

Table of Contents

Database	3
Basic Information	3
Employee Demographics.....	3
Personal Tab.....	3
Organizational Tab	5
Miscellaneous Tab	6
Status Dates	7
Status Dates - Pension Dates	9
Status Dates - Other Dates.....	10
Emergency Contacts.....	11
Dependents	12
Banking Information.....	13
General Ledger Distribution	16
Other Information.....	17
Employee History.....	18
Employee Flags.....	19
Employee ADP Data.....	22
Additional Payroll ID Data	23
Work History/Compensation.....	24
Position.....	24
Salary	25
Performance	27
Other Earnings	28
Benefits.....	29
Beneficiaries.....	31
Dollar Entitlements	32
Payroll Transactions	33
Attendance/Entitlements	34
Attendance.....	34
Attendance History	36
Vacation and Sick Entitlements	38
Vacation and Sick Overview.....	39
Hourly Entitlements	40

info:HR Data Dictionary - Employee Menu

Overtime Bank Overview	41
Work Schedule	42
Education/Skills	44
Associations Menu	44
Continuing Education	45
Formal Education.....	47
Languages	48
Skills	49
Succession Planning	50
Training Plan.....	53
User Defined Table Menu	54
Follow-ups Maintenance	56
Health & Safety	57
Incident Reporting	57
Incident Reporting (Demographic button)	59
Injury.....	60
Root Causes.....	61
Corrective Actions	62
Claim/Medical Information	63
Contacts	65
WSIB Cost Statements.....	66
Company Associated Costs.....	68
Incident Documents	70
Counselling	71
Comments.....	72

info:HR Data Dictionary - Employee Menu

Database

The database used to capture all info:HR data is called "infohr". The tables and fields are defined below each screen shot.

Basic Information

Employee Demographics

Personal Tab

The screenshot shows the 'info:HR' application window with the 'Personal' tab selected for Employee # 221026, John Abbott. The form contains the following data:

- Payroll ID: 123, Badge ID: 222
- Salutation: MR.
- Surname: Abbott
- First Name: John
- Middle Name: (empty)
- Alias: Mr Wonderful
- Address: 125 MILTOWN AVE.
- Address 2: (empty)
- City: SCARBOROUGH
- Province: ON (ONTARIO)
- Postal Code: M4T 1S2
- Country: CANADA
- Country of Employment: U.S.A.
- Birth Date: 2/12/50, Age: 66.2
- S.I.N.: 999-999-999, S.S.N.: - -
- Original Hire Date: 1/02/92
- Marital Status: Married
- Gender: Male (selected), Female, Not Disclosed
- Telephone: (416) 720-5488
- Telephone #2: (416) 254-6654 Ext(2)
- Cellular Telephone: () -
- Pager Number: () -

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem--->ed_empnbr
Payroll ID	hrem--->ed_payroll_id
Badge ID	hrem--->ed_badge_id
Salutation	hrem--->ed_title
Surname	hrem--->ed_surname
First Name	hrem--->ed_fname
Middle Name	hrem--->ed_midname
Alias	hrem--->ed_alias
Address	hrem--->ed_addr1
Address 2	hrem--->ed_addr2
City	hrem--->ed_city
Province	hrem--->ed_prov
Postal Code	hrem--->ed_pcode
County	hrem--->ed_country
Birth Date	hrem--->ed_dob

info:HR Data Dictionary - Employee Menu

Employee # 221026 Abbott, John

Personal | Organizational | Miscellaneous

Payroll ID: 123 Badge ID: 222

Salutation: MR.

Surname: Abbott

First Name: John

Middle Name:

Alias: Mr Wonderful

Address: 125 MILTOWN AVE.

Address 2:

City: SCARBOROUGH Province: ON ONTARIO

Postal Code: M4T 1S2 Country: CANADA

Country of Employment: U.S.A.

Birth Date: 2/12/50 Age: 66.2 S.I.N.: 999-999-999 S.S.N.: - - - Original Hire Date: 1/02/92

Marital Status: Married Gender: Male Female Not Disclosed

Telephone: (416) 720-5488 Telephone #2: (416) 254-6654 Ext(2_)

Cellular Telephone: () - Pager Number: () -

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrempr--->ed_empnbr
Country of Employment	hrempr--->ed_workcountry
S.I.N.	hrempr--->ed_sin
S.S.N	hrempr--->ed_ssn
Original Hire Date	hrempr--->ed_doh
Marital Status	hrempr--->ed_mstat
Gender	hrempr--->ed_sex
Telephone	hrempr--->ed_phone
Telephone 2	hrempr--->ed_busnbr
Cellular Telephone	hrempr--->ed_cellphone
Pager Number	hrempr--->ed_pagenbr

info:HR Data Dictionary - Employee Menu

Organizational Tab

The screenshot shows the 'Organizational' tab for employee Abbott, John (ID: 221026). The left-hand menu lists various HR functions. The main area contains the following fields:

- Department:** FINADMN (FINANCE & ADMIN)
- Gen Ledger:** 1515 (HR Team)
- Division:** 6000 (Toronto Head Office)
- Location:** MISS (MISSISSAUGA)
- Administered By:** (Empty)
- Organization 1:** (Empty)
- Organization 2:** (Empty)
- Department Effective:** (Empty)
- Division Effective:** (Empty)
- Region:** ON (ONTARIO)
- Section:** COF (COFFEE)
- Organization 1 Effective:** (Empty)
- Organization 2 Effective:** (Empty)

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem--->ed_empnbr
Department	hrem--->ed_deptno
Department Effective	hrem--->ed_deptdate
General Ledger	hrem--->ed_gln0
Division	hrem--->ed_div
Division Effective	hrem--->ed_divedate
Location	hrem--->ed_loc
Region	hrem--->ed_region
Administered By	hrem--->ed_adminby
Section	hrem--->ed_section
Organization 1	hrem--->ed_orgt1
Organization 1 Effective	hrem--->ed_orgt1edate
Organization 2	hrem--->ed_orgt2
Organization 2 Effective	hrem--->ed_org2edate

info:HR Data Dictionary - Employee Menu

Miscellaneous Tab

The screenshot shows the 'Miscellaneous' tab for Employee # 221026, Abbott, John. The form contains the following fields:

- Driver License #
- Type of Vehicle
- Parking Permit #1
- Parking Permit #2
- License Plate #1
- License Plate #2
- Locker #
- Combination
- Smoker (Yes/No dropdown)

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem --->ed_empnbr
Driver License #	hrem --->ed_driverlic
Type of Vehicle	hrem --->ed_typevehicle
Parking Permit #1	hrem --->ed_parkpermit1
Parking Permit #2	hrem --->ed_parkpermit2
License Plate #1	hrem --->ed_licplate1
License Plate #2	hrem --->ed_licplate2
Locker #	hrem --->ed_locker
Combination	hrem --->ed_combination
Smoker	hrem --->ed_smoker

info:HR Data Dictionary - Employee Menu

Status Dates

The screenshot shows the 'info:HR' application window. The left sidebar contains a tree view with categories like 'Employee', 'Basic Information', 'Work History/Compensation', etc. The main area displays details for Employee # 221026, Abbott, John. Fields include Employment Status (PERM - Permanent), Employment Type (1 - Full Time Salary), Category (FT - Full Time), Union (NON - NON-UNION), Internal Phone Extension (4532), Email Address (billk@infohr.com), Hire Code (G&M - Globe and Mail), and various user text and number fields. At the bottom, there is a table for 'Employment Dates' with columns for Original Hire, Seniority, Experience Year, Last Hire, Union Date, First Day, Last Day, and OMERS Date.

Employment Dates	Pension Dates	Other Dates
Original Hire	1/02/92 24.3 Years	First Day 1/05/06
Seniority	1/20/06 10.2 Years	Last Day
Experience Year		OMERS Date
Last Hire	1/17/05	User
Union Date	1/17/06	

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrempe--->ed_empnbr
Employment Status	hrempe--->ed_emp
From	hrempe--->ed_sfdate
To	hrempe--->ed_stdate
Employment Type	hrempe--->ed_emptype
Category	hrempe--->ed_pt
Category Effective	hrempe--->ed_ptedate
Union	hrempe--->ed_org
Benefit Group	hrempe--->ed_benefit_group
Internal Phone Extension	hrempe--->ed_intel
Salary Distribution	hrempe--->ed_saldist
Email Address	hrempe--->ed_email
Hire Code	hrempe--->ed_hirecode
User Text 1	hrempe--->ed_user_text1
User Text 2	hrempe--->ed_user_text2
User Number 1	hrempe--->ed_user_num1
User Number 2	hrempe--->ed_user_num2

info:HR Data Dictionary - Employee Menu

The screenshot displays the 'info:HR' application window for employee 'Abbott, John' (ID: 221026). The main area contains the following fields:

- Employee #:** 221026
- Employee Name:** Abbott, John
- Employment Status:** PERM (Permanent), From: 1/23/06, To: 1/25/06
- Employment Type:** 1 - Full Time Salary
- Category:** FT (Full Time), Category Effective: [blank]
- Union:** NON (NON-UNION), Benefit Group: MGMT (Management)
- Internal Phone Extension:** 4532, Salary Distribution: [blank]
- Email Address:** billk@infohr.com
- Hire Code:** G&M (Globe and Mail)
- User Text 1:** [blank], User Text 2: [blank]
- User Number 1:** [blank], User Number 2: [blank]

Below these fields are three tabs: 'Employment Dates', 'Pension Dates', and 'Other Dates'. The 'Employment Dates' tab is active and shows:

- Original Hire:** 1/02/92 (24.3 Years), First Day: 1/05/06
- Seniority:** 1/20/06 (10.2 Years), Last Day: [blank]
- Experience Year:** [blank], OMERS Date: [blank]
- Last Hire:** 1/17/05, User: [blank]
- Union Date:** 1/17/06

The left sidebar contains a tree view with categories like 'Employee Demographics', 'Banking Information', 'Work History/Compensation', and 'Reports'.

Data Elements

Employee Number	hrempp--->ed_empnbr
Original Hire	hrempp--->ed_doh
First Day	hrempp--->ed_fday
Seniority	hrempp--->ed_sendte
Last Day	hrempp--->ed_lday
Experience Year	hrempp--->ed_expyear
OMERS Date	hrempp--->ed_omers
Last Hire	hrempp--->ed_lthire
User Defined	hrempp--->ed_usrdat1
Union Date	hrempp--->ed_union

info:HR Data Dictionary - Employee Menu

Status Dates - Pension Dates

The screenshot shows the 'info:HR' application window. The left sidebar contains a tree view with categories like 'Employee', 'Basic Information', 'Work History/Compensation', etc. The main area displays details for 'Employee # 221026 Abbott, John'. Fields include 'Employment Status' (PERM Permanent), 'Employment Type' (1 - Full Time Salary), 'Category' (FT Full Time), 'Union Change' (NON NON-UNION), 'Internal Phone Extension' (4532), 'Email Address' (bill@infohr.com), 'Hire Code' (G&M Globe and Mail), and 'From' (1/23/06) to 'To' (1/25/06) dates. A table at the bottom is titled 'Employment Dates Pension Dates Other Dates' and contains the following data:

Employment Dates	Pension Dates	Other Dates
Eligibility	9/30/06	At age: 56.7
Earliest Retirement		
Normal Retirement		
Latest Retirement		
		Pension Date 1
		Pension Date 2
		Pension Date 3
		Pension Date 4
		Pension Date 5
		Pension Date 6

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrempe --->ed_empnbr
Eligibility	hrempe--->ed_eligible
Earliest Retirement	hrempe--->ed_earlyr
Normal Retirement	hrempe--->ed_normalr
Latest Retirement	hrempe--->ed_latestr
Employee Number	hrempe_other--->er_empnbr
Pension Date 1	hrempe_other--->er_pensiondate1
Pension Date 2	hrempe_other--->er_pensiondate2
Pension Date 3	hrempe_other--->er_pensiondate3
Pension Date 4	hrempe_other--->er_pensiondate4
Pension Date 5	hrempe_other--->er_pensiondate5
Pension Date 6	hrempe_other--->er_pensiondate6

info:HR Data Dictionary - Employee Menu

Status Dates - Other Dates

The screenshot shows the 'info:HR' application window for employee 'Abbott, John' (Employee # 221026). The 'Other Dates' section is highlighted with a red box. It contains a table with 10 rows, each with a date field and a calendar icon. The first row is pre-filled with '11/14/45'.

