Oracle® HRMS for India:
An Oracle White Paper on Balance
Initialization
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CONTENTS

Balance Initialization

Executive Summary

This white paper describes how to initialize balances for Oracle Payroll for India. The target audience for this white paper includes implementers and end users of Oracle Payroll.

Overview

Balance initialization is used primarily to set up balances from legacy systems in case of mid year payroll implementations. If a payroll is implemented at the beginning of a tax year, it may not require initial balances. However, if a payroll is implemented in the middle of a tax year, balance initialization is important to ensure accurate calculations and payroll reporting.

Balance Initialization Processes

Oracle Payroll for India provides the following two main processes for balance initialization. You can call these processes from Standard Request Submission (SRS).

1. **India Initial Balance Structure Creation**

   The concurrent program, India Initial Balance Structure Creation, creates balance initialization elements based on the data populated in the PAY_BALANCE_BATCH_LINES table. This program minimizes the manual effort required to define the balance initialization elements.

2. **Initial Balance Upload**

   This concurrent program loads the balances, along with details such as balance name, corresponding dimension, value, and associated contexts, if any, from the balance batch tables (PAY_BALANCE_BATCH_HEADERS and PAY_BALANCE_BATCH_LINES). You must load the values from the legacy system into these batch tables as a prerequisite. Oracle Payroll for India categorizes the balances into the following four categories: (This white paper discusses these categories in detail later.)
   - Income Tax Calculation
   - ESI Calculation
   - Perquisite Calculation
   - Statutory Reports

Guidelines for Balance Initialization

The following are a few guidelines for balance initialization:
- Oracle Payroll uses various context-based balances, such as Legal Entity, Component Name, and State Code. Ensure that the balances are loaded against the accurate context. The following table lists the context and the corresponding fields you need to populate for any balance in the PAY_BALANCE_BATCH_LINES table:
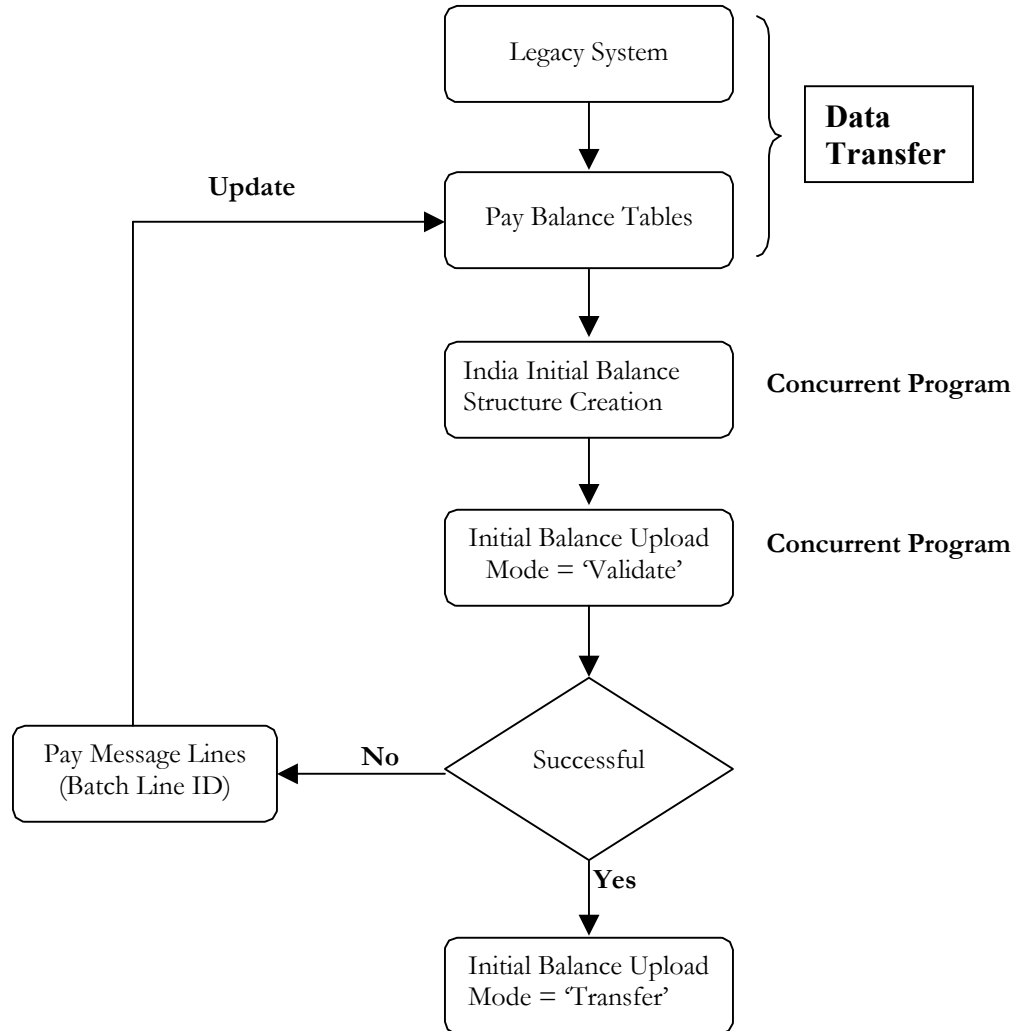
S. No.	Context	Field Name
1.	Legal Entity	TAX_UNIT_ID
2.	Component Name	SOURCE_TEXT2
3.	State Code	JURISDICTION_CODE
4.	Loan Number	SOURCE_TEXT
5.	Organization ID*	SOURCE_ID

