



HR Blockchain Data Standard

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Important Notice

The HR Blockchain Data Standard is a **De Facto** Standard

There are two common types of standards that could apply to HR. One is a De Jure standard and the other is a De Facto standard.

The **De Jure standard** is one that is produced by a formal standards organization and carries the endorsement of that standards body and applies a set of consensus processes during the development phase and official publication.

This publication is a **De Facto standard** produced to enable **legacy HR software** and custom development of HR components on the new **MXDP (Multiple Experience Development Platform)** products to integrate with applications built in the **HR Blockchain** environment. The standard will additionally support microservices development for the HR business domain.

The **HR BCDS** is a dynamic open software application standard made available to members of the **Trusted Global Network for HR Data** and software development partners who are encouraged to offer further input whilst awaiting production of an official De Jure ISO global standard.

The De Jure standard development process is a notoriously slow process and the need for a standard is an immediate need. That is why a De Facto standard is an appropriate pragmatic solution.

Although the author of this publication is an experienced chairperson of a working group within Standards Australia and is a member of two working groups within the **ISO / TC 307 Blockchain and Electronic Distributed Ledger Technologies**, this publication is in no way intended to replace any official ISO publication.

This standard may have a life cycle of several years and some or all of the content may find its way into a final De Jure standard.

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Material in this document is based on the publication: ***Component Class Framework for Human Resource Information Systems***: A draft standard for component-based software development, with subsequent amendments (ISBN: 0-9756879-1-3) first published February 2005. The concepts and principles copyrighted in that publication applies to this document.

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Introduction

This publication from Competitive Edge Technology (CET) is designed to support the move from **monolithic HR software applications** to a **component design and microservices delivery**. CET believes the component in the new HR microservices platform architecture, that describes a member of the workforce's personal and private data, belongs to the individual. The individual has the right to grant access to who they believe has a genuine business need to access the information.

The European General Data Protection Regulation (GDPR) describes the individual data owner as the "Data Subject" and CET believes only the componentization of a monolithic application can guarantee data ownership.

This document provides a business structure for the discovery of HR component applications, a catalog structure for component code for professional and citizen developers, and an integration map for data connectivity across multiple platforms (illustrated in the diagram below). The HR Blockchain Data Standard (HR-BCDS) is consistent with the HR Data Platform Standard (HR-DPS) published by Competitive Edge Technology to support interchangeable, or plug in, component development of HR applications. The coverage and scope of both standards is illustrated in the diagram below.

About this Publication

This document lays the foundation for future HR Blockchain development and distributed ledger technology applications by standardizing the core HR components and providing the framework for more specific components identified for niche development and found in the Scope Section of this document.

Section A: HR Blockchain Scope & Context

This section describes the full scope of the HR blockchain environment and identifies the other players who will provide a more detailed standard covering their Blockchain Ledger as the technology matures. This section illustrates where the CET core HR Blockchain fits into the overall emerging HR technology architecture. From an implementation perspective, the HR BCDS has been designed with a permissioned / private blockchain network in mind. The network used throughout this document, and in diagrams, is referred to as the **Trusted Global Network for HR Data**. That is the governance layer that controls membership. The actual blockchain application is referred to as **MyProData**.

Section B: HR BCDS Database Schema

This section lists all the object and fields needed to build a Core Personal Data HR blockchain application. The object can be built on any MXDP (Multiple Experience Development Platform) platform, but the Force.com (now referred to as the Lightning Platform) platform has been chosen for the initial implementation of the HR BCDS Standard.

Section C: Blockchain Categories & Data Validation

This section identifies data that is currently stored in company legacy systems, or has been developed on a HR MXDP platform, and will be transitioned to the CET HR Blockchain. Depending on company preference the data can be fully integrated between environments or parked on the blockchain for inclusion in future developments.

Section D: Implementation of HR BCDS Spreadsheet

This section illustrates the format of a spreadsheet provided to clients to assist the data transition to the HR Blockchain

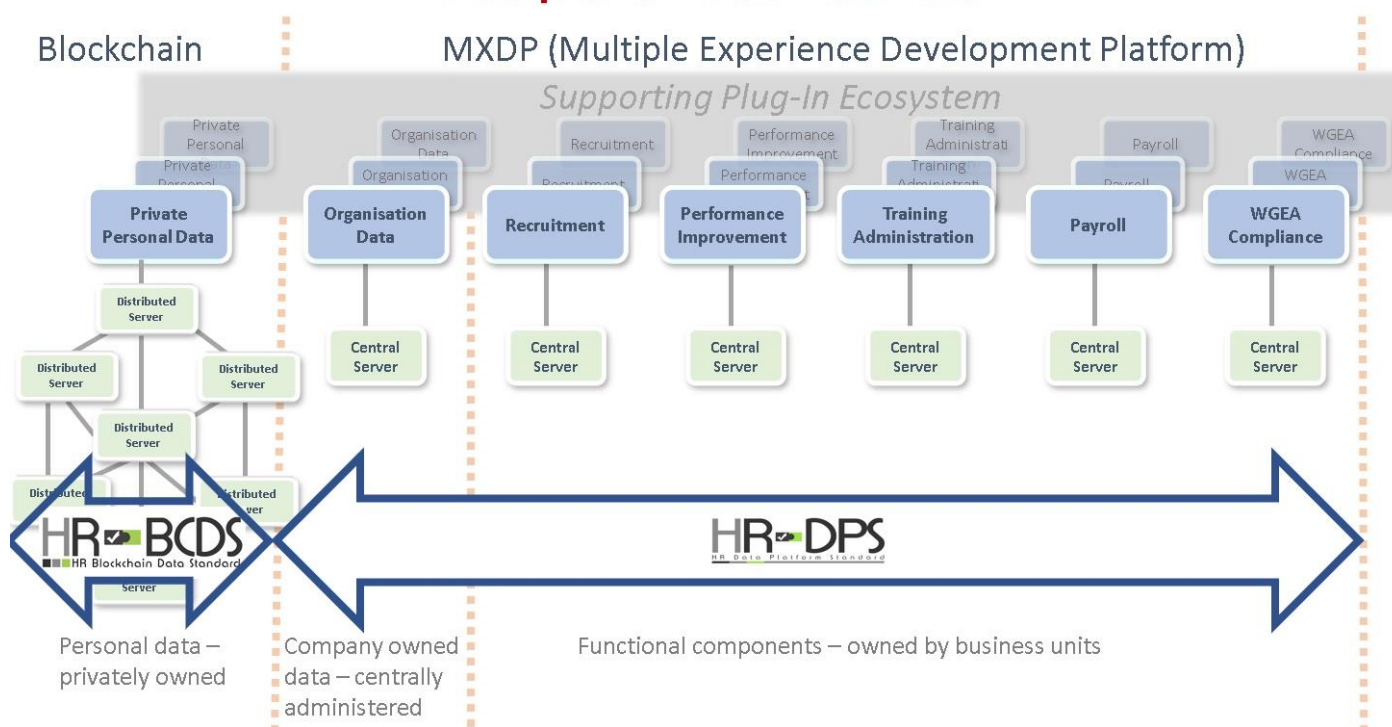
Section A: Scope and Context

The focus of this De Facto Standard is the common data that makes up a person's private or personal data that would be required by a company as part of the employment or contractual work event.

The HR-DPS (Human Resource Data Platform Standard) is a companion document to the HR-BCDS and addresses the plug-in platform that supports the new digital microservices era and component-based architecture.

The HR Blockchain Data Standard is a cross-platform solution for data integration and component interoperability.

