Implementation of DeHR Consortium Technology
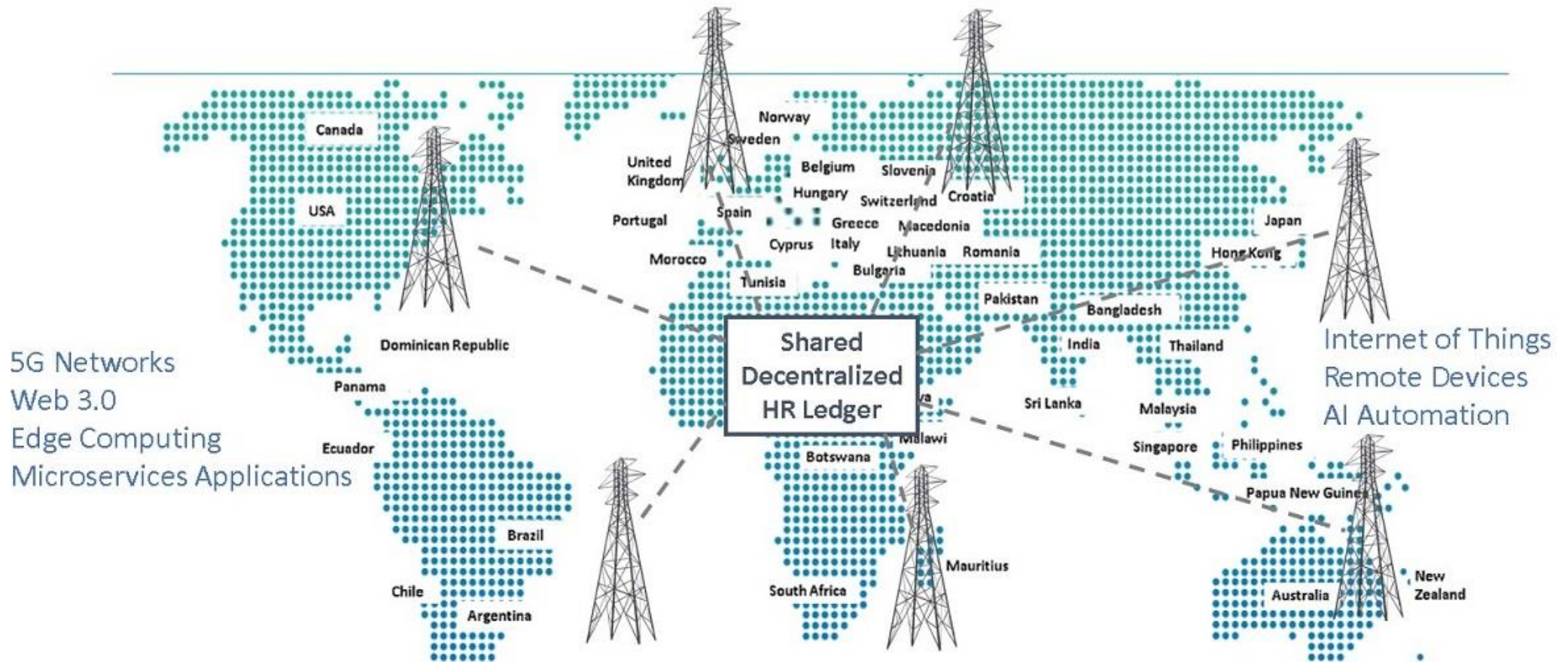
CONTENTS

The Implementation Process

Due to the urgent requirement to create the DeHR consortium global workforce database, and record employee corona virus vaccination status, the implementation of the global database is being fast tracked. Governance committees are being set up, HR associations from the world invited to participate and enrol registered companies with a view to include their verified workforce in the HR Shared Ledger. Development of the underlying technology is being tested during a short Pilot Program to confirm the robustness of the global solution.