∗ You can query Organization ID for the respective organization from the HR_ORGANIZATION_UNITS table.

- If a balance has special dimensions such as _LE_, _COMP_, _ORG_, _SRC_, and _STATE_, then upload values for these special dimensions only. For example, when you attach component-based balance Allowance Amount to the _ASG_COMP_PTD dimension once, then the _ASG_PTD dimension is attached automatically.
- Oracle Payroll does not support initialization of the _RUN, _PAYMENTS, _PMTH, _P10MTH, and _COMP_LTD dimensions. Therefore, batch lines should not contain these dimensions.
- Do not upload balances for any assignment for which payroll processes already exist. If you attempt to upload these balances, it results in an error.

Steps for Balance Initialization

Process Flow Diagram

```
                                    ┌─────────────────────┐
                                    │   Legacy System     │ ─┐
                                    └─────────────────────┘  │
                                              │               │   ┌──────────────┐
                                              ▼               │   │  Data        │
              Update                ┌─────────────────────┐   ├── │  Transfer    │
          ──────────────────────▶  │  Pay Balance Tables │   │   └──────────────┘
         │                          └─────────────────────┘ ─┘
         │                                    │
         │                                    ▼
         │                          ┌─────────────────────┐
         │                          │ India Initial Balance│  Concurrent Program
         │                          │  Structure Creation │
         │                          └─────────────────────┘
         │                                    │
         │                                    ▼
         │                          ┌─────────────────────┐
         │                          │ Initial Balance Upload│  Concurrent Program
         │                          │  Mode = 'Validate'  │
         │                          └─────────────────────┘
         │                                    │
         │                                    ▼
  ┌──────────────────┐    No          ◇─────────────────◇
  │ Pay Message Lines│ ◀──────────────    Successful
  │  (Batch Line ID) │                ◇─────────────────◇
  └──────────────────┘                         │
                                              Yes
                                               │
                                               ▼
                                    ┌─────────────────────┐
                                    │ Initial Balance Upload│
                                    │  Mode = 'Transfer'  │
                                    └─────────────────────┘
```

The steps to initialize balances are as follows:

1. Enter data into the two batch tables:

   PAY_BALANCE_BATCH_HEADERS

   - o Enter the name for the following fields.
     - ③ Business Group name
     - ③ Payroll Name

PAY_BALANCE_BATCH_LINES

- o Enter either the name or the ID for the following fields. If you enter data for both, ID takes precedence over the name.
  - ③ Balance Name or Balance Type ID
  - ③ Dimension Name or Balance Dimension ID
  - ③ GRE Name or Tax Unit ID
  - ③ Assignment Number or Assignment ID

- o Set the Batch Line Status value as 'U' before uploading the balances. The different values for the Batch Line Status are 'U' (Unprocessed), 'V' (Validated), 'T' (Transferred), and 'E' (Error).

- o In case the upload date is not specified in the batch line, then Oracle Payroll uses the value specified under batch header. The upload date is useful when users enter values for each period (such as April, May) separately in the batch line.