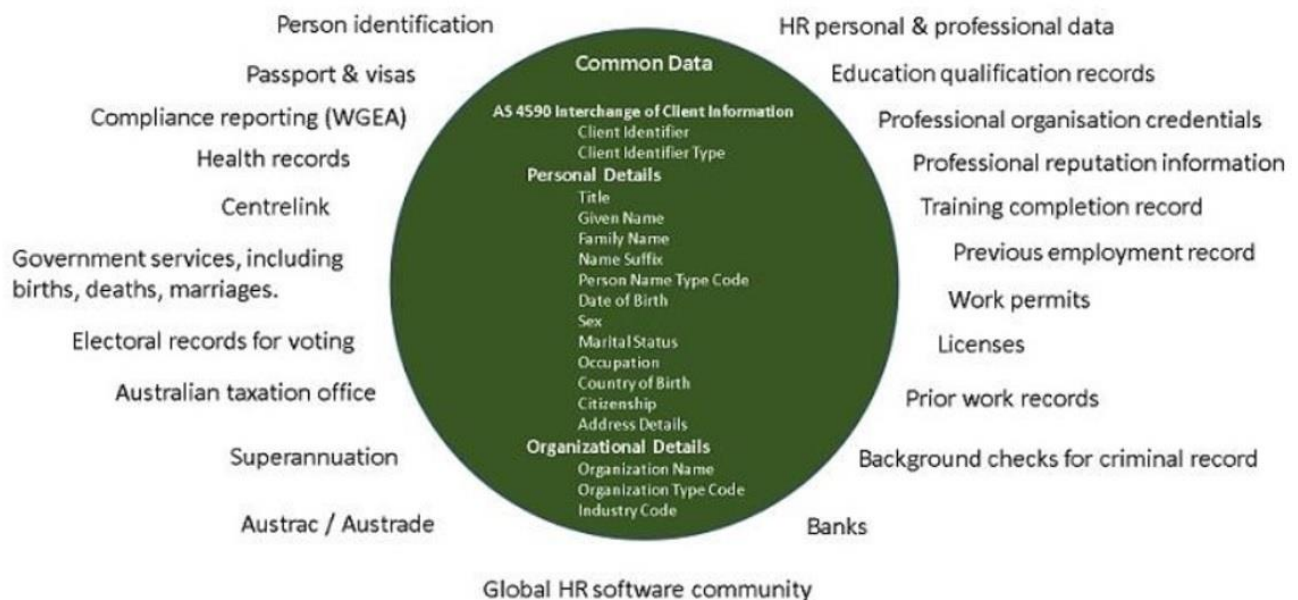
Scope of Standards



The diagram below identifies the niche blockchain ledger products that will potentially add functionality to the blockchain environment. Items will come from Government Agencies or the private sector.

BLOCKCHAIN SCOPE

Potential Participants / Inter-Ledger Connections to the Trusted Global Network for HR Data



From an MDM (Master Data Management) perspective there should only be one source of truth or system of record. The personal data will be owned by the employee (or Data Subject in GDPR terms) and information relating to person's position and organization location will be owned by the company and initially will be Off-Chain data. Similarly, with data relating to a company managed HR function will belong to the HR business unit.

Where data is required by the company permission will need to be obtained for the Data Subject before it can be accessed and will then be subject to disclosure and retention regulations in the home country.

HR Blockchain Data Standard in Context

In order for HR components to work together in a cross-platform environment there needs to be a standard. The standard defines structure and data description of identical data elements.

Data is integrated through an **authorized gateway**. Once authorization protocol is successfully met data is matched according to the HR BCDS **API name/address** and data description.

Data can only be successfully transmitted if the data values exchanged align with the validation rules in all environments.

The diagram below illustrates the flow of data from legacy HR systems to an MXDP platform for real time integration with the CET HR Blockchain. Alternately, data can go directly from legacy systems to the CET HR Blockchain through the same gateway, providing it aligns with the HR BCDS standard.

The diagram below illustrates the various entities in the overall HR technology architecture, the movement of data and the existence of a supporting microservices ecosystem.

Section B: HR BCDS Database Schema

The following is a list of the HR BCDS fields that provide the database structure for application development. The API address is important for data integration.

Field Label	API Name	Data Type
1 st Vaccine Batch Number	X1st_Vaccine_Batch_Number__c	Number(18,0)
2 nd Vaccination Appointment Date	X2nd_Vaccination_Appointment_Date__c	Date
2 nd Vaccine Batch Number	X2nd_Vaccine_Batch_Number__c	Number(18,0)
ABN	ABN__c	Formula (Text)
Account Name	Account_Name__c	Text(40)
Account Number	Account_Number__c	Text(40)
All Banking Items Verified	All_Banking_Items_Verified__c	Checkbox
All Dependent Items Verified	All_Dependent_Items_Verified__c	Checkbox
All Education Items Verified	All_Education_Items_Verified__c	Checkbox
All Language Items Verified	All_Language_Items_Verified__c	Checkbox
All License Items Verified	All_License_Items_Verified__c	Checkbox
All Passsprot Items Verified	All_Passsprot_Items_Verified__c	Checkbox
All Skills Items Verified	All_Skills_Items_Verified__c	Checkbox
All Work Experienc Items Verified	All_Work_Experienc_Items_Verified__c	Checkbox
All Work Status Items Verified	All_Work_Status_Items_Verified__c	Checkbox
Analytical Thinking (1)	Analytical_Thinking_1__c	Number(18, 0)
Area of Interest	Area_of_Interest__c	Text(60)
BSB Number	BSB_Number__c	Number(18, 0)
Citizenship	Citizenship__c	Picklist
Class Code	Class_Code__c	Picklist
Company	Company__c	Lookup(WGEA Compliance Master)
Company Name	Company_Name__c	Text(100)
Contact Address	Contact_Address__c	Text(200)
Contact Number	Contact_Number__c	Phone
Contact Priority	Contact_Priority__c	Picklist
Contact Relationship to Employee	Contact_Relationship_to_Employee__c	Picklist
Country (Visa)	Country_Visa__c	Picklist
Country of Birth	Country_of_Birth__c	Picklist
COVID-19 Vaccination	COVID_19_Vaccination__c	Checkbox
Created By	CreatedById	Lookup(User)
Date Commenced	Date_Commenced__c	Date
Date Completed	Date_Completed__c	Date
Date Obtained	Date_Obtained__c	Date
Date of 1 st Vaccination	Date_of_1st_Vaccination__c	Date
Date of 2 nd Vaccination	Date_of_2nd_Vaccination__c	Date

Field Label	API Name	Data Type
Date of Birth	Date_of_Birth__c	Date
Date of Expiry	Date_of_Expiry__c	Date
Date of Renewal	Date_of_Renewal__c	Date
Date of Visa Expiry	Date_of_Visa_Expiry__c	Date
Date Vaccination Evidence Sighted	Date_Vaccination_Evidence_Sighted__c	Date
Decisiveness (2)	Decisiveness_2__c	Number(18, 0)
Dependent Date of Birth	Dependent_Date_of_Birth__c	Date
Dependent Sex	Dependent_Sex__c	Picklist
Disab Comment	Disab_Comment__c	Text(200)
Disability Type	Disability_Type__c	Picklist
Dual Citizenship	Dual_Citizenship__c	Checkbox
Duration	Duration__c	Number(18, 0)
Education Type	Education_Type__c	Picklist
Email Work	Email_Work__c	Email
Emergency Contact Name	Emergency_Contact_Name__c	Text(60)
Employment Status	Employment_Status__c	Picklist
Ethnic Group	Ethnic_Group__c	Text(80)
Field of Study	Field_of_Study__c	Picklist
First Names	First_Names__c	Text(40)
Fund Code	Fund_Code__c	Picklist
Fund Name	Fund_Name__c	Text(100)
GCX_Integrated Data Name	Name	Text(80)
Home Phone	Home_Phone__c	Phone
Industry Description	Industry_Description__c	Picklist
Industry Type	Industry_Type__c	Picklist
Innovativeness (5)	Innovativeness_5__c	Number(18, 0)
Institution	Institution__c	Text(100)
Institution Location	Institution_Location__c	Text(60)
Interpersonal skills (4)	Interpersonal_skills_4__c	Number(18, 0)
Issuing Authority	Issuing_Authority__c	Text(100)
Known As	Known_As__c	Text(40)
Language	Language__c	Picklist
Last Modified By	LastModifiedById	Lookup(User)
Last Name	Last_Name__c	Text(40)
Leadership (3)	Leadership_3__c	Number(18, 0)
Level Achieved	Level_Achieved__c	Picklist
Lic/Reg Number	Lic_Reg_Number__c	Text(20)
License Comment	License_Comment__c	Text(200)
License Type	License_Type__c	Picklist
Location	Location__c	Text(100)
Maiden Name	Maiden_Name__c	Text(40)