Other Date 1	Pension Dates	Other Dates
<input type="text" value="11/14/45"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>
<input type="text"/>		<input type="text"/>

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem_p_other--->er_emprnbr
Other Date 1	hrem_p_other--->er_otherdate1
Other Date 2	hrem_p_other--->er_otherdate2
Other Date 3	hrem_p_other--->er_otherdate3
Other Date 4	hrem_p_other--->er_otherdate4
Other Date 5	hrem_p_other--->er_otherdate5
Other Date 6	hrem_p_other--->er_otherdate6
Other Date 7	hrem_p_other--->er_otherdate7
Other Date 8	hrem_p_other--->er_otherdate8
Other Date 9	hrem_p_other--->er_otherdate9
Other Date 10	hrem_p_other--->er_otherdate10

Emergency Contacts

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem--->ed_empnbr
Primary Contact Name	hrem--->ed_econt
Primary Relationship	hrem--->ed_relate
Primary Telephone	hrem--->ed_enbr
Primary Telephone #2	hrem--->ed_ep2nbr
Primary Cellular Telephone	hrem--->ed_ecellphone
Primary Page Number	hrem--->ed_epagenbr
Primary Email Address	hrem--->ed_email
Secondary Contact Name	hrem--->ed_econt2
Secondary Relationship	hrem--->ed_relate2
Secondary Telephone	hrem--->ed_enbr2
Secondary Telephone #2	hrem--->ed_ep2nbr2
Secondary Cellular Telephone	hrem--->ed_cellphone2
Secondary Pager Number	hrem--->ed_epagenbr2
Secondary Email Address	hrem--->ed_email2
Primary Doctor Name	hrem--->ed_edoctor
Primary Telephone	hrem--->ed_edpnbr
Primary Address 1	hrem--->ed_edoraddress
Primary Address 2	hrem--->ed_edoraddress2
Secondary Doctor Name	hrem--->ed_edoctor2
Secondary Telephone	hrem--->ed_edpnbr2
Secondary Address 1	hrem--->ed_edor2address
Secondary Address 2	hrem--->ed_edor2address2
Health/Insurance Card #	hrem--->ed_healthcard
Expiry Date	hrem--->ed_expirydate

Dependents

The screenshot shows the 'Dependents' section of an HR application. On the left is a navigation tree with categories like 'Employee', 'Basic Information', 'Work History/Compensation', etc. The main area displays 'Employee # 221026 Abbott, John'. Below this is a table of dependents:

First Name	Surname	Sex	Birth Date	SIN/SSN	Relationship	Depende	Depende	Benefit Eligibi
RAMONA	ABBOTT	F	3/09/06		Daughter	No	1	1/01/99
Betty Jane	Abbott	F	7/16/69		Spouse	No		

Below the table is a form for editing the selected dependent (RAMONA ABBOTT). Fields include: Surname (ABBOTT), First Name (RAMONA), Date of Birth (3/09/06), S.I.N. (.), Relationship (Daughter), Dependent Status (Student(1)), Dependent Smoker (No), Benefit Eligible Date (1/01/99), and Benefit End Date (.). There are also text fields for Dependent Text 1-4 and a Dependent Comment box.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrdepend--->dp_empnbr
Surname	hrdepend--->dp_sname
Benefit Eligible Date	hrdepend--->dp_edate
First Name	hrdepend--->dp_fname
Gender	hrdepend--->dp_sex
Benefit End Date	hrdepend--->dp_sdate
Date of Birth	hrdepend--->dp_dob
Dependant Number	hrdepend--->dp_depno
S.I.N.	hrdepend--->dp_sin
COB Dental	hrdepend--->dp_dental
Relationship	hrdepend--->dp_relate
COB Medical	hrdepend--->dp_medical
Dependent Status	hrdepend--->dp_status
COB Other	hrdepend--->dp_other
Dependent Smoker	hrdepend--->dp_smoker
Dependent Text 1	hrdepend--->dp_text1
Dependent Text 2	hrdepend--->dp_text2
Dependent Text 3	hrdepend--->dp_text3
Dependent Text 4	hrdepend--->dp_text4
Dependent Comment	hrdepend--->dp_comments

Banking Information

The screenshot shows the 'Banking Information' section of the info:HR software. The main window title is 'Employee # 221026 Abbott, John'. The interface is divided into a left-hand menu and a main data entry area. The menu includes options like 'Find Candidate', 'Basic Information', 'Banking Information', 'Work History/Compensation', etc. The main area contains several sections: 'Direct Deposit' with a checked checkbox and three rows for Bank 1, 2, and 3; 'TD1 Form' with fields for TD1 Amount (\$11,038.00), TD1 Code, and Extra Tax; 'Provincial Form' with fields for Prov. Amount (\$9,574.00) and Prov. Code; and various other fields like 'Vacation Pay Percentage' (0.00%), 'Province of Employment' (ON - ONTARIO), 'E.I. Code', 'W.S.I.B.', 'Pension Code', 'C.P.P.', 'WSIB Code', 'Pay Frequency', and 'Pension Percentage' (2.00%).

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem--->ed_empnbr
Direct Deposit Indicator	hrem--->ed_ddi
Deposit Code 1	hrem--->ed_deposit
Bank Code 1	hrem--->ed_bank
Branch Code 1	hrem--->ed_branch
Account Number 1	hrem--->ed_account
Amount Deposited 1	hrem--->ed_amtdeposit
% Deposited 1	hrem--->ed_pcdeposit
Deposit Code 2	hrem--->ed_deposit2
Bank Code 2	hrem--->ed_bank2
Branch Code 2	hrem--->ed_branch3
Account Number 2	hrem--->ed_account2
Amount Deposited 2	hrem--->ed_amtdeposit2
% Deposited 2	hrem--->ed_pcdeposit2
Deposit Code 3	hrem--->ed_deposit3
Bank Code 3	hrem--->ed_bank3
Branch Code 3	hrem--->ed_branch3
Account Number 3	hrem--->ed_account3
Amount Deposited 3	hrem--->ed_amtdeposit3
% Deposited 3	hrem--->ed_pcdeposit3

info:HR Data Dictionary - Employee Menu

The screenshot shows the 'info:HR' application window for Employee # 221026, Abbott, John. The left sidebar contains a tree view with categories such as Employee, Basic Information, Banking Information, and Work History/Compensation. The main window displays the following fields:

- Direct Deposit:** Checked. Includes a table for Bank 1, Bank 2, and Bank 3 with columns for Deposit Code, Bank Code, Branch Code, Account Number, Amount Deposited, and % Deposited.
- TD1 Form:** Checked. Fields include TD1 Amount (\$11,038.00), TD1 Code, Federal Tax Method, Extra Tax (\$0.00), Extra Tax %, and Exempt Amount.
- Provincial Form:** Checked. Fields include Prov. Amount (\$9,574.00), Prov. Code, Extra Tax, and Extra Tax %.
- Vacation Pay Percentage:** 0.00%
- Province of Employment:** ON (ONTARIO)
- Supervisor Code:** [Empty]
- Income Tax Applicable:** [Empty]
- Garnishee:** 0
- Federal Alimony Child Support:** 0
- Vadim Field 1:** [Empty]
- Vadim Field 2:** [Empty]
- E.I. Code:** [Empty]
- W.S.I.B.:** [Empty]
- Pension Code:** [Empty]
- C.P.P.:** Y
- WSIB Code:** [Empty]
- Pay Frequency:** [Empty]
- Pension Percentage:** 2.00%

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem--->ed_empnbr
TD1 Form Indicator	hrem--->ed_td1
TD1 Amount	hrem--->ed_td1do1
TD1 Code	hrem--->ed_td1code
Federal Tax Method	hrem--->ed_fedtax
Extra Tax	hrem--->ed_td3
Extra Tax Percentage	hrem--->ed_td3pc
Exempt Amount	hrem--->ed_extamt
Provincial Form Indicator	hrem--->ed_provform
Prov. Amount	hrem--->ed_provamt
Prov. Code	hrem--->ed_provcode
Extra Tax	hrem--->ed_extratax
Extra Tax Percentage	hrem--->ed_extrataxpc
Vacation Pay Percentage	hrem--->ed_vacpc
Province of Employment	hrem--->ed_provempl
Supervisor Code	hrem--->ed_supcode
Income Tax Applicable	hrem--->ed_grosscd
Garnishee	hrem--->ed_garn
Federal Alimony Child Support	hrem--->ed_chdsup
E.I. Code	hrem--->ed_uic
W.S.I.B.	hrem--->ed_wcb

info:HR Data Dictionary - Employee Menu

The screenshot shows the 'info:HR' application window. The title bar includes 'File', 'New Employee', 'Edit', 'Move', 'Find', 'Email', 'Import/Export', 'Applicant Tracking', and 'Windows'. The main window is titled 'Employee # 221026 Abbott, John'. On the left is a tree view with categories like 'Employee', 'Basic Information', 'Work History/Compensation', etc. The main area contains the following fields:

- Direct Deposit:** A checked checkbox.
- Banking Information:** A table with columns: Deposit Code, Bank Code, Branch Code, Account Number, Amount Deposited, and % Deposited. It lists Bank 1, Bank 2, and Bank 3, all with \$0.00 deposited.
- Tax Information:**
 - TD1 Form:** A checked checkbox. Fields include TD1 Amount (\$11,038.00), TD1 Code, Federal Tax Method, Extra Tax (\$0.00), and Extra Tax % (0).
 - Provincial Form:** A checked checkbox. Fields include Prov. Amount (\$9,574.00), Prov. Code, Extra Tax, and Extra Tax %.
- Employment Details:**
 - Vacation Pay Percentage: 0.00%
 - Province of Employment: ON (dropdown), with 'ONTARIO' displayed.
 - Supervisor Code: (lookup icon)
 - Income Tax Applicable: (checkbox)
 - Garnishee: 0
 - Federal Alimony Child Support: 0
 - Vadim Field 1: (lookup icon)
 - Vadim Field 2: (lookup icon)
 - E.I. Code: (dropdown)
 - W.S.I.B.: (checkbox)
 - Pension Code: (dropdown)
 - C.P.P.: Y (dropdown)
 - WSIB Code: (dropdown)
 - Pay Frequency: (dropdown)
 - Pension Percentage: 2.00%

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem--->ed_empnbr
Pension Code	hrem--->ed_pension
C.P.P.	hrem--->ed_cpp
WSIB Code	hrem--->ed_wcbcode
Pay Frequency	hrem--->ed_payfreq
Vadim Field 1	hrem--->ed_vadim1
Vadim Field 2	hrem--->ed_vadim2
Pension Percentage	hrem--->ed_penpct

General Ledger Distribution

The screenshot shows the 'info:HR' application window. The title bar includes 'File', 'New Employee', 'Edit', 'Move', 'Find', 'Email', 'Import/Export', 'Applicant Tracking', and 'Windows'. The main area is titled 'Employee # 221026 Abbott, John'. On the left is a tree view with categories like 'Employee', 'Basic Information', 'Work History/Compensation', etc. The 'Gen Ledger Distribution' option is selected. The main panel displays a table with the following data:

GL #	Effective Date	%	Comments
1515	10/06/05	25.00%	
1010	10/06/05	75.00%	

Below the table is a form with the following fields:

- Gen Ledger**: Search icon, input field with '1515', and 'HR Team'.
- Effective Date**: Search icon, calendar icon, input field with '10/06/05', and 'Thursday'.
- Percentage**: Input field with '25.00%'.
- Comments**: A large text area.
- OHRs Department #**: Search icon, input field.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrglldist--->gl_empnbr
General Ledger	hrglldist--->gl_glno
Effective Date	hrglldist--->gl_edate
Percentage	hrglldist--->gl_percent
Comments	hrglldist--->gl_comments
OHRs Department #	hrglldist--->gl_ohrsdeptno

info:HR Data Dictionary - Employee Menu

Other Information

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrem_p_other--->er_empnbr
Citizenship	hrem_p_other--->er_citizenship
Passport Country	hrem_p_other--->er_passcountry
Passport Expiration Date	hrem_p_other--->er_passcountrydate
Passport Number	hrem_p_other--->er_passportno
Visa/Work Permit #	hrem_p_other--->er_visapermitno
Visa/Work Permit Expiry Date	hrem_p_other--->er_visapermitdate
Other Text 1	hrem_p_other--->er_text1
Other Text 2	hrem_p_other--->er_text2
Other Text 3	hrem_p_other--->er_text3
Other Text 4	hrem_p_other--->er_text4

Employee History

Employee # 221026 Abbott, John

Change Date	Change Type	Old Value	New Value
3/30/12	FTE#	0.0000	1.0000
8/18/10	Benefit Group	STAF	MGMT
11/26/07	Benefit Group	MGMT	STAF
1/23/06	Status	A	PERM

Change Date: 3/30/12 Friday
 Change Type: FTE#
 Old Value: 0.0000
 New Value: 1.0000

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hremphis--->ee_empnbr
Change Date	hremphis--->ee_chgdate
Change Type	Program drop down list; not in database
Old Value	Field depends on Change Type
New Value	Field depends on Change Type

Values Legend:

Change Type	Old Value	New Value
Department	ee_olddept	ee_newdept
Division	ee_olddiv	ee_newdiv
Employment Status	ee_oldstat	ee_newstat
Employment Category	ee_oldpt	ee_newpt
Union	ee_oldorg	ee_neworg
Region	ee_oldregion	ee_newregion
Region Description	ee_oldregiondesc	ee_newregiondesc
Section	ee_oldsection	ee_newsection
Admin By	ee_oldadminby	ee_newadminby
Location	ee_oldloc	ee_newloc
GL	ee_oldgln	ee_newgln
Smoker	ee_oldsmoker	ee_newsmoker
Benefit Group	ee_oldbenegroup	ee_newbenegroup
FTE	ee_oldfte	ee_newfte
FTE Hours per Year	ee_oldftehr	ee_newftehr
Marital Status	ee_oldmstat	ee_newmstat
Position Description	ee_oldposition	ee_newposition
Reporting Auth. #1	ee_oldreport1	ee_newreport1

info:HR Data Dictionary - Employee Menu

Employee Flags

The screenshot displays the 'Employee Flags' application for employee Abbott, John (ID: 221026). The interface includes a navigation tree on the left, a list of flags in the center, and a detailed view of the selected 'Police Check' flag on the right. The detailed view shows the flag's value, date, follow-up date, reason, and attachment status.