Governance

- DeHR governance committees are being formed. Contact DeHR if you wish to be part of a committee.
- HR associations from around the world have been contacted and DeHR is waiting for confirmation of their participation in the consortium. Contact DeHR if your HR association is not on the list of invited associations.
- Companies within each country jurisdiction must be formally invited to join the consortium and upload their employee data to the HR Shared Ledger. If your company's HR person is not a member of a local HR association, or an association does not exist in your country, contact us for alternate arrangements.
- DeHR will be reaching out to selected companies to participate in a Pilot Program, with Vaccination Status recording as a use case. If you wish to nominate your company to participate in the Pilot Program, commencing January 2021, please contact DeHR

Technology Platform

- HR Microservices is an entity owned by Competitive Edge Technology, the infrastructure partner of the DeHR consortium, and provides the toolkit for companies to transition data to the DeHR Shared Ledger.
- The structure of the DeHR Shared Ledger is standardized. A copy of the standard is made public with copyright restriction
- Formally invited companies (meeting governance criteria) may install a single object application containing in-built integration to the DeHR Shared Ledger and upload their current workforce data on a spreadsheet. Initially during the Pilot Program, companies who are Salesforce.com clients, with a Low Code development infrastructure, will be invited to install an integration object in their instance. A template and the client owned and maintained integration object is available from HR Microservices.
- Employees will be given ownership and access to their data following the January 2021 Pilot Program.
- Companies wishing to create a broader standardized integrated cross-platform HR digital solution may join with a Low Code platform provider on the HR Microservices approved partner list to implement the solution. HR Microservices client companies wishing to install the Salesforce.com application framework with 118 pre-built custom objects, containing 3,102 fields, should contact info@hrmicroservices.com. The solution includes access to a supporting ecosystem with a code library for citizen developers and a plug in apps store for interchangeable components.

About the Low Code HR Data Platform

[HR Microservices](#) offer clients a pre-built application framework to plug in to their Salesforce.com [Lightning development platform](#) with inbuilt **integration to the blockchain** via an authentication gateway. The HR Data Platform product is designed for easy use by citizen developers and non-technical HR professionals who want to learn new skills and deliver modern digital custom-built applications fast.

The [HR Microservices](#) **HR Data Platform** contains **118 custom objects and 3,102 fields** to help [citizen developers](#) and HR professionals accelerate the development of custom-built HR solutions.

STANDARDISED: The objects and fields follow the **[HR Data Platform Standard](#)** (HR DPS) and **[HR Blockchain Data Standard](#)** (HR BCDS).

The objects can be installed on clients' [Salesforce.com's Lightning platform](#). The objects collectively form an **[application framework](#)**. They are not a full-blown HR system and are designed to be deployed as a component-based **[microservices plug-in platform](#)**. Default platform objects **may be interchanged** with new custom-built objects.

