
l_log = ess_log_write('After IF LOOP ')
l_log = ess_log_write('Employee Address State : ' || lc_emp_addr_state)
l_log = ess_log_write('Years of Service : ' || TO_CHAR(ln_years_between))
l_log = ess_log_write('ln_cons_years : ' || TO_CHAR(ln_cons_years))
l_log = ess_log_write('ln_cons_5years : ' || TO_CHAR(ln_cons_5years))
l_log = ess_log_write('ln_cons_5years_mod : ' || TO_CHAR(ln_cons_5years_mod))
l_log = ess_log_write('ln_cons_5years_div : ' || TO_CHAR(ln_cons_5years_div))
l_log = ess_log_write('Accrual : ' || TO_CHAR(accrual))
```

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```
l_log = ess_log_write('End Processing for Person ID : ' || TO_CHAR(ln_person_id))  
l_log = ess_log_write('End Processing for Assignment ID : ' || TO_CHAR(ln_assignment_id))  
l_log = ess_log_write('End Processing for : ' || PER_ASG_DISPLAY_NAME)
```

```
RETURN accrual,ceiling,carryover      /*'New South Wales', 'Queensland', 'South Australia','Western Australia','Victoria'*/
```

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FORMULA NAME: XX_ANC_XX_VALID_Paternity (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_XX_VALID_Paternity

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula returns the Paternity Leave Criteria. Only workers who have less than 3 dependent children are eligible

Change History: Name Date Comments

Ashish Harbhajanka 07-Apr-2015 Initial Version

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_PERSON_ID IS 0

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_CONTACT_TYPE IS ''

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DATE_OF_BIRTH IS '4712/12/31 00:00:00' (date)

DEFAULT_DATA_VALUE for ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR is 0

DEFAULT FOR ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

/*===== DATABASE ITEM DEFAULTS END =====*/

/*===== FORMULA SECTION BEGIN =====*/

/*=====INPUTS SECTION BEGIN=====*/

INPUTS ARE iv_start_date (date), iv_end_date (date),IV_TOTALDURATION

/*=====INPUTS SECTION BEGIN=====*/

ln_pl_type_id = GET_CONTEXT(ABSENCE_TYPE_ID,0) /* pl stands for Paternity Leave */

ld_child_birth_date = TO_DATE('1951-01-01','yyyy-MM-dd')

ld_start_date = TO_DATE('1951-01-01','yyyy-MM-dd')

j = 1

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```
l_new_duration = IV_TOTALDURATION ln_child_count = 0
```

```
ln_rem = MOD(IV_TOTALDURATION,0.5)
```

```
IF (ln_rem <> 0)
```

```
THEN
```

```
(
```

```
  VALID = 'N'
```

```
  ERROR_MESSAGE = 'XX_ANC_SG_ERR_DURCAL' /* 'Leave Duration should either be Half/Full Day. */
```

```
  RETURN VALID,ERROR_MESSAGE
```

```
)
```

```
CHANGE_CONTEXTS(START_DATE=iv_start_date, END_DATE=iv_end_date)
```

```
(
```

```
  i=PER_PER_CONTACT_PERSON_ID.FIRST(-1)
```

```
  WHILE PER_PER_CONTACT_PERSON_ID.exists(i)
```

```
  LOOP
```

```
  (
```

```
    IF (PER_PER_CONTACT_CONTACT_TYPE[i] = 'C' or PER_PER_CONTACT_CONTACT_TYPE[i] = 'A')
```

```
    THEN
```

```
      (
```

```
        ln_child_count = ln_child_count + 1
```

```
        ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
```

```
        IF ( ld_child_birth_date < PER_PER_CONTACT_DATE_OF_BIRTH[i])
```

```
        THEN
```

```
          (
```

```
            ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
```

```
          )
```

```
        i= i+1      )
```

```
  IF (ln_child_count >= 3 ) /*ln_child_count > 3*/
```

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```
THEN
(
    valid = 'N'
    ERROR_MESSAGE = 'XX_ANC_XX_ERR_PATERNITY' /*'This leave is only allowed upto 3 childrens'*/
    RETURN valid,ERROR_MESSAGE
)
IF (ln_child_count = 0)
THEN
(
    VALID = 'N'
    ERROR_MESSAGE = 'XX_ANC_XX_ERR_PAT_0KIDS' /*'You can only avail this leave if you have dependent/adopted
children' */
    RETURN VALID,ERROR_MESSAGE
)
ELSE
(
    valid='Y'
)
)

CHANGE_CONTEXTS(START_DATE=ld_start_date, END_DATE=IV_START_DATE)
(
    WHILE ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR.exists(j)
    LOOP
    ( CHANGE_CONTEXTS (ABSENCE_ENTRY_ID = ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR[j])
    (
        IF (ln_pl_type_id = ANC_ABS_ENTRS_ABSENCE_TYPE_ID)
        THEN
            ( IF (DAYS_BETWEEN(IV_START_DATE,ld_child_birth_date) > 365
            OR
            DAYS_BETWEEN(IV_START_DATE,ld_child_birth_date) < 0
            )
        )
    )
)
```

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```
THEN
    (
        VALID = 'N'
        ERROR_MESSAGE = 'XX_ANC_XX_FLEX_FROM_CHILDBIRTH' /* This leave needs to be
applied within 1 year of childbirth */
        RETURN VALID,ERROR_MESSAGE
    )
))
j=j+1
))
/*===== FORMULA SECTION END =====*/
Return VALID,ERROR_MESSAGE
```

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FORMULA NAME: XX_ANC_XX_VALID_Marriage (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_XX_VALID_Marriage

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula returns the Marriage Leave Criteria. Only workers who are single are allowed to use this leave type. This Leave can be availed just once

| Change History: Name | Date | Comments |
|----------------------|------|----------|
|----------------------|------|----------|

| | | |
|--------------------|-------------|-----------------|
| Ashish Harbhajanka | 07-Apr-2015 | Initial Version |
|--------------------|-------------|-----------------|

/*===== DATABASE ITEM DEFAULTS BEGIN =====*/

DEFAULT for ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

DEFAULT for PER_PER_MARITAL_STATUS is ''

DEFAULT for ANC_ABS_ENTRS_DURATION is 0

DEFAULT FOR ANC_ABS_ENTRS_ABSENCE_STATUS_CD is ''

DEFAULT FOR IV_TOTALDURATION is 0

DEFAULT_DATA_VALUE for ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR is 0

DEFAULT for ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

/*===== DATABASE ITEM DEFAULTS END =====*/

/*===== FORMULA SECTION BEGIN =====*/

/*===== INPUTS SECTION BEGIN =====*/

INPUTS ARE iv_start_date (date), iv_end_date (date), IV_TOTALDURATION

/*===== INPUTS SECTION BEGIN =====*/

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```
l_cuurent_year:=to_char(Get_context(EFFECTIVE_DATE, '1999/01/01 12:00:00' (date)), 'YYYY')
l_start_date:=to_date(l_cuurent_year+'01/01')
l_end_date:=to_date(l_cuurent_year+'12/31')
l_absence_type_id:=GET_CONTEXT(ABSENCE_TYPE_ID,0)
l_current_duration:=days_between(iv_end_date,iv_start_date)+1
l_days:=0
l_days_duration:=0
ln_occurence:=1
l_total_days:=0
l_new_duration:=IV_TOTALDURATION
lc_marital_status:=PER_PER_MARITAL_STATUS

ln_rem:=MOD(IV_TOTALDURATION,0.5)

IF (ln_rem <> 0)
THEN
    (
        VALID='N'
        ERROR_MESSAGE='XX_ANC_XX_ERR_DURCAL' /* 'Leave Duration should either be Half/Full Day.Please change absence start and
end dates accordingly' */
        RETURN VALID,ERROR_MESSAGE
    )

CHANGE_CONTEXTS(START_DATE=l_start_date,END_DATE=l_end_date)
(
    i:=ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR.FIRST(-1)
    WHILE ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR.exists(i)
    LOOP
        ( CHANGE_CONTEXTS(ABSENCE_ENTRY_ID=ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR[i])
            (
```

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```
IF (
    ( l_absence_type_id=ANC_ABS_ENTRS_ABSENCE_TYPE_ID)
    AND
    ( ANC_ABS_ENTRS_ABSENCE_STATUS_CD <> 'ORA_WITHDRAWN')
)
THEN
    (
        l_days_duration=ANC_ABS_ENTRS_DURATION
        ln_occurence = ln_occurence + 1
    )
    l_days=l_days_duration+l_days
)

i= ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR.NEXT(i,-1)
IF(ln_occurence > 1)
THEN
    (
        valid = 'N'
        ERROR_MESSAGE = 'XX_ANC_XX_ERR_FIRST_MARRIAGE' /*'This Leave is allowed only for the First Legal Marriage' */
        RETURN valid,ERROR_MESSAGE
    )
    l_total_days = l_days + l_new_duration