Flag	Value	Date	Follow-up	Reason	Attachment
Police Check	Required	1/26/08	2/01/15	PC	Police Check Renewal
Employee Handbook	Complete		9/22/15	PC	Police Check Renewal
Probationary Period					
RRSP					
Drivers license	Annual Renewal		9/01/15	PC	Police Check Renewal
Benefits enrollment					
Increase vacation					
High performer					
Pension % adjustment					
Pension enrollment					
Seasonal/casual					
Conflict of interest form					
Step Increase					

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hremf_flags--->ef_empnbr
Flag 1 Value	hremf_flags --->ef_flagval1
Flag 1 Date	hremf_flags --->ef_flagdte1
Flag 1 Follow-up	hremf_flags --->ef_fudte1
Flag 1 Follow-up Reason	hremf_flags --->ef_fureas1
Flag 2 Value	hremf_flags --->ef_flagval2
Flag 2 Date	hremf_flags --->ef_flagdte2
Flag 2 Follow-up	hremf_flags --->ef_fudte2
Flag 2 Follow-up Reason	hremf_flags --->ef_fureas2
Flag 3 Value	hremf_flags --->ef_flagval3
Flag 3 Date	hremf_flags --->ef_flagdte3
Flag 3 Follow-up	hremf_flags --->ef_fudte3
Flag 4 Follow-up Reason	hremf_flags --->ef_fureas3
Flag 4 Value	hremf_flags --->ef_flagval4
Flag 4 Date	hremf_flags --->ef_flagdte4
Flag 4 Follow-up	hremf_flags --->ef_fudte4
Flag 4 Follow-up Reason	hremf_flags --->ef_fureas4
Flag 5 Value	hremf_flags --->ef_flagval5
Flag 5 Date	hremf_flags --->ef_flagdte5
Flag 5 Follow-up	hremf_flags --->ef_fudte5
Flag 5 Follow-up Reason	hremf_flags --->ef_fureas5
Flag 6 Value	hremf_flags --->ef_flagval6
Flag 6 Date	hremf_flags --->ef_flagdte6
Flag 6 Follow-up	hremf_flags --->ef_fudte6
Flag 6 Follow-up Reason	hremf_flags --->ef_fureas6
Flag 7 Value	hremf_flags --->ef_flagval7
Flag 7 Date	hremf_flags --->ef_flagdte7
Flag 7 Follow-up	hremf_flags --->ef_fudte7
Flag 7 Follow-up Reason	hremf_flags --->ef_fureas7

info:HR Data Dictionary - Employee Menu

The screenshot shows the 'info:HR' application window for employee John Abbott (ID: 221026). The left sidebar contains a tree view of the 'Employee' menu, including options like 'Find Candidate', 'Basic Information', 'Employee Demographics', 'Work History/Compensation', and 'Reports'. The main area displays a list of flags with their respective values, dates, follow-up dates, reasons, and attachment links. For example, the 'Police Check' flag is set to 'Required' with a date of 1/26/08 and a follow-up date of 2/01/15, with a reason of 'Police Check Renewal' and an attachment link.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hremf_flags--->ef_empnbr
Flag 8 Value	hremf_flags --->ef_flagval8
Flag 8 Date	hremf_flags --->ef_flagdte8
Flag 8 Follow-up	hremf_flags --->ef_fudte8
Flag 8 Follow-up Reason	hremf_flags --->ef_fureas8
Flag 9 Value	hremf_flags --->ef_flagval9
Flag 9 Date	hremf_flags --->ef_flagdte9
Flag 9 Follow-up	hremf_flags --->ef_fudte9
Flag 9 Follow-up Reason	hremf_flags --->ef_fureas9
Flag 10 Value	hremf_flags --->ef_flagval10
Flag 10 Date	hremf_flags --->ef_flagdte10
Flag 10 Follow-up	hremf_flags --->ef_fudte10
Flag 10 Follow-up Reason	hremf_flags --->ef_fureas10
Flag 11 Value	hremf_flags --->ef_flagval11
Flag 11 Date	hremf_flags --->ef_flagdte11
Flag 11 Follow-up	hremf_flags --->ef_fudte11
Flag 11 Follow-up Reason	hremf_flags --->ef_fureas11
Flag 12 Value	hremf_flags --->ef_flagval12
Flag 12 Date	hremf_flags --->ef_flagdte12
Flag 12 Follow-up	hremf_flags --->ef_fudte12
Flag 12 Follow-up Reason	hremf_flags --->ef_fureas12
Flag 13 Value	hremf_flags --->ef_flagval13
Flag 13 Date	hremf_flags --->ef_flagdte13
Flag 13 Follow-up	hremf_flags --->ef_fudte13
Flag 13 Follow-up Reason	hremf_flags --->ef_fureas13
Flag 14 Value	hremf_flags --->ef_flagval14
Flag 14 Date	hremf_flags --->ef_flagdte14
Flag 14 Follow-up	hremf_flags --->ef_fudte14
Flag 14 Follow-up Reason	hremf_flags --->ef_fureas14

info:HR Data Dictionary - Employee Menu

Flag	Value	Date	Follow-up	Reason	Attachment
Police Check	Required	1/26/08	2/01/15	PC	Police Check Renewal
Employee Handbook	Complete		9/22/15	PC	Police Check Renewal
Probationary Period					
RRSP					
Drivers license	Annual Renewal		9/01/15	PC	Police Check Renewal
Benefits enrollment					
Increase vacation					
High performer					
Pension % adjustment					
Pension enrollment					
Seasonal/casual					
Conflict of interest form					
Step Increase					

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hremf_flags--->ef_empnbr
Flag 15 Value	hremf_flags --->ef_flagval15
Flag 15 Date	hremf_flags --->ef_flagdte15
Flag 15 Follow-up	hremf_flags --->ef_fudte15
Flag 15 Follow-up Reason	hremf_flags --->ef_fureas15
Flag 16 Value	hremf_flags --->ef_flagval16
Flag 16 Date	hremf_flags --->ef_flagdte16
Flag 16 Follow-up	hremf_flags --->ef_fudte16
Flag 16 Follow-up Reason	hremf_flags --->ef_fureas16
Flag 17 Value	hremf_flags --->ef_flagval17
Flag 17 Date	hremf_flags --->ef_flagdte17
Flag 17 Follow-up	hremf_flags --->ef_fudte17
Flag 17 Follow-up Reason	hremf_flags --->ef_fureas17
Flag 18 Value	hremf_flags --->ef_flagval18
Flag 18 Date	hremf_flags --->ef_flagdte18
Flag 18 Follow-up	hremf_flags --->ef_fudte18
Flag 18 Follow-up Reason	hremf_flags --->ef_fureas18
Flag 19 Value	hremf_flags --->ef_flagval19
Flag 19 Date	hremf_flags --->ef_flagdte19
Flag 19 Follow-up	hremf_flags --->ef_fudte19
Flag 19 Follow-up Reason	hremf_flags --->ef_fureas19
Flag 20 Value	hremf_flags --->ef_flagval20
Flag 20 Date	hremf_flags --->ef_flagdte20
Flag 20 Follow-up	hremf_flags --->ef_fudte20
Flag 20 Follow-up Reason	hremf_flags --->ef_fureas20

Employee ADP Data

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_adp--->ap_empnbr
Clock Position 1	hr_adp--->ap_clock1
Clock Position 2	hr_adp--->ap_clock2
Clock Position 3	hr_adp--->ap_clock3
Clock Position 4	hr_adp--->ap_clock4
Clock Position 5	hr_adp--->ap_clock5
Data Control Position 1	hr_adp--->ap_dcp1
Data Control Position 2	hr_adp--->ap_dcp2
Data Control Position 3	hr_adp--->ap_dcp3
Data Control Position 4	hr_adp--->ap_dcp4
User Defined Field 1	hr_adp--->ap_txt1
User Defined Field 2	hr_adp--->ap_txt2
User Defined Field 3	hr_adp--->ap_txt3
User Defined Field 4	hr_adp--->ap_txt4
User Defined Field 5	hr_adp--->ap_txt5

Additional Payroll ID Data

Employee # **221026** **Abbott, John**

ADP Branch #	Payroll ID	GL #	ADP Department

ADP Branch #

Payroll ID

ADP GL #

ADP Department

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_payrollid_data --->py_empnbr
ADP Branch #	hr_payrollid_data --->py_adp_branch
Payroll ID	hr_payrollid_data --->py_payroll_id
ADP GL #	hr_payrollid_data --->py_glno
ADP Department	hr_payrollid_data --->py_deptno

Work History/Compensation Position

The screenshot shows the 'info:HR' application window. The title bar includes 'File', 'New Employee', 'Edit', 'Move', 'Find', 'Email', 'Import/Export', 'Applicant Tracking', and 'Windows'. The main window is titled 'Employee # 221026 Abbott, John'. On the left is a navigation tree with categories like 'Employee', 'Basic Information', 'Work History/Compensation', 'Attendance/Entitlements', 'Reports', and 'Setup'. The 'Work History/Compensation' section is expanded to show 'Position'. The main area displays a table of job history and a form for the current position.

Position	Start Date	Reason	End Date	End Reason	Rept. Authority 1	Rept. Authority 2	Rept. Authority 3	Re
PRES	11/04/11	PROM			221026			
HRMGR	1/26/06	COMW			221026			
FMGR	1/02/92	NEWH						

Form fields for the current position (PRES):

- Position Code: PRES (President)
- Start Date: 11/04/11 (Friday)
- Rept. Authority 1: 221026 (Abbott, John)
- Rept. Authority 2: [Empty]
- Rept. Authority 3: [Empty]
- Rept. Authority 4: [Empty]
- Hours/Day: 8
- Hours/Week: 40
- Hours/Pay Period: 80
- Shift: [Empty]
- Reason for Change: PROM (PROMOTION)
- FTE #: 1.00
- FTE Hours/Year: 2080.00
- Notes 1: [Empty]
- Notes 2: [Empty]
- End Date: [Empty]
- Reason: [Empty]
- Position Group: MGMT (MANAGEMENT)

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_job_history--->jh_empnbr
Acting Position Indicator	hr_job_history--->jh_position_control
Current Position Indicator	hr_job_history--->jh_current
Position Code	hr_job_history--->jh_job
Start Date	hr_job_history--->jh_sdate
Rept. Authority 1	hr_job_history--->jh_reptau
Rept. Authority 2	hr_job_history--->jh_reptau2
Rept. Authority 3	hr_job_history--->jh_reptau3
Rept. Authority 4	hr_job_history--->jh_reptau4
Hours/Day	hr_job_history--->jh_dhrs
Hours/Week	hr_job_history--->jh_whrs
Hours/Pay Period	hr_job_history--->jh_phrs
Shift	hr_job_history--->jh_shift
Reason For Change	hr_job_history--->jh_jreason
FTE #	hr_job_history--->jh_ftenum
FTE Hours/Year	hr_job_history--->jh_ftehrs
Notes 1	hr_job_history--->jh_comment
Notes 2	hr_job_history--->jh_comment2
End Date	hr_job_history--->jh_enddate
Reason	hr_job_history--->jh_endreas
Position Group	hrjob--->jb_grpcd

info:HR Data Dictionary - Employee Menu

Salary

File New Employee Edit Move Find Email Import/Export Applicant Tracking Windows

Employee # 221026 Abbott, John

Effective Date	Salary	Hour/Ann.	Position	Position Start Date	Step	COMPA	Next Re
4/30/15	103995.61	A	PRES	11/04/11	00	83.20	
3/04/15	99043.43	A	PRES	11/04/11	00	79.23	
1/01/13	97101.40	A	PRES	11/04/11	00	77.68	
4/01/12	96140.00	A	PRES	11/04/11	00	76.91	

Position: PRES President Current Salary Record

Position Start Date: 11/04/11 Hours/Week: 40 Salary Per Pay: 3999.83 Hourly Rate: 50.00

Reason For Salary Change: ANNUAL INCREASE 4.99% \$4,952.17

Salary: 103,995.60 Per Annum Step 00

Effective Date: 4/30/15 Thursday

Comments:

Compa-Ratio: 83.2

Pay Period: Next Review: 4/30/15 Thursday

Updated By: System Administrator Transaction Date: 4/30/15 Thursday

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_salary_history--->sh_empnbr
Current Salary Record Indicator	hr_salary_history--->sh_current
Position	hr_salary_history--->sh_job
Position Start Date	hr_salary_history--->sh_sdate
Hours/Week	hr_salary_history--->sh_whrs
Reason For Change 1	hr_salary_history--->sh_sreas1
Reason For Change 2	hr_salary_history--->sh_sreas2
Reason For Change 3	hr_salary_history--->sh_sreas3
Percentage Change 1	hr_salary_history--->sh_salpc1
Percentage Change 2	hr_salary_history--->sh_salpc2
Percentage Change 3	hr_salary_history--->sh_salpc3

info:HR Data Dictionary - Employee Menu

File New Employee Edit Move Find Email Import/Export Applicant Tracking Windows

Employee # 221026 Abbott, John

Effective Date	Salary	Hour/Ann.	Position	Position Start Date	Step	COMPA	Next Re
4/30/15	103995.60	A	PRES	11/04/11	00	83.20	
3/04/15	99043.43	A	PRES	11/04/11	00	79.23	
1/01/13	97101.40	A	PRES	11/04/11	00	77.68	
4/01/12	96140.00	A	PRES	11/04/11	00	76.91	

Position: PRES President Current Salary Record

Position Start Date: 11/04/11 Hours/Week: 40

Salary Per Pay: 3999.83
Hourly Rate: 50.00

Reason For Salary Change

Reason	Percentage Change	Amount Change
AI ANNUAL INCREASE	4.99%	\$4,952.17
	0.00%	\$0.00
	0.00%	\$0.00

Salary: 103,995.60 Per: Annum Step: 00

Effective Date: 4/30/15 Thursday

Comments:

Compa-Ratio: 83.2

Pay Period: Next Review:

Updated By: System Administrator Transaction Date: 4/30/15 Thursday

Data Elements

Field	Table--->Data Base Field Name
Amount Change 1	hr_salary_history--->sh_salchg1
Amount Change 2	hr_salary_history--->sh_salchg2
Amount Change 3	hr_salary_history--->sh_salchg3
Salary	hr_salary_history--->sh_salay
Per	hr_salary_history--->sh_salcd
Step	hr_salary_history--->sh_grade
Effective Date	hr_salary_history--->sh_edate
Comments	hr_salary_history--->sh_comment
Pay Period	hr_salary_history--->sh_payp
Next Review Date	hr_salary_history--->sh_nextdat
Transaction Date	hr_salary_history--->sh_ldate

info:HR Data Dictionary - Employee Menu

Performance

Employee # 221026 Abbott, John

Review Date	Rating	Rating 2	Next Review	Position	Reporting Authority	Reporting Authority 2
1/27/06			8/01/09	BP		
10/15/98	PROB			HRMGR		

Position: BP Benefits & Pension Admin Current Record

Review Date: 1/27/06 Friday

Performance Rating:

Performance Rating 2:

Reporting Authority 1:

Reporting Authority 2:

Reporting Authority 3:

Next Review Date: 8/01/09 Saturday

Bonus \$:

Comments:

Transaction Date: 2/13/06 Monday

Updated By: System Administrator

Current Salary: Salary 103995.60 Effective 4/30/15

Performance Review

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_perform_history--->ph_empnbr
Current Record Indicator	hr_perform_history--->ph_current
Positon	hr_perform_history--->ph_job
Review Date	hr_perform_history--->ph_preview
Performance Rating	hr_perform_history--->ph_pcode
Performance Rating 2	hr_perform_history--->ph_pcode2
Reporting Authority 1	hr_perform_history--->ph_reptau
Reporting Authority 2	hr_perform_history--->ph_reptau2
Reporting Authority 3	hr_perform_history--->ph_reptau3
Next Review Date	hr_perform_history--->ph_pnext
Bonus \$	hr_perform_history--->ph_bonus
Comments	hr_perform_history--->ph_comments
Transaction Date	hr_perform_history--->ph_ldate

Other Earnings

The screenshot shows the 'Other Earnings' application window. The title bar includes 'File', 'New Employee', 'Edit', 'Move', 'Find', 'Email', 'Import/Export', 'Applicant Tracking', and 'Windows'. The main window displays the following information:

- Employee #:** 221026 **Abbott, John**
- Earnings Table:**

From	To	Type	COE Flag	Amount	Position
1/01/06	12/31/06	CAR	No	10	
- Type of Earnings:** Search field contains 'CAR', dropdown shows 'CAR ALLOWANCE'.
- Amount:** Input field contains '\$10.00'.
- From Date:** Calendar icon, input field contains '1/01/06', dropdown shows 'Sunday'.
- To Date:** Calendar icon, input field contains '12/31/06', dropdown shows 'Sunday'.
- Cost of Employment:** Input field is empty.
- Positions:** Search field is empty.
- Comments:** Large empty text area.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrearn--->empnbr
Type of Earnings	hrearn --->earn_type
Amount	hrearn --->act_dollar
From Date	hrearn --->fdate
To Date	hrearn --->tdate
Cost of Employment Indicator	hrearn --->cost_of_employment
Position	hrearn --->oe_job
Comments	hrearn --->comments

info:HR Data Dictionary - Employee Menu

Benefits

info:HR - [Benefits / Beneficiaries - Abbot]

File New Employee Edit Move Find Email Import/Export Applicant Tracking Windows

Employee # **221026** **Abbott, John**

Benefit	Effective Date	Cov.	Coverage Amount
DENT	2/20/06	F	\$0.00
EHC	4/20/06	F	\$0.00
GLFD	4/13/06		\$10,000.00
LIFE	4/20/06		\$208,000.00
LTD	4/20/06		\$103,995.60

Benefit Group: MGMT Management

Benefit: DENT DENTAL

Effective Date: 2/20/06 Pay Period Amount: 0.0000

Coverage Type: F Salary Dependent: No

Minimum Coverage: \$0.00 Maximum Coverage: \$0.00

Salary Factor: 0.000000000 Rounding Factor: None

Waiting Period: 1 Month(s)

End Date: 1/2

Dollar/Percentage: [Dropdown]

Maximum Amount: \$0.00

Actual Premium

	Company	Employee	Total
Coverage Amount	\$0.00	\$0.000000	
% Paid Company	75.00%	25.00%	
Monthly: Company	\$92.3600	\$30.7900	
Annual: Company	\$1,108.3500	\$369.4500	\$1,477.8000
Current YTD: Company			

Policy Number: [Text Box]

Comments: [Text Area]

Beneficiary Recalculate Recalculate All

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrbenft--->bf_empnbr
Benefit Group	hrbenft --->bf_group
Benefit	hrbenft --->bf_bcode
Effective Date	hrbenft --->bf_edate
End Date	hrbenft --->bf_ceasedate
Coverage Type	hrbenft --->bf_cover
Minimum Coverage	hrbenft --->bf_minimum
Salary Factor	hrbenft --->bf_factor
Pay Period Amount	hrbenft --->bf_ppamt
Salary Dependent	hrbenft --->bf_salarydependant
Maximum Coverage	hrbenft --->bf_maximum
Rounding Factor	hrbenft --->bf_round
Waiting Period	hrbenft --->bf_waitperiod
Dollar/Percentage	hrbenft --->bf_perordoll
Maximum Amount	hrbenft --->bf_maxdol
Nearest/Next	hrbenft --->bf_nextnearest
Actual/Premium	hrbenft --->bf_premium

info:HR Data Dictionary - Employee Menu

info:HR - [Benefits / Beneficiaries - Abbot]

File New Employee Edit Move Find Email Import/Export Applicant Tracking Windows

Employee # **221026** **Abbott, John**

Benefit	Effective Date	Cov.	Coverage Amount
DENT	2/20/06	F	\$0.00
EHC	4/20/06	F	\$0.00
GLFD	4/13/06		\$10,000.00
LIFE	4/20/06		\$208,000.00
LTD	4/20/06		\$103,995.60

Benefit Group: MGMT Management
 Benefit: DENT DENTAL
 Effective Date: 2/20/06
 Coverage Type: F
 Minimum Coverage: \$0.00
 Salary Factor: 0.000000000
 Waiting Period: 1 Month(s)
 End Date:
 Pay Period Amount: 0.0000
 Dollar/Percentage:
 Salary Dependent: No
 Maximum Amount: \$0.00
 Rounding Factor: None
 Actual Premium
 Coverage Amount: \$0.00
 Unit Cost: \$0.0000000
 Per: 0
 % Paid Company: 75.00%
 % Paid Employee: 25.00%
 Pre Tax/After Tax:
 Monthly: Company \$92,360.00 Employee \$30,790.00 Taxable Benefit:
 Annual: Company \$1,108,350.00 Employee \$369,450.00 Total: \$1,477,800.00
 Current YTD: Company Employee
 Policy Number:
 Comments:

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrbenft--->bf_empnbr
Coverage Amount	hrbenft --->bf_amt
% Paid Company	hrbenft --->bf_pcc
Monthly Company	hrbenft --->bf_mthccost
Annual Company	hrbenft --->bf_ccost
Current YTD Company	hrbenft --->bf_cytd
Unit Cost	hrbenft --->bf_unitcost
% Paid Employee	hrbenft --->bf_pce
Monthly Employee	hrbenft --->bf_mthecost
Current YTD Employee	hrbenft --->bf_eytd
Per	hrbenft --->bf_per
Pre Tax/After Tax	hrbenft --->bf_ptax
Taxable Benefit	hrbenft --->bf_taxben
Total	hrbenft --->bf_tcost
Policy Number	hrbenft --->bf_policy
Comments	hrbenft --->bf_comments

Beneficiaries

The screenshot shows the 'Beneficiaries' window for Employee # 221026, John Abbott. The window title is 'info:HR - [Benefits / Beneficiaries - Abbot]'. The menu bar includes File, New Employee, Edit, Move, Find, Email, Import/Export, Applicant Tracking, and Windows. The left-hand navigation tree lists various HR functions, with 'Beneficiaries/Beneficiaries' selected. The main area displays a table of beneficiaries:

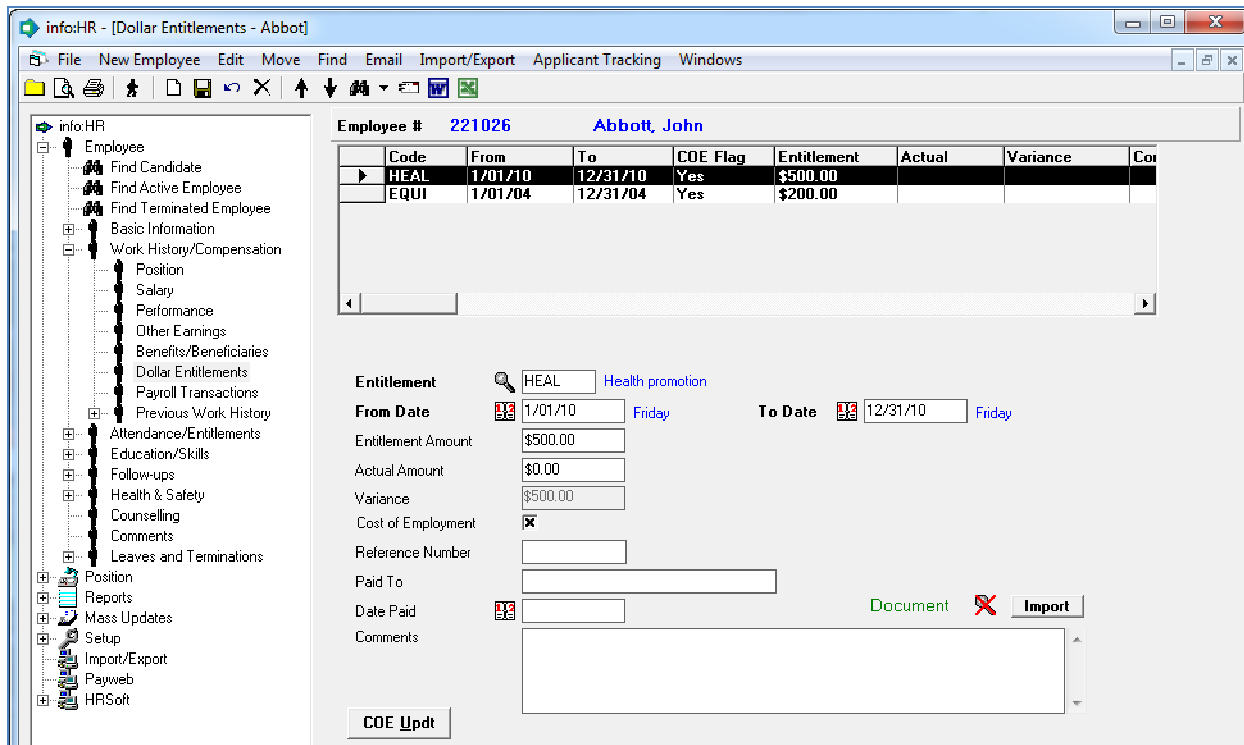
Benefit	Beneficiary	Relationship	Birth Date	Percentage
LIFE	John Abbott	Brother	4/21/59	20%
LIFE	May Brown	Aunt	4/30/26	20%

Below the table, there is a form for editing a beneficiary. The 'Benefit' is set to 'LIFE' (LIFE INSURANCE). The 'Beneficiary's Name' is 'John Abbott', 'Relationship' is 'Brother', 'Date of Birth' is '4/21/59', and 'Percentage' is '30.00%'. A 'Beneficiary' label is visible on the right. At the bottom, there are 'Benefits' and 'Copy Beneficiary' buttons.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrbens --->bd_empnbr
Benefit	hrbens --->bd_bcode
Beneficiary's Name	hrbens --->bd_bname
Relationship	hrbens --->bd_relate
Date of Birth	hrbens --->bd_dob
Percentage	hrbens --->bd_pc

Dollar Entitlements



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrdolent --->de_empnbr
Entitlement	hrdolent --->de_type
From Date	hrdolent --->de_fdate
To Date	hrdolent --->de_tdate
Entitlement Amount	hrdolent --->de_entitle
Actual Amount	hrdolent --->de_actual
Variance	System calculated: de_entitle minus de_actual
Cost of Employment Indicator	hrdolent --->de_cost_of_employment
Reference Number	hrdolent --->de_refnbr
Paid To	hrdolent --->de_paidto
Date Paid	hrdolent --->de_paiddat
Comments	hrdolent --->de_comments

Payroll Transactions

The screenshot shows the 'info:HR - [Payroll Transactions - Abbot]' window. The left sidebar contains a tree view with categories like 'Employee', 'Work History/Compensation', and 'Payroll Transactions'. The main area displays details for 'Employee # 221026 Abbott, John'. A table shows a single transaction:

Pay Code	Indicator	From Date	To Date	Amount
GPAY	E	1/04/10	1/17/10	\$2,000.00

Below the table is a form with the following fields:

- Pay Code: GPAY (Gross pay)
- Earning/Deduction Indicator: E - Earning
- From Date: 1/04/10 (Monday)
- To Date: 1/17/10 (Sunday)
- Amount: 2000.00

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_payroll_transaction --->pt_empnbr
Pay Code	hr_payroll_transaction --->pt_paycode
Earning/Deduction Indicator	hr_payroll_transaction --->pt_indicator
From Date	hr_payroll_transaction --->pt_paystart
To Date	hr_payroll_transaction --->pt_payend
Amount	hr_payroll_transaction --->pt_dollaramt

