SENECA'S APPROACH TO T4/T4A SELF-SERVICE FOR STUDENTS

SESSION 5041
NOVEMBER 7, 2017
9:30AM – 10:30AM

Seneca

PRESENTERS

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AGENDA

Introduction – The Team

Strategic Objectives

The Technology Platform

Legacy Process

Challenges

Approach and Solution

Demonstration

Future

Q & A

SENECA TEAM

Technology Team

Project Manager

Lead Developer

Functional Analyst

Business

Registrar's Office

Payroll

OBJECTIVES & PLATFORM

SENECA STRATEGIC OBJECTIVES

Great Student Experience – "Delivering great services that support our students needs, when and how they need them"

Services integrated and available on multiple platforms

Extension of HCM and integration with Campus Solutions

Secured

Sustainable

Extensible

PEOPLESOFT PLATFORM

HCM

- PeopleSoft 9.2
- Peopletools 8.55.10
- Oracle 11.2.0.4.0

Campus Solution

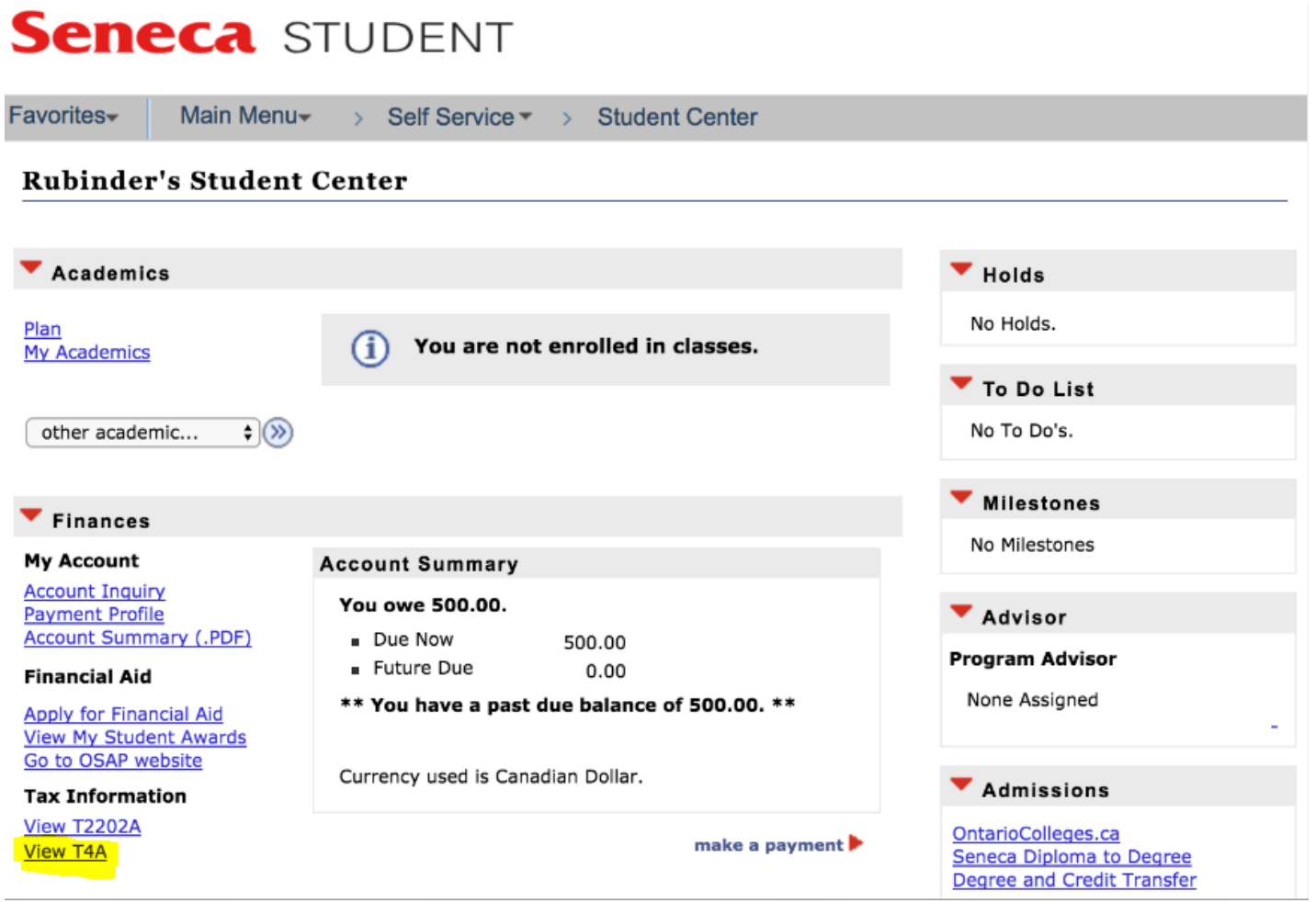
- PeopleSoft 9.0
- Peopletools 8.55.02
- Oracle 11.2.0.4.0