IF (lc_marital_status <> 'S')
THEN
    (
        valid='N'
        ERROR_MESSAGE = 'XX_ANC_XX_ERR_MARRIAGE_ELIG' /*'Only Single and unmarried workers can avail this leave'*/
    )
ELSE ( valid='Y'
```

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)

/*===== FORMULA SECTION END =====*/
Return VALID, ERROR_MESSAGE

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FORMULA NAME: XX_ANC_XX_VALID_FlexMaternity (Global Absence Entry Validation)

/*****

FORMULA NAME: XX_ANC_XX_VALID_FlexMaternity

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula returns validates the Flex Maternity Leave entry

Change History: Name Date Comments

Ashish Harbhajanka 05-May-2015 Initial Version

*****/

DEFAULT FOR IV_START_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR IV_END_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT_DATA_VALUE for ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR is 0

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_PERSON_ID IS 0

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_CONTACT_TYPE IS ''

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DATE_OF_BIRTH IS '4712/12/31 00:00:00' (date)

DEFAULT FOR ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

DEFAULT FOR ANC_ABS_MTRNT_ACTUAL_CHILD_BIRTH_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR ANC_ABS_MTRNT_ACTUAL_RETURN_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR ANC_ABS_MTRNT_ACTUAL_DURATION IS 112

DEFAULT FOR ANC_ABS_ENTRS_DURATION IS 0

DEFAULT FOR ANC_ABS_TYP_NAME IS ''

DEFAULT FOR ANC_ABS_ENTRS_START_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR ANC_ABS_ENTRS_END_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR ANC_ABS_ENTRS_APPROVAL_STATUS_CD is ''

DEFAULT FOR ANC_ABS_ENTRS_ABSENCE_STATUS_CD is ''

DEFAULT FOR ANC_ABS_ENTRS_PERSON_ID is 0

INPUTS ARE IV_END_DATE (date), IV_START_DATE (date)

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```
lc_resource_type = 'ASSIGN'
ld_period_start_date = IV_START_DATE
ld_period_end_date = IV_END_DATE
lc_use_sch_asg = 'Y'
lc_use_sch_inh = 'Y'
lc_include_noshift = 'N'
lc_include_calevents = 'N'
lc_calc_units = 'D'
ln_curr_fmlla_duration = 0

lc_mat_8weeks = 'Maternity Leave (8 Weeks)'
lc_mat_16weeks = 'Maternity Leave (16 weeks)'
ln_fml_type_id = GET_CONTEXT(ABSENCE_TYPE_ID,0) /*fml stands for Flexible Maternity Leave */
l_person_id = GET_CONTEXT(PERSON_ID,0) /* Person ID */
ln_fml_count = 0
ln_counter = 0
ln_child_count = 0

ld_start_date = TO_DATE('1951-01-01','yyyy-MM-dd')
ld_end_date = TO_DATE('4712-12-31','yyyy-MM-dd')
ld_maternity_end_date = TO_DATE('4712-12-31','yyyy-MM-dd')
ld_current_date = TO_DATE(GLOBAL_PAY_INTERFACE_EXTRACTION_DATE)
ld_child_birth_date = TO_DATE('1951-01-01','yyyy-MM-dd')

j=1
k=1

CHANGE_CONTEXTS(START_DATE=iv_start_date, END_DATE=iv_end_date)
(
    i=PER_PER_CONTACT_PERSON_ID.FIRST(-1)
```

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```
WHILE PER_PER_CONTACT_PERSON_ID.exists(i)
LOOP
    (
        IF (PER_PER_CONTACT_CONTACT_TYPE[i] = 'C' )
        THEN
            (
                ln_child_count = ln_child_count + 1                /* Logic to fetch Youngest Child Birth Date */
                ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
                IF ( ld_child_birth_date < PER_PER_CONTACT_DATE_OF_BIRTH[i])
                THEN
                    ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
                )
            )
        ELSE
            (
                ln_child_count = ln_child_count)
            i= i+1
            )
        IF (ln_child_count = 0)
        THEN
            (
                VALID = 'N'
                ERROR_MESSAGE = 'XX_ANC_XX_ERR_MAT_0KIDS' /* 'You can only avail this leave if you have
                dependent children' */
                RETURN VALID,ERROR_MESSAGE
            )
        )
    )
CHANGE_CONTEXTS(START_DATE=ld_start_date, END_DATE=ld_end_date)
(
    WHILE ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR.exists(j)
    LOOP
        ( CHANGE_CONTEXTS (ABSENCE_ENTRY_ID = ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR[j])
```

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```
( CHANGE_CONTEXTS (ABSENCE_TYPE_ID = ANC_ABS_ENTRS_ABSENCE_TYPE_ID)

    ( IF ((ANC_ABS_TYP_NAME = lc_mat_8weeks OR ANC_ABS_TYP_NAME = lc_mat_16weeks)
      AND (ANC_ABS_ENTRS_ABSENCE_STATUS_CD <> 'ORA_WITHDRAWN'))
    THEN
      (
        ln_counter = ln_counter + 1
      )
    )

    )
  j=j+1
)
IF (ln_counter = 0)
THEN
  (
    VALID = 'N'
    ERROR_MESSAGE = 'XX_ANC_XX_FLEX_FROM_MATERNITY' /* You can only avail this leave after
    availing Maternity Leave (8 weeks /16 weeks) */
    RETURN VALID, ERROR_MESSAGE)
  )
CHANGE_CONTEXTS(START_DATE=ld_start_date, END_DATE=IV_START_DATE)
/* Removed ld_maternity_end_date to ld_start_date */
( WHILE ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR.exists(k)
LOOP
  (
    CHANGE_CONTEXTS (ABSENCE_ENTRY_ID = ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR[k])
    (
      IF (ln_fml_type_id = ANC_ABS_ENTRS_ABSENCE_TYPE_ID)
      THEN
        (
```

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```
ln_fml_count = ln_fml_count + ANC_ABS_ENTRS_DURATION
IF
(
  DAYS_BETWEEN(IV_START_DATE,ld_child_birth_date) > 365
OR
  DAYS_BETWEEN(IV_START_DATE,ld_child_birth_date) < 0
)
THEN
(
  VALID = 'N'
  ERROR_MESSAGE = 'FX_ANC_XX_FLEX_FROM_CHILDBIRTH' /* This leave needs
to be applied within 1 year of childbirth */
  RETURN VALID,ERROR_MESSAGE
)
)
)
k=k+1
) )
ln_curr_fmlla_duration = GET_PAY_AVAILABILITY
(
  lc_resource_type,
  ld_period_start_date,
  ld_period_end_date,
  lc_use_sch_asg,
  lc_use_sch_inh,
  lc_include_noshift,
  lc_include_calevents,
  lc_calc_units
)
ln_fmlla_total= ln_curr_fmlla_duration + ln_fml_count /* May need to add the current absence duration as required */
IF (ln_fmlla_total > 56)
```

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```
THEN
    (
        VALID = 'N'
        ERROR_MESSAGE = 'XX_ANC_XX_FLEX_TOTALDAYS' /* You are only entitled to a maximum of 56 Days of Leaves
        for this leave type. */
        RETURN VALID, ERROR_MESSAGE)
    ELSE (VALID = 'Y')
RETURN VALID, ERROR_MESSAGE
```

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FORMULA NAME: XX_ANC_XX_VALID_Unpaid (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_XX_VALID_Unpaid

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula validates the Unpaid leave entry for APAC region

Change History: Name Date Comments

Ashish Harbhajanka 13-Apr-2015 Initial Version Ashish Harbhajanka

*****/

DEFAULT FOR IV_START_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR IV_END_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT_DATA_VALUE for ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR is 0

DEFAULT for PER_ASG_REL_ORIGINAL_DATE_OF_HIRE is '1951/01/01 00:00:00' (date)

DEFAULT FOR ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

DEFAULT FOR ANC_ABS_TYP_NAME IS ''

DEFAULT FOR ANC_ABS_ENTRS_END_DATE IS '4712/12/31 00:00:00' (date)

INPUTS ARE IV_END_DATE (date), IV_START_DATE (date), IV_TOTALDURATION

lc_annual_name = 'Annual Leave Non Manager'

lc_off_lieu_public_name = 'Off-in-Lieu (Public Holiday)'

lc_off_lieu_per_name = 'Off-in-Lieu (Individually earned)'

lc_annual_mgr_name = 'Annual Leave Plan (Manager)'

lc_annual_dtc_contract_name = 'Annual Leave Plan (DTC Contract)'

ld_effective_date = IV_START_DATE

ln_person_id = GET_CONTEXT(PERSON_ID,0)

ln_term_id = GET_CONTEXT(HR_TERM_ID,0)

ln_annual_accrual_plan_id = 300000001752602 /*Accrual Plan Id for Annual Leave Plan - Non Manager*/

ln_off_public_plan_id = 300000001752613 /* Accrual Plan Id for Off-in-Lieu (Public Holiday)*/

ln_off_per_plan_id = 300000001752614 /* Accrual Plan Id for Off-in-Lieu (Individually earned)*/

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```
ln_annual_mgr_accrual_plan_id = 300000001752603 /*Accrual Plan Id for Annual Leave Plan (Manager) */  
ln_annual_dtc_contract_accrual_plan_id = 300000001752605 /*Accrual Plan Id for Annual Leave Plan (DTC Contract) */  
ln_annual_leave_balance = 0  
ln_off_public_leave_balance = 0  
ln_off_per_leave_balance = 0  
ln_annual_mgr_leave_balance = 0  
ln_annual_dtc_contract_leave_balance = 0  
ln_net_balance = 0
```