HR's Role in Opening Up International Borders for Airline Business Travel

The DeHR Consortium governance layer will play a vital role in 2021 through their DeHR blockchain network and allowing the HR professional community to verify identity and record vaccination status of employees within their company. Once recorded vaccination data cannot be tampered with. There are still any unknowns associated with the various vaccines and the DeHR Consortium blockchain is able to adapt quickly and accommodate every country's method of recording their employees' vaccination status. The DeHR consortium Interoperability Subcommittee is exploring ways to connect with IATA's Travel Pass to enable business travel.
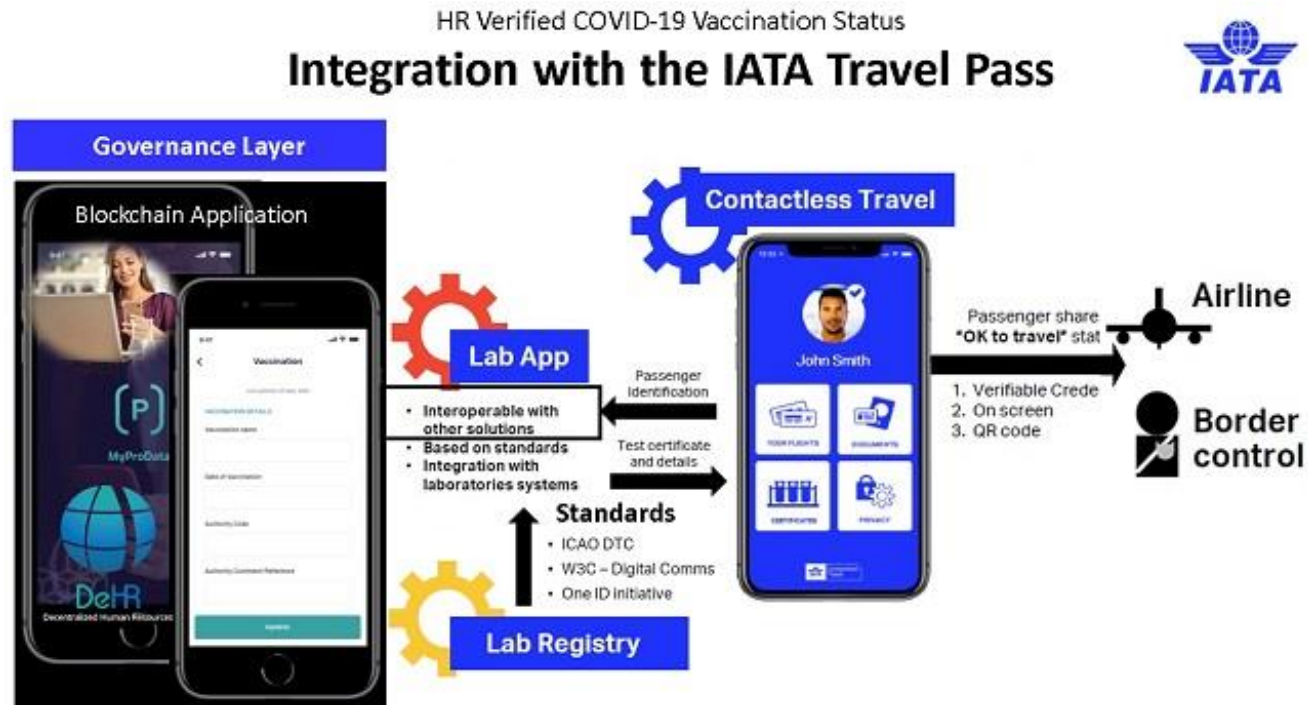
The image above is based on IATA's integration diagram shown on their website https://www.iata.org/en/programs/passenger/travel-pass/

Enabling Employee Data Ownership in a Secure Blockchain Environment

HR Microservices' HR Data Platform is an IMPLEMENTATION of the World Economic Forum's Presidio Principles

Presidio Principles
Foundational Values for a Decentralized Future

The platform accepts data from HR legacy systems, via the **Salesforce.com Lightning Platform** import facility, and the inbuilt integration code connects the HR Data Platform to the blockchain for data integration.

Employee's private data is protected with blockchain's advanced encrypted features and access to private data is controlled by the employee, in line with modern data privacy legislation.

The World Economic Forum (WEF) has published 16 Presidio Principles to consolidate the best features of the EU's GDPR (General Data Protection Regulation) and similar regulations from other world bodies.

The HR Microservices platform is one method of implementing the Principles and giving employees ownership over their own data.

Competitive Edge Technology (parent company of HR Microservices) is forming partnerships with like-minded organizations around the world to implement the World Economic Forum's Presidio Principles. The **HR Data Platform**, described in this document, is a key component of the implementation strategy

NEW: Citizen Developers license the Application Framework (FREE) & Companies license the Host Platform

JOIN the SOFTWARE REVOLUTION
EMPLOYEE DATA OWNERSHIP

.
Learn more at www.dehr.org

APPLICATION FRAMEWORK LICENSE: Individual licensing is a major departure from the **current method of licensing companies**, and microservices design is a departure from the current method of building monolithic systems

UNMANAGED PACKAGE: HR Microservices package and offer an HR Data Platform for client autonomy. Unlike SaaS (Software-as-a-service), where the software company controls the application, clients are able to customise and develop whatever they wish on their platform. Obviously, some fields are standardised and protected for blockchain integration and other objects can only be interchanged if they use the same naming convention and are defined in the HR-DPS standard.

PLUG-IN PLATFORM: Companies license a development platform from Salesforce.com and may create a Sandbox or Development environment for their HR professionals. With appropriate permission, and the help of Information Technology units, new HR professional developer employees can install objects from their application framework on the employer's platform but once installed should only be removed with the employer's permission.

OPEN SOURCE: Clients receive the downloadable pre-built open source application framework to accelerate their development. Clients are given access to the database infrastructure containing objects and fields that make up the HR Data Platform application framework.

APPLICATION PORTABILITY: Individuals are able to **take their application framework objects to a new employer**, if they wish.