2. Run the India Initial Balance Structure Creation concurrent program by specifying the batch name and the input value as 15 (or null). This creates the required balance initialization elements, inputs, links, and balance feeds.

3. Run the Initial Balance Upload process by selecting a batch and the mode as Validate. Validate mode checks the correctness of the data in the batch. If the process succeeds, run the process in Transfer mode. This uploads the values into the database. If there are any errors, Oracle Payroll reports them in the pay_message_lines table.

The following topics discuss the balances you need to populate for the four balance categories:

Income Tax Calculation

Income Tax calculation is categorized into the following two sections:

All Employees

The following table lists the balances you must populate for all employees to ensure accurate calculation of employee income tax if payroll is implemented in the middle of a tax year:

S. No	Balance	Dimension	Context	Description
1.	Allowance Amount	_ASG_LE_COMP _YTD	Legal Entity Component Name	Contains the allowance (component) amount paid to an employee for each legal entity. For valid allowance component names, refer to the user table 'IN_ALLOWANCES'.

S. No	Balance	Dimension	Context	Description
2.	Allowance Expense Amount	_ASG_LE_COMP _YTD	Legal Entity Component Name	Contains the actual expenses that an employee incurs against each allowance (component) for each legal entity. This balance is used primarily to calculate the allowance exemption amounts for allowance type Actual Expenditure. For example, for uniform allowance, the actual amount that an employee spends for purchasing the uniform is exempted (to the extent of uniform allowance) from the employee's total taxable income. For valid allowance component names, refer to the user table 'IN_ALLOWANCES'.
3.	Direct Payments	_ASG_YTD		Contains direct payments, other than earnings, perquisites, and allowances, made to an employee within a tax year.
4.	Earnings	_ASG_YTD		Contains the total of all the elements under the primary classification 'Earnings'. In case payroll is implemented in the middle of a tax year, then you need to populate this balance with the earnings (excluding allowances, perquisites, termination payments, profit in lieu of salary) amount paid till date to an employee.
5.	Employee Total PF Contribution	_ASG_YTD		Contains the total (voluntary and statutory) employee provident fund (PF) contribution made till date in a tax year.
6.	Entertainmen t t Allowance	_ASG_YTD		Contains the annual amount paid to an employee as 'Entertainment Allowance'.
7.	Excess Interest Amount	_ASG_YTD		Contains any excess contribution made by the employer in case the interest rate is more than the statutory rate for PF deductions made from the employee's salary.
8.	Excess PF Amount	_ASG_YTD		Contains any excess contribution made by the employer in case the employer's PF contribution is more than the statutory PF contribution amount.

S. No	Balance	Dimension	Context	Description
9.	House Rent Allowance	_ASG_PTD		Contains the house rent allowance paid to an employee as part of the employee's salary for each period.
10.	Income Tax Deduction	_ASG_YTD		Contains the tax deducted (total of income tax, surcharge, and education cess) till date from the employee's salary.
11.	Perquisite Bills Provided	_ASG_COMP_YTD	Component Name	Contains the amount of the annual bills submitted for each perquisite (component). This is required mainly for perquisites that are exempted up to the amount for which bills have been provided (for example, Medical Perquisites). For valid perquisite component names, refer the user table 'IN_PERQUISITES'.
12.	Perquisite Employee Contribution	_ASG_COMP_YTD	Component Name	Contains the annual employee contribution towards each perquisite (component). For valid perquisite component names, refer to the user table 'IN_PERQUISITES'.
13.	Perquisite Employer Contribution	_ASG_COMP_YTD	Component Name	Contains the annual cost to employer (expenses incurred by employer) for providing a benefit to an employee. For valid perquisite component names, refer to the user table 'IN_PERQUISITES'.
14.	Professional Tax	_ASG_STATE_PTD	State Code	Contains the professional tax deducted in each state for each period. State Codes are predefined in the 'IN_STATES' lookup type.
15.	Salary for HRA and Related Exemptions	_ASG_PTD		Contains the salary breakup used for calculating the house rent allowance exemption for each period.
16.	Taxable Allowances	_ASG_LE_COMP_YTD	Legal Entity Component Name	Contains the taxable value of all the year-to-date allowances (components?) paid to an employee for each legal entity. For valid allowance component names, refer to the user table 'IN_ALLOWANCES'.