```
ln_rem = MOD(IV_TOTALDURATION,0.5)
```

```
IF (ln_rem <> 0)
```

```
THEN
```

```
(
```

```
    VALID = 'N'
```

```
    ERROR_MESSAGE = 'XX_ANC_XX_ERR_DURCAL' /* Leave Duration should either be Half/Full Day.Please change absence start and
```

```
end dates
```

```
    RETURN VALID,ERROR_MESSAGE
```

```
)
```

```
SET_INPUT('IV_PERSON_ID', ln_person_id)
```

```
SET_INPUT('IV_TERM_ID', ln_term_id)
```

```
SET_INPUT('IV_EFF_DT', ld_effective_date)
```

```
EXECUTE('FX_ANC_GET_ANNUAL_LEAVE_BALANCE')
```

```
ln_annual_leave_balance = GET_OUTPUT('L_Leave_Balance', 0)
```

```
SET_INPUT('IV_PERSON_ID', ln_person_id)
```

```
SET_INPUT('IV_TERM_ID', ln_term_id)
```

```
SET_INPUT('IV_EFF_DT', ld_effective_date)
```

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```
EXECUTE('FX Anc_Get_Offlieu_Public_Leave_Balance')
```

```
ln_off_public_leave_balance = GET_OUTPUT('L_Leave_Balance', 0)
```

```
SET_INPUT('IV_PERSON_ID', ln_person_id)
```

```
SET_INPUT('IV_TERM_ID', ln_term_id)
```

```
SET_INPUT('IV_EFF_DT', ld_effective_date)
```

```
EXECUTE('FX Anc_Get_Offlieu_Individual_Leave_Balance')
```

```
ln_off_per_leave_balance = GET_OUTPUT('L_Leave_Balance', 0)
```

```
SET_INPUT('IV_PERSON_ID', ln_person_id)
```

```
SET_INPUT('IV_TERM_ID', ln_term_id)
```

```
SET_INPUT('IV_EFF_DT', ld_effective_date)
```

```
EXECUTE('FX Anc_Get_Annual_Mgr_Leave_Balance')
```

```
ln_annual_mgr_leave_balance = GET_OUTPUT('L_Leave_Balance', 0)
```

```
SET_INPUT('IV_PERSON_ID', ln_person_id)
```

```
SET_INPUT('IV_TERM_ID', ln_term_id)
```

```
SET_INPUT('IV_EFF_DT', ld_effective_date)
```

```
EXECUTE('FX Anc_Get_Annual_Dtc_Contract_Leave_Balance')
```

```
ln_annual_dtc_contract_leave_balance = GET_OUTPUT('L_Leave_Balance', 0)
```

```
ln_net_balance = ln_annual_leave_balance + ln_off_public_leave_balance + ln_off_per_leave_balance + ln_annual_mgr_leave_balance +
```

```
ln_annual_dtc_contract_leave_balance
```

```
IF (IV_END_DATE <= ADD_MONTHS(PER_ASG_REL_ORIGINAL_DATE_OF_HIRE,1))
```

```
THEN
```

```
(
```

```
  VALID = 'Y'
```

```
  ERROR_MESSAGE = ''
```

```
)
```

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```
ELSE
    (
        IF (ln_net_balance = 0)
        THEN (VALID = 'Y')
        ELSE
            (
                VALID = 'N'
                ERROR_MESSAGE = 'XX_ANC_XX_ERR_MSG_UNPAID' /* 'You can only apply this leave after you have exhausted
                Annual and Off-in-Lieu Leaves' */
            )
        )
    )
RETURN VALID, ERROR_MESSAGE
```

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FORMULA NAME: XX_ANC_XX_VALID_SharedParental (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_XX_VALID_SharedParental

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula returns the Shared Parental Leave Criteria. Only workers who have at least one children are eligible.

Change History: Name Date Comments

Ashish Harbhajanka 04-May-2015 Initial Version

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_PERSON_ID IS 0

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_CONTACT_TYPE IS ''

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DATE_OF_BIRTH IS '4712/12/31 00:00:00' (date)

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DISPLAY_NAME is ''

DEFAULT FOR GLOBAL_PAY_INTERFACE_EXTRACTION_DATE is '47121231'

DEFAULT_DATA_VALUE for ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR is 0

DEFAULT FOR ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

/*===== DATABASE ITEM DEFAULTS END =====*/

/*===== FORMULA SECTION BEGIN =====*/

/*=====INPUTS SECTION BEGIN=====*/

INPUTS ARE iv_start_date (date),iv_end_date (date),IV_TOTALDURATION

/*=====INPUTS SECTION BEGIN=====*/

l_new_duration = IV_TOTALDURATION

ln_child_count = 0

ld_effective_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00'(date))

ln_spl_type_id = GET_CONTEXT(ABSENCE_TYPE_ID,0) /*spl stands for Shared Parental Leave */

ld_child_birth_date = TO_DATE('1951-01-01','yyyy-MM-dd')

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```
ld_start_date = TO_DATE('1951-01-01','yyyy-MM-dd')
```

```
ld_current_date = TO_DATE(GLOBAL_PAY_INTERFACE_EXTRACTION_DATE)
```

```
ln_rem = MOD(l_new_duration,0.5)
```

```
j = 1
```

```
IF (ln_rem <> 0)
```

```
THEN
```

```
(
```

```
    VALID = 'N'
```

```
    ERROR_MESSAGE = 'XX_ANC_XX_ERR_DURCAL' /* 'Leave Duration should either be Half/Full Day.Please change absence start and  
end dates accordingly' */
```

```
    RETURN VALID,ERROR_MESSAGE
```

```
)
```

```
VALID = 'Y'
```

```
CHANGE_CONTEXTS(START_DATE=iv_start_date, END_DATE=iv_end_date)
```

```
(
```

```
    i=PER_PER_CONTACT_PERSON_ID.FIRST(-1)
```

```
    WHILE PER_PER_CONTACT_PERSON_ID.exists(i)
```

```
    LOOP
```

```
(
```

```
    IF (PER_PER_CONTACT_CONTACT_TYPE[i] = 'C' or PER_PER_CONTACT_CONTACT_TYPE[i] = 'A')
```

```
    THEN
```

```
(
```

```
    ln_child_count = ln_child_count + 1
```

```
    ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
```

```
    IF ( ld_child_birth_date < PER_PER_CONTACT_DATE_OF_BIRTH[i])
```

```
    THEN
```

```
    ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
```

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```
        )
        i= i+1
    )
    IF (ln_child_count = 0)
    THEN
        (
            VALID = 'N'
            ERROR_MESSAGE = 'XX_ANC_XX_ERR_SHRD_PARENTAL' /* 'Please ensure that you have apply via the Shared Parental Leave
            Allocation System and upload the letter to HR.' */
            RETURN VALID,ERROR_MESSAGE
        )
    ELSE
        VALID = 'Y'
    )
    CHANGE_CONTEXTS(START_DATE=ld_start_date, END_DATE=IV_START_DATE)
    (
        WHILE ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR EXISTS(j)
        LOOP
            ( CHANGE_CONTEXTS (ABSENCE_ENTRY_ID = ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR[j])
                ( IF (ln_spl_type_id = ANC_ABS_ENTRS_ABSENCE_TYPE_ID)
                    THEN
                        (
                            IF
                                (
                                    DAYS_BETWEEN(IV_START_DATE,ld_child_birth_date) > 365
                                    OR
                                    DAYS_BETWEEN(IV_START_DATE,ld_child_birth_date) < 0
                                )
                            THEN
                                (
                                    VALID = 'N'
                                )
                            )
                        )
                    )
                )
            )
        )
    )
```

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```
ERROR_MESSAGE = 'XX_ANC_XX_FLEX_FROM_CHILDBIRTH' /* This leave needs to be applied
within 1 year of childbirth */
RETURN VALID,ERROR_MESSAGE
)
ELSE VALID = 'Y'
)
)
j=j+1
))
return VALID,ERROR_MESSAGE
/*===== FORMULA SECTION END =====*/
```

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FORMULA NAME: XX_ANC_XX_VALID_ChildCare (Global Absence Entry Vaidation)

/******

FORMULA NAME: XX_ANC_XX_VALID_ChildCare

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula returns the Child Care Leave Criteria. Only workers who have at least one children with age less than 7 years are eligible.