SUPPORTING ECOSYSTEM

DEVELOPERS are NOT ALONE

A supporting ecosystem is designed for Low Code Citizen Developers with no programming experience and Professional IT developers to take the application to the next level, if required. The reality is technology is changing rapidly. There are **NOT ENOUGH DEVELOPERS** to build new solutions to address the digital application needs of HR in a timely manner.

APPLICATION FRAMEWORK

The **HR Data Platform** gives the business practice owner the tools to build and implement a solution rapidly. Professional IT resources are the **platform integration specialists** and take the solution to the next stage, as required.

DATA STANDARDS

The supporting HR Data Platform **ecosystem** consists of **standards** (HR DPS and HR BCDS), a collaborative component **code library**, component **apps store** and a **metadata registry** (aligned to the HR Code Library) for clients.

CODE LIBRARY

HR Microservices offers HR professional developers a **collaborative environment** on their Atlassian platform. With OPEN SOURCE approach clients may copy and paste reusable code from their colleagues.

NATIVE LOW CODE DEVELOPMENT ENVIRONMENT

All objects and fields apply the Lightning **NATIVE features** suitable for **LOW CODE developers.** All menu objects are custom objects set up for **easy navigation**. There is no rigid menu structure and developers and the business community can design their own menu navigation to align with the internal HR practice.

PLUG-IN APPS STORE

The **HR APPS STORE** follows the default menu structure to help companies discover components and build new custom solutions where necessary.

BENEFITS of a Blockchain Integrated Low-Code Microservices Platform

Microservices Low-Code platforms are a no-brainer for the economics of HR technology ownership. The technology does not immediately replace your current legacy system. It supplements and integrates to current investment.

Save up to 90% of current HR tech costs and improve usability and flexibility.

The HR Data Platform is the pathway to the new DECENTRALISED world of HR technology

NOTE: Blockchain for employee owned data is one component in a microservices architecture

Benefits & Features of an Integrated Blockchain Platform for Companies Participating in the Consortium

Data Transition & Integration

- Employee data ownership
- Employee data portability
- **COVID-19 vaccination status**
- "Stapled" Superannuation Fund (Pension) record for contribution continuity as an employee moves from one company to another.
- Contains a bulk upload facility for **employee data to the blockchain** (patented process), saving many hours of individual data loading (count on 20 minutes to upload each record manually). Spreadsheet CSV file upload using a platform data import facility.
- Verification – education, background checks, licenses, passports, identity
- Skills matching (future search method)
- Improved data accuracy
- Secure gateway to blockchain for integration (Patented process)

BENEFITS of a Blockchain Integrated Low-Code Microservices Platform (continued)

- Legacy system integration to the HR Data Platform with bi-directional feed
- Global solution with data accessibility as employees move across geographic boundaries
- Scalable blockchain for global workforce inclusion
- Allows separation of employee owned data and company owned data
- Process improvement (background checks, onboarding)
- System of record (one source) for employee data

Downloadable Plug-In Platform from Salesforce

- Plug-in platform for AI applications (catalogued by HR process) including Einstein (Salesforce) and Watson (IBM) built applications
- Transparent two-way integration with blockchain and HR legacy systems
- Standardisation for component interchangeability
- Plug-in platform for system assembly
- Apps store for plug-in components and interchangeability options
- Assembly of components and not configuration
- Salesforce.com Lightning Platform Developer Edition available to trial (https://developer.salesforce.com/signup)

Citizen Development Platform for Functional Extension

- Clear backlog of application requests
- Fill the void left through lack of trained developers
- IoT and Edge computing
- WGEA - Captures data automatically to expedite the annual reporting process
- "White label" custom development for employer branding
- Application portability licensed to business individuals, such as HR professionals
- Collaboration with professional developers with catalogued the Code Library

BENEFITS of a Blockchain Integrated Low-Code Microservices Platform (continued)

Adherence to World Economic Forum Presidio Principles

"Applications built on top of blockchain-based systems should preserve the following participant rights:" Quote from Presidio Principles

- Transparency & Accessibility
- Privacy & Security
- Accountability & Governance
- Agency & Interoperability – "The right for participants to own and manage their data"

Supporting Ecosystem

- Supporting standardised ecosystem with code and apps stores, plus company metadata registry to track data.
- Strong partnerships: Atlassian, IBM, AWS, Salesforce.com, HR Microservices, HR Cloud Solutions, Trusted Global Network for HR data

Microservices Designed Platform

- Standardised and catalogued for online component selection
- Digital transformation pathway
- Microservices transition from monolithic systems

COVID-19 Economic Recession Backup

Similar to the late 1990s, when companies scrambled to backup their data in case the Y2K (Year 2000) transition permanently disabled their HR and payroll systems, companies may seek to protect their company data in case they are unable to continue with SaaS subscription fees during the economic recession brought on by COVID-19. In the late 1990s most companies resorted to Excel spreadsheets to backup their data. There was no structure and no functionality.