S. No	Balance	Dimension	Context	Description
17.	Taxable Employer Charges	_ASG_YTD		Contains the total year-to-date taxable employer charges (taxable component of elements under Employer Charges classification) as a benefit to an employee.
18.	Taxable House Rent Allowance	_ASG_YTD		Contains the year-to-date taxable value of house rent allowance (difference between the house rent allowance and the exemption for house rent allowance under Section 10) for an employee.
19.	Taxable Perquisites	_ASG_COMP_YTD	Component Name	Contains the year-to-date taxable value of all the perquisites (components) paid to an employee. For valid perquisite component names, refer to the user table 'IN_PERQUISITES'.
20.	Taxable Termination Payments	_ASG_COMP_YTD	Component Name	Contains the total termination payment (Notice Period Pay, Leave Encashment and Gratuity Payment). The following is a mapping between termination payment elements and their corresponding component names: • Notice Period - Notice Period Pay • Leave Encashment - Leave Encashment • Loan Recovery - Loan Recovery • PF Settlement – PF Settlement • Gratuity Payment – Gratuity • Commuted Pension – Commuted Pension
21.	Taxable Termination Payments Sec 17	_ASG_YTD		Contains the termination payment that must meet statutory requirements, and be included as part of Salary under Section 17 for income tax calculation and for inclusion in year end reports.
22.	TDS on Direct Payments	_ASG_LE_PTD	Legal EntityID	Contains the tax deducted at source for any direct payments made to an employee for each period.

| S. No	Balance	Dimension	Context	Description
23.	Outstanding Advance for Allowances	_ASG_COMP_PTD	Component Name	Contains the outstanding advance amount as of balance upload date on this allowance (Component Name). For valid allowance component names, refer to the user table 'IN_ALLOWANCES'. This is required for correct advance recovery and adjustment against the allowance in future payroll runs.
24.	Outstanding Advance for Fringe Benefits	_ASG_COMP_PTD	Component Name	Contains the outstanding advance amount as of balance upload date on this fringe benefit (Component Name). For valid fringe benefit component names, refer to the user table 'IN_FRINGE_BENEFITS'. This is required for correct advance recovery and adjustment against the benefit in future payroll runs.
25.	Outstanding Advance for Earnings	_ASG_COMP_PTD	Component Name	Contains the outstanding advance amount as of balance upload date on earnings (Component Name). Currently only the component 'Leave Travel Concession' is supported. This is required for correct advance recovery and adjustment against the LTC in future payroll runs.
26.	Medical Bills	_ASG_YTD		Contains the total approved medical bills submitted by the employee.
27.	Medical Reimbursement Amount	_ASG_YTD		Contains the total medical benefit amount that is paid out as a reimbursement to the employee. This shall hold only the amount that is non-taxable to the employee.
28.	Salary under Section 17	_ASG_COMP_YTD	Component Name	Contains the difference of the taxable amount under Medical Benefit and the non-taxable amount of Leave Travel Concession element.

S. No	Balance	Dimension	Context	Description
29.	Reimbursem ent Amount	_ASG_COMP_YT D	Component Name	Contains the total reimbursement amount that qualifies as a fringe benefit and that has been paid out to the employee. The amount entered is just the non-taxable portion and not the entire benefit amount of the employee. For valid fringe benefit component names, refer to the user table 'IN_FRINGE_BENEFITS'. For fringe benefits that have a maximum annual limit, this balance upload is required.
30.	Taxable Perquisites	_ASG_COMP_YT D	Component Name	Contains the year-to-date taxable value of all the perquisites (components) paid to an employee. For valid perquisite component names, refer to the user table 'IN_PERQUISITES'. The total employer tax paid on the monetary perquisite will also be entered with the component name as 'Employer Paid Tax'
31.	ER Paid Tax on Non Monetary Perquisite	_ASG_LE_YTD	Legal Entity ID	Contains the total Employer Tax that has been paid on non-monetary perquisite.
32.	ER Taxable Earnings	_ASG_YTD		Contains the income (other than perquisites) over which the employer has paid the tax in the current year
33.	Employer Tax Perquisite Salary	_ASG_YTD		Contains the taxable perquisite value of monetary perquisite over which the employer wishes to pay the tax.
34.	Employer Tax NMPerquisit e Salary	_ASG_YTD		Contains the taxable perquisite value of non-monetary perquisite over which the employer wishes to pay the tax.