Change History: Name Date Comments

Ashish Harbhajanka 30-Apr-2015 Initial Version

*****/

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_PERSON_ID IS 0

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_CONTACT_TYPE IS ''

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DATE_OF_BIRTH IS '4712/12/31 00:00:00' (date)

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DISPLAY_NAME is ''

DEFAULT FOR GLOBAL_PAY_INTERFACE_EXTRACTION_DATE is '47121231'

/*===== DATABASE ITEM DEFAULTS END =====*/

/*===== FORMULA SECTION BEGIN =====*/

/*=====INPUTS SECTION BEGIN=====*/

INPUTS ARE iv_start_date (date),iv_end_date (date),IV_TOTALDURATION

/*=====INPUTS SECTION BEGIN=====*/

l_new_duration = IV_TOTALDURATION

ln_child_count = 0

ld_effective_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00'(date))

ld_yngst_child_birth_date = TO_DATE('1951-01-01','yyyy-MM-dd')

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```
ld_current_date = TO_DATE(GLOBAL_PAY_INTERFACE_EXTRACTION_DATE) ln_rem = MOD(l_new_duration,0.5)
```

```
IF (ln_rem <> 0)  
THEN
```

```
    (  
        VALID = 'N'  
        ERROR_MESSAGE = 'XX_ANC_XX_ERR_DURCAL' /* 'Leave Duration should either be Half/Full Day.Please change absence start and end  
dates accordingly' */  
        RETURN VALID,ERROR_MESSAGE  
    )
```

```
    lc_eligible = 'N'
```

```
CHANGE_CONTEXTS(START_DATE=iv_start_date, END_DATE=iv_end_date)
```

```
(  
    i=PER_PER_CONTACT_PERSON_ID.FIRST(-1)  
    WHILE PER_PER_CONTACT_PERSON_ID.exists(i)  
    LOOP  
    (  
        IF(PER_PER_CONTACT_CONTACT_TYPE[i] = 'C' or PER_PER_CONTACT_CONTACT_TYPE[i] = 'A')  
        THEN  
            (  
                ln_child_count = ln_child_count + 1 /* Adding Condition for Checking Child Age */  
                ld_child_compare_date = ADD_YEARS(PER_PER_CONTACT_DATE_OF_BIRTH[i],7)  
                ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]  
                IF (ld_yngst_child_birth_date < ld_child_birth_date)  
                THEN  
                    (  
                        ld_yngst_child_birth_date = ld_child_birth_date  
                        ln_no_of_days = DAYS_BETWEEN(ld_effective_date,ld_child_birth_date)  
                        ln_age = ROUND(ln_no_of_days/365,2)
```

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```
)
)

i= i+1
) /*Added by Ashish for Debugging */
/*End of Debugging Section */
IF (ln_child_count = 0)
THEN
(
  VALID = 'N'
  ERROR_MESSAGE = 'XX_ANC_XX_ERR_PAT_0KIDS' /* You can only avail this leave if you have dependent/adopted
children' */
  RETURN VALID,ERROR_MESSAGE
)
IF (ln_age > 7)
THEN
(
  VALID = 'N'
  ERROR_MESSAGE = 'XX_ANC_XX_ERR_CHILD_AGE_LESS7' /* You can only avail this leave if your youngest child
is less than 7 years of age.'*/
  RETURN VALID,ERROR_MESSAGE
)
ELSE
( valid='Y' )

)

/*===== FORMULA SECTION END =====*/
return VALID,ERROR_MESSAGE
```

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FORMULA NAME: XX_ANC_XX_VALID_ExtendedChildCare (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_XX_VALID_ExtendedChildCare

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula returns the Extended Child Care Leave Criteria.Only workers who have at least one children within age of 7-12 years are eligible.

Change History:

| Name | Date | Comments |
|------|------|----------|
|------|------|----------|

| | | |
|--------------------|-------------|-----------------|
| Ashish Harbhajanka | 30-Apr-2015 | Initial Version |
|--------------------|-------------|-----------------|

*****/

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_PERSON_ID IS 0
DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_CONTACT_TYPE IS ''
DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DATE_OF_BIRTH IS '4712/12/31 00:00:00' (date)
DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DISPLAY_NAME is ''
DEFAULT FOR GLOBAL_PAY_INTERFACE_EXTRACTION_DATE is '47121231'

/*===== DATABASE ITEM DEFAULTS END =====*/
/*===== FORMULA SECTION BEGIN =====*/
/*=====INPUTS SECTION BEGIN=====*/
INPUTS ARE iv_start_date (date),iv_end_date (date),IV_TOTALDURATION

/*=====INPUTS SECTION BEGIN=====*/
l_new_duration = IV_TOTALDURATION
ln_child_count = 0
ld_effective_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00'(date))

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```
ld_yngst_child_birth_date = TO_DATE('1951-01-01','yyyy-MM-dd')
```

```
ln_no_of_days = 0
```

```
ln_age = 0
```

```
ld_start_date = TO_DATE('1951-01-01','yyyy-MM-dd')
```

```
ld_end_date = TO_DATE('4712-12-31','yyyy-MM-dd')
```

```
ld_current_date = TO_DATE(GLOBAL_PAY_INTERFACE_EXTRACTION_DATE)
```

```
ln_rem = MOD(ln_new_duration,0.5)
```

```
IF (ln_rem <> 0)
```

```
THEN
```

```
(
```

```
  VALID = 'N'
```

```
  ERROR_MESSAGE = 'XX_ANC_XX_ERR_DURCAL' /* 'Leave Duration should either be Half/Full Day.Please change absence start and end  
dates accordingly' */
```

```
  RETURN VALID,ERROR_MESSAGE
```

```
)
```

```
CHANGE_CONTEXTS(START_DATE=iv_start_date, END_DATE=iv_end_date)
```

```
(
```

```
  i=PER_PER_CONTACT_PERSON_ID.FIRST(-1)
```

```
  WHILE PER_PER_CONTACT_PERSON_ID.exists(i)
```

```
  LOOP
```

```
  (
```

```
    IF (PER_PER_CONTACT_CONTACT_TYPE[i] = 'C' or PER_PER_CONTACT_CONTACT_TYPE[i] = 'A')
```

```
    THEN
```

```
    (
```

```
      ln_child_count = ln_child_count + 1 /* Adding Condition for Checking Child Age */
```

```
      ld_child_compare_date = ADD_YEARS(PER_PER_CONTACT_DATE_OF_BIRTH[i],7)
```

```
      ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
```

```
      IF (ld_yngst_child_birth_date < ld_child_birth_date)
```

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```
        THEN
            (
                ld_yngst_child_birth_date = ld_child_birth_date
                ln_no_of_days = DAYS_BETWEEN(ld_current_date,ld_yngst_child_birth_date)
                ln_age = ROUND(ln_no_of_days/365,2)
            )
        )
        i= i+1
    )
    IF (ln_child_count = 0)
    THEN
        (
            VALID = 'N'
            ERROR_MESSAGE = 'XX_ANC_XX_ERR_PAT_OKIDS' /* 'You can only avail this leave if you have dependent/adopted
            children' */
            RETURN VALID,ERROR_MESSAGE
        ) /*
    IF (1=1)
    THEN
        (
            VALID = 'N'
            ERROR_MESSAGE = 'Age of youngest child is : ' || TO_CHAR(ln_age)
            RETURN VALID,ERROR_MESSAGE
        ) /*
    IF (ln_age > 7 and ln_age < 12)
    THEN
        (
            VALID = 'Y' )
    ELSE
        (
            VALID = 'N'
```

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```
        ERROR_MESSAGE = 'XX_ANC_XX_ERR_CHILD_AGE_7TO12' /* You can only avail this leave if your youngest child is
        between 7 to 12 years of age.'*/
```

```
        RETURN VALID,ERROR_MESSAGE
```

```
    )
```

```
)
```

```
/*===== FORMULA SECTION END =====*/
```

```
return VALID,ERROR_MESSAGE
```

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FORMULA NAME: XX_ANC_XX_VALID_Adoption (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_XX_VALID_Adoption

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula returns the Adoption Leave Criteria. Only workers who have adopted childrens having age less than a year are eligible.

Change History: Name Date Comments

Ashish Harbhajanka 11-May-2015 Initial Version

/*===== DATABASE ITEM DEFAULTS BEGIN =====*/

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_PERSON_ID IS 0

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_CONTACT_TYPE IS ''

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DATE_OF_BIRTH IS '4712/12/31 00:00:00' (date)

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DISPLAY_NAME is ''

DEFAULT FOR GLOBAL_PAY_INTERFACE_EXTRACTION_DATE is '47121231'

DEFAULT for ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

DEFAULT for PER_PER_MARITAL_STATUS is ''

DEFAULT for ANC_ABS_ENTRS_DURATION is 0

DEFAULT FOR IV_TOTALDURATION is 0

DEFAULT_DATA_VALUE for ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR is 0

DEFAULT for ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

/*===== DATABASE ITEM DEFAULTS END =====*/

/*===== FORMULA SECTION BEGIN =====*/

/*=====INPUTS SECTION BEGIN=====*/

INPUTS ARE iv_start_date (date),iv_end_date (date),IV_TOTALDURATION

/*=====INPUTS SECTION BEGIN=====*/

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```
l_cuurent_year=to_char(Get_context(EFFECTIVE_DATE, '1999/01/01 12:00:00' (date)), 'YYYY')
l_start_date=to_date(l_cuurent_year+'01/01')
l_end_date=to_date(l_cuurent_year+'12/31')
l_absence_type_id=GET_CONTEXT(ABSENCE_TYPE_ID,0)
l_current_duration=days_between(iv_end_date,iv_start_date)+1
l_days=0
l_days_duration =0
ln_occurence = 1
l_total_days = 0
l_new_duration = IV_TOTALDURATION
lc_marital_status = PER_PER_MARITAL_STATUS
ln_child_count = 0
ld_yngst_child_birth_date = TO_DATE('1951-01-01','yyyy-MM-dd')
ln_no_of_days = 0
ld_current_date = TO_DATE(GLOBAL_PAY_INTERFACE_EXTRACTION_DATE)
```

```
ln_rem = MOD(IV_TOTALDURATION,0.5)
```

```
IF (ln_rem <> 0)
```

```
THEN
```

```
(
```

```
    VALID = 'N'
```

```
    ERROR_MESSAGE = 'XX_ANC_XX_ERR_DURCAL' /* 'Leave Duration should either be Half/Full Day.Please change absence start and end
dates accordingly' */
```

```
    RETURN VALID,ERROR_MESSAGE
```

```
)
```

```
CHANGE_CONTEXTS(START_DATE=iv_start_date, END_DATE=iv_end_date)
```

```
(
```

```
    i=PER_PER_CONTACT_PERSON_ID.FIRST(-1)
```

```
    WHILE PER_PER_CONTACT_PERSON_ID.exists(i)
```

```
    LOOP
```