LEGACY PROCESS

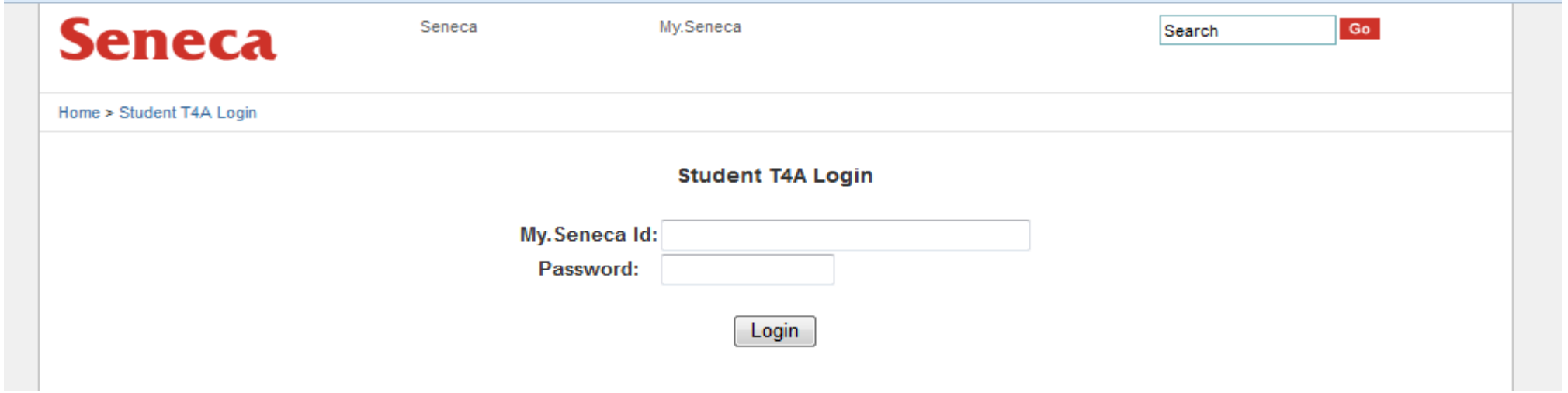
LEGACY PROCESS

T4A for 2014 and before

- They were served through our legacy system
- A link to the legacy system was made available on the student center.



LEGACY PROCESS



For year 2015

- This was the first T4A run after Campus Solutions go-live in March 2015
- T4As were created through our new Campus system
- Payroll Manually printed T4A's and mailed out to students
- T4As were not available through self-service for students

CHALLENGES, APPROACH AND SOLUTION

CHALLENGES FOR THE 2015 T4A RUN

No Oracle delivered process available

Mailing T4As to all 10,000+ eligible students

Mailing address inconsistency

Adhere to CRA compliance

No integration of payroll data between HCM and CS

Two months of legacy data not captured in CS (prior to go-live)

APPROACH

Minimum customization

Reduced manual processing

Reduced mailing out of T4As

Make T4As available as a self-service

Consideration of HCM module's unavailability in CS 9.2

To maintain HCM as a source of payroll data and CS being a source of student data

How can we fill the missing pieces?