S. No	Balance	Dimension	Context	Description
35.	Employer Tax Manual Entry Salary	_ASG_YTD		This is the same as Employer Tax Perquisite Salary.
36.	Employer Tax NMP Manual Entry Salary	_ASG_YTD		This is the same as Employer Tax NMPerquisite Salary.
37.	ER Tax Manual Entry MP	_ASG_YTD		This is the employer tax that has been paid by the employer on monetary perquisites and on any income other than perquisites.
38.	ER Tax Manual Entry NMP	_ASG_YTD		This is the employer tax that has been paid by the employer on non-monetary perquisites
39.	ER Tax Monetary Perquisite	_ASG_YTD		This is the employer tax that has been paid by the employer on monetary perquisites
40.	ER Tax on Bonus Monetary Perquisite	_ASG_YTD		This is the employer tax that has been paid by the employer on bonus.
41.	Employer Tax for Non Recurring Perquisites	_ASG_YTD		This is the employer tax that has been paid by the employer on non-recurring perquisites in the current tax year
42.	Actual Salary for Company Accommodation	_ASG_YTD		Contains the employee's salary in the current tax year that should be used for calculating exemption for Company Accommodation perquisite. This is required only when the employee is on a rented accommodation.

S. No	Balance	Dimension	Context	Description
43.	Rent Paid by Employer	_ASG_YTD		Contains rent paid by the employer in the current tax year for Company Accommodation perquisite.
44.	Income Tax This Pay	_ASG_LE_PTD	Legal Entity	Contains the total tax deducted at source in each pay period in the current tax year
45.	Surcharge This Pay	_ASG_LE_PTD	Legal Entity	Contains the total surcharge deducted at source in each pay period in the current tax year
46.	Education Cess This Pay	_ASG_LE_PTD	Legal Entity	Contains the total cess deducted at source in each pay period in the current tax year

Organization with Multiple TAN Numbers

You populate balances under this category only for employees transferred between multiple legal entities (TAN numbers) within a tax year. To understand the period for which you need to populate balances, refer to the case studies below:
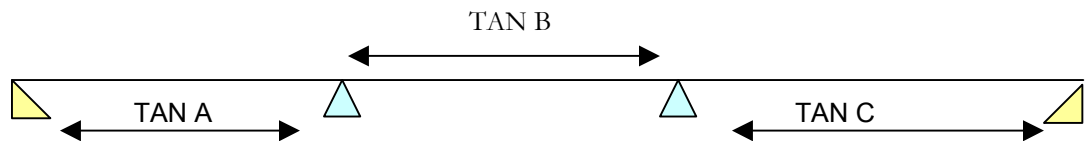
Where,

 = Start of a Tax Year

| | = End of a Tax Year |

| | = TAN Transfer |

Transfer Date from TAN A to TAN B = May 01, 2005

Transfer Date from TAN B to TAN C = Dec 01, 2005

Scenario 1

You want to generate separate year-end reports for TAN A, TAN B, and TAN C if

Assumption: Oracle Payroll is implemented with effect from Dec 15, 2005

Solution:

You need to populate all the Tax Unit (TU%) balances in the following way:

i.   YTD value from Start of Tax Year till Apr 30, 2005 for TAN A

ii.   YTD value from May 30, 2005 till Nov 30, 2005 for TAN B

Scenario 2

You want to generate year-end reports only for the TAN C period if

Assumptions

- Oracle Payroll is implemented with effect from Dec 15, 2005

- Year-end reports for TAN A and TAN B are generated from legacy systems

Solution:

You need to populate all the TU% balances in either of the following ways:

Option 1

i.   YTD value from Start of Tax Year till Apr 30, 2005 for TAN A

ii.   YTD value from May 30, 2005 till Nov 30, 2005 for TAN B

Option 2

i.   YTD value from Start of Tax Year till Nov 30, 2005 for TAN A and TAN B

In this case, year end reports for TAN A or TAN B may not show accurate values because you populate the balance only to enable balance initialization process for TAN C year end reporting.