Attendance/Entitlements Attendance

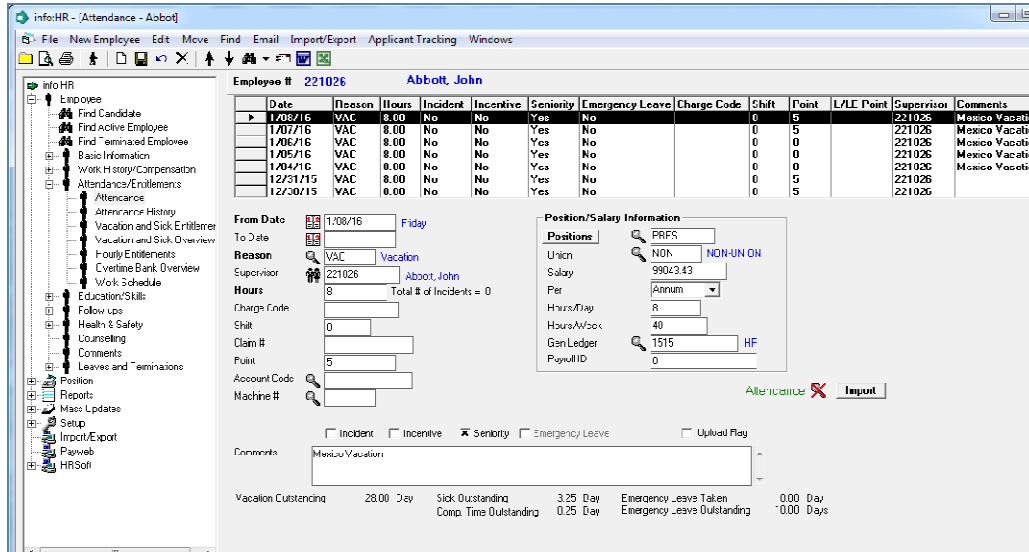
Date	Reason	Hours	Incident	Incentive	Seniority	Emergency Leave	Charge Code	Shift	Point	L/LC Point	Supervisor	Comments
1/08/16	VAC	8.00	No	No	Yes	No		0	5		221026	Mexico Vacation
1/07/16	VAC	8.00	No	No	Yes	No		0	5		221026	Mexico Vacation
1/06/16	VAC	8.00	No	No	Yes	No		0	0		221026	Mexico Vacation
1/05/16	VAC	8.00	No	No	Yes	No		0	0		221026	Mexico Vacation
1/04/16	VAC	8.00	No	No	Yes	No		0	0		221026	Mexico Vacation
12/31/15	VAC	8.00	No	No	Yes	No		0	5		221026	
12/30/15	VAC	8.00	No	No	Yes	No		0	5		221026	

Note: The Supervisor value is the numeric Employee Number. This data element would need to be linked back to another HREMP table (alias) in order to obtain the Supervisor's Name.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_attendance --->ad_empnbr
From Date	hr_attendance --->ad_doa
To Date	Not stored in the database
Reason	hr_attendance --->ad_reason
Supervisor	hr_attendance --->ad_super
Hours	hr_attendance --->ad_hrs
Charge Code	hr_attendance --->ad_chgcode
Shift	hr_attendance --->ad_shift
Claim #	hr_attendance --->ad_wcbnbr
Point	hr_attendance --->ad_point
Account Code	hr_attendance --->ad_project_code
Machine #	hr_attendance --->ad_machine_num
Incident Indicator	hr_attendance --->ad_incid
Incentive Indicator	hr_attendance --->ad_indicator
Seniority Indicator	hr_attendance --->ad_sen
Emergency Leave Indicator	hr_attendance --->ad_emelea
Upload Flag Indicator	hr_attendance --->ad_upload

info:HR Data Dictionary - Employee Menu



Note: The Supervisor value is the numeric Employee Number. This data element would need to be linked back to another HREMP table (alias) in order to obtain the Supervisor's Name.

Data Elements

Comments	hr_attendance --->ad_comm
Positions	hr_attendance --->ad_job
Union	hr_attendance --->ad_org
Salary	hr_attendance --->ad_salary
Per	hr_attendance --->ad_salcd
Hours/Day	hr_attendance --->ad_dhrs
Hours/Week	hr_attendance --->ad_whrs
Gen Ledger	hr_attendance --->ad_glno
Payroll ID	hr_attendance --->ad_payroll_id

Attendance History

The screenshot shows the 'Attendance History' window for employee 'Abbott, John' (Employee # 221026). The window contains a table of attendance records and a detailed form for a specific record.

Date	Reason	Hours	Incident	Incentive	Seniority	Emergency Leave	Charge Code	Shift	Point	L/LC Point	Supervisor	Comments
1/08/16	VAC	8.00	No	No	Yes	No		0 5	0		221026	Mexico Vacation
1/07/16	VAC	8.00	No	No	Yes	No		0 5	0		221026	Mexico Vacation
1/06/16	VAC	8.00	No	No	Yes	No		0 0	0		221026	Mexico Vacation
1/05/16	VAC	8.00	No	No	Yes	No		0 0	0		221026	Mexico Vacation
1/04/16	VAC	8.00	No	No	Yes	No		0 0	0		221026	Mexico Vacation
12/31/15	VAC	8.00	No	No	Yes	No		0 5	0		221026	Mexico Vacation
12/30/15	VAC	8.00	No	No	Yes	No		0 5	0		221026	Mexico Vacation

The detailed form for the record on 1/08/16 shows the following information:

- From Date:** 1/08/16
- To Date:** (blank)
- Reason:** VAC (Vacation)
- Supervisor:** 221026 (Abbott, John)
- Hours:** 8
- Charge Code:** (blank)
- Shift:** U
- Claim #:** (blank)
- Point:** 0
- Account Code:** (blank)
- Machine #:** (blank)
- Position/Salary Information:**
 - Position: PRFS
 - Union: NON
 - Salary: 9902.43
 - Per: Annum
 - Hours/Day: 8
 - Hours/Wk: 40
 - Gen Ledger: 1515
 - PayrollID: U
- Comments:** Mexico Vacation
- Summary:**
 - Vacation Outstanding: 20.00 Day
 - Sick Outstanding: 0.25 Day
 - Emergency Leave Taken: 0.00 Day
 - Comp. Time Outstanding: 0.25 Day
 - Emergency Leave Outstanding: 0.00 Day

Note: The Supervisor value is the numeric Employee Number. This data element would need to be linked back to another HREMP table (alias) in order to obtain the Supervisor's Name.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_attendance_history--->ah_empnbr
From Date	hr_attendance_history--->ah_doa
To Date	Not stored in the database
Reason	hr_attendance_history--->ah_reason
Supervisor	hr_attendance_history--->ah_supervisor
Hours	hr_attendance_history--->ah_hrs
Charge Code	hr_attendance_history--->ah_chrgcode
Shift	hr_attendance_history--->ah_shift
Claim #	hr_attendance_history--->ah_wcbnbr
Point	hr_attendance_history--->ah_point
Account Code	hr_attendance_history--->ah_project_code
Machine #	hr_attendance_history--->ah_machine_num
Incident Indicator	hr_attendance_history--->ah_incid
Incentive Indicator	hr_attendance_history--->ah_indicator
Seniority Indicator	hr_attendance_history--->ah_sen
Emergency Leave Indicator	hr_attendance_history--->ah_emelea
Upload Flag Indicator	hr_attendance_history--->ah_upload

info:HR Data Dictionary - Employee Menu

Date	Reason	Hours	Incident	Incentive	Seniority	Emergency Leave	Charge Code	Shift	Point	L/LE Point	Supervisor	Comments
1/08/16	VAC	8.00	No	No	Yes	No		U	5		221026	Mexico Vacation
1/01/16	VAC	8.00	No	No	Yes	No		U	0		221026	Mexico Vacation
1/05/16	VAC	8.00	No	No	Yes	No		U	0		221026	Mexico Vacation
1/04/16	VAC	8.00	No	No	Yes	No		U	0		221026	Mexico Vacation
12/31/15	VAC	8.00	No	No	Yes	No		U	5		221026	Mexico Vacation
12/30/15	VAC	8.00	No	No	Yes	No		U	5		221026	Mexico Vacation

Note: The Supervisor value is the numeric Employee Number. This data element would need to be linked back to another HREMP table (alias) in order to obtain the Supervisor's Name.

Data Elements

Comments	hr_attendance_history--->ah_comm
Positions	hr_attendance_history--->ah_job
Union	hr_attendance_history--->ah_rog
Salary	hr_attendance_history--->ah_salary
Per	hr_attendance_history--->ah_salcd
Hours/Day	hr_attendance_history--->ah_dhrs
Hours/Week	hr_attendance_history--->ah_whrs
Gen Ledger	hr_attendance_history--->ah_gln0
Payroll ID	hr_attendance_history--->ah_payroll_id

Vacation and Sick Entitlements

The screenshot shows the 'info:HR - [Vacation and Sick Entitlements]' window. The left-hand tree view is expanded to 'Vacation and Sick Entitlements'. The main area displays a table of employee data and summary fields.

Surname	First Name	Employee #	Prev Vac	Vacation	Vac Taken	Prev Sick	Sicktin
Abbott	John	221026	24.00	240.00	40.00	40.00	0.00
Abel	Alex	221028	135.00	160.00	32.00	0.00	0.00
Anderson	Dane	1014	948.00	240.00	8.00	50.00	0.00
Armstrong	Bob	1050	2972.00	240.00	0.00	35.00	0.00
Brown	Thomas	1013	2960.00	240.00	0.00	0.00	0.00
Browning	Janice	2028	-12.00	0.00	0.00	40.00	0.00
Haile	Jenny	5000	2960.00	240.00	0.00	40.00	0.00
Haile	William	5001	2960.00	240.00	0.00	40.00	0.00
Harper	Betsy	1054	84.00	0.00	80.00	35.00	0.00

Summary fields:

VACATION Previous: 24.00, Current: 240.00, Taken: 40.00, Outstanding: 224.00

SICKTIME Previous: 40.00, Current: 0.00, Taken: 14.00, Outstanding: 26.00

Buttons: Multiple Employee Edit, Recalculate 1 Employee

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrempe--->ed_empnbr
Vacation Previous	hrempe--->ed_vac
Vacation Current	hrempe--->ed_pvac
Vacation Taken	hrempe--->ed_vact
Vacation Outstanding	hrempe---> (ed_pvac + ed_vac - ed_vact)
Sick Time Previous	hrempe--->ed_psick
Sick Time Current	hrempe--->ed_sick
Sick Time Taken	hrempe--->ed_sickt
Sick Time Outstanding	hrempe---> (ed_sick + ed_psick - ed_sickt)

All entries are stored in the database as hours. To convert hours into **DAYS**, use the formula below:

```

If hrempe--->ed_dhrs <> 0 then
  <Formula Name> = <data element name> / ed_dhrs
Else
  0
    
```

Vacation and Sick Overview

Surname	First Name	Employee	Prev	Vacati	Vac	Vac	Calc	Prev	Sickti	Sick	Sick	Calc
Abbott	John	221026	24.00	240.00	40.00	224.00	240.00	40.00	0.00	14.00	26.00	0.00
Abel	Alex	221028	135.00	160.00	32.00	263.00	160.00	0.00	0.00	0.00	0.00	0.00
Anderson	Dane	1014	948.00	240.00	8.00	1180.00	240.00	50.00	0.00	16.00	34.00	0.00
Armstrong	Bob	1050	2972.00	240.00	0.00	3212.00	240.00	35.00	0.00	0.00	35.00	0.00
Brown	Thomas	1013	2960.00	240.00	0.00	3200.00	240.00	0.00	0.00	0.00	0.00	0.00
Browning	Janice	2028	-12.00	0.00	0.00	-12.00	0.00	40.00	0.00	0.00	40.00	0.00
Halle	Jenny	5000	2960.00	240.00	0.00	3200.00	240.00	40.00	0.00	0.00	40.00	0.00
Halle	William	5001	2960.00	240.00	0.00	3200.00	240.00	40.00	0.00	0.00	40.00	0.00
Harper	Betsy	1054	84.00	0.00	80.00	4.00	0.00	35.00	0.00	40.00	-5.00	0.00
JONES	JENNIFER	2215	160.00	0.00	0.00	160.00	0.00	0.00	0.00	0.00	0.00	0.00
King	Deborah	1012	2960.00	240.00	0.00	3200.00	240.00	40.00	0.00	0.00	40.00	0.00
Mansfield	Katherine	1052	2176.00	160.00	0.00	2336.00	160.00	35.00	0.00	0.00	35.00	0.00
Mansglebe	Jayne	1053	2960.00	240.00	0.00	3200.00	240.00	35.00	0.00	0.00	35.00	0.00
O'Hara	Jeri	2210	2783.00	225.00	0.00	3008.00	225.00	40.00	0.00	0.00	40.00	0.00

HOURS

	Previous	Current	Taken	Outstanding	Based On	Date Range	New End Date
Vacation	24.00	240.00	40.00	224.00	Original Hire Date	1/02/16 - 1/01/17	<input type="checkbox"/>
Sicktime	40.00	0.00	14.00	26.00	Entitlements Date	1/01/15 - 12/31/15	

Search by Surname

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrempp--->ed_empnbr
Vacation Previous	hrempp--->ed_vac
Vacation Current	hrempp--->ed_pvac
Vacation Taken	hrempp--->ed_vact
Vacation Outstanding	hrempp---> (ed_pvac + ed_vac - ed_vact)
Based On	Company Master Setup
Date Range	hrempp--->ed_efdate & hrempp--->ed_etdate
Sick Time Previous	hrempp--->ed_psick
Sick Time Current	hrempp--->ed_sick
Sick Time Taken	hrempp--->ed_sickt
Sick Time Outstanding	hrempp---> (ed_sick + ed_psick - ed_sickt)
Based On	Company Master Setup
Date Range	hrempp--->ed_efdates & hrempp--->ed_etdates

Hourly Entitlements

The screenshot shows the 'info:HR - [Hourly Entitlements - Abbot]' window. The menu bar includes File, New Employee, Edit, Move, Find, Email, Import/Export, Applicant Tracking, and Windows. The left-hand navigation tree is expanded to 'Hourly Entitlements'. The main area displays the following table:

Code	From	To	COE Flag	Previous	Entitlement	Taken	Outstanding
DA	1/01/15	12/31/15	Yes	0	20.00		20
FD	1/01/15	12/31/15	Yes	0	24.00		24
FLX+	1/01/15	12/31/15	Yes	0	5.00		5
MD	1/01/15	12/31/15	Yes	0	1.88		1.875

Below the table is a form for entering new entitlement data:

- Entitlement:** DA (with a search icon) *Doctor appointment*
- From Date:** 1/01/15 *Thursday*
- To Date:** 12/31/15 *Thursday*
- Previous:** 0.00 *Hours*
- Entitlement Amount:** 20.00 *Hours*
- Taken:** *Hours*
- Cost of Employment Indicator:**

At the bottom of the form are buttons for 'Days', 'Hours', 'ReCalculate', and 'Flag Updt'.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrenthrs--->he_empnbr
Entitlement	hrenthrs --->he_type
From Date	hrenthrs --->he_fdate
To Date	hrenthrs --->he_tdate
Previous	hrenthrs --->he_prev
Entitlement Amount	hrenthrs --->he_entitle
Taken	hrenthrs --->he_taken
Cost of Employment Indicator	hrenthrs --->he_coe
Outstanding	hrenthrs --->he_prev + he_entitle - he_taken

All entries are stored in the database as hours. To convert hours into **DAYS**, use the formula below:

```

If he_dhrs <> 0 then
  <Formula Name> = <data element name> / he_dhrs
Else
  0
    
```


Overtime Bank Overview

The screenshot displays the 'info:HR - [Overtime Bank Overview]' application. On the left is a tree view menu with options like 'Employee', 'Find Candidate', 'Basic Information', 'Attendance', 'Overtime Bank Overview', etc. The main area features a table with columns: Surname, First Name, Employee, Prev Ovt., Overtime, Ovt. Taken, Ovt. Outstd., Available, and Maxim. Below the table is a section titled 'Overtime Bank Hours' containing a summary table with fields for 'Earned Previous', 'Earned Current', 'Taken', 'Outstanding', 'Current Yr Available', 'Max. Bank', and 'Date Range'. There are also search and calculation buttons.

Surname	First Name	Employee	Prev Ovt.	Overtime	Ovt. Taken	Ovt. Outstd.	Available	Maxim
Abbott	John	221026	0.00	2.00	0.00	2.00	8.00	10
Abel	Alex	221028	21.00	0.00	0.00	21.00	10.00	10
Anderson	Dane	1014	17.00	0.00	0.00	17.00	10.00	10
Armstrong	Bob	1050	27.00	0.00	0.00	27.00	10.00	10
Browning	Janice	2028	0.00	0.00	0.00	0.00	10.00	10
Haile	Jenny	5000	0.00	0.00	0.00	0.00	10.00	10
Haile	William	5001	0.00	0.00	0.00	0.00	10.00	10
Harper	Betsy	1054	12.00	5.00	0.00	17.00	5.00	10
JONES	JENNIFER	2215	0.00	0.00	0.00	0.00	10.00	10
King	Deborah	1012	0.00	0.00	0.00	0.00	10.00	10
Mansfield	Katherine	1052	0.00	0.00	0.00	0.00	10.00	10
Mansglebe	Jayne	1053	0.00	0.00	0.00	0.00	10.00	10
PHARA	Ian	2210	7.00	0.00	0.00	7.00	10.00	10

Overtime Bank Hours

Earned	Current Yr Available	Max. Bank	Date Range			
Previous: 0.00	Current: 2.00	Taken: 0.00	Outstanding: 2.00	Current Yr Available: 8.00	Max. Bank: 10.00	Date Range: 1/01/15 - 12/31/15

Search by Surname:

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_overtime-bank--->ot_empnbr
Earned Previous	hr_overtime-bank--->ot_pbank
Earned Current	hr_overtime-bank--->ot_bank
Taken	hr_overtime-bank--->ot_bankt
Outstanding	Sys calculated: (ot_bank + ot_bank) - ot_bankt
Current Yr Available	Sys calculated: (ot_mbank - "Outstanding")
Max Bank	hr_overtime-bank--->ot_mbank
Date Range	hr_overtime-bank--->ot_efdate & ot_etdate

Work Schedule

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_scheduler--->sd_empnbr
From Date	hr_scheduler--->sd_edate
To Date	hr_scheduler--->sd_tdate
Change Date	Not stored in database.
Week 1 Sunday	hr_scheduler--->sd_sun_hrs
Week 1 Monday	hr_scheduler--->sd_mon_hrs
Week 1 Tuesday	hr_scheduler--->sd_tue_hrs
Week 1 Wednesday	hr_scheduler--->sd_wed_hrs
Week 1 Thursday	hr_scheduler--->sd_thu_hrs
Week 1 Friday	hr_scheduler--->sd_fri_hrs
Week 1 Saturday	hr_scheduler--->sd_sat_hrs
Week 2 Sunday	hr_scheduler--->sd_sun_hrs2
Week 2 Monday	hr_scheduler--->sd_mon_hrs2
Week 2 Tuesday	hr_scheduler--->sd_tue_hrs2
Week 2 Wednesday	hr_scheduler--->sd_wed_hrs2
Week 2 Thursday	hr_scheduler--->sd_thu_hrs2
Week 2 Friday	hr_scheduler--->sd_fri_hrs2
Week 2 Saturday	hr_scheduler--->sd_sat_hrs2

info:HR Data Dictionary - Employee Menu

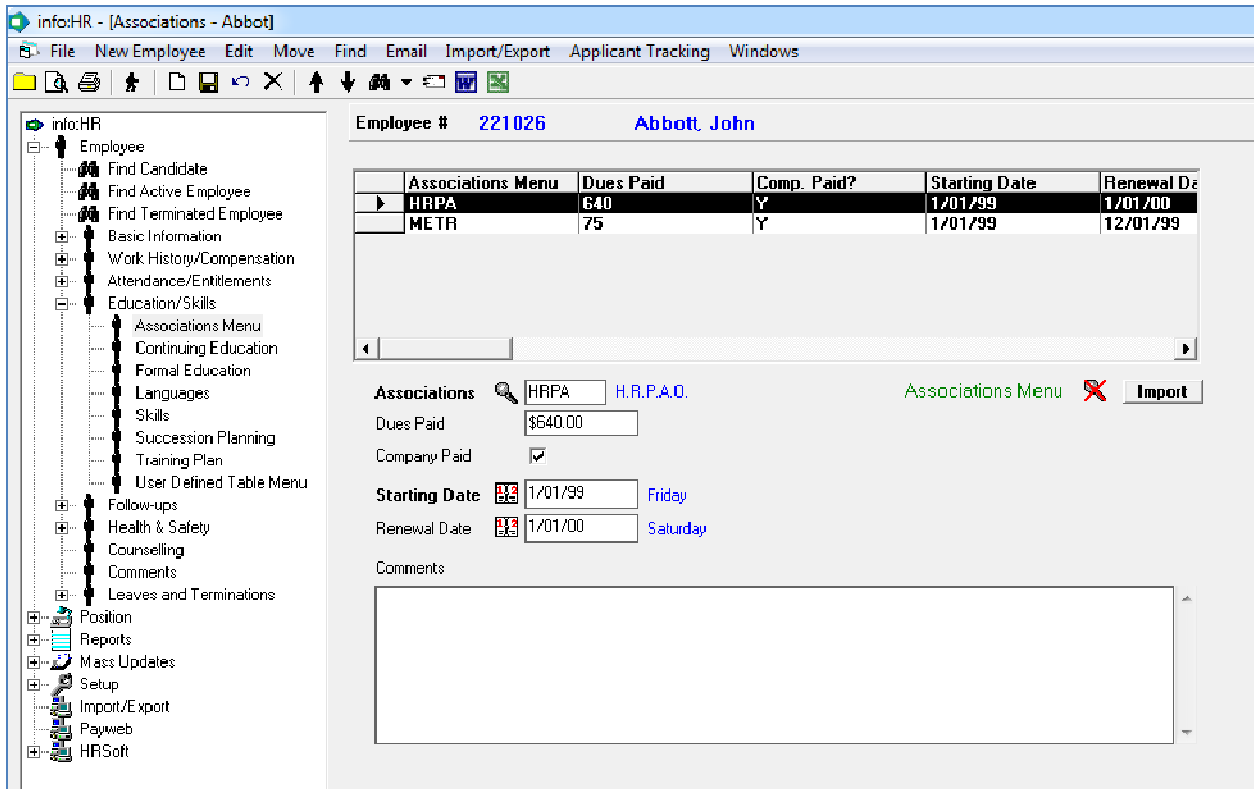
Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_scheduler--->sd_empnbr
Week 3 Sunday	hr_scheduler--->sd_sun_hrs3
Week 3 Monday	hr_scheduler--->sd_mon_hrs3
Week 3 Tuesday	hr_scheduler--->sd_tue_hrs3
Week 3 Wednesday	hr_scheduler--->sd_wed_hrs3
Week 3 Thursday	hr_scheduler--->sd_thu_hrs3
Week 3 Friday	hr_scheduler--->sd_fri_hrs3
Week 3 Saturday	hr_scheduler--->sd_sat_hrs3
Week 4 Sunday	hr_scheduler--->sd_sun_hrs4
Week 4 Monday	hr_scheduler--->sd_mon_hrs4
Week 4 Tuesday	hr_scheduler--->sd_tue_hrs4
Week 4 Wednesday	hr_scheduler--->sd_wed_hrs4
Week 4 Thursday	hr_scheduler--->sd_thu_hrs4
Week 4 Friday	hr_scheduler--->sd_fri_hrs4
Week 4 Saturday	hr_scheduler--->sd_sat_hrs4
Comments	hr_scheduler--->sd_comments

The number of weeks within the workload schedule is determined on the Company Preference located under the Setup Menu.

Once the schedule is applied, an internal table called "HR_SCHEDULER_DETAIL" is created and used by the ESS Module.

Education/Skills Associations Menu



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrtrade--->td_empnbr
Associations	hrtrade--->td_code
Dues Paid	hrtrade--->td_dues
Company Paid Indicator	hrtrade--->td_comppd
Starting Date	hrtrade--->td_begindt
Renewal Date	hrtrade--->td_renewdt
Comments	hrtrade--->td_comments

Continuing Education

The screenshot shows the 'Continuing Education' module for employee 'Abbott John' (Employee # 221026). A table lists training records with columns: Course Type, Course Code, Course Name, Date Completed, Date Scheduled, Date Started, and Renewal. The selected record is 'Year End Procedures' (Course Code: YE, Date Completed: 1/09/12, Date Scheduled: 12/14/10, Date Started: 12/14/10, Renewal: 1/31/13). Below the table is a detailed form for this course, including fields for Course Type (ADMN), Course Code (YE), Course Name (Year End Procedures), Course Description, Date Completed (1/09/12), Renewal Date (1/31/13), and various financial fields like Employee \$, Other Expense \$, Employer \$, Accommodation \$, Learning Material \$, and Total \$.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hredsem--->es_empnbr
Course Type	hredsem--->es_ctype
Course Code	hredsem--->es_crscode
Course Name	hredsem--->es_course
Course Description	hredsem--->es_extname
Conducted By	hredsem--->es_conduct
Company Name	hredsem--->es_companyname
Trainer Name	hredsem--->es_trainer
Results	hredsem--->es_results
Scheduled Date	hredsem--->es_scheduled
Start Date	hredsem--->es_start
Date Completed	hredsem--->es_datcomp
Renewal Date	hredsem--->es_renew
CEU Type	hredsem--->es_ceutype
Position	hredsem--->es_job

info:HR Data Dictionary - Employee Menu

The screenshot shows the 'info:HR - [Continuing Education - Abbot]' window. The left-hand navigation pane lists various HR functions such as 'Find Candidate', 'Basic Information', 'Education/Skills', and 'Succession Planning'. The main area displays a table of training records for employee John Abbott (Employee # 221026). Below the table is a detailed form for editing a course record, including fields for Course Type, Course Code, Course Name, dates, and various financial fields like Employee \$, Other Expenses \$, and Total \$. There are also sections for Attendance Data and Skills Data.

Course Type	Course Code	Course Name	Date Completed	Date Scheduled	Date Started	Renewal
ADMN	YE	Year End Procedures	1/03/12			1/31/13
ADMN	PIP	xxxxx	12/14/10		12/14/10	
ADMN	AI	Advanced INFO:HR	1/19/06		1/19/06	
ADMN	INFO	Intro to INFO:HR	1/19/06		1/19/06	
ADMN	TEST	TEST	1/17/06		1/17/06	

Data Elements

Co-Ordinated By	hredsem--->es_coordinated
Method Used	hredsem--->es_methodused
Account #	hredsem--->es_accountno
Keyword	hredsem--->es_keyword
Course Hours	hredsem--->es_hours
Employee \$	hredsem--->es_ttemp
Employee \$ Currency	hredsem--->es_empcur
Other Expenses \$	hredsem--->es_other
Other Expenses \$ Currency	hredsem--->es_otcur
Employer \$	hredsem--->es_tbc0
Employer \$ Currency	hredsem--->es_employcur
Accommodation \$	hredsem--->es_accom
Accommodation \$ Currency	hredsem--->es_acomcur
Learning Material \$	hredsem--->es_learning
Learning Material \$ Currency	hredsem--->es_learningcur
Total \$	System calculated
Total \$ Currency	hredsem--->es_totcur
Presenter Indicator	hredsem--->es_presentor
CEU Credit	hredsem--->es_cuecredit

For **Attendance Data** and **Skills Data**, refer to the appropriate pages.