SOLUTION

Open T4A/T4 consent on Student Center

Creation of Job data and T4A data in CS 9.0

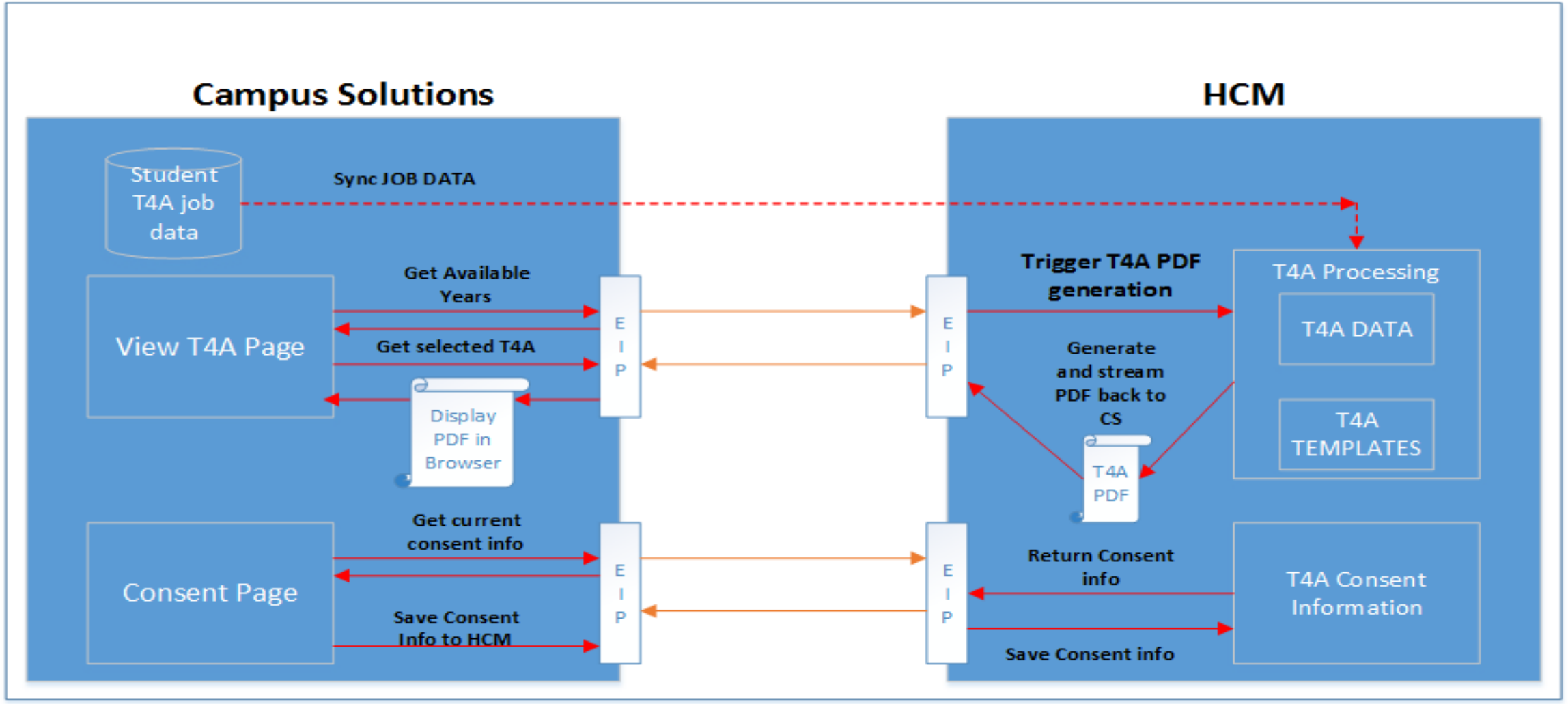
Sync Job/T4A data with HCM

Run the T4/T4A generation process in HCM

Create EIP end point on HCM to Trigger Template generation

Invoke the HCM EIP's through Student Center to display T4A's on CS

T4A ARCHITECTURE