Scenario 3

You want to generate separate year-end reports for TAN A, TAN B, and TAN C if

Assumption: Oracle Payroll is implemented with effect from Nov 15, 2005

Solution:

You need to populate all the TU% balances with YTD value from Start of Tax Year till Apr 30, 2005 for TAN A.

The following table lists the various TU balances that you populate for all legal entities that exist before payroll implementation:

S. No	Balance	Dimension	Description
1.	TU Allowances Exempt	_ASG_YTD	Populated with the total year-to-date exempted allowance amounts.
2.	TU Deductions Sec 80GG	_ASG_YTD	Populated with the total exemptions claimed under Sec 80GG.
3.	TU Education Cess till Date	_ASG_YTD	Populated with the total education cess deducted within a taxable year.
4.	TU Employee PF Contribution	_ASG_YTD	Populated with the year-to-date employee PF contribution within a taxable year.
5.	TU Employment Tax	_ASG_YTD	Populated with the year-to-date professional tax deducted.
6.	TU Entertainment Allowance	_ASG_YTD	Populated with the year-to-date entertainment allowance paid to an employee.
7.	TU Gross Total Income	_ASG_YTD	Populated with the year-to-date gross total income for an employee.
8.	TU Income Tax till Date	_ASG_YTD	Populated with the year-to-date total income tax deducted.
9.	TU Marginal Relief	_ASG_YTD	Populated with the till date amount of marginal relief provided to an employee.
10.	TU Other Income	_ASG_YTD	Populated with the year-to-date other income considered for income tax calculation.

S. No	Balance	Dimension	Description
11	TU Profit in lieu of Salary	_ASG_YTD	Populated with the profit in lieu of salary to an employee.
12	TU Salary Under Section 17	_ASG_YTD	Populated with the year-to-date total salary paid under Section 17.
13.	TU Surcharge till Date	_ASG_YTD	Populated with the total year-to-date surcharge deducted from the employee's salary.
14.	TU Value of Perquisites	_ASG_YTD	Populated with the year-to-date value of taxable perquisites paid to an employee.
15.	TU ER Paid Tax on Non Monetary Perquisite	_ASG_YTD	Populated with the year-to-date value of the employer tax paid on non-monetary perquisites.

ESI Calculation

You need to populate the ESI Eligible Salary balance for accurate calculation of ESI if payroll is implemented in the middle of an ESI contribution period (Apr – Sep or Oct - Mar). You populate this balance with the employee's eligible salary for ESI for the months of April and October. Based on this value, the ESI deduction is calculated for the remaining contribution period. The dimension that you attach to the balance is _ASG_PTD.

Perquisite Calculation

The following table lists the balances that you need to populate for accurate perquisite (Loan Recovery and Company Accommodation) calculation:

S. No	Balance	Dimension	Context	Description
1.	Loan Principal Amount	_ASG_SRC_LTD	Loan Number	Populated with the initial loan principal amount irrespective of the amount already paid back. Loan Number can be any unique alphanumeric number.
2.	Maximum Outstanding Amount	_ASG_SRC_LTD	Loan Number	Contains the maximum outstanding loan amount (principal and interest) for each loan number as on the date of payroll implementation.
3.	Furniture Perquisite	_ASG_YTD		Contains the annual furniture perquisite calculated as part of company accommodation. You populate this balance with the year-to-date value for all the employees. Furniture perquisite is shown separately as part of Form 24. For payroll purposes, it is not a perquisite on its own but a part of Company Accommodation.

Statutory Reports

Statutory reports are categorized into the following four categories:

- Year End Reports (Form 16/16 AA and Form 24)
- Provident Fund Reports (Form 3A, 6A, 7 and 8)
- Professional Tax Reports (PT Form 3 for Maharashtra)
- ESI Reports (Form 6)

Year End Reports

The following table lists the balances that you need to populate for generating year end reports.

You do not need to populate any of these balances in case of regular employees. The balances are automatically populated either during tax declaration using Employee Self Service or during payroll processing through Oracle HRMS for any future month of the same tax year. You may need to populate these balances only if:

- Any employee is terminated within the same tax year but before the payroll implementation and
- You need to use Oracle HRMS to generate all year end statutory reports (Form 16/16AA and Form 24) for both terminated and regular employees.