The HR Data Platform can offer a cheap retreat and data refuge from costly SaaS HR products. Objects can be customised to align with current HR legacy systems and fields created to mirror the current data stored. The customised HR Data Platform solution can be used as a blueprint for reengineering current monolithic systems to the new microservices design.

HR legacy systems were originally designed around a perception of HR best practice, but the HR business doesn't operate that way. Every company has its own way of carrying out processes and applying technology. The diversion from the generic best practice model is compounded across geographic boundaries.

To assist HR citizen developers build applications to suit their company's specific needs the HR Microservices' HR Code Library contains sample process flow diagrams (PowerPoint Swimlane diagrams) to give developers an insight into where human interaction with technology may occur to perform tasks that require application transaction, report or view of data. The screen shot below illustrates how a custom component development process may start:

HR Code Store

This Wiki Space is for the Administer Awards and Recognition Program HR function. For processes within this function click on the item below to be taken to the next level down.
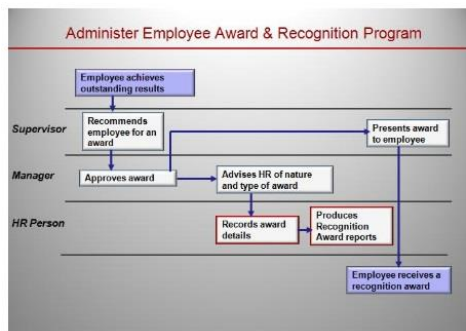
DRILL DOWN for HR PROCESS COMPONENTS

B3.2.1 Create Employee Award Record

B3.2.2 Produce Award Reports

PROCESS EXAMPLES

Below is an example of a common HR practice and illustrates a process(s) flow and tasks supported by an HR component that performs a transaction, views data or reports information.

HR Microservices & New Project Methodology

Microservices are assembled from pre-built objects. In the case of the HR Data Platform the custom built, or HR Apps Store acquired, **objects can be inter-changed** within the same Lightning Platform infrastructure.

Solutions are **assembled**, rather than designed and built as one monolithic system.

Old methodology of defining system requirements with subject matter experts and sourcing potential suppliers no longer applies to microservice environments. The **subject matter experts go shopping for component products** and the IT specialists focus on integration and assembly.

HR Data Platform Links to the Ecosystem

Object links (detailed in the table further on in this document) is illustrated below and is embedded in the description section of the object attributes in HR Data Platform application. The links allow easy navigation between environments.

Developers can move between the Apps and Code Library easily to understand more about the purpose and usage of objects and data.

Links to HR Apps and HR Code Library

Clients receive a pre-built application framework containing the **118 custom objects and 3,102 fields**.

Note: A mirror image of the HR Code Library is available to clients to author their own object use, field definitions and track data source and changes. The mirror image is referred to as the Metadata Registry and is available from HR Microservices.

Access to the links listed below requires a User ID and Password. Contact info@hrmicroservices.com for more information