STUDENT CENTER FUNCTIONALITY

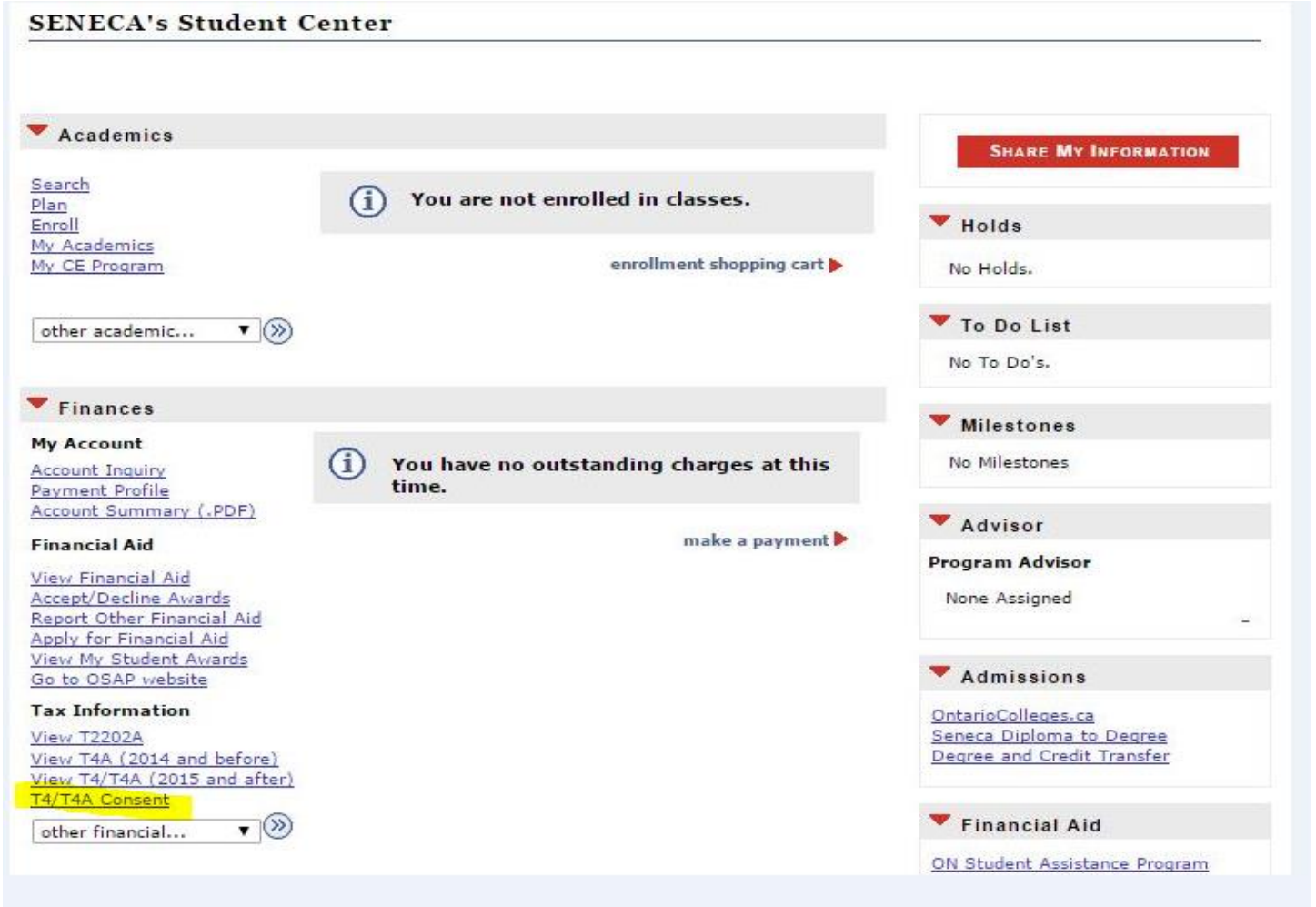
STUDENT CENTER - CONSENT

As per CRA Compliance , Need Students Consent to enable T4A Self-Service

Consent is controlled and monitored by Payroll

Need this data to be sourced on HCM

Created new integration between Campus Solution and HCM for the Consent Data.