Formal Education

The screenshot shows the 'Formal Education' menu for employee John Abbott (Employee # 221026). The interface includes a navigation tree on the left with options like 'Find Candidate', 'Basic Information', 'Education/Skills', and 'Formal Education'. The main area displays a table with the following data:

School	Major	Minor	Completed?	Year	Degree
UOFG	A&CS	COMP	Y	6/01/82	BA

Below the table is a form for editing details:

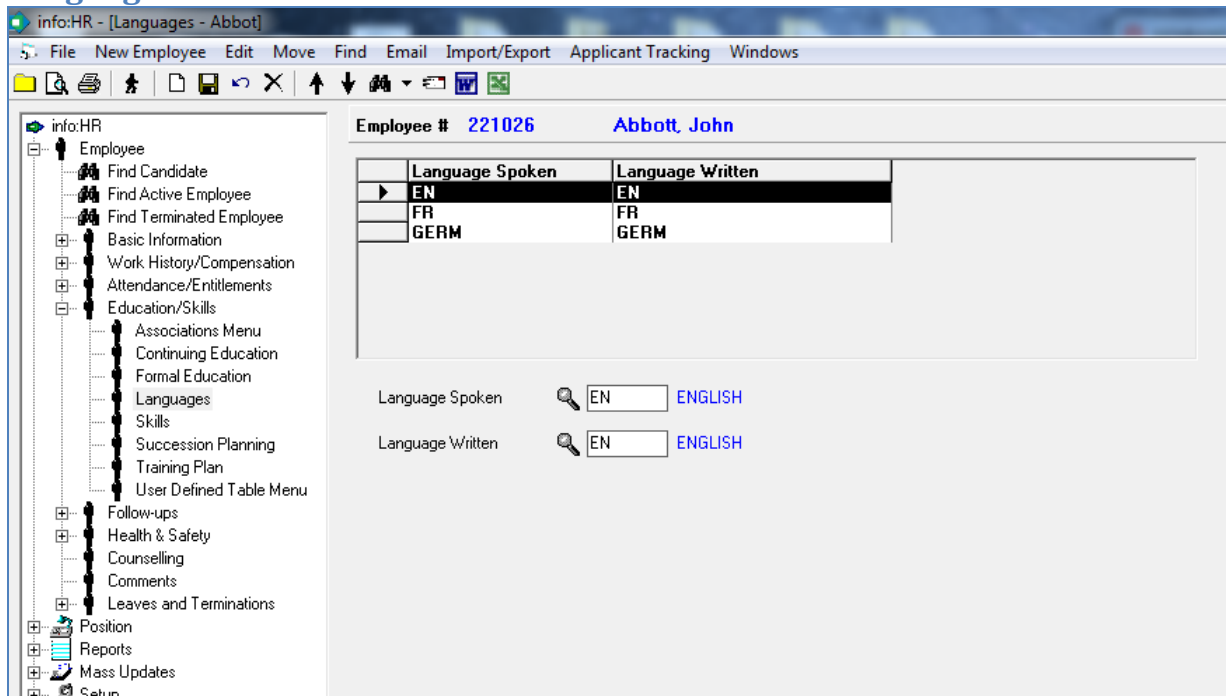
- School: UOFG UNIVERSITY OF GUELPH
- Major Study: A&CS ADMINISTRATIVE & COMMERCIAL
- Minor Study: COMP COMPUTER SCIENCE
- Completed:
- Completed on: 6/01/82 Tuesday
- Degree Obtained: BA BACHELOR OF ARTS
- Company Paid:

At the bottom, there is a green 'Formal Education' label and a red 'X' icon next to an 'Import' button.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hredu--->eu_empnbr
School	hredu--->eu_school
Major Study	hredu--->eu_major
Minor Study	hredu--->eu_minor
Completed Indicator	hredu--->eu_comp
Completed On	hredu--->eu_year
Degree Obtained	hredu--->eu_degree
Company Paid Indicator	hredu--->eu_company_paid

Languages



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_language--->el_empnbr
Language Number (not visible on screen)	hr_language--->el_langno (*)
Language Spoken	hr_language--->el_spoken
Language Written	hr_language--->el_written

(*) – System generated number based on the data entry of the Language information. 1 equals the first language spoken and/or written, 2 equals to the second and so on.

info:HR Data Dictionary - Employee Menu

Skills

The screenshot shows the 'Skills' menu for Employee # 221026, Abbott, John. The interface includes a navigation tree on the left and a main data entry area on the right.

Skill	Exp. Factor	Date	Comment
COMP	0.00	12/14/10	xxxxxx
CONS	80.0	10/04/99	What is the Internet?
N411	0.00	7/12/96	USING NOVELL NETWORKS IN AN OFFICE ENVIRONMEI
NOSK	0.00	10/01/96	

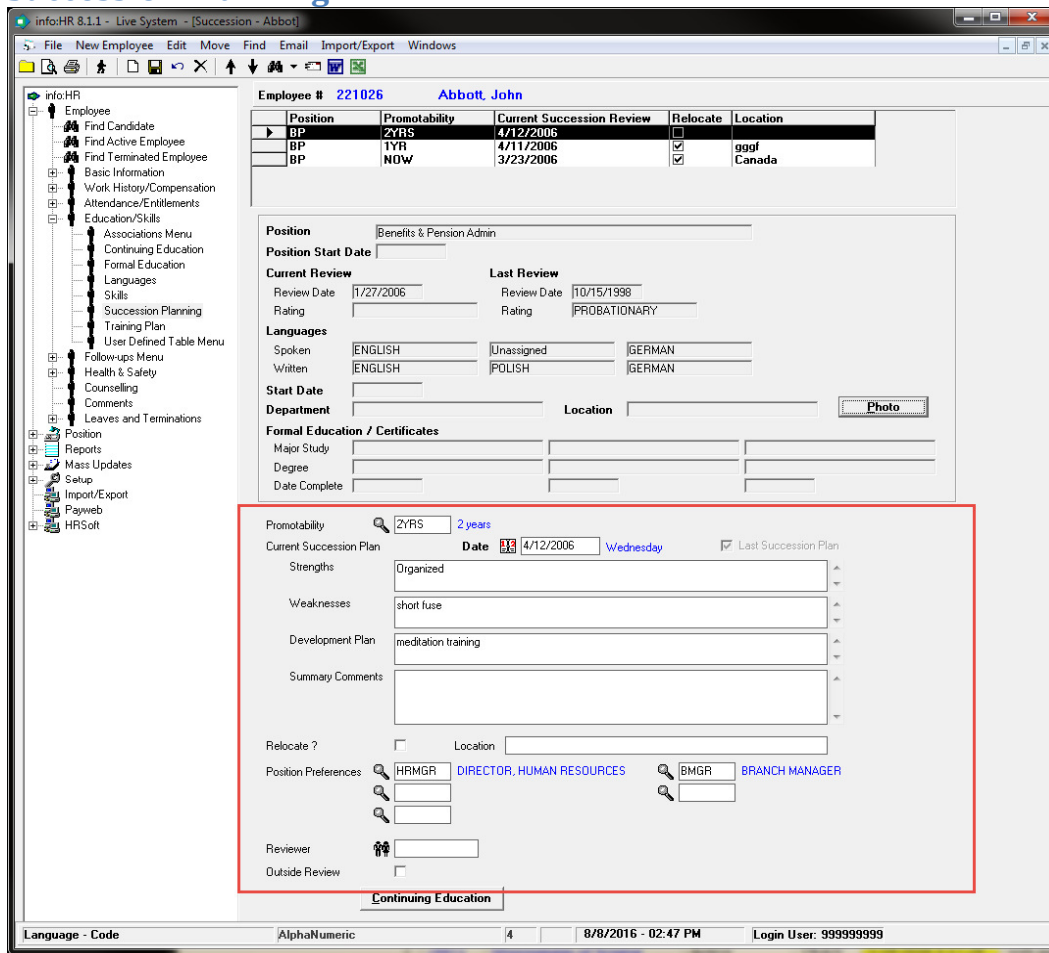
Below the table, there is a form for adding or editing a skill:

- Skill:** COMPUTERS
- Experience Factor:** 0.00
- Date:** Tuesday
- Comment:**

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrempskl--->se_empnbr
Skill	hrempskl--->se_skill
Experience Factor	hrempskl--->se_expf
Date	hrempskl--->se_date
Comment	hrempskl--->se_comm1

Succession Planning



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_succession--->eu_empnbr
Promotability	hr_succession--->eu_promot
Current Succession Plan Date	hr_succession--->eu_csr_date
Last Succession Plan Indicator	hr_succession--->eu_last_rvw
Strengths	hr_succession--->eu_csr_stre
Weaknesses	hr_succession--->eu_csr_weak
Development Plan	hr_succession--->eu_csr_devl
Summary Comments	hr_succession--->eu_comments
Relocate? Indicator	hr_succession--->eu_reloc
Location	hr_succession--->eu_location
Position Preferences	hr_succession--->eu_jobpref1
Position Preferences	hr_succession--->eu_jobpref2
Position Preferences	hr_succession--->eu_jobpref3
Position Preferences	hr_succession--->eu_jobpref4
Position Preferences	hr_succession--->eu_jobpref5
Reviewer	hr_succession--->eu_reviewer
Outside Review Indicator	hr_succession--->eu_outreview

info:HR Data Dictionary - Employee Menu

Employee # 221026 Abbott John

Position	Promotability	Current Succession Review	Relocate	Location
BP	2/YRS	4/12/2006	<input type="checkbox"/>	
BP	NOW	3/23/2006	<input checked="" type="checkbox"/>	gggf Canada

Position Benefits & Pension Admin
Position Start Date _____
Current Review Review Date: 1/27/2006 Rating: Unassigned
Last Review Review Date: 10/15/1998 Rating: PROBATIONARY
Languages
 Spoken: ENGLISH, Unassigned, GERMAN
 Written: ENGLISH, POLISH, GERMAN
Start Date _____
Department _____ **Location** _____
Formal Education / Certificates
 Major Study: _____
 Degree: _____
 Date Complete: _____

Promotability: 2/YRS 2 years
 Current Succession Plan: Date: 4/12/2006 Wednesday Last Succession Plan
 Strengths: Organized
 Weaknesses: short fuse
 Development Plan: meditation training
 Summary Comments: _____
 Relocate? Location: _____
 Position Preferences: HRMGR DIRECTOR, HUMAN RESOURCES; BMGR BRANCH MANAGER
 Reviewer: _____
 Outside Review:

Language - Code: AlphaNumeric 4 8/8/2016 - 02:47 PM Login User: 99999999

Data Elements

Field	Table--->Data Base Field Name
Position	hr_succession--->eu_job
Position Start Date	hr_succession--->eu_doh
Current Review - Review Date	hr_succession--->eu_perf1_date
Current Review - Rating	hr_succession--->eu_perf1_rate
Previous Review - Review Date	hr_succession--->eu_perf2_date
Previous Review - Rating	hr_succession--->eu_perf2_rate
Languages Spoken 1 to 3	hr_succession--->eu_lang1_spoken; hr_succession--->eu_lang2_spoken; hr_succession--->eu_lang3_spoken;
Languages Written 1 to 3	hr_succession--->eu_lang1_written; hr_succession--->eu_lang2_written; hr_succession--->eu_lang3_written;
Start Date	hr_succession--->eu_sdate
Department	hr_succession--->eu_deptno
Location	hr_succession--->eu_loc

info:HR Data Dictionary - Employee Menu

The screenshot displays the 'info:HR 8.11 - Live System' window for employee 'Abbott John' (Employee # 221026). The interface is divided into several sections:

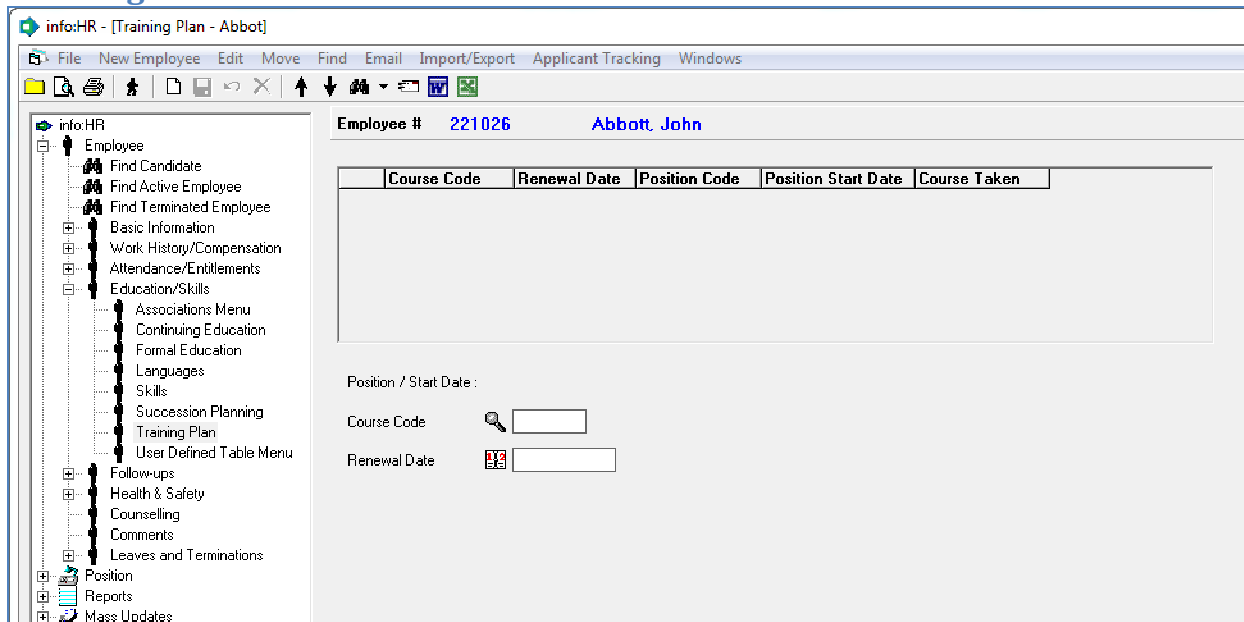
- Navigation Tree (Left):** Lists various menu items such as 'Employee', 'Find Candidate', 'Basic Information', 'Work History/Compensation', 'Education/Skills', 'Associations Menu', 'Continuing Education', 'Formal Education', 'Languages', 'Skills', 'Succession Planning', 'Training Plan', 'User Defined Table Menu', 'Follow-ups Menu', 'Health & Safety', 'Counseling', 'Comments', 'Leaves and Terminations', 'Position', 'Reports', 'Mass Updates', 'Setup', 'Import/Export', 'Payweb', and 'HRSolt'.
- Employee Summary Table:**