Field Label	API Name	Data Type
Marital Status	Marital_Status__c	Picklist
Membership Name	Membership_Name__c	Text(100)
Membership Number	Membership_Number__c	Text(30)
Middle Name	Middle_Name__c	Text(40)
Military Discharge Date	Military_Discharge_Date__c	Date
Mobile Phone	Mobile_Phone__c	Phone
Mr/Ms/Mrs/Miss	Mr_Ms_Mrs_Miss__c	Picklist
MSP ID	MSP_ID__c	Formula (Text)
Name (Family Member)	Name_Family_Member__c	Text(60)
Name of 1 st Vaccine	Name_of_1 st _Vaccine__c	Picklist
Name of 2 nd Vaccine	Name_of_2 nd _Vaccine__c	Picklist
Number & Street	Number_Street__c	Text(30)
Oral	Oral__c	Checkbox
Owner	OwnerId	Lookup(User,Group)
Partner Name	Partner_Name__c	Text(60)
Partner Occupation	Partner_Occupation__c	Text(50)
Passport Comment	Passport_Comment__c	Text(200)
Passport Country	Passport_Country__c	Picklist
Passport Issued Date	Passport_Issued_Date__c	Date
Passport Number	Passport_Number__c	Text(40)
Permit Commences	Permit_Commences__c	Date
Permit Expires	Permit_Expires__c	Date
Personal Email Address	Personal_Email_Address__c	Email
Photo	Photo__c	Rich Text Area(32768)
Place of Issue	Place_of_Issue__c	Text(50)
Preferred Language	Preferred_Language__c	Picklist
Preferred Name	Preferred_Name__c	Text(40)
Proficiency Level	Proficiency_Level__c	Picklist
Qualification Code	Qualification_Code__c	Picklist
Qualification Major	Qualification_Major__c	Picklist
Qualification Minor	Qualification_Minor__c	Picklist
Relationship to Employee	Relationship_to_Employee__c	Picklist
Restrictions	Restrictions__c	Picklist
Sex	Sex__c	Picklist
SFDC Number	SFDC_Number__c	Formula (Text)
Skill Level / Proficiency	Skill_Level_Proficiency__c	Picklist
State Issued	State_Issued__c	Picklist
State/Territory	State_Territory__c	Picklist
Suburb	Suburb__c	Text(46)
Timing	Timing__c	Picklist
Type	Type__c	Picklist
Unique Identifier	Unique_Identifier__c	Text (20)

Field Label	API Name	Data Type
URL Link to Blockchain	URL_Link_to_Blockchain__c	URL(255)
Vaccination Auth Name	Vaccination_Auth_Name__c	Text (100)
Vacc Auth Code	Vacc_Auth_Code__c	Text (100)
VA Comment/Ref	VA_Comment_Ref__c	Text (255)
Vacc Auth Code	Vacc_Auth_Code__c	Text(100)
Vaccination Auth Name	Vaccination_Auth_Name__c	Text(100)
Vaccination Product Code	Vaccination_Product_Code__c	Text(30)
Visa Comment	Visa_Comment__c	Text(200)
Visa Issued Date	Visa_Issued_Date__c	Date
Visa Type	Visa_Type__c	Text(40)
Work Category	Work_Category__c	Picklist
Work Comment	Work_Comment__c	Text(200)
Work Permit Number	Work_Permit_Number__c	Text(20)
Work Phone	Work_Phone__c	Phone
Zip/Post Code	Zip_Post_Code__c	Text(12)

Section C: Blockchain Categories & Data Validation

This section describes the categories and associated data. The fields that require standardization are identified.

Note: Not all fields or objects require standardization. It is usually only the “picklist” fields

For bulk uploading from HR Legacy systems to the Competitive Edge Technology Blockchain clients are given a spreadsheet to enter employee data. The picklist fields (**highlighted in green below**) must contain values that conform to the standard described in this document. In the future additional data may be added as blockchain technology evolves. The values are detailed below each item.

Once completed the spreadsheet is saved in CSV format and is inputted to the Lightning MXDP platform. Once successfully uploaded the data is automatically integrated to the CET HR Blockchain. For more information contact blockchain@cet-hr.com

C1 About Me

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Person)

Ref	Field Label	API Name	Data Type
C1.1	Citizenship	Citizenship__c	Picklist
C1.2	Country of Birth	Country_of_Birth__c	Picklist
C1.3	Date of Birth	Date_of_Birth__c	Date
C1.4	Dual Citizenship	Dual_Citizenship__c	Checkbox
C1.5	Email Work	Email_Work__c	Email
C1.6	Ethnic Group	Ethnic_Group__c	Text(80)
C1.7	First Names	First_Names__c	Text(40)
C1.8	Home Phone	Home_Phone__c	Phone
C1.9	Known As	Known_As__c	Text(40)
C1.10	Last Name	Last_Name__c	Text(40)
C1.11	Maiden Name	Maiden_Name__c	Text(40)
C1.12	Marital Status	Marital_Status__c	Picklist
C1.13	Middle Name	Middle_Name__c	Text(40)
C1.14	Military Discharge Date	Military_Discharge_Date__c	Date
C1.15	Mobile Phone	Mobile_Phone__c	Phone
C1.16	Mr/Ms/Mrs/Miss	Mr_Ms_Mrs_Miss__c	Picklist
C1.17	Number & Street	Number_Street__c	Text(30)
C1.18	Personal Email Address	Personal_Email_Address__c	Email
C1.19	Photo	Photo__c	Rich Text Area(32000)
C1.20	Preferred Name	Preferred_Name__c	Text(40)
C1.21	Sex	Sex__c	Picklist
C1.22	State/Territory	State_Territory__c	Picklist
C1.23	Suburb	Suburb__c	Text(46)
C1.24	Zip/Post Code	Zip_Post_Code__c	Text(12)

C1.1 CITIZENSHIP

Source / De Jure Standard Reference: ISO 3166

Standardised Data Values C1.1

C1.1	Andorian	Finnish	Namibian
C1.1	Emirian	Fijian	Nigerian
C1.1	Afghani	French	Dutch
C1.1	Anguillan	British	Norwegian
C1.1	Armenian	Georgian	Nepalese
C1.1	Angolian	Ghanaian	New Zealander
C1.1	Antarctic	Guinean	Omani
C1.1	Argentine	Greek	Panamanian
C1.1	Austrian	Guyanese	Peruvian
C1.1	Australian	Chinese	Filipino
C1.1	Aruban	Croatian	Pakistani

Standardised Data Values C1.1

C1.1	Bangladeshi	Hungarian	Polish
C1.1	Barbadian	Indonesian	Portuguese
C1.1	Belgian	Irish	Paraguayan
C1.1	Bahrainian	Indian	Qatari
C1.1	Bermuda	Iraqi	Romanian
C1.1	Bolivian	Iranian	Russian
C1.1	Brazilian	Israeli	Saudi Arabian
C1.1	Bahameese	Icelander	Seychellois
C1.1	Bhutanese	Italian	Swedish
C1.1	Bulgarian	Jamaican	Singaporean
C1.1	Belarusian	Jordanian	Slovakian
C1.1	Belizean	Japanese	Senegalese
C1.1	Canadian	Kenyan	Somali
C1.1	Congolese	Korean	Spanish
C1.1	Chinese	Kuwaiti	Thai
C1.1	Swiss	Kazakhstani	Tunisian
C1.1	Chilean	Kazakhstani	Turkish
C1.1	Cambodian	Lebanese	Taiwanese
C1.1	Cameroonian	Sri Lankan	Tanzanian
C1.1	Columbian	Lithuanian	Ukrainian
C1.1	Czech	Luxembourger	Ugandan
C1.1	Costa Rican	Moroccan	American
C1.1	Cuban	Monacan	Uruguayan
C1.1	Cypriot	Mexican	Uzbekistani
C1.1	German	Mayanmarese	Venezuelan
C1.1	Danish	Mongolian	Vietnamese
C1.1	Dominican	Macau	Yemeni
C1.1	Ecuadorean	Mauritian	South African
C1.1	Estonian	Maldivan	Zambian
C1.1	Egyptian	Malaysian	Zimbabwean
C1.1	Ethiopian		