S. No	Balance	Dimension	Context	Description
1.	Business and Profession Gains	_ASG_PTD		Contains an employee's other income that is reported under the head Income from Business and Profession in Forms 16 and 24.
2.	Capital Gains	_ASG_PTD		Contains an employee's other income that is reported under the head Capital Gains in Forms 16 and 24. This balance is populated with the total of long term and short-term capital gains.
3.	Cost and Rent of Furniture	_ASG_PTD		Contains the cost or rent of furniture. This balance is used primarily for Form 24 to assess whether an employee has furnished (Value > 0) or unfurnished (Balance Value = 0) accommodation.
4.	Deductions under Section 80CCE	_ASG_LE_COMP _PTD	Legal Entity Component Name	Contains the exemptions under Section 80CCE for an employee.
5.	Deferred Annuity	_ASG_LE_PTD	Legal Entity	Contains an employee's eligible investment under the head Deferred

S. No	Balance	Dimension	Context	Description
				Annuity.
6.	Education Cess This Pay	_ASG_LE_PTD	Legal Entity	Contains the education cess deducted for each period and each legal entity. Form 16 displays this information in Challan Information.
7.	F16 Allowances Exempt	_ASG_LE_PTD	Legal Entity	Contains allowance exemptions under Section 10.
8.	F16 Balance Tax	_ASG_LE_PTD	Legal Entity	Contains the balance tax (total of income tax, surcharge, and education cess) yet to be paid for the remaining periods. This balance tax is based on the projected earnings.
9.	F16 Deductions Sec 80CCE	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80CCE.
10.	F16 Deductions Sec 80D	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80D.
11	F16 Deductions Sec 80DD	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80DD.
12	F16 Deductions Sec 80DDB	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80DDB.
13.	F16 Deductions Sec 80E	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80E.
14.	F16 Deductions Sec 80G	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80G.
15.	F16 Deductions Sec 80GG	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80GG.
16.	F16 Deductions Sec 80GGA	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80GGA.
17.	F16 Deductions	_ASG_LE_PTD	Legal Entity	Contains the total exemptions under Section 80U.

S. No	Balance	Dimension	Context	Description
	Sec 80U			
18.	F16 Deductions under Sec 16	_ASG_LE_PTD	Legal Entity	Contains total exemptions under Section 16 (exemption for professional tax or entertainment allowance, if eligible) for a tax year.
19.	F16 Education Cess	_ASG_LE_PTD	Legal Entity	Contains the total education cess (total amount already deducted and projected deduction) that an employee needs to pay for each legal entity.
20.	F16 Employee PF Contribution	_ASG_LE_PTD	Legal Entity	Contains the annual employee PF contributions for each legal entity.
21.	F16 Employment Tax	_ASG_LE_PTD	Legal Entity	Contains the annual professional tax deducted from an employee's till date salary for each legal entity.
22.	F16 Entertainment Allowance	_ASG_LE_PTD	Legal Entity	Contains the annual entertainment allowance paid to an employee as part of the salary for each legal entity.
23.	F16 Gross Salary	_ASG_LE_PTD	Legal Entity	Contains an employee's gross salary (total of salary under Section 17, perquisites, and profit in lieu of salary) for each legal entity.
24.	F16 Gross Salary less Allowances	_ASG_LE_PTD	Legal Entity	Contains the difference between an employee's gross salary under Section 17 and the exempted allowances for each legal entity.
25.	F16 Gross Total Income	_ASG_LE_PTD	Legal Entity	Contains an employee's gross income for each legal entity. Forms 16 and 24 report this balance under the head Gross Total Income.
26.	F16 Income Chargeable Under head Salaries	_ASG_LE_PTD	Legal Entity	Contains an employee's salary income (Gross Salary - Allowance Exemption under Sec 10 - Exemptions under Section 16) for each legal entity. Forms 16 and 24 report this balance under the head Income chargeable under head Salaries.
27.	F16 Marginal Relief	_ASG_LE_PTD	Legal Entity	Contains the marginal relief provided to an employee for each legal entity.