T4/T4A CONSENT

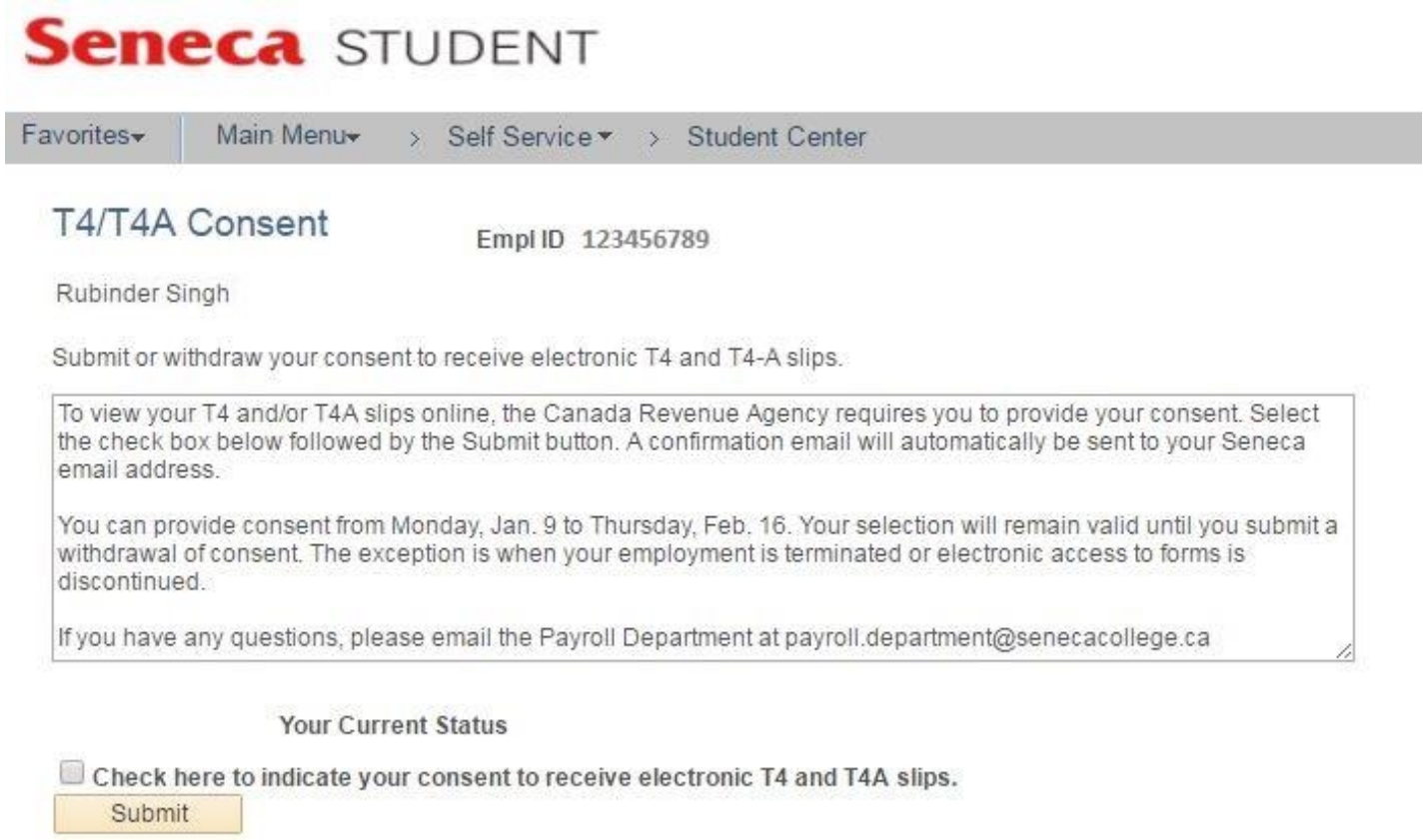
This is a custom Consent Page developed on CS

A student can also be an employee and so he can consent from either HCM or CS.

The data is sourced out of HCM , it will be in Sync with the Consent information entered on CS.

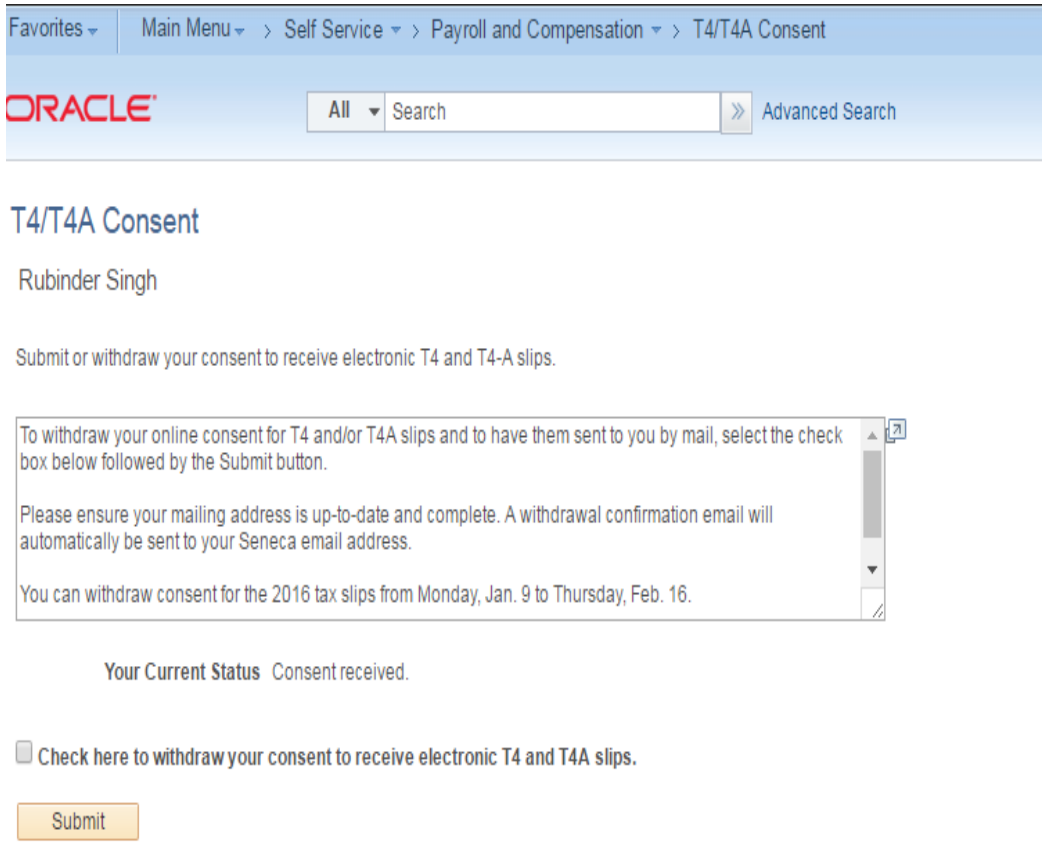
Custom Integration created to sync this data real-time.