C1.2 COUNTRY OF BIRTH

Source / De Jure Standard Reference: ISO 3166

Standardised Data Values C1.2

C1.2	Åland Islands	Germany	Norway
C1.2	Albania	Ghana	Oman
C1.2	Algeria	Gibraltar	Pakistan
C1.2	American Samoa	Greece	Palau
C1.2	Andorra	Greenland	Palestine, State of
C1.2	Angola	Grenada	Panama
C1.2	Anguilla	Guadeloupe	Papua New Guinea
C1.2	Antarctica	Guam	Paraguay
C1.2	Antigua and Barbuda	Guatemala	Peru
C1.2	Argentina	Guernsey	Philippines (the)

	Standardised Data Values C1.2		
C1.2	Armenia	Guinea	Pitcairn
C1.2	Aruba	Guinea-Bissau	Poland
C1.2	Australia	Guyana	Portugal
C1.2	Austria	Haiti	Puerto Rico
C1.2	Azerbaijan	Heard Island and McDonald Islands	Qatar
C1.2	Bahamas (the)	Holy See (the)	Réunion
C1.2	Bahrain	Honduras	Romania
C1.2	Bangladesh	Hong Kong	Russian Federation (the)
C1.2	Barbados	Hungary	Rwanda
C1.2	Belarus	Iceland	Saint Barthélemy
C1.2	Belgium	India	Saint Helena, Ascension and Tristan da Cunha
C1.2	Belize	Indonesia	Saint Kitts and Nevis
C1.2	Benin	Iran (Islamic Republic of)	Saint Lucia
C1.2	Bermuda	Iraq	Saint Martin (French part)
C1.2	Bhutan	Ireland	Saint Pierre and Miquelon
C1.2	Bolivia (Plurinational State of)	Isle of Man	Saint Vincent and the Grenadines
C1.2	Bonaire, Sint Eustatius and Saba	Israel	Samoa
C1.2	Bosnia and Herzegovina	Italy	San Marino
C1.2	Botswana	Jamaica	Sao Tome and Principe
C1.2	Bouvet Island	Japan	Saudi Arabia
C1.2	Brazil	Jersey	Senegal
C1.2	British Indian Ocean Territory (the)	Jordan	Serbia
C1.2	Brunei Darussalam	Kazakhstan	Seychelles
C1.2	Bulgaria	Kenya	Sierra Leone
C1.2	Burkina Faso	Kiribati	Singapore
C1.2	Burundi	Korea (the Democratic People's Republic of)	Sint Maarten (Dutch part)
C1.2	Cabo Verde	Korea (the Republic of)	Slovakia
C1.2	Cambodia	Kuwait	Slovenia
C1.2	Cameroon	Kyrgyzstan	Solomon Islands
C1.2	Canada	Lao People's Democratic Republic (the)	Somalia
C1.2	Cayman Islands (the)	Latvia	South Africa
C1.2	Central African Republic (the)	Lebanon	South Georgia and the South Sandwich Islands
C1.2	Chad	Lesotho	South Sudan
C1.2	Chile	Liberia	Spain
C1.2	China	Libya	Sri Lanka
C1.2	Christmas Island	Liechtenstein	Sudan (the)
C1.2	Cocos (Keeling) Islands (the)	Lithuania	Suriname
C1.2	Colombia	Luxembourg	Svalbard and Jan Mayen
C1.2	Comoros (the)	Macao	Sweden
C1.2	Congo (the Democratic Republic of the)	Macedonia (the former Yugoslav Republic of)	Switzerland
C1.2	Congo (the)	Madagascar	Syrian Arab Republic
C1.2	Cook Islands (the)	Malawi	Taiwan (Province of China)
C1.2	Costa Rica	Malaysia	Tajikistan

Standardised Data Values C1.2			
C1.2	Côte d'Ivoire	Maldives	Tanzania, United Republic of
C1.2	Croatia	Mali	Thailand
C1.2	Cuba	Malta	Timor-Leste
C1.2	Curaçao	Marshall Islands (the)	Togo
C1.2	Cyprus	Martinique	Tokelau
C1.2	Czechia	Mauritania	Tonga
C1.2	Denmark	Mauritius	Trinidad and Tobago
C1.2	Djibouti	Mayotte	Tunisia
C1.2	Dominica	Mexico	Turkey
C1.2	Dominican Republic (the)	Micronesia (Federated States of)	Turkmenistan
C1.2	Ecuador	Moldova (the Republic of)	Turks and Caicos Islands (the)
C1.2	Egypt	Monaco	Tuvalu
C1.2	El Salvador	Mongolia	Uganda
C1.2	Equatorial Guinea	Montenegro	Ukraine
C1.2	Eritrea	Montserrat	United Arab Emirates (the)
C1.2	Estonia	Morocco	United Kingdom of Great Britain and Northern Ireland (the)
C1.2	Eswatini	Mozambique	United States Minor Outlying Islands (the)
C1.2	Ethiopia	Myanmar	United States of America (the)
C1.2	Falkland Islands (the) [Malvinas]	Namibia	Uruguay
C1.2	Faroe Islands (the)	Nauru	Uzbekistan
C1.2	Fiji	Nepal	Vanuatu
C1.2	Finland	Netherlands (the)	Venezuela (Bolivarian Republic of)
C1.2	France	New Caledonia	Viet Nam
C1.2	French Guiana	New Zealand	Virgin Islands (British)
C1.2	French Polynesia	Nicaragua	Virgin Islands (U.S.)
C1.2	French Southern Territories (the)	Niger (the)	Wallis and Futuna
C1.2	Gabon	Nigeria	Western Sahara*
C1.2	Gambia (the)	Niue	Yemen
C1.2	Georgia	Norfolk Island	Zambia
C1.2		Northern Mariana Islands (the)	Zimbabwe

C1.12 MARITAL STATUS

Source / De Jure Standard Reference: AS 4590 -2006, ABS 1286.0

Standardised Data Values C1.12	
C1.12	Divorced
C1.12	Engaged
C1.12	De Facto
C1.12	Married
C1.12	Not married, single, never married
C1.12	Separated
C1.12	Widowed

C1.16 MR/MRS/MISS

Source / De Jure Standard Reference:

Standardised Data Values C1.16

C1.16	Mr.
C1.16	Mrs.
C1.16	Miss
C1.16	Ms.

C1.21 SEX

Source / De Jure Standard Reference:

Standardised Data Values C1.21

C1.21	Male
C1.21	Female
C1.21	Not stated/inadequately described
C1.21	Indeterminate

C1.22 STATE/TERRITORY

Source / De Jure Standard Reference: AS 4590 - 2006

Standardised Data Values C1.22

C1.22	Australian Antarctic Territory
C1.22	Australian Capital Territory
C1.22	Christmas Island
C1.22	Cocos (Keeling) Islands
C1.22	Jervis Bay
C1.22	New South Wales
C1.22	Norfolk Island
C1.22	Northern Territory
C1.22	Queensland
C1.22	South Australia
C1.22	Tasmania
C1.22	Victoria
C1.22	Western Australia

C2 My Emergency Contacts

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Emergency_Contact)

Ref	Field Label	API Name	Data Type
C2.1	Contact Address	Contact_Address__c	Text(200)
C2.2	Contact Number	Contact_Number__c	Phone
C2.3	Contact Priority	Contact_Priority__c	Picklist
C2.4	Emergency Contact Name	Emergency_Contact_Name__c	Text(60)
C2.5	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C2.6	Preferred Language	Preferred_Language__c	Picklist
C2.7	Relationship to Employee	Relationship_to_Employee__c	Picklist
C2.8	Work Phone	Work_Phone__c	Phone

C2.3 CONTACT PRIORITY

Source / De Jure Standard Reference:

Standardised Data Values C2.3

C2.3	1st
C2.3	2nd
C2.3	3rd

C2.6 PREFERRED LANGUAGE

Source / De Jure Standard Reference: ISO 3166

Standardised Data Values C2.6

C2.6	Andorian	Finnish	Namibian
C2.6	Emirian	Fijian	Nigerian
C2.6	Afghani	French	Dutch
C2.6	Anguillan	British	Norwegian
C2.6	Armenian	Georgian	Nepalese
C2.6	Angolian	Ghanaian	New Zealander
C2.6	Antarctic	Guinean	Omani
C2.6	Argentine	Greek	Panamanian
C2.6	Austrian	Guyanese	Peruvian
C2.6	Australian	Chinese	Filipino
C2.6	Aruban	Croatian	Pakistani
C2.6	Bangladeshi	Hungarian	Polish
C2.6	Barbadian	Indonesian	Portuguese
C2.6	Belgian	Irish	Paraguayan
C2.6	Bahrainian	Indian	Qatari
C2.6	Bermuda	Iraqi	Romanian
C2.6	Bolivian	Iranian	Russian
C2.6	Brazilian	Israeli	Saudi Arabian
C2.6	Bahameese	Icelander	Seychellois