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```
(
  IF(PER_PER_CONTACT_CONTACT_TYPE[i] = 'A')
  THEN
    (
      ln_child_count = ln_child_count + 1          /* Adding Condition for Checking Child Age */
      ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
      IF (ld_yngst_child_birth_date < ld_child_birth_date)
      THEN
        (
          ld_yngst_child_birth_date = ld_child_birth_date
          ln_no_of_days = DAYS_BETWEEN(ld_current_date,ld_child_birth_date)
          ln_age = ROUND(ln_no_of_days/365,2)
        )
      )
    i= i+1
  )
  IF (ln_child_count = 0)
  THEN
    (
      VALID = 'N'
      ERROR_MESSAGE = 'XX_ANC_XX_ERR_ADOPTION_0KIDS' /* 'You can only avail this leave if you have adopted children' */
      RETURN VALID,ERROR_MESSAGE
    )
  IF (ln_age > 1)
  THEN
    (
      VALID = 'N'
      ERROR_MESSAGE = 'XX_ANC_XX_ERR_CHILD_AGE_LESS1' /* 'You can only avail this leave if your youngest child is less than a
year old.' */
      RETURN VALID,ERROR_MESSAGE
    )
  )
```

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```
ELSE  
    (        valid='Y'        )  
)  
  
/*===== FORMULA SECTION END =====*/  
return VALID,ERROR_MESSAGE
```

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FORMULA NAME: XX_ANC_VALID_Duration (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_VALID_Duration

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula checks that the absence duration should either be half/full day.

Change History: Name Date Comments

Ashish Harbhajanka 12-May-2015 Initial Version

/*===== DATABASE ITEM DEFAULTS END =====*/

/*===== FORMULA SECTION BEGIN =====*/

/*=====INPUTS SECTION BEGIN=====*/

INPUTS ARE iv_start_date (date),iv_end_date (date),IV_TOTALDURATION

/*=====INPUTS SECTION BEGIN=====*/

l_new_duration = IV_TOTALDURATION

ln_rem = MOD(l_new_duration,0.5)

IF (ln_rem <> 0)

THEN

(

 VALID = 'N'

 ERROR_MESSAGE = 'XX_ANC_XX_ERR_DURCAL' /* 'Leave Duration should either be Half/Full Day.E.g.: Full Day (8.45am – 5.45pm / 8am – 5pm etc)E.g.: Half Day (8.45am – 12.45pm or 1.45pm – 5.45pm / 8am – 12pm or 1pm – 5pm etc)' */

 RETURN VALID,ERROR_MESSAGE

)

ELSE

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```
(    VALID = 'Y'    )  
RETURN VALID,ERROR_MESSAGE
```

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FORMULA NAME: XX_ANC_XXPC_VALID_Duration (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_XXPC_VALID_Duration

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula checks that the absence duration should either be half/full day for FXPC

Change History: Name Date Comments

Ashish Harbhajanka 12-May-2015 Initial Version

/*===== DATABASE ITEM DEFAULTS END =====*/

/*===== FORMULA SECTION BEGIN =====*/

/*=====INPUTS SECTION BEGIN=====*/

INPUTS ARE iv_start_date (date),iv_end_date (date),IV_TOTALDURATION

/*=====INPUTS SECTION BEGIN=====*/

l_new_duration = IV_TOTALDURATION

ln_rem = MOD(l_new_duration,0.5)

IF (ln_rem <> 0)

THEN

(

 VALID = 'N'

 ERROR_MESSAGE = 'XX_ANC_XX_ERR_DURCAL_FXPC' /* 'Leave Duration should either be Half/Full Day*/ RETURN

VALID,ERROR_MESSAGE

)

ELSE (VALID = 'Y')

RETURN VALID,ERROR_MESSAGE

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FORMULA NAME: XX_ANC_XX_VALID_Maternity (Global Absence Entry Validation)

/******

FORMULA NAME: XX_ANC_XX_VALID_Maternity

FORMULA TYPE: Global Absence Entry Validation

DESCRIPTION: This formula returns validates the Maternity Leave Criteria. Allowed only if a child is born within 1 year of leave application date

Change History:

| Name | Date | Comments |
|------|------|----------|
|------|------|----------|

| | | |
|--------------------|-------------|-----------------|
| Ashish Harbhajanka | 14-May-2015 | Initial Version |
|--------------------|-------------|-----------------|

DEFAULT FOR IV_START_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR IV_END_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT_DATA_VALUE for ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR is 0

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_PERSON_ID IS 0

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_CONTACT_TYPE IS ''

DEFAULT_DATA_VALUE FOR PER_PER_CONTACT_DATE_OF_BIRTH IS '4712/12/31 00:00:00' (date)

DEFAULT FOR ANC_ABS_ENTRS_ABSENCE_TYPE_ID is 0

DEFAULT FOR ANC_ABS_MTRNT_ACTUAL_CHILD_BIRTH_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR ANC_ABS_MTRNT_ACTUAL_RETURN_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR ANC_ABS_MTRNT_ACTUAL_DURATION IS 112

DEFAULT FOR ANC_ABS_ENTRS_DURATION IS 0

DEFAULT FOR ANC_ABS_TYP_NAME IS ''

INPUTS ARE IV_END_DATE (date), IV_START_DATE (date)

ld_period_start_date = IV_START_DATE

ld_period_end_date = IV_END_DATE

ln_ml_type_id = GET_CONTEXT(ABSENCE_TYPE_ID,0) /*ml stands for Maternity Leave */

ln_counter = 0 ln_child_count = 0

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```
ld_start_date = TO_DATE('1951-01-01','yyyy-MM-dd')
ld_end_date = TO_DATE('4712-12-31','yyyy-MM-dd')
ld_maternity_end_date = TO_DATE('4712-12-31','yyyy-MM-dd')
ld_current_date = TO_DATE(GLOBAL_PAY_INTERFACE_EXTRACTION_DATE)
```

```
ld_child_birth_date = TO_DATE('1951-01-01','yyyy-MM-dd')
```

```
j=1
VALID = 'Y'
```

```
CHANGE_CONTEXTS(START_DATE=iv_start_date, END_DATE=iv_end_date)
(
  i=PER_PER_CONTACT_PERSON_ID.FIRST(-1)
  WHILE PER_PER_CONTACT_PERSON_ID.exists(i)
  LOOP
    (
      IF (PER_PER_CONTACT_CONTACT_TYPE[i] = 'C')
      THEN
        (
          ln_child_count = ln_child_count + 1 /* Logic to fetch Youngest Child Birth Date */
          ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i]
          IF ( ld_child_birth_date < PER_PER_CONTACT_DATE_OF_BIRTH[i])
          THEN
            ( ld_child_birth_date = PER_PER_CONTACT_DATE_OF_BIRTH[i] )
          )
        )
      ELSE
        (
          ln_child_count = ln_child_count
          i= i+1
        )
      )
    )
```

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```
IF (ln_child_count = 0)
THEN
    (
        VALID = 'N'
        ERROR_MESSAGE = 'XX_ANC_XX_ERR_MAT_0KIDS' /* 'You can only avail this leave if you have dependent children' */
        RETURN VALID,ERROR_MESSAGE
    )
)

CHANGE_CONTEXTS(START_DATE=ld_start_date, END_DATE=IV_START_DATE)
/* Removed ld_maternity_end_date to ld_start_date */
(
    WHILE ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR.exists(j)
    LOOP
        ( CHANGE_CONTEXTS (ABSENCE_ENTRY_ID = ANC_PER_ABS_ENTRS_ABSENCE_ENTRY_ID_ARR[j])
        (
            IF (ln_ml_type_id = ANC_ABS_ENTRS_ABSENCE_TYPE_ID)
            THEN
                (
                    IF (
                        DAYS_BETWEEN(IV_START_DATE,ld_child_birth_date) > 365
                        OR
                        DAYS_BETWEEN(IV_START_DATE,ld_child_birth_date) < 0
                    )
                    THEN
                        (
                            VALID = 'N'
                            ERROR_MESSAGE = 'XX_ANC_XX_FLEX_FROM_CHILDBIRTH' /* This leave needs to be applied within 1
                            year of childbirth */
                            RETURN VALID,ERROR_MESSAGE
                        )
                    )
                )
            )
        )
    )
)
```

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```
        )
      )
    j=j+1
  )
)
RETURN VALID, ERROR_MESSAGE
```

