



Frequently, when setting up benefit accrual rules for managing allowances/accruals, it is imperative that we establish it with respect to the employee's seniority, where an employee's allowance of hours/days for a specific absence code (say vacation) will be calculated according to his seniority. For instance, when the balance calculation mode is set to Lump sum less utilization the employee actually gets the "whole" amount i.e. if for a certain year he worked the full 12 months (in other words was hired on January). When an employee works for a firm more than a year there is no significance to its hire date month but in the first year he will only get a proportional value out of the total 80 hrs. (See table below).

Seniority (Years)	Month Hired	Group 2 (Exempt Office/Sales Staff)  Vacation (Hours)
First Year	Jan (12 Months)	80
	Feb (11 months)	73.33
	Mar (10 months)	66.67
	Apr (9 months)	60
	May (8 months)	53.33
	Jun (7 months)	46.67
	Jul (6 months)	40
	Aug (5 months)	33.33
	Sep (4 months)	26.67
	Oct (3 months)	20
	Nov (2 months)	13.33
	Dec (1 month)	6.67
1 Years		80
2-4 Years		80
4-5 Years		120
5-10 Years		120
10+ Years		160

To set up such BA rule, the month of hire is added as an additional allowance factor which is checked once the seniority of an employee is less than a year. Thus the original factor (calculation of seniority) is split into two separate factors: seniority (year) and seniority (month).



**Benefit Allowance Factors**

Benefit Groups: 2 Exempt Office/Sales Staff     Absence Code: 2 Vacation (Hourly)

Employee Based Factors     Attendance Based Factors

	Factor Name	Expression	Result Type	Factor Effects
1	Seniority (year)	<code>JULDATE(ENDPP())</code>	Decimal	Automatic Allowance
2	Seniority (month of hire)	<code>Month(EMPLOYEE-&gt;HIRE_</code>	Integer	Automatic Allowance
3	Salary/Hourly	<code>EMPLOYEE-&gt;PAYROLL_Q</code>	Integer	Automatic Allowance

The first factor (seniority year) calculates the seniority – it is the basic formula always used for calculating seniority: **(JULDATE(ENDPP())-JULDATE(EMPLOYEE->HIRE\_FROM))/365**

The second factor kicks in right after seniority is calculated, it simply checks the employee's month of hire: **Month (EMPLOYEE->HIRE\_FROM).**

As a result t an additional column is added to the accrual definitions table. You now have seniority (year) and Seniority (month of hire).



**Accrued Value Based upon Factors**

Absence Group: 2 Exempt Office/Sales Staff Browse ... Absence Code: 2 Vacation (Hourly)

Automatic Allowance		Accrual Condition		Automatic Accrual			
	Seniority (year)	Seniority (month of hire)	Salary/Hourly	Accrual			
	From	To	From	To	From	To	
1	0.00	0.99	1	1	1	1	80.00
2	0.00	0.99	2	2	1	1	73.33
3	0.00	0.99	3	3	1	1	66.67
4	0.00	0.99	4	4	1	1	60.00
5	0.00	0.99	5	5	1	1	53.33
6	0.00	0.99	6	6	1	1	46.67
7	0.00	0.99	7	7	1	1	40.00
8	0.00	0.99	8	8	1	1	33.33

The calculation goes as follows: If the employees seniority is less than a year (0.00-0.99 under seniority year) then check what is his month of hire. If the employee was hired on January (the first row) then he gets the full 80 hrs accrual, if he was hired on February then looking at seniority (month of hire) from month 2 to 2 he gets only 73.33 hrs and so on. Since after a year of seniority it does not matter anymore what is the month of hire the entries for seniority (month of hire) will cover all months i.e. 1-12.

**Accrued Value Based upon Factors**

Absence Group: 2 Exempt Office/Sales Staff Browse ... Absence Code: 2 Vacation (Hourly)

Automatic Allowance		Accrual Condition		Automatic Accrual			
	Seniority (year)	Seniority (month of hire)	Salary/Hourly	Accrual			
	From	To	From	To	From	To	
8	0.00	0.99	8	8	1	1	33.33
9	0.00	0.99	9	9	1	1	26.67
10	0.00	0.99	10	10	1	1	20.00
11	0.00	0.99	11	11	1	1	13.33
12	0.00	0.99	12	12	1	1	6.67
13	1.00	3.99	1	12	1	1	80.00
14	4.00	9.99	1	12	1	1	120.00
15	10.00	9999999.00	1	12	1	1	160.00



To make sure that the definitions are properly set, delete ABSTRX and ABSFOLLOW records, summarize periodic calculations you will get proper results. For example if the employee was hired on 02/11/2008 he will get 73.33 hrs.

Employee : 9999 Test Test

	Year	Absence Code	Pay-Period Type	Balance (Hours)	Previous Balance (Hours)	Total Used (Hours)	Total
▶	2008	2 Vacation (Hourly)	2	63.31			73.33
	2008	3 Vacation (Salary)	2				
	2008	4 Sick	2	41.27			48.00

  

ABSTRX (Benefit Accrual Transaction)							
	Employee	Absence Code	Value Date	Update Date	Pay-Period No.	Transaction Type	Journal
	9999	2 Vacation (Hourly)	01/01/2008	07/21/2008	200801	Allowance	9043
▶	9999	2 Vacation (Hourly)	08/02/2008	07/21/2008	200816	Allowance	9013