Standardised Data Values C2.6

C2.6	Bhutanese	Italian	Swedish
C2.6	Bulgarian	Jamaican	Singaporean
C2.6	Belarusian	Jordanian	Slovakian
C2.6	Belizean	Japanese	Senegalese
C2.6	Canadian	Kenyan	Somali
C2.6	Congolese	Korean	Spanish
C2.6	Chinese	Kuwaiti	Thai
C2.6	Swiss	Kazakhstani	Tunisian
C2.6	Chilean	Kazakhstani	Turkish
C2.6	Cambodian	Lebanese	Taiwanese
C2.6	Cameroonian	Sri Lankan	Tanzanian
C2.6	Columbian	Lithuanian	Ukrainian
C2.6	Czech	Luxembourger	Ugandan
C2.6	Costa Rican	Moroccan	American
C2.6	Cuban	Monacan	Uruguayan
C2.6	Cypriot	Mexican	Uzbekistani
C2.6	German	Mayanmarese	Venezuelan
C2.6	Danish	Mongolian	Vietnamese
C2.6	Dominican	Macau	Yemeni
C2.6	Ecuadorean	Mauritian	South African
C2.6	Estonian	Maldivan	Zambian
C2.6	Egyptian	Malaysian	Zimbabwean
C2.6	Ethiopian		

C2.7 RELATIONSHIP TO EMPLOYEE

Source / De Jure Standard Reference:

Standardised Data Values C2.7

C2.7	Husband
C2.7	Wife
C2.7	De Facto
C2.7	Child
C2.7	Unrelated
C2.7	Other

C3. My Education Details

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Education_Qualifications)

Ref	Field Label	API Name	Data Type
C3.1	Date Commenced	Date_Commenced__c	Date
C3.2	Date Completed	Date_Completed__c	Date
C3.3	Education Type	Education_Type__c	Picklist
C3.4	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C3.5	Field of Study	Field_of_Study__c	Picklist
C3.6	Institution	Institution__c	Text(100)
C3.7	Institution Location	Institution_Location__c	Text(60)
C3.8	Level Achieved	Level_Achieved__c	Picklist
C3.9	Qualification Code	Qualification_Code__c	Picklist
C3.10	Qualification Major	Qualification_Major__c	Picklist
C3.11	Qualification Minor	Qualification_Minor__c	Picklist (Multi-Select)

C3.3 EDUCATION TYPE

Source / De Jure Standard Reference:

Standardised Data Values C3.3

C3.3	Natural And Physical Sciences
C3.3	Information Technology
C3.3	Engineering And Related Technologies
C3.3	Architecture And Building
C3.3	Agriculture, Environmental And Related Studies
C3.3	Health
C3.3	Education
C3.3	Management And Commerce
C3.3	Society And Culture
C3.3	Creative Arts
C3.3	Food, Hospitality And Personal Services
C3.3	Mixed Field Programmes

C3.5 FIELD OF STUDY

Source / De Jure Standard Reference:

Standardised Data Values C3.5

C3.5	Agriculture, Environmental And Related Studies
C3.5	Architecture And Building
C3.5	Creative Arts
C3.5	Education
C3.5	Engineering And Related Technologies
C3.5	Food, Hospitality And Personal Services
C3.5	Health
C3.5	Information Technology
C3.5	Management And Commerce
C3.5	Mixed Field Programmes

Standardised Data Values C3.5

C3.5	Natural And Physical Sciences
C3.5	Society And Culture

C3.8 LEVEL ACHIEVED**Source / De Jure Standard Reference:****Standardised Data Values C3.8**

C3.8	Postgraduate Degree Level
C3.8	Graduate Diploma And Graduate Certificate Level
C3.8	Bachelor Degree Level
C3.8	Advanced Diploma And Diploma Level
C3.8	Certificate Level
C3.8	Secondary Education
C3.8	Primary Education
C3.8	Pre-Primary Education
C3.8	Other Education

C3.9 QUALIFICATION CODE**Source / De Jure Standard Reference:****Standardised Data Values C3.9)**

C3.9	Degree
C3.9	Diploma
C3.9	Certificate

C3.10 QUALIFICATIONS MAJOR**Source / De Jure Standard Reference:****Standardised Data Values C3.10**

C3.10	Level 1 – Certificate I
C3.10	Level 2 – Certificate II
C3.10	Level 3 – Certificate III
C3.10	Level 4 – Certificate IV
C3.10	Level 5 – Diploma
C3.10	Level 6 – Advanced Diploma, Associate Degree
C3.10	Level 7 – Bachelor Degree
C3.10	Level 8 – Bachelor Honours Degree, Graduate Certificate, Graduate Diploma
C3.10	Level 9 – Masters Degree
C3.10	Level 10 – Doctoral Degree

C3.11 QUALIFICATION MINOR**Source / De Jure Standard Reference:****Standardised Data Values C3.11**

C3.11	Level 1 – Certificate I
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Standardised Data Values C3.11

C3.11	Level 2 – Certificate II
C3.11	Level 3 – Certificate III
C3.11	Level 4 – Certificate IV
C3.11	Level 5 – Diploma
C3.11	Level 6 – Advanced Diploma, Associate Degree
C3.11	Level 7 – Bachelor Degree
C3.11	Level 8 – Bachelor Honours Degree, Graduate Certificate, Graduate Diploma
C3.11	Level 9 – Masters Degree
C3.11	Level 10 – Doctoral Degree

C4. My Banking Details

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Banking)

Ref	Field Label	API Name	Data Type
C4.1	Account Name	Account_Name__c	Text(40)
C4.2	Account Number	Account_Number__c	Text(40)
C4.3	BSB Number	BSB_Number__c	Number(18, 0)
C4.4	Employee Name	GCX_Person__c	Lookup(GCX_Person)

Source / De Jure Standard Reference:

Standardised Data Values

No value validation required

C5. My Superannuation

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Superannuation)

Ref	Field Label	API Name	Data Type
C5.1	Fund Name	Fund_Name__c	Text (100)
C5.2	Fund Code	Fund_Code__c	Picklist
C5.3	Membership Name	Membership_Name__c	Text (100)
C5.4	Membership Number	Membership_Number__c	Text (30)
C5.5	Type	Type__c	Picklist

C5.2 FUND CODE

Source / De Jure Standard Reference:

Standardised Data Values C5.2

C5.2 No values validation required

C5.5 TYPE

Source / De Jure Standard Reference:

Standardised Data Values C5.5

C5.5 No values validation required

C6. My languages

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Languages)

Ref	Field Label	API Name	Data Type
C6.1	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C6.2	Language	Language_Code__c	Picklist
C6.3	Oral	Oral__c	Checkbox
C6.4	Proficiency Level	Proficiency_Level__c	Picklist