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FORMULA NAME: XX_ANC_XX_PARACC_AnnualXXAssignee (Global Absence Partial Period Accrual Rate)

/*****

FORMULA NAME: XX_ANC_XX_PARACC_AnnualXXAssignee

FORMULA TYPE: Global Absence Partial Period Accrual Rate

DESCRIPTION: This formula returns the FTE pro-rated partial period accrual for employees enrolled into Annual Leave plan in Singapore

Change History: Name Date Comments

Ashish Harbhajanka 20-Apr-2015 Initial Version Ashish Harbhajanka

Ashish Harbhajanka 16-Jun-2015 Changed Accrual Calculation Basis From Hire Date to Assignment Start Date

*****/

DEFAULT FOR PER_REL_ORIGINAL_DATE_OF_HIRE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR PER_ASG_REL_DATE_START is '4712/12/31 00:00:00' (date)

ld_term_end_date = TO_DATE('31-12-'||TO_CHAR(PER_REL_ORIGINAL_DATE_OF_HIRE, 'rrrr'),'dd-mm-rrrr')

ld_term_end_date = TO_DATE('31-12-'||TO_CHAR(PER_ASG_REL_DATE_START, 'rrrr'),'dd-mm-rrrr') /* Added By Ashish on 16-Jun-2015 */

ln_accrual = 0

ln_months = MONTHS_BETWEEN(ld_term_end_date, PER_REL_ORIGINAL_DATE_OF_HIRE)

ln_months = MONTHS_BETWEEN(ld_term_end_date, PER_ASG_REL_DATE_START) /* Added By Ashish on 16-Jun-2015 */

IF (ln_months < 3)

THEN (ln_accrual = 4)

IF (ln_months >= 3 AND ln_months < 6)

THEN (ln_accrual = 8)

IF (ln_months >= 6 AND ln_months < 9)

THEN (ln_accrual = 12)

IF (ln_months >= 9 AND ln_months < 12)

THEN (ln_accrual = 16)

accrual = ln_accrual

vestingUnits=1

vestingUOM='M'

RETURN accrual,vestingUnits,vestingUOM

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FORMULA NAME: XX_ANC_PARACC_Annual (Global Absence Partial Period Accrual Rate)

/******

FORMULA NAME: XX_ANC_PARACC_Annual

FORMULA TYPE: Global Absence Partial Period Accrual Rate Formula

DESCRIPTION: This formula returns the accrual for mid-period enrollments and un-enrollments for Annual Leave plan

Change History: Name Date Comments

Ashish Harbhajanka 25-Feb-2014 Initial Version

Ashish Harbhajanka 16-Jun-2015 Changed Accrual Calculation Basis From Hire Date to Assignment Start Date

*****/

DEFAULT FOR IV_ACCRUAL IS 0

DEFAULT FOR PER_REL_ORIGINAL_DATE_OF_HIRE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR PER_REL_ACTUAL_TERMINATION_DATE IS '4712/12/31 00:00:00' (date)

DEFAULT FOR PER_ASG_REL_DATE_START is '4712/12/31 00:00:00' (date)

INPUTS ARE IV_ACCRUAL, IV_CALENDARSTARTDATE (date), IV_CALEDARENDDATE (date)

ld_emp_hire_date=PER_REL_ORIGINAL_DATE_OF_HIRE

ld_emp_hire_date=PER_ASG_REL_DATE_START

ld_emp_term_date =PER_REL_ACTUAL_TERMINATION_DATE

ld_effective_date = GET_CONTEXT(EFFECTIVE_DATE, '4712/12/31 00:00:00' (date))

ld_term_start_date = TO_DATE('01-01-'||TO_CHAR(ld_effective_date, 'rrrr'), 'dd-mm-rrrr')

ld_term_end_date = TO_DATE('31-12-'||TO_CHAR(ld_effective_date, 'rrrr'), 'dd-mm-rrrr')

ld_term_duration = DAYS_BETWEEN (ld_term_end_date, ld_term_start_date)

/* If Employee is Active - Termination Date is Defaulted */

IF (TO_CHAR(ld_effective_date, 'MM-YYYY') = TO_CHAR(ld_emp_hire_date, 'MM-YYYY'))

THEN

(

ld_participation_start_date = ld_emp_hire_date

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```
ld_participation_end_date = TO_DATE('31-12-'||TO_CHAR(ld_emp_hire_date,'rrrr'),'dd-mm-rrrr')
ld_participation_duration = DAYS_BETWEEN(ld_participation_end_date,ld_participation_start_date)
prorated_accrual = ROUND(IV_ACCRUAL * (ld_participation_duration / ld_term_duration),2)
valid = 'N'
floored_accrual = floor(prorated_accrual)
decimal_accrual = prorated_accrual - floored_accrual
IF (decimal_accrual = 0)
THEN
    final_accrual = floored_accrual
IF (decimal_accrual > 0 and decimal_accrual <= 0.5)
THEN
    final_accrual = floored_accrual + 0.5
IF (decimal_accrual > 0.5)
THEN
    final_accrual = floored_accrual + 1
accrual = final_accrual
)
/* IF Employee has Termination date - Not Defaulted */
IF (TO_CHAR(ld_effective_date,'MM-YYYY') = TO_CHAR(ld_emp_term_date,'MM-YYYY'))
THEN
(
    ld_participation_start_date = ld_emp_term_date
    ld_participation_end_date = TO_DATE('31-12-'||TO_CHAR(ld_emp_term_date,'rrrr'),'dd-mm-rrrr')
    ld_participation_duration = DAYS_BETWEEN(ld_participation_end_date,ld_participation_start_date)
    prorated_accrual = ROUND(IV_ACCRUAL * (ld_participation_duration / ld_term_duration),2)
    floored_accrual = floor(prorated_accrual)
    decimal_accrual = prorated_accrual - floored_accrual
    IF (decimal_accrual = 0)
    THEN
        final_accrual = prorated_accrual
    IF (decimal_accrual >0 and decimal_accrual <= 0.5)
```

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```
THEN          decimal_accrual = 0
IF (decimal_accrual > 0.5)
THEN          decimal_accrual = 0.5
final_accrual = floored_accrual + decimal_accrual
accrual = (-1) * final_accrual
/*RETURN accrual*/
)
RETURN accrual
```

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FORMULA NAME: XX_ANC_MAT_DURCAL (Global Absence Type Duration)

/******

FORMULA NAME: XX_ANC_MAT_DURCAL

FORMULA TYPE: Global Absence Type Duration

DESCRIPTION: This sample formula returns the calendar days for Maternity Leave.

Change History: Name Date Comments

Ashish Harbhajanka 28-Apr-2015 Initial Version

*****/

INPUTS ARE IV_START_DATE (date),IV_END_DATE (date),IV_START_TIME,IV_END_TIME,IV_TOTALDURATION

/*===== FORMULA SECTION BEGIN =====*/

DEFAULT for IV_TOTALDURATION is 0

duration = DAYS_BETWEEN(IV_END_DATE,IV_START_DATE) + 1

/*===== FORMULA SECTION END =====*/

return duration

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FORMULA NAME: XX_ANC_XXPC_VALID_Duration (Global Absence Vesting Period)

/******

FORMULA NAME: XX_ANC_AssigneeOTPResident_VESTING_1MONTH

FORMULA TYPE: Global Absence Vesting Period

DESCRIPTION: This sample formula removes the vesting period for Assignee/OTP/Resident Name

Date Comments

Ashish Harbhajanka 15-Jun-2015 Initial Version

Ashish Harbhajanka 06-Jul-2015 Incorporate Changes Required for 'Global Temporary Assignment'

*****/

/*=====DATABASE ITEM DEFAULTS BEGIN =====*/

DEFAULT for PER_ASG_REL_DATE_START is '1951/01/01 00:00:00' (date)

DEFAULT for PER_ASG_REL_ORIGINAL_DATE_OF_HIRE is '1951/01/01 00:00:00' (date)

DEFAULT for PER_PERSON_ENTERPRISE_HIRE_DATE is '1951/01/01 00:00:00' (date)

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ' ' DEFAULT FOR PER_ASG_ACTION_CODE is ' '

/*=====DATABASE ITEM DEFAULTS ENDS=====*/

/*===== FORMULA SECTION BEGIN =====*/

IF ((PER_ASG_REL_DATE_START = PER_ASG_REL_ORIGINAL_DATE_OF_HIRE) OR (PER_ASG_ACTION_CODE = 'GLB_TEMP_ASG'))
THEN (

 IF((PER_ASG_ATTRIBUTE5 = 'Assignee') OR (PER_ASG_ATTRIBUTE5 = 'OTP') OR (PER_ASG_ATTRIBUTE5 = 'Resident'))

 THEN(

 vestingUOM = 'M'

 vestingUnits= 0

)

 ELSE (

 vestingUOM = 'M'

 vestingUnits=1

))

ELSE (vestingUOM = 'M'