OBJECT	LINK TO HR CODE & APPS STORES
GCX_Affirm_Action	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306155/B3.15.1+Record+Company+Affirmative+Action+Details
GCX_Applicant	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306008/B2.1.3+Enter+Applicant+Details
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306007/B2.1.6+Process+Recruitment+Outcome
GCX_Assign_Person_Posn	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306076/B1.2.2+Assign+a+Person+to+a+Position
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305923/B1.2.9+Create+a+Position+Relationship+Matrix
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305926/B1.2.10+Assign+a+Dual+Reporting+Position
GCX_Banking	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305977/B1.5.14+Record+Bank+Account+Details
GCX_Benefits	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305916/B1.4.1+Create+Benefits+Tables
GCX_Benefits Enrollment	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305913/B1.4.2+Enroll+Employee+in+Benefits+Program
GCX_Bonus	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305958/B2.2.14+Create+a+Bonus+Record
GCX_Career	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306035/B2.4.1+Create+a+Career+Plan
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306040/B2.4.2+Identify+Career+Path+for+Person
GCX_Co_Property	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305941/B1.3.14+Record+Company+Property+Issued
GCX_Comp_&_Ben_Set_Up_Detail	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900546/Compensation+Benefits+Set+Up
GCX_Compensation_&_Benefits	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292175/Compensation+Benefits
GCX_Compliance	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/58097677/Compliance
GCX_Contractor	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306114/B3.11.8+Create+External+Person+Record
GCX_Dependent	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305945/B1.3.9+Record+Dependants+Beneficiaries

OBJECT	LINK TO HR CODE & APPS STORES
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306142/B3.14.1+Create+a+Family+Record
GCX_Development_Plan	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306029/B2.6.5+Create+a+Development+Plan
GCX_Disciplinary	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306039/B2.3.3+Record+Employee+Disciplinary+Incidents
GCX_Education_Qualifications	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306015/B2.6.3+Record+Employee+Education+Level
GCX_Emergency_Contact	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305948/B1.3.8+Record+Emergency+Contact+Details
GCX_Employee Details	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292187/Employee+Detail
GCX_Employee Services	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292174/Employee+Services
GCX_Employee Services Set Up	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900552/Employee+Services+Set+Up
GCX_Employee Welfare Management	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292190/Employee+Welfare
GCX_Employee Welfare Set Up	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900571/Employee+Welfare+SetUp
GCX_Exit_Interview	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305917/B1.3.25+Conduct+Exit+Interview
GCX_Expatriate	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306138/B3.10.1+Record+Expatriate+Details
GCX_Housing	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306108/B3.3.1+Create+a+Company+Housing+Record
GCX_Housing_Assign	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306095/B3.3.2+Assign+an+Employee+to+a+Company+House
GCX_Instructor	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306003/B2.7.2+Create+a+Training+Session
GCX_Integrated Data	THIS IS THE MAIN OBJECT THAT ALLOWS INTEGRATION BETWEEN THE BLOCKCHAIN AND HR-DPS PLATFORM
GCX_Languages	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306016/B2.6.2+Record+Foreign+Language+Proficiency
GCX_Leave	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1298415/Leave+Administration
GCX_Leave_Accrual	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306124/B3.12.1+Record+Leave+Accrual+Rules
GCX_Leave_Adjustment	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306148/B3.12.8+Adjust+Leave+Balance
GCX_Leave_Booking	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306121/B3.12.2+Record+Leave+Application
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306119/B3.12.4+Calculate+Leave+Entitlement
GCX_Leave_Purchase	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306143/B3.12.9+Purchase+Additional+Leave
GCX_Leave_Termination	**NAVIGATION OBJECT**

OBJECT	LINK TO HR CODE & APPS STORES
GCX_License	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305947/B1.3.11+Record+a+Person+s+License+Details
GCX_Location	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306149/B3.13.1+Create+a+Location+Record
GCX_Locker_Issue	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306090/B3.6.2+Assign+a+Locker+to+a+Person
GCX_Lockers	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306091/B3.6.1+Create+a+Locker+Record
GCX_Manage Competency	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292000/Competency+Requirement
GCX_Manage Learning & Dev	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1291999/Learning+Development
GCX_Manage Performance	**NAVIGATION OBJECT**
GCX_Medical	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306117/B3.4.1+Create+Employee+Medical+Record
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306098/B3.4.2+Record+Employee+Medical+Incidents
GCX_Medical_Item	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306099/B3.4.5+Record+Medical+Stock+Items
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306094/B3.4.6+Maintain+Medical+Stock+Inventory
GCX_Mentor	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306024/B2.6.8+Create+a+Mentor+Record
GCX_Mentor_Program_Enrolment	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306025/B2.6.9+Record+Mentoring+Needs
GCX_Motor Vehicle Administration	**NAVIGATION OBJECT**
GCX_Motor_Vehicle	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305995/B2.2.7+Record+Motor+Vehicle+Details
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305993/B2.2.9+Record+Odometer+Reading
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305990/B2.2.10+Record+Vehicle+Running+Costs
GCX_Non Employees	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900577/Non-Employees
GCX_OHS_Incident	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306135/B3.11.3+Record+OHS+Incident+Details
GCX_OHS_Test	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306115/B3.11.5+Record+Person+OHS-Related+Information
GCX_Org_Unit	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900577/Non-Employees
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306074/B1.1.1+Create+an+Organization+Unit+Record
GCX_Organisation_Data	**NAVIGATION OBJECT**
GCX_Organisation_Set_Up	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900568/Location