C6.2 LANGUAGE CODE

Source / De Jure Standard Reference: ISO 3166

Standardised Data Values C6.2

C6.2	Andorian	Finnish	Namibian
C6.2	Emirian	Fijian	Nigerian
C6.2	Afghani	French	Dutch
C6.2	Anguillan	British	Norwegian
C6.2	Armenian	Georgian	Nepalese
C6.2	Angolian	Ghanaian	New Zealander
C6.2	Antarctic	Guinean	Omani
C6.2	Argentina	Greek	Panamanian
C6.2	Austrian	Guyanese	Peruvian
C6.2	Australian	Chinese	Filipino
C6.2	Arubian	Croatian	Pakistani
C6.2	Bangladeshi	Hungarian	Polish
C6.2	Barbadian	Indonesian	Portuguese
C6.2	Belgian	Irish	Paraguayan
C6.2	Bahrainian	Indian	Qatari
C6.2	Bermuda	Iraqi	Romanian
C6.2	Bolivian	Iranian	Russian
C6.2	Brazilian	Israeli	Saudi Arabian
C6.2	Bahameese	Icelander	Seychellois
C6.2	Bhutanese	Italian	Swedish
C6.2	Bulgarian	Jamaican	Singaporean
C6.2	Belarusian	Jordanian	Slovakian
C6.2	Belizean	Japanese	Senegalese
C6.2	Canadian	Kenyan	Somali
C6.2	Congolese	Korean	Spanish
C6.2	Chinese	Kuwaiti	Thai
C6.2	Swiss	Kazakhstani	Tunisian
C6.2	Chilean	Kazakhstani	Turkish
C6.2	Cambodian	Lebanese	Taiwanese
C6.2	Cameroonian	Sri Lankan	Tanzanian
C6.2	Columbian	Lithuanian	Ukrainian
C6.2	Czech	Luxembourger	Ugandan

Standardised Data Values C6.2

C6.2	Costa Rican	Moroccan	American
C6.2	Cuban	Monacan	Uruguayan
C6.2	Cypriot	Mexican	Uzbekistani
C6.2	German	Mayanmarese	Venezuelan
C6.2	Danish	Mongolian	Vietnamese
C6.2	Dominican	Macau	Yemeni
C6.2	Ecuadorean	Mauritian	South African
C6.2	Estonian	Maldivan	Zambian
C6.2	Egyptian	Malaysian	Zimbabwean
C6.2	Ethiopian		

C6.4 PROFICIENCY LEVEL

Standardised Data Values C6.4

No values validation required

C7. My Dependents

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Dependent)

Ref	Field Label	API Name	Data Type
C7.1	Date of Birth	Date_of_Birth__c	Date
C7.2	Employee	GCX_Person__c	Lookup(GCX_Person)
C7.3	Partner Name	Partner_Name__c	Text(60)
C7.4	Partner Occupation	Field1__c	Text(50)
C7.5	Relationship to Employee	Relationship_to_Employee__c	Picklist
C7.6	Sex	Sex__c	Picklist

C7.5 RELATIONSHIP TO EMPLOYEE

Source / De Jure Standard Reference:

Standardised Data Values C7.5

C7.5	Husband
C7.5	Wife
C7.5	De Facto
C7.5	Child

C7.6 SEX

Source / De Jure Standard Reference: AS 4590 - 2006

Standardised Data Values C7.6

C7.6	Male
C7.6	Female
C7.6	Not stated/inadequately described
C7.6	Indeterminate

C8. My Licenses

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_License)

Ref	Field Label	API Name	Data Type
C8.1	Class Code	Class_Code__c	Picklist
C8.2	Comment	Comment__c	Text(200)
C8.3	Date Obtained	Date_Obtained__c	Date
C8.4	Date of Renewal	Date_of_Renewal__c	Date
C8.5	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C8.6	Issuing Authority	Issuing_Authority__c	Text(100)
C8.7	Lic/Reg Number	Lic_Reg_Number__c	Text(20)
C8.8	License Type	License_Type__c	Picklist
C8.9	Restrictions	Restrictions__c	Picklist
C8.10	State Issued	State_Issued__c	Picklist

C8.1 CLASS CODE

Source / De Jure Standard Reference:

Standardised Data Values C8.1

C8.1	C - Car licence
C8.1	HC - Heavy Combination licence
C8.1	HR - Heavy Rigid licence
C8.1	LR - Light Rigid licence
C8.1	MC - Multi-Combination licence
C8.1	MR - Medium Rigid licence
C8.1	RE - Restricted Rider licence
C8.1	R - Rider licence

C8.8 LICENCE TYPE

Source / De Jure Standard Reference:

Standardised Data Values C8.8

C8.8	Earth moving vehicle
C8.8	Forklift
C8.8	Motor vehicle
C8.8	Other plant
C8.8	Security
C8.8	Truck

C8.9 RESTRICTIONS

Source / De Jure Standard Reference:

Standardised Data Values C8.9

C8.9	Less than 5 tons
C8.9	No restriction

C8.10 STATE ISSUED**Source / De Jure Standard Reference:**

Standardised Data Values C8.10	
C8.10	Australian Antarctic Territory
C8.10	Australian Capital Territory
C8.10	Christmas Island
C8.10	Cocos (Keeling) Islands
C8.10	Jervis Bay
C8.10	New South Wales
C8.10	Norfolk Island
C8.10	Northern Territory
C8.10	Queensland
C8.10	South Australia
C8.10	Tasmania
C8.10	Victoria
C8.10	Western Australia

C9. My Work Status

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Work_Permit)

Ref	Field Label	API Name	Data Type
C9.1	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C9.2	Employment Status	Employment_Status__c	Picklist
C9.3	Permit Commences	Permit_Commences__c	Date
C9.4	Permit Expires	Permit_Expires__c	Date
C9.5	Work Category	Work_Category__c	Picklist
C9.6	Work Permit Number	Work_Permit_Number__c	Text(20)

C9.2 EMPLOYMENT STATUS

Source / De Jure Standard Reference:

Standardised Data Values C9.2

C9.2	Casual
C9.2	Contingent worker
C9.2	Contractor
C9.2	Freelancer
C9.2	Full Time Permanent
C9.2	Part Time

C9.5 WORK CATEGORY

Source / De Jure Standard Reference:

Standardised Data Values C9.5

C9.5	Temporary Work (Skilled) Visa (subclass 457)
C9.5	Employer Nomination Scheme (ENS) visa (subclass 186)
C9.5	Regional Sponsored Migration Scheme (RSMS) visa (subclass 187)

C10. My Disabilities

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Affirm_Action)

Ref	Field Label	API Name	Data Type
C10.1	Comment	Comment__c	Text(200)
C10.2	Disability Type	Disability_Type__c	Picklist
C10.3	Employee Name	GCX_Person__c	Lookup(GCX_Person)

C10.2 DISABILITY TYPE

Source / De Jure Standard Reference: NDS (National Disability Services) Australia

Standardised Data Values C10.2

C10.2	Intellectual
C10.2	Physical
C10.2	Acquired brain injury
C10.2	Neurological (including epilepsy and Alzheimer's disease)
C10.2	Deafblind (dual sensory)
C10.2	Vision
C10.2	Hearing
C10.2	Speech
C10.2	Psychiatric
C10.2	Developmental delay
C10.2	Other

C11. My Passport

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Passport)

Ref	Field Label	API Name	Data Type
C11.1	Country (Visa)	Country_Visa__c	Picklist
C11.2	Date of Expiry	Date_of_Expiry__c	Date
C11.3	Date of Visa Expiry	Date_of_Visa_Expiry__c	Date
C11.4	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C11.5	Passport Comment	Passport_Comment__c	Text(200)
C11.6	Passport Country	Passport_Country__c	Picklist
C11.7	Passport Issued Date	Passport_Issued_Date__c	Date
C11.8	Passport Number	Passport_Number__c	Text(40)
C11.9	Place of Issue	Place_of_Issue__c	Text(50)
C11.10	Visa Comment	Visa_Comment__c	Text(200)
C11.11	Visa Issued Date	Visa_Issued_Date__c	Date
C11.12	Visa Type	Visa_Type__c	Text(40)

C11.1 COUNTRY VISA

Source / De Jure Standard Reference: ISO 3166

Standardised Data Values C11.1			
C11.1	Åland Islands	Germany	Norway
C11.1	Albania	Ghana	Oman
C11.1	Algeria	Gibraltar	Pakistan
C11.1	American Samoa	Greece	Palau
C11.1	Andorra	Greenland	Palestine, State of
C11.1	Angola	Grenada	Panama
C11.1	Anguilla	Guadeloupe	Papua New Guinea
C11.1	Antarctica	Guam	Paraguay
C11.1	Antigua and Barbuda	Guatemala	Peru
C11.1	Argentina	Guernsey	Philippines (the)
C11.1	Armenia	Guinea	Pitcairn
C11.1	Aruba	Guinea-Bissau	Poland
C11.1	Australia	Guyana	Portugal
C11.1	Austria	Haiti	Puerto Rico
C11.1	Azerbaijan	Heard Island and McDonald Islands	Qatar
C11.1	Bahamas (the)	Holy See (the)	Réunion
C11.1	Bahrain	Honduras	Romania
C11.1	Bangladesh	Hong Kong	Russian Federation (the)
C11.1	Barbados	Hungary	Rwanda
C11.1	Belarus	Iceland	Saint Barthélemy
C11.1	Belgium	India	Saint Helena, Ascension and Tristan da Cunha
C11.1	Belize	Indonesia	Saint Kitts and Nevis
C11.1	Benin	Iran (Islamic Republic of)	Saint Lucia
C11.1	Bermuda	Iraq	Saint Martin (French part)
C11.1	Bhutan	Ireland	Saint Pierre and Miquelon
C11.1	Bolivia (Plurinational State of)	Isle of Man	Saint Vincent and the Grenadines
C11.1	Bonaire, Sint Eustatius and Saba	Israel	Samoa