S. No	Balance	Dimension	Context	Description
28.	F16 Other Income	_ASG_LE_PTD	Legal Entity	Contains the other income for each legal entity. Forms 16 and 24 report this balance under the head Other Income.
29.	F16 Relief under Sec 89	_ASG_LE_PTD	Legal Entity	Contains the relief under Section 89 provided to an employee for each legal entity.
30.	F16 Salary Under Section 17	_ASG_LE_PTD	Legal Entity	Contains an employee's salary under Section 17 for each legal entity.
31.	F16 Surcharge	_ASG_LE_PTD	Legal Entity	Contains the surcharge to be paid by an employee based on the annual projected income for each legal entity.
32.	F16 Tax Refundable	_ASG_LE_PTD	Legal Entity	Contains the tax to be refunded in case of excess deduction for each legal entity.
33.	F16 Tax on Total Income	_ASG_LE_PTD	Legal Entity	Contains the income tax for each legal entity.
34.	F16 Total Chapter VI A Deductions	_ASG_LE_PTD	Legal Entity	Contains the Chapter V1 A deductions for each legal entity.
35.	F16 Total Income	_ASG_LE_PTD	Legal Entity	Contains an employee's total income for each legal entity.
36.	F16 Total Tax payable	_ASG_LE_PTD	Legal Entity	Contains the total tax payable based on the total income for each legal entity.
37.	F16 Value of Perquisites	_ASG_LE_PTD	Legal Entity	Contains the total value of perquisites paid till date to an employee for each legal entity.
38.	Gross Chapter VIA Deductions	_ASG_LE_COMP_PTD	Legal Entity Component Name	Contains the investments (component) to be reported under the head Gross Chapter VIA Deductions in Form 16 for each legal entity.
39.	Income Tax This Pay	_ASG_LE_PTD	Legal Entity	Contains the income tax deducted for each period and legal entity. Form 16 displays this information in Challan Information.
40.	Loss From House	_ASG_PTD		Contains the income to be reported under the head Loss from House

S. No	Balance	Dimension	Context	Description
	Property			Property in Form 16 for each legal entity.
41.	Other Sources of Income	_ASG_PTD		Contains the income to be reported under the head Other Sources of Income in Form 16 for each legal entity.
42.	Pension Fund	_ASG_LE_PTD	Legal Entity	Contains the exemption for investment under Pension Fund 80CCC for each legal entity.
43.	Surcharge This Pay	_ASG_LE_PTD	Legal Entity	Contains the surcharge deducted for each period and legal entity. Form 16 displays this information in Challan Information.

Provident Fund Reports

The following table lists the balances that you need to populate for generating Provident Fund Reports:

S. No	Balance	Dimension	Context	Description
1.	EDLI Contribution	_ASG_ORG_PTD	Organization ID	Contains the employee contribution towards EDLI for each period and organization.
2.	EPS Contribution	_ASG_ORG_PTD	Organization ID	Contains the employee contribution towards EPS for each period and organization.
3.	Employee Statutory PF Contribution	_ASG_ORG_PTD	Organization ID	Contains the employee statutory PF contribution for each PF organization (in case there is any change in PF organization) and period.
4.	Employee Voluntary PF Contribution	_ASG_ORG_PTD	Organization ID	Contains the employee voluntary PF contribution for each PF organization (in case there is any change in PF organization) and period.
5.	PF Computation Salary	_ASG_PTD		Contains the salary used for PF computation for each period.

Professional Tax Report

You need to populate the PT Actual Salary balance for generating the Professional Tax Report. This balance contains the salary used for PT computation in the state for each state and period. State Codes are predefined in the 'IN_STATES' lookup type. You attach the _ASG_STATE_PTD dimension and State Code context to the balance.

ESI Reports

The following table lists the balances that you need to populate for generating the ESI Reports:

S. No	Balance	Dimension	Context	Description
1.	ESI Actual Salary	_ASG_ORG_HY TD	Organization ID	Contains the half yearly (Apr - Sep and Oct – Mar) actual salary, which is used as the basis for calculating the ESI deduction, for each ESI organization.
2.	Employee ESI Contribution	_ASG_ORG_HY TD	Organization ID	Contains the half yearly employee ESI deduction.
3.	Employer ESI Contribution	_ASG_ORG_HY TD	Organization ID	Contains the employer's contribution towards ESI for an employee within a contribution period.
4.	Non Contributory Period	_ASG_PTD		Contains the number of days for which the employee does not contribute towards ESI because of loss of pay or some exemption.

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Balance Initialization
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