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```
        vestingUnits=1
    )
/*===== FORMULA SECTION END =====*/
return vestingUOM,vestingUnits
```

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FORMULA NAME: XX_ANC_AssigneeOTPResident_VESTING_3MONTHS (Global Absence Vesting Formula)

/******

FORMULA NAME: XX_ANC_AssigneeOTPResident_VESTING_3MONTHS

FORMULA TYPE: Global Absence Vesting Period

DESCRIPTION: Conditionally applies vesting period of 3 month for first assignment record.

Name Date Comments

Ashish Harbhajanka 18-Jun-2015 Initial Version

Ashish Harbhajanka 06-Jul-2015 Incorporate Changes Required for 'Global Temporary Assignment'

*****/

/*=====DATABASE ITEM DEFAULTS BEGIN =====*/

DEFAULT for PER_ASG_REL_DATE_START is '1951/01/01 00:00:00' (date)

DEFAULT for PER_ASG_REL_ORIGINAL_DATE_OF_HIRE is '1951/01/01 00:00:00' (date)

DEFAULT for PER_PERSON_ENTERPRISE_HIRE_DATE is '1951/01/01 00:00:00' (date)

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ' ' DEFAULT FOR PER_ASG_ACTION_CODE IS ' '

/*=====DATABASE ITEM DEFAULTS ENDS=====*/

/*===== FORMULA SECTION BEGIN =====*/

IF ((PER_ASG_REL_DATE_START = PER_ASG_REL_ORIGINAL_DATE_OF_HIRE) OR (PER_ASG_ACTION_CODE = 'GLB_TEMP_ASG'))
THEN (

IF (PER_ASG_ATTRIBUTE5 = 'Assignee') OR (PER_ASG_ATTRIBUTE5 = 'OTP') OR (PER_ASG_ATTRIBUTE5 = 'Resident')

THEN (vestingUOM = 'M'

vestingUnits=0

)

ELSE (vestingUOM = 'M'

vestingUnits=3

))

ELSE

(vestingUOM = 'M'

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```
    vestingUnits=3
  )
  /*===== FORMULA SECTION END =====*/

  return vestingUOM,vestingUnits
```

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FORMULA NAME: XX_ANC_ELIG_ASGTYPE_MARSTATUS_Married_NOAssignee_OTP_Resident (Participation and Rate Eligibility)

/******

FORMULA NAME: XX_ANC_ELIG_ASGTYPE_MARSTATUS_Married_NOAssignee_OTP_Resident

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: This formula returns a 'Y' if the employee is married and not a Assignee, OTP, Resident

Change History: Name Date Comments

Ashish Harbhajanka 8-May-2015 Initial Version

*****/

DEFAULT FOR PER_PER_MARITAL_STATUS_MEANING IS ''

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ''

ELIGIBLE = 'N'

IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'Assignee')) THEN(ELIGIBLE = 'N')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'OTP')) THEN(ELIGIBLE = 'N')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'Resident')) THEN(ELIGIBLE = 'N')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'XX Assignee')) THEN(ELIGIBLE = 'N')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'XX OTP')) THEN(ELIGIBLE = 'N')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'XX Resident')) THEN(ELIGIBLE = 'N')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = '')) THEN (ELIGIBLE = 'Y')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_ASGType_MARSTATUS_Married_NoXXAssignee_OTP_Resident (Participation and Rate Eligibility)

/*****

FORMULA NAME: XX_ANC_ELIG_ASGType_MARSTATUS_Married_NoXXAssignee_OTP_Resident

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: This formula returns a 'Y' if the employee is single and not a Assignee, OTP, Resident

Change History: Name Date Comments

Ashish Harbhajanka 3-June-2015 Initial Version

*****/

DEFAULT FOR PER_PER_MARITAL_STATUS_MEANING IS ''

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ''

ELIGIBLE = 'N'

IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'Assignee')) THEN(ELIGIBLE = 'N')

IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'OTP')) THEN(ELIGIBLE = 'N')

IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'Resident')) THEN(ELIGIBLE = 'N')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'XX Assignee')) THEN(ELIGIBLE = 'Y')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'XX OTP')) THEN(ELIGIBLE = 'Y')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = 'XX Resident')) THEN(ELIGIBLE = 'Y')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Married') AND (PER_ASG_ATTRIBUTE5 = '')) THEN (ELIGIBLE = 'Y')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_ASGType_NoAssignee_OTP_Resident (Participation and Rate Eligibility)

/*****

FORMULA NAME: XX_ANC_ELIG_ASGType_NoAssignee_OTP_Resident

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: Returns a 'Yes' if the employees are not a Assignee, OTP & Resident

Change History: Name Date Comments

Ashish Harbhajanka 8-May-2015 Initial Version

*****/

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ''

ELIGIBLE = 'Y'

IF (

 (PER_ASG_ATTRIBUTE5 = 'XX Resident')

 OR

 (PER_ASG_ATTRIBUTE5 = 'XX Assignee')

 OR

 (PER_ASG_ATTRIBUTE5 = 'XX OTP')

 OR

 (PER_ASG_ATTRIBUTE5 = 'Assignee')

 OR

 (PER_ASG_ATTRIBUTE5 = 'OTP')

 OR

 (PER_ASG_ATTRIBUTE5 = 'Resident')

)

THEN

 (ELIGIBLE = 'N')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_ASGType_NoFXAssignee_OTP_Resident (Participation and Rate Eligibility)

/*****

FORMULA NAME: XX_ANC_ELIG_ASGType_NoFXAssignee_OTP_Resident

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: Returns a Yes for employees who have assignment type as 'XX Assignee'

Change History: Name Date Comments

Ashish Harbhajanka 8-May-2015 Initial Version

*****/

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ''

ELIGIBLE = 'Y'

IF (

 (PER_ASG_ATTRIBUTE5 = 'XX Resident')

 OR

 (PER_ASG_ATTRIBUTE5 = 'XX Assignee')

 OR

 (PER_ASG_ATTRIBUTE5 = 'XX OTP')

)

THEN (ELIGIBLE = 'N')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_OTP_ASSIGN_RESIDENT (Participation and Rate Eligibility)

/*****

FORMULA NAME: XX_ANC_ELIG_OTP_ASSIGN_RESIDENT

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: Returns a Yes for employees who have assignment type as 'Assignee', 'OTP', 'Resident'

Change History: Name Date Comments

Ashish Harbhajanka 8-May-2015 Initial Version

*****/

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ' '

ELIGIBLE = 'N'

IF (

 (PER_ASG_ATTRIBUTE5 = 'Resident')

 OR

 (PER_ASG_ATTRIBUTE5 = 'Assignee')

 OR

 (PER_ASG_ATTRIBUTE5 = 'OTP'))

THEN(ELIGIBLE = 'Y')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_ASGTYPE_XXAssign_Resident_OTP (Participation and Rate Eligibility)

/*****

FORMULA NAME: XX_ANC_ELIG_ASGTYPE_XXAssign_Resident_OTP

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: Returns a Yes for employees who have assignment type as 'XX Assignee'

Change History: Name Date Comments

Ashish Harbhajanka 8-May-2015 Initial Version

*****/

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ''

ELIGIBLE = 'N'

IF (

(PER_ASG_ATTRIBUTE5 = 'Resident')

OR

(PER_ASG_ATTRIBUTE5 = 'Assignee'))

THEN(ELIGIBLE = 'Y')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_ASGTYPE_XXOTP (Participation and Rate Eligibility)

/*****

FORMULA NAME: XX_ANC_ELIG_ASGTYPE_XXOTP

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: Returns a Yes for employees who have assignment Type as 'XX OTP'

Change History: Name Date Comments

Ashish Harbhajanka 15-April-2015 Initial Version

*****/

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ''

ELIGIBLE = 'N'

IF (PER_ASG_ATTRIBUTE5 = 'XX OTP ')

THEN(ELIGIBLE = 'Y')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_ASGTYPE_NOAssignee_OTP_Resident (Participation and Rate Eligibility)

/******

FORMULA NAME: XX_ANC_ELIG_ASGTYPE_NOAssignee_OTP_Resident

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: Returns a 'Yes' if the employees are not a Assignee, OTP & Resident

Change History: Name Date Comments

Ashish Harbhajanka 8-May-2015 Initial Version

*****/

DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ''

ELIGIBLE = 'Y'

IF (

 (PER_ASG_ATTRIBUTE5 = 'Resident')

 OR

 (PER_ASG_ATTRIBUTE5 = 'Assignee')

 OR

 (PER_ASG_ATTRIBUTE5 = 'OTP')

 OR

 (PER_ASG_ATTRIBUTE5 = 'XX Assignee')

 OR

 (PER_ASG_ATTRIBUTE5 = 'XX OTP')

 OR

 (PER_ASG_ATTRIBUTE5 = 'XX Resident')

)

THEN

 (ELIGIBLE = 'N')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_ASGTYPE_MARSTATUS_Single_NOAssignee_OTP_Resident (Participation and Rate Eligibility)

/*****

FORMULA NAME: XX_ANC_ELIG_ASGTYPE_MARSTATUS_Single_NOAssignee_OTP_Resident

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: This formula returns a 'Y' if the employee is single and not a Assignee, OTP, Resident