	Standardised Data Values C11.1		
C11.1	Bosnia and Herzegovina	Italy	San Marino
C11.1	Botswana	Jamaica	Sao Tome and Principe
C11.1	Bouvet Island	Japan	Saudi Arabia
C11.1	Brazil	Jersey	Senegal
C11.1	British Indian Ocean Territory (the)	Jordan	Serbia
C11.1	Brunei Darussalam	Kazakhstan	Seychelles
C11.1	Bulgaria	Kenya	Sierra Leone
C11.1	Burkina Faso	Kiribati	Singapore
C11.1	Burundi	Korea (the Democratic People's Republic of)	Sint Maarten (Dutch part)
C11.1	Cabo Verde	Korea (the Republic of)	Slovakia
C11.1	Cambodia	Kuwait	Slovenia
C11.1	Cameroon	Kyrgyzstan	Solomon Islands
C11.1	Canada	Lao People's Democratic Republic (the)	Somalia
C11.1	Cayman Islands (the)	Latvia	South Africa
C11.1	Central African Republic (the)	Lebanon	South Georgia and the South Sandwich Islands
C11.1	Chad	Lesotho	South Sudan
C11.1	Chile	Liberia	Spain
C11.1	China	Libya	Sri Lanka
C11.1	Christmas Island	Liechtenstein	Sudan (the)
C11.1	Cocos (Keeling) Islands (the)	Lithuania	Suriname
C11.1	Colombia	Luxembourg	Svalbard and Jan Mayen
C11.1	Comoros (the)	Macao	Sweden
C11.1	Congo (the Democratic Republic of the)	Macedonia (the former Yugoslav Republic of)	Switzerland
C11.1	Congo (the)	Madagascar	Syrian Arab Republic
C11.1	Cook Islands (the)	Malawi	Taiwan (Province of China)
C11.1	Costa Rica	Malaysia	Tajikistan
C11.1	Côte d'Ivoire	Maldives	Tanzania, United Republic of
C11.1	Croatia	Mali	Thailand
C11.1	Cuba	Malta	Timor-Leste
C11.1	Curaçao	Marshall Islands (the)	Togo
C11.1	Cyprus	Martinique	Tokelau
C11.1	Czechia	Mauritania	Tonga
C11.1	Denmark	Mauritius	Trinidad and Tobago
C11.1	Djibouti	Mayotte	Tunisia
C11.1	Dominica	Mexico	Turkey
C11.1	Dominican Republic (the)	Micronesia (Federated States of)	Turkmenistan
C11.1	Ecuador	Moldova (the Republic of)	Turks and Caicos Islands (the)
C11.1	Egypt	Monaco	Tuvalu
C11.1	El Salvador	Mongolia	Uganda
C11.1	Equatorial Guinea	Montenegro	Ukraine
C11.1	Eritrea	Montserrat	United Arab Emirates (the)
C11.1	Estonia	Morocco	United Kingdom of Great Britain and Northern Ireland (the)
C11.1	Eswatini	Mozambique	United States Minor Outlying Islands (the)
C11.1	Ethiopia	Myanmar	United States of America (the)
C11.1	Falkland Islands (the) [Malvinas]	Namibia	Uruguay
C11.1	Faroe Islands (the)	Nauru	Uzbekistan
C11.1	Fiji	Nepal	Vanuatu

Standardised Data Values C11.1			
C11.1	Finland	Netherlands (the)	Venezuela (Bolivarian Republic of)
C11.1	France	New Caledonia	Viet Nam
C11.1	French Guiana	New Zealand	Virgin Islands (British)
C11.1	French Polynesia	Nicaragua	Virgin Islands (U.S.)
C11.1	French Southern Territories (the)	Niger (the)	Wallis and Futuna
C11.1	Gabon	Nigeria	Western Sahara*
C11.1	Gambia (the)	Niue	Yemen
C11.1	Georgia	Norfolk Island	Zambia
C11.1		Northern Mariana Islands (the)	Zimbabwe

C11.6 COUNTRY PASSPORT

Source / De Jure Standard Reference: ISO 3166

Standardised Data Values C11.6			
C11.6	Åland Islands	Germany	Norway
C11.6	Albania	Ghana	Oman
C11.6	Algeria	Gibraltar	Pakistan
C11.6	American Samoa	Greece	Palau
C11.6	Andorra	Greenland	Palestine, State of
C11.6	Angola	Grenada	Panama
C11.6	Anguilla	Guadeloupe	Papua New Guinea
C11.6	Antarctica	Guam	Paraguay
C11.6	Antigua and Barbuda	Guatemala	Peru
C11.6	Argentina	Guernsey	Philippines (the)
C11.6	Armenia	Guinea	Pitcairn
C11.6	Aruba	Guinea-Bissau	Poland
C11.6	Australia	Guyana	Portugal
C11.6	Austria	Haiti	Puerto Rico
C11.6	Azerbaijan	Heard Island and McDonald Islands	Qatar
C11.6	Bahamas (the)	Holy See (the)	Réunion
C11.6	Bahrain	Honduras	Romania
C11.6	Bangladesh	Hong Kong	Russian Federation (the)
C11.6	Barbados	Hungary	Rwanda
C11.6	Belarus	Iceland	Saint Barthélemy
C11.6	Belgium	India	Saint Helena, Ascension and Tristan da Cunha
C11.6	Belize	Indonesia	Saint Kitts and Nevis
C11.6	Benin	Iran (Islamic Republic of)	Saint Lucia
C11.6	Bermuda	Iraq	Saint Martin (French part)
C11.6	Bhutan	Ireland	Saint Pierre and Miquelon
C11.6	Bolivia (Plurinational State of)	Isle of Man	Saint Vincent and the Grenadines
C11.6	Bonaire, Sint Eustatius and Saba	Israel	Samoa
C11.6	Bosnia and Herzegovina	Italy	San Marino
C11.6	Botswana	Jamaica	Sao Tome and Principe
C11.6	Bouvet Island	Japan	Saudi Arabia
C11.6	Brazil	Jersey	Senegal
C11.6	British Indian Ocean Territory (the)	Jordan	Serbia
C11.6	Brunei Darussalam	Kazakhstan	Seychelles
C11.6	Bulgaria	Kenya	Sierra Leone
C11.6	Burkina Faso	Kiribati	Singapore