OBJECT	LINK TO HR CODE & APPS STORES
GCX_Passport	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305921/B1.3.4+Record+a+Person+s+Passport+Details
GCX_Patient	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306101/B3.4.3+Record+Hospital+Treatment+Payments
GCX_Pay Preparation	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1298419/Pay+Preparation
GCX_Pay Run & Adjustments	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1298427/Pay+Run+Adjustments
GCX_Pay_Activity	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305931/B1.5.23+Enter+Pay+Activity
GCX_Pay_Allowance	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305950/B1.5.3+Record+Employee+Allowances
GCX_Pay_Classification	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305976/B1.5.12+Record+Pay+Classification
GCX_Pay_Cost_Allocation	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305971/B1.5.16+Record+Cost+Split
GCX_Pay_Deduction	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305953/B1.5.4+Record+Employee+Pay+Deductions
GCX_Pay_Group	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305956/B1.5.1+Create+a+Company+Payroll+Record
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305984/B2.2.1+Determine+Pay+Rates
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305983/B2.2.2+Create+Pay+Scale+Tables
GCX_Pay_Person	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305972/B1.5.15+Record+Costing+Override+Details
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305951/B1.5.2+Create+Employee+Payroll+Record
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305979/B1.5.7+Record+Employee+Payslip+Information
GCX_Pay_Reversal	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305930/B1.5.26+Rebank+Salary
GCX_Pay_Run	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305980/B1.5.8+Run+Payrolls
GCX_Payroll_Adjustment	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305927/B1.5.27+Make+Payroll+Adjustments
GCX_Payroll_Earnings	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305929/B1.5.25+Process+Year+End+Requirements
GCX_Payroll_Processing	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292176/Payroll+Processing
GCX_Payroll_Processing_Set_Up	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900593/Payroll+Set+Up
GCX_Performance	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292003/Performance+Management
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305962/B2.3.1+Record+a+Person+s+Performance
GCX_Person	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305919/B1.3.2+Record+a+Person+s+Contact+Details

OBJECT	LINK TO HR CODE & APPS STORES
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305922/B1.3.3+Record+a+Person+s+Personal+Details
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305949/B1.3.5+Record+a+Person+s+Key+Dates
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305946/B1.3.6+Record+a+Person+s+Affirmative+Action+Status
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305918/B1.3.7+Record+Miscellaneous+Information
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305944/B1.3.12+Record+a+Person+s+Membership+Details
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305940/B1.3.15+Reinstate+or+Rehire+an+employee
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305939/B1.3.20+Participate+in+Project
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306052/B2.8.1+Record+Person+Headcount+Status
GCX_Person_Bus_Route	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306080/B3.5.1+Create+an+Employee+Transport+Record
GCX_Person_Safety	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306137/B3.11.1+Create+OHS+Records
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306134/B3.11.2+Record+Person+Accident+Details
GCX_Position_Management	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900605/Position+Management
GCX_Posn	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306051/B1.2.1+Create+a+New+Position+Record
GCX_Posn_Desc	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306049/B1.2.4+Record+a+Position+Description
GCX_Prepayment	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305932/B1.5.24+Make+a+Prepayment
GCX_Prior_Work_Experience	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305938/B1.3.13+Record+Previous+Employment+Details
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306027/B2.6.7+Record+Work+Experience
GCX_Recognition	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306057/B3.2.1+Create+Employee+Award+Record
GCX_Recruit & Select	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292004/Recruitment+Selection
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306009/B2.1.4+Record+Recruitment+Status
GCX_Recruitment_Source	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306011/B2.1.2+Create+a+Recruitment+Source+Record
GCX_Rehabilitation	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306116/B3.11.6+Record+Rehabilitation+Information
GCX_Resume	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305986/B2.1.10+Submit+Resume
GCX_Retrenchment_Entitlement	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305928/B1.5.28+Calculate+Retrenchment+Entitlement