Payroll owns and maintains the content and will update the information every year on HCM.

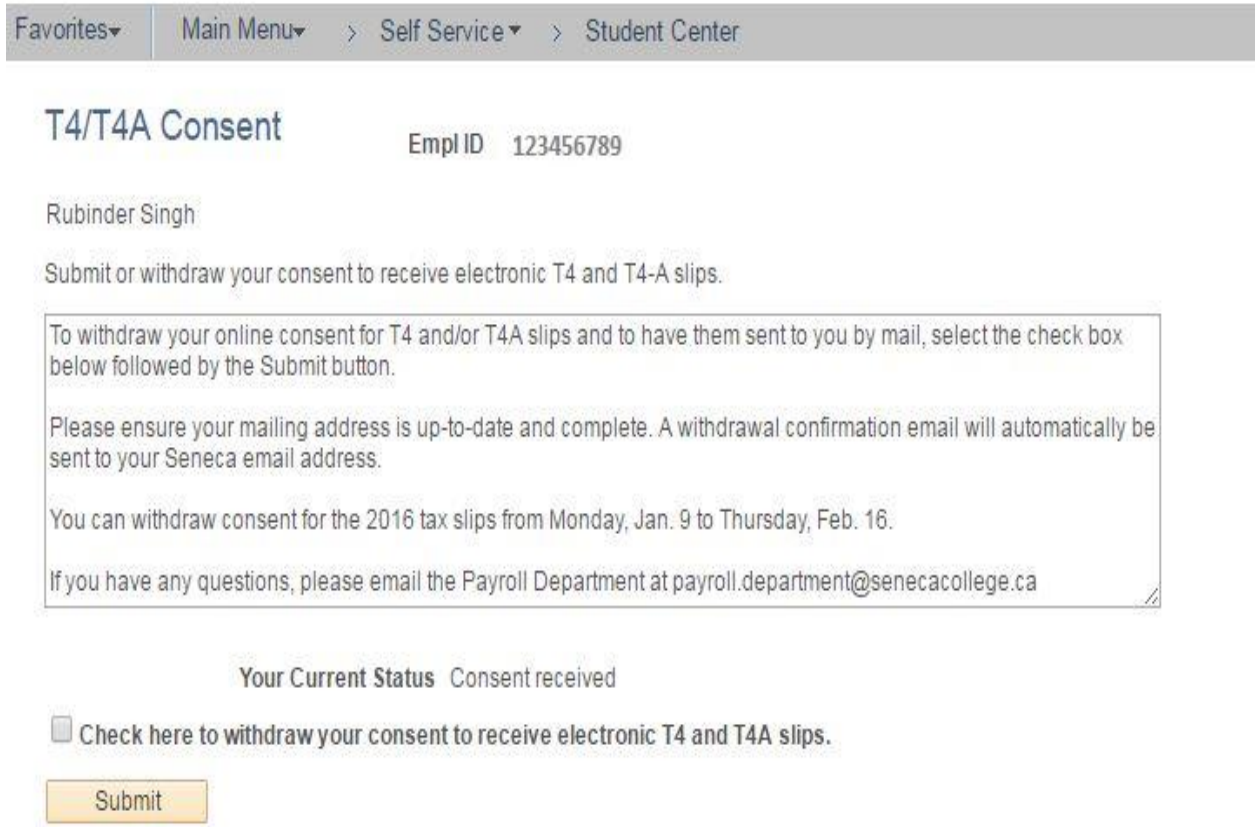


T4/T4A CONSENT

HCM

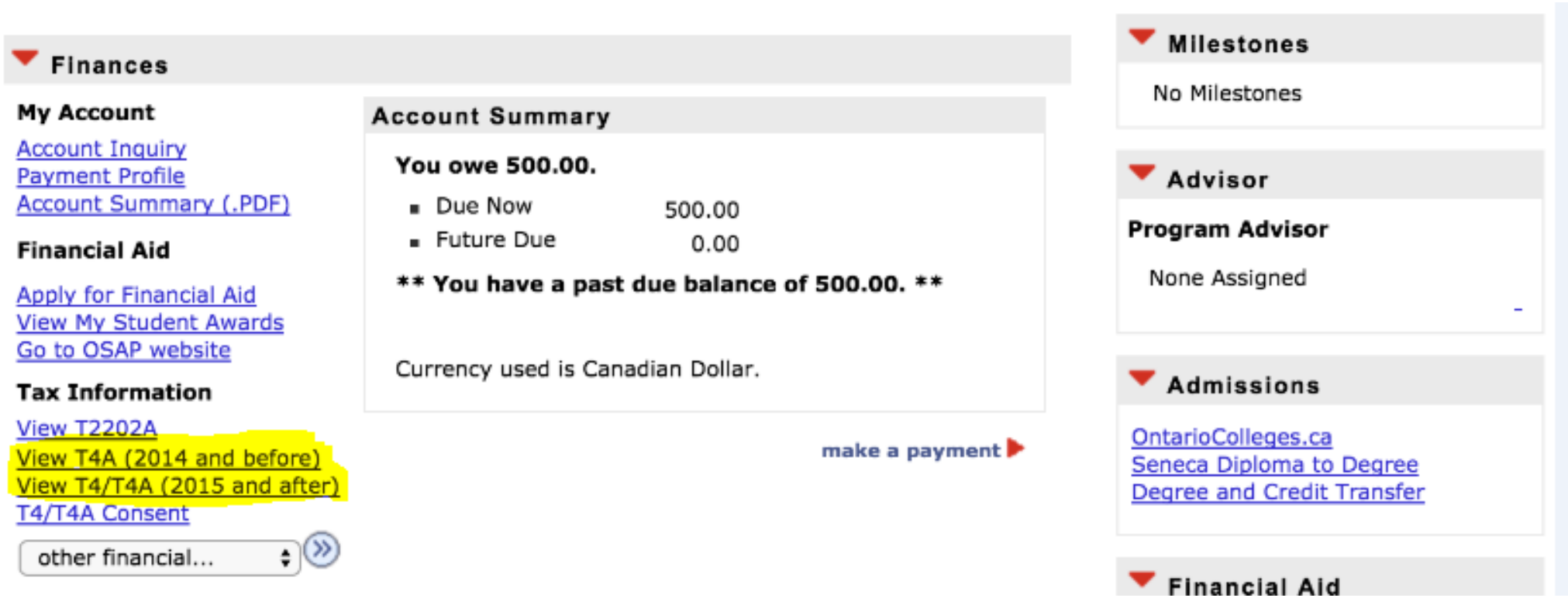


Campus Solutions



STUDENT CENTER – VIEW T4/T4A'S

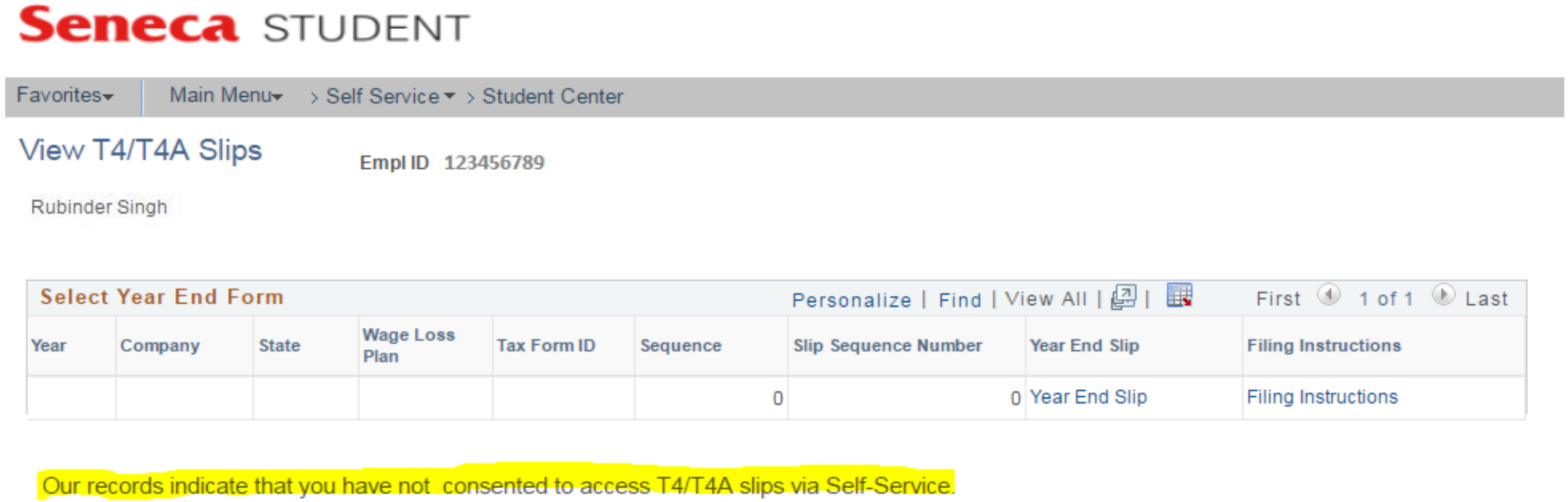
We have links to view the T4A that are still available in Legacy system and also links to show T4A's from 2015



STUDENT CENTER – VIEW T4/T4A'S

If no Consent given on HCM or CS , student cannot view T4A's through Student Center.

This is similar to how delivered process works on the HCM side.



VIEW T4/T4A'S

Campus

Seneca STUDENT

Favorites | Main Menu > Self Service > Student Center

View T4/T4A Slips

Empl ID 123456789

Rubinder Singh

Select Year End Form

Personalize | Find | View All | First 1-4 of 4 Last