Change History: Name Date Comments

Ashish Harbhajanka 3-June-2015 Initial Version

*****/

DEFAULT FOR PER_PER_MARITAL_STATUS_MEANING IS ' ' DEFAULT FOR PER_ASG_ATTRIBUTE5 IS ' '
ELIGIBLE = 'N'

IF ((PER_PER_MARITAL_STATUS_MEANING = 'Single') AND (PER_ASG_ATTRIBUTE5 = 'XX Assignee'))
THEN(ELIGIBLE = 'N')

IF ((PER_PER_MARITAL_STATUS_MEANING = 'Single') AND (PER_ASG_ATTRIBUTE5 = 'XX OTP'))
THEN(ELIGIBLE = 'N')

IF ((PER_PER_MARITAL_STATUS_MEANING = 'Single') AND (PER_ASG_ATTRIBUTE5 = 'XX Resident'))
THEN(ELIGIBLE = 'N')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Single') AND (PER_ASG_ATTRIBUTE5 = 'Assignee'))
THEN(ELIGIBLE = 'Y')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Single') AND (PER_ASG_ATTRIBUTE5 = 'OTP'))
THEN(ELIGIBLE = 'Y')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Single') AND (PER_ASG_ATTRIBUTE5 = 'Resident'))
THEN(ELIGIBLE = 'Y')

ELSE IF ((PER_PER_MARITAL_STATUS_MEANING = 'Single') AND (PER_ASG_ATTRIBUTE5 = ' '))
THEN (ELIGIBLE = 'Y')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_ELIG_HomeState_XXPC (Participation and Rate Eligibility)

/******

FORMULA NAME: XX_ANC_ELIG_HomeState_XXPC

FORMULA TYPE: Participation and Rate Eligibility Formula

DESCRIPTION: Returns Yes for employees with Address Region as either of 'New South Wales','Queensland','Western Australia','Vistoria','South Australia'

Change History: Name Date Comments

Ashish Harbhajanka 20-April-2015 Initial Version

*****/

DEFAULT FOR PER_PER_ADD_REGION2 IS ''

lc_emp_addr_state = PER_PER_ADD_REGION2

IF (

 lc_emp_addr_state = 'New South Wales'

 OR

 lc_emp_addr_state = 'Queensland'

 OR

 lc_emp_addr_state = 'Western Australia'

 OR

 lc_emp_addr_state = 'Victoria'

 OR

 lc_emp_addr_state = 'South Australia'

)

THEN(ELIGIBLE = 'Y')

RETURN ELIGIBLE

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FORMULA NAME: XX_ANC_GET_ANNUAL_MGR_LEAVE_BALANCE (Global Absence Accrual)

/******

FORMULA NAME: XX_ANC_GET_ANNUAL_MGR_LEAVE_BALANCE

FORMULA TYPE: Global Absence Accrual

DESCRIPTION: This formula returns the leave balance for Annual Leave Plan (Manager)

Change History: Name Date Comments

Ashish Harbhajanka 24-Jun-2015 Initial Version

INPUTS ARE IV_PERSON_ID,IV_TERM_ID,IV_EFF_DT (DATE)

ln_accrual = 0

ld_current_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

L_Leave_Balance = 0

ln_annual_mgr_accrual_plan_id = 300000001752603 /*Accrual Plan Id for Annual Leave Plan (Manager) */

L_Term_Id = IV_TERM_ID

L_Person_Id = IV_PERSON_ID

L_Eff_Dt = IV_EFF_DT

CHANGE_CONTEXTS

(ACCRUAL_PLAN_ID = ln_annual_mgr_accrual_plan_id,HR_ASSIGNMENT_ID = L_Term_Id,PERSON_ID = L_Person_Id,EFFECTIVE_DATE
=L_Eff_Dt)

(
L_Leave_Balance = GET_ACCRUAL_BALANCE()
)
return L_Leave_Balance

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FORMULA NAME: XX_ANC_GET_ANNUAL_DTC_CONTRACT_LEAVE_BALANCE (Global Absence Accrual)

/******

FORMULA NAME: XX_ANC_GET_ANNUAL_DTC_CONTRACT_LEAVE_BALANCE

FORMULA TYPE: Global Absence Accrual

DESCRIPTION: This formula returns the leave balance for Annual Leave Plan (DTC Contract)

Change History: Name Date Comments

Ashish Harbhajanka 24-Jun-2015 Initial Version

INPUTS ARE IV_PERSON_ID,IV_TERM_ID,IV_EFF_DT (DATE)

In_accrual = 0

ld_current_date = GET_CONTEXT(EFFECTIVE_DATE,'4712/12/31 00:00:00' (date))

L_Leave_Balance = 0

In_annual_dtc_contract_accrual_plan_id = 300000001752605 /*Accrual Plan Id for Annual Leave Plan (DTC Contract) */

L_Term_Id = IV_TERM_ID

L_Person_Id = IV_PERSON_ID

L_Eff_Dt = IV_EFF_DT

CHANGE_CONTEXTS

(
 ACCRUAL_PLAN_ID = In_annual_dtc_contract_accrual_plan_id,HR_ASSIGNMENT_ID = L_Term_Id,PERSON_ID =
 L_Person_Id,EFFECTIVE_DATE = L_Eff_Dt
)

(L_Leave_Balance = GET_ACCRUAL_BALANCE())

return L_Leave_Balance

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FORMULA NAME: XX_ANC_SET_HIRE_DATE_AS_ENROLLMENT_START_DATE (Global Absence Plan Enrollment Start)

/******

FORMULA NAME: XX_ANC_SET_HIRE_DATE_AS_ENROLLMENT_START_DATE

FORMULA TYPE: Global Absence Plan Enrollment Start

DESCRIPTION: This sample formula returns the Enrollment Start Date of absence plan when enrolling a person to a plan based on person hire date.

Change History:

| Name | Date | Comments |
|------|------|----------|
|------|------|----------|

| | | |
|--------------------|-------------|-----------------|
| Ashish Harbhajanka | 09-Aug-2019 | Initial Version |
|--------------------|-------------|-----------------|

*****/

/*===== DATABASE ITEM DEFAULTS BEGIN =====*/

DEFAULT for PER_ASG_REL_ORIGINAL_DATE_OF_HIRE is '4712/12/31 00:00:00' (date)

/*===== DATABASE ITEM DEFAULTS ENDS=====*/

l_hire_date = PER_ASG_REL_ORIGINAL_DATE_OF_HIRE

enrollmentStartDate = l_hire_date

RETURN enrollmentStartDate

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FORMULA NAME: XX_PER_SELECTION_RULE (Person Selection)

/*****

FORMULA NAME: XX_PER_SELECTION_RULE

FORMULA TYPE: Person Selection

DESCRIPTION: The formula selects employees based on person numbers.

Change History:

Name Date Comments

Ashish Harbhajanka 13-May-2019 Initial Version

*****/

/*===== DATABASE ITEM DEFAULTS BEGIN =====*/

DEFAULT for PER_ASG_PERSON_NUMBER IS '-1'

/*===== DATABASE ITEM DEFAULTS ENDS=====*/

/*===== FORMULA SECTION BEGIN =====*/

l_output = 'N'

l_per_number = PER_ASG_PERSON_NUMBER

if (l_per_number = '100000000'

 OR l_per_number = '100000028'

)

then

(l_output = 'Y')

return l_output

/*===== FORMULA SECTION END =====*/

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FORMULA NAME: Absence Plan Enrollment Start (Global Absence Plan Enrollment Start)

```
/*  
FORMULA NAME: Absence Plan Enrollment Start  
FORMULA TYPE: Global Absence Plan Enrollment Start  
DESCRIPTION: This sample formula returns the Enrollment Start Date and enrolls into the plan after one year.  
Change History:  
Name      Date      Comments  
-----  
Guru Prasad Havaligi 24-Apr-2016 Initial Version  
-----  
*****  
/*===== DATABASE ITEM DEFAULTS BEGIN =====*/  
DEFAULT for PER_ASG_REL_ORIGINAL_DATE_OF_HIRE is '4712/12/31 00:00:00' (date)  
/*===== DATABASE ITEM DEFAULTS ENDS=====*/  
l_hire_date = PER_ASG_REL_ORIGINAL_DATE_OF_HIRE  
enrollmentStartDate = ADD_YEARS(l_hire_date,1)  
RETURN enrollmentStartDate
```

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FORMULA NAME: XX_DEFAULT_DATE_WORKED (Element Input Validation)

/******

FORMULA NAME: XX_DEFAULT_DATE_WORKED

FORMULA TYPE: Element Input Validation

DESCRIPTION: Defaults the element input values to the effective date of the element entry

Formula Results : date_worked Return value goes to the default input value

Author | Date | Version | Comment

Ashish Harbhajanka | 15-Apr-2015 | 1.0 | Initial Version

*****/

DEFAULT FOR ENTRY_USAGE_START_DATE is '0001/01/01 00:00:00' (date)

DEFAULT FOR DATE_WORKED IS '1951/01/01 00:00:00' (date)

inputs are date_worked(date)

l_default_date = '1951/01/01 00:00:00' (date)

l_effective_date = GET_CONTEXT(EFFECTIVE_DATE, l_default_date)

date_worked = l_effective_date

return date_worked

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