OBJECT	LINK TO HR CODE & APPS STORES
GCX_Retrospective_Pay_Adjust	https://cet-hr.atlassian.net/wiki/display/CCR/B1.5.6%09Make+Retrospective+Pay+Adjustment
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305978/B1.5.6+Make+Retrospective+Pay+Adjustment
GCX_Roster	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306067/B2.9.1+Create+a+Roster+Record
GCX_Salary_Package	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305994/B2.2.6+Nominate+Salary+Package
GCX_Skills	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306017/B2.6.1+Record+Employee+Skills
GCX_Stock_Purchase	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306133/B3.8.1+Create+a+Stock+Purchase+Record
GCX_Succession	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306021/B2.5.1+Record+a+Succession+Plan
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306018/B2.5.4+Identify+Potential+Roadblocks
GCX_Superannuation	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305970/B1.5.13+Record+Superannuation+Contributions
GCX_System_Administration	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292179/System+Administration
GCX_Talent Management	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1292189/Talent+Management
GCX_Talent_Mgt_Set_Up	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1900613/Talent+Management+Set+Up
GCX_Taxation	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305975/B1.5.11+Record+Tax+Information
GCX_Termination	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305914/B1.3.21+Record+Termination+Details
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305912/B1.3.23+Record+Employee+Clearance+Details
GCX_Termination_Payment	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305933/B1.5.21+Calculate+Termination+Payment
GCX_Time & Attendance	**NAVIGATION OBJECT:** https://cet-hr.atlassian.net/wiki/spaces/HRMS/pages/1298456/Time+Attendance
GCX_Timekeeping	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305952/B1.5.5+Maintain+Timekeeping+Details
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306031/B2.9.2+Record+Employee+Attendance
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306032/B2.9.3+Transfer+Attendance+Record+to+Payroll
GCX_Train_Conduct	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306000/B2.7.9+Record+Training+Attendance+Outcomes
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306075/B2.7.13+Record+Qualifications+Training+Costs
GCX_Train_Confirmed	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305998/B2.7.7+Confirm+Training+Course+Acceptance
GCX_Train_Course	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306023/B2.7.1+Create+a+Training+Course+Record

OBJECT	LINK TO HR CODE & APPS STORES
GCX_Train_Equipment	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306071/B2.7.11+Record+Training+Equipment
GCX_Train_Module	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306048/B2.7.14+Create+Training+Module+Record
GCX_Train_Nomination	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306005/B2.7.4+Nominate+to+Attend+Training
GCX_Train_Session	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306003/B2.7.2+Create+a+Training+Session
GCX_Training_Plan	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306001/B2.7.8+Create+a+Training+Plan
GCX_Travel	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306129/B3.9.1+Create+Employee+Travel+Record
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306127/B3.9.3+Record+Travel+Taken+and+Expense+Claim
GCX_Uniform	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306102/B3.7.1+Create+a+Uniform+Stock+Record
GCX_Uniform_Issue	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306103/B3.7.2+Record+Uniforms+Issued+and+Returned
GCX_Vacancy	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306010/B2.1.1+Create+a+Vacancy+Record
GCX_Vehicle_Allocation	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305992/B2.2.8+Record+Vehicle+Allocation
GCX_Vehicle_Parking	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305961/B2.2.13+Record+Car+Parking+Details
GCX_Work_Status	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1305942/B1.3.10+Record+a+Person+s+Work+Status
GCX_Workers_Comp	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306111/B3.11.9+Record+Workers+Compensation+Claim
	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/1306125/B3.11.11+Record+Doctors+Certificate+Details
WGEA Compliance Master	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/69599233/B3.15.3+Complete+Online+Questionnaire+WGEA
WGEA People Data	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/69697537/B3.15.4+Submit+Unit+Level+Data+WGEA
WGEA Submit Person	https://cet-hr.atlassian.net/wiki/spaces/CCR/pages/69828609/B3.15.5+Record+Person+Submitting+Details
WGEA Workplace Profile Managers	Contains fields that can be populated through Workflow
WGEA Workplace Profile Non-Managers	Contains fields that can be populated through Workflow