Year	Company	State	Wage Loss Plan	Tax Form ID	Sequence	Slip Sequence Number	Year End Slip	Filing Instructions
2016	SEN	ON	FTS	T4A Slip	0	0	Year End Slip	Filing Instructions
2016	SEN	ON	FTS	T4 Slip	0	0	Year End Slip	Filing Instructions
2015	SEN	ON	PTP	T4A Slip	0	0	Year End Slip	Filing Instructions
2014	SEN	ON	FTS	T4 Slip	0	0	Year End Slip	Filing Instructions

VIEW T4/T4A'S

HCM

View T4/T4A Slips

Rubinder Singh

If you have given consent to access your T4 and T4A slips through self service, review your available slips. Select the year end slip that you would like to review.

View a Different Tax Year

Select Year End Form

Personalize | 1-2 of 2

Tax Year	Company	Province	Wage Loss Plan	Tax Form ID	Sequence	Slip Sequence Number	Year End Slip	Filing Instructions
2016	SEN	ON	FTS	T4 Slip	0	0	Year End Slip	Filing Instructions
2016	SEN	ON	FTS	T4A Slip	0	0	Year End Slip	Filing Instructions

FUTURE

With CS 9.2 , oracle no longer supports the HCM modules(Payroll for North America and Workforce Administration)

With our current solution, all the integration that we developed can be retained with CS 9.2 upgrade

The T4A Consent Page and T4A view page on Campus are already custom and requires no change.

Currently the job that generates T4A job data and T4A tax data, loads the Campus tables, we then Sync those data from CS to HCM using the EIP's

Per Oracle, the T4A job data generation and T4A tax data generation should be outside CS 9.2 system.

As part of CS upgrade, these jobs will need to be retrofitted to load the data directly on HCM tables.

QUESTIONS?

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ALL ALLIANCE PRESENTATIONS WILL BE AVAILABLE FOR DOWNLOAD FROM THE CONFERENCE SITE

Seneca

THANK YOU!

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