Standardised Data Values C11.6			
C11.6	Burundi	Korea (the Democratic People's Republic of)	Sint Maarten (Dutch part)
C11.6	Cabo Verde	Korea (the Republic of)	Slovakia
C11.6	Cambodia	Kuwait	Slovenia
C11.6	Cameroon	Kyrgyzstan	Solomon Islands
C11.6	Canada	Lao People's Democratic Republic (the)	Somalia
C11.6	Cayman Islands (the)	Latvia	South Africa
C11.6	Central African Republic (the)	Lebanon	South Georgia and the South Sandwich Islands
C11.6	Chad	Lesotho	South Sudan
C11.6	Chile	Liberia	Spain
C11.6	China	Libya	Sri Lanka
C11.6	Christmas Island	Liechtenstein	Sudan (the)
C11.6	Cocos (Keeling) Islands (the)	Lithuania	Suriname
C11.6	Colombia	Luxembourg	Svalbard and Jan Mayen
C11.6	Comoros (the)	Macao	Sweden
C11.6	Congo (the Democratic Republic of the)	Macedonia (the former Yugoslav Republic of)	Switzerland
C11.6	Congo (the)	Madagascar	Syrian Arab Republic
C11.6	Cook Islands (the)	Malawi	Taiwan (Province of China)
C11.6	Costa Rica	Malaysia	Tajikistan
C11.6	Côte d'Ivoire	Maldives	Tanzania, United Republic of
C11.6	Croatia	Mali	Thailand
C11.6	Cuba	Malta	Timor-Leste
C11.6	Curaçao	Marshall Islands (the)	Togo
C11.6	Cyprus	Martinique	Tokelau
C11.6	Czechia	Mauritania	Tonga
C11.6	Denmark	Mauritius	Trinidad and Tobago
C11.6	Djibouti	Mayotte	Tunisia
C11.6	Dominica	Mexico	Turkey
C11.6	Dominican Republic (the)	Micronesia (Federated States of)	Turkmenistan
C11.6	Ecuador	Moldova (the Republic of)	Turks and Caicos Islands (the)
C11.6	Egypt	Monaco	Tuvalu
C11.6	El Salvador	Mongolia	Uganda
C11.6	Equatorial Guinea	Montenegro	Ukraine
C11.6	Eritrea	Montserrat	United Arab Emirates (the)
C11.6	Estonia	Morocco	United Kingdom of Great Britain and Northern Ireland (the)
C11.6	Eswatini	Mozambique	United States Minor Outlying Islands (the)
C11.6	Ethiopia	Myanmar	United States of America (the)
C11.6	Falkland Islands (the) [Malvinas]	Namibia	Uruguay
C11.6	Faroe Islands (the)	Nauru	Uzbekistan
C11.6	Fiji	Nepal	Vanuatu
C11.6	Finland	Netherlands (the)	Venezuela (Bolivarian Republic of)
C11.6	France	New Caledonia	Viet Nam
C11.6	French Guiana	New Zealand	Virgin Islands (British)
C11.6	French Polynesia	Nicaragua	Virgin Islands (U.S.)
C11.6	French Southern Territories (the)	Niger (the)	Wallis and Futuna
C11.6	Gabon	Nigeria	Western Sahara*
C11.6	Gambia (the)	Niue	Yemen

Standardised Data Values C11.6			
C11.6	Georgia	Norfolk Island	Zambia
C11.6		Northern Mariana Islands (the)	Zimbabwe

C12. My Vaccination Status

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Administer_Company_Medical_Program)

Ref	Field Label	API Name	Data Type
C12.1	1 st Vaccine Batch Number	X1st_Vaccine_Batch_Number__c	Number(18,0)
C12.2	2 nd Vaccination Appointment Date	X2nd_Vaccination_Appointment_Date__c	Date
C12.3	2 nd Vaccine Batch Number	X2nd_Vaccine_Batch_Number__c	Number(18,0)
C12.4	Date of 1 st Vaccination	Date_of_1st_Vaccination__c	Date
C12.5	Date of 2 nd Vaccination	Date_of_2nd_Vaccination__c	Date
C12.6	Date Vaccination Evidence Sighted	Date_Vaccination_Evidence_Sighted__c	Date
C12.7	Name of 1 st Vaccine	Name_of_1st_Vaccine__c	Picklist
C12.8	Name of 2 nd Vaccine	Name_of_2nd_Vaccine__c	Picklist
C12.9	Vacc Auth Code	Vacc_Auth_Code__c	Text (100)
C12.10	VA Comment/Ref	VA_Comment_Ref__c	Text (255)
C12.11	Vacc Auth Code	Vacc_Auth_Code__c	Text(100)
C12.12	Vaccination Auth Name	Vaccination_Auth_Name__c	Text(100)
C12.13	Vaccination Product Code	Vaccination_Product_Code__c	Text(30)

Note: VA = Vaccination Authority

Standardised Data Values C12.7 & 8

C12.7 & 8	Moderna
C12.7 & 8	Pfizer
C12.7 & 8	Other

C13. My Work Experience

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Prior_Work_Experience)

Not included in Release ONE

Ref	Field Label	API Name	Data Type
C13.1	Comment	Comment__c	Text(200)
C13.2	Company Name	Company_Name__c	Text(100)
C13.3	Duration	Duration__c	Number(18, 0)
C13.4	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C13.5	Industry Description	Industry_Description__c	Picklist
C13.6	Industry Type	Industry_Type__c	Picklist
C13.7	Location	Location__c	Text(100)

C14. My Career Aspirations

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Career)

Not included in Release ONE

Ref	Field Label	API Name	Data Type
C14.1	Area of Interest	Area_of_Interest__c	Text(60)
C14.2	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C14.3	Timing	Timing__c	Picklist

C15. My Skills

(Custom object GCX_Integrated_Data: Data derived from custom object GCX_Skills)

Not included in Release ONE

Ref	Field Label	API Name	Data Type
C15.1	Analytical Thinking (1)	Skill_1__c	Number(18, 0)
C15.2	Decisiveness (2)	Skill_2__c	Number(18, 0)
C15.3	Employee Name	GCX_Person__c	Lookup(GCX_Person)
C15.4	Innovativeness (5)	Skill_5__c	Number(18, 0)
C15.5	Interpersonal skills (4)	Skill_4__c	Number(18, 0)
C15.6	Leadership (3)	Skill_3__c	Number(18, 0)
C15.7	Skill Level / Proficiency	Skill_Level_Proficiency__c	Picklist

Section D: Implementation of the HR BCDS Spreadsheet

Spreadsheet Format

CET provide clients with a Spreadsheet CSV file to upload data to the HR Blockchain form the MXDP platform to immediately trigger two-way integration, with bi-directional feed. The format of the Spreadsheet is shown below.

HR Process	Field Name	Standardised?	Doc Ref
1. About Me	Last Name		
	First Names		
	Middle Name		
	Preferred Name		
	Maiden Name		
	Date of Birth		
	Country of Birth	YES	1.1
	Citizenship	YES	1.2
	Dual Citizenship		
	Military Discharge Date		
	Mr/Ms/Mrs/Miss	YES	1.3
	Marital Status	YES	1.4
	Sex	YES	1.5
	Number & Street		
	Suburb		
	State/Territory	YES	1.6
	Zip/Post Code		
	Mobile Phone		
	Home Phone		
	Email Work		
	Personal Email Address		
2. My Emergency Contact	Emergency Contact Name		
	Contact Relationship to Employee	YES	2.7
	Preferred Language	YES	2.6
	Contact Priority	YES	2.3
	Contact Number		
	Work Phone		
3. My Education	Contact Address		
	Institution		
	Institution Location		

HR Process	Field Name	Standardised?	Doc Ref
	Field of Study	YES	3.5
	Date Commenced		
	Date Completed		
	Education Type	YES	3.3
	Level Achieved	YES	3.8
	Qualification Code	YES	3.9
	Qualification Major	YES	3.10
	Qualification Minor	YES	3.11
4. My Bank Account	Account Name		
	Account Number		
	BSB Number		
5. My Superannuation	Fund Name		
	Membership Name		
	Type	YES	5.5
	Fund Code	YES	5.2
	Membership Number		
6. My Language	Language	YES	6.2
	Proficiency Level	YES	6.4
	Oral		
7. My Dependents	Partner Name		
	Dependent Sex	YES	7.6
	Dependent Date of Birth		
	Partner Occupation		
	Relationship to Employee	YES	7.5
8. My License	License Type	YES	8.8
	Date Obtained		
	Lic/Reg Number		
	Restrictions	YES	8.9
	Date of Renewal		
	Issuing Authority		
	State Issued	YES	8.10
	Class Code	YES	8.1
	License Comment		

HR Process	Field Name	Standardised?	Doc Ref
9. My Work Status	Employment Status	YES	9.2
	Permit Commences		
	Permit Expires		
	Work Category	YES	9.5
	Work Permit Number		
10. My Disabilities	Disability Type	YES	10.2
	Disab Comment		
11. My Passport	Passport Number		
	Passport Country	YES	11.6
	Place of Issue		
	Passport Issued Date		
	Date of Expiry		
	Passport Comment		
	Visa Type		
	Country (Visa)	YES	11.1
	Visa Issued Date		
	Date of Visa Expiry		
	Visa Comment		