Position	Promotability	Current Succession Review	Relocate	Location
BP	2YRS	4/12/2006	<input type="checkbox"/>	
BP	1YR	4/11/2006	<input checked="" type="checkbox"/>	gggf
BP	NOW	3/23/2006	<input checked="" type="checkbox"/>	Canada
- Main Data Entry Form (Center):**
 - Position:** Benefits & Pension Admin
 - Position Start Date:** [Field]
 - Current Review:** Review Date: 1/27/2006, Rating: [Field]
 - Last Review:** Review Date: 10/15/1998, Rating: PROBATIONARY
 - Languages:** Spoken: ENGLISH, Unassigned, GERMAN; Written: ENGLISH, POLISH, GERMAN
 - Start Date:** [Field]
 - Department:** [Field], **Location:** [Field], **Photo:** [Button]
 - Formal Education / Certificates:** Major Study, Degree, Date Complete [Fields]
- Succession Planning Section:**
 - Promotability:** 2YRS, 2 years
 - Current Succession Plan:** Date: 4/12/2006, Wednesday, Last Succession Plan:
 - Strengths:** Organized
 - Weaknesses:** short fuse
 - Development Plan:** meditation training
 - Summary Comments:** [Text Area]
 - Relocate?:** Location: [Field]
 - Position Preferences:** HRMGR DIRECTOR, HUMAN RESOURCES; BMGR BRANCH MANAGER
 - Reviewer:** [Field]
 - Outside Review:**
 - Continuing Education:** [Field]
- Status Bar (Bottom):** Language - Code: AlphaNumeric, 4, 8/8/2016 - 02:47 PM, Login User: 99999999

Data Elements

Formal Education - Major Study 1 to 3	hr_succession--->eu_major1; hr_succession--->eu_major2; hr_succession--->eu_major3
Formal Education - Degree 1 to 3	hr_succession--->eu_degree1; hr_succession--->eu_degree2; hr_succession--->eu_degree3
Formal Education - Date Completed 1 to 3	hr_succession--->eu_year1; hr_succession--->eu_year2; hr_succession--->eu_year3

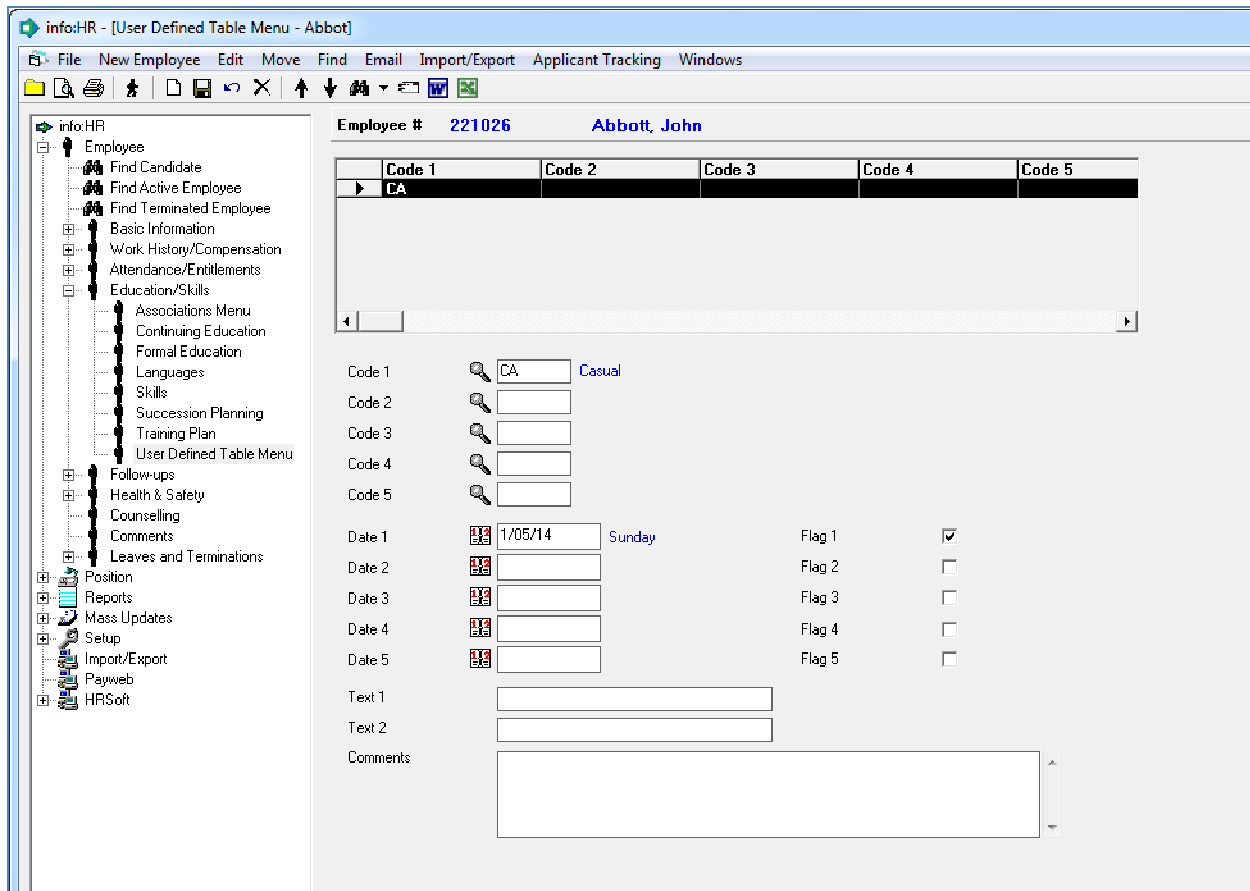
Training Plan



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_train--->tr_empnbr
Position	hr_train--->tr_job
Start Date	hr_train--->tr_sdate
Course Code	hr_train--->tr_crscode
Renewal Date	hr_train--->tr_renew

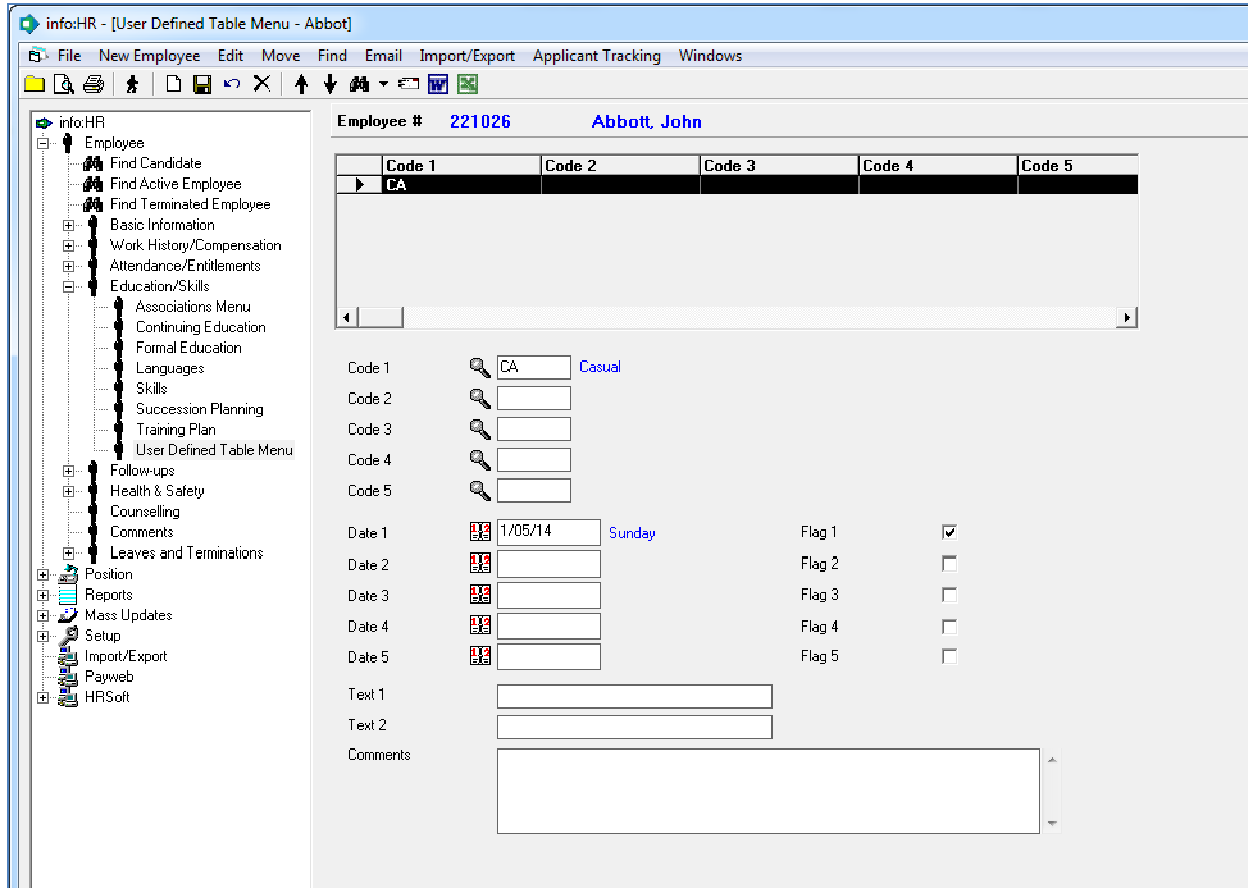
User Defined Table Menu



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_userdefine_table-->ud_empnbr
Code 1	hr_userdefine_table-->ud_code1
Code 2	hr_userdefine_table-->ud_code2
Code 3	hr_userdefine_table-->ud_code3
Code 4	hr_userdefine_table-->ud_code4
Code 5	hr_userdefine_table-->ud_code5
Date 1	hr_userdefine_table-->ud_date1
Date 2	hr_userdefine_table-->ud_date2
Date 3	hr_userdefine_table-->ud_date3
Date 4	hr_userdefine_table-->ud_date4
Date 5	hr_userdefine_table-->ud_date5

info:HR Data Dictionary - Employee Menu



Data Elements

Field	Table--->Data Base Field Name
Flag 1	hr_userdefine_table--->ud_flag1
Flag 2	hr_userdefine_table--->ud_flag2
Flag 3	hr_userdefine_table--->ud_flag3
Flag 4	hr_userdefine_table--->ud_flag4
Flag 5	hr_userdefine_table--->ud_flag5
Text 1	hr_userdefine_table--->ud_text1
Text 2	hr_userdefine_table--->ud_text2
Comments	hr_userdefine_table--->ud_comments

Follow-ups Maintenance

The screenshot shows the 'info:HR - [Follow-ups Menu - Abbot]' window. The left sidebar contains a tree view with 'Follow-ups Maintenance' selected. The main area displays the following data:

Completed?	Effective	Reason	Comments
No	1/31/13	EDUC	Year End Procedures
Yes	2/01/13	PC	Police Check - Required
No	2/01/15	PC	Police Check - Required
No	9/01/15	PC	Drivers license - Annual Renewal
No	9/22/15	PC	Employee Handbook - Complete

Below the table, there is a search form with the following fields:

- Reason: EDUC (selected), EDUCATION FOLLOW UP
- Effective: 1/31/13, Thursday
- Administered By: (empty)
- Completed:
- Comments: Year End Procedures

Buttons at the bottom: Mark All Comp., Mass Delete

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_follow_up--->ef_empnbr
Reason	hr_follow_up--->ef_freas
Effective	hr_follow_up--->ef_fdate
Administered By	hr_follow_up--->ef_adminby
Completed Indicator	hr_follow_up--->ef_completed
Comments	hr_follow_up--->ef_comments

Health & Safety
Incident Reporting

The screenshot shows the 'info:HR - [Incident Data - Abbot]' application window. The menu on the left includes options like 'Employee', 'Find Candidate', 'Basic Information', 'Attendance/Entitlements', 'Education/Skills', 'Follow-ups', 'Health & Safety', 'Incident Reporting', 'Injury', 'Injury WSIB Form 7', 'Injury WSIB Form 9', 'Hoot Causes', 'Corrective Actions', 'Claim/Medical Information', 'Contacts', 'WSIB Lost Statements', 'Company Associated Costs', 'Incident Documents', 'Counseling', 'Comments', 'Leaves and Terminations', 'Position', 'Reports', 'Mass Updates', 'Setup', 'Import/Export', 'Payweb', and 'HRSolt'. The main area displays details for Employee # 221026, Abbott, John. A table lists incidents, with incident 76 selected. Below the table is a form for incident 76, including fields for Date of Incident (4/25/13), Date Notified (4/25/13), Time of Incident, Time Notified, Shift Code, Type (ASLT Assault), Classification, Reported To (1050 Armstrong, Rh), Supervisor, Health Care Provided, and Provided By. There are also checkboxes for 'Generate Form 7 for this Incident' and 'Reoccurrence', and a 'Comments' text area.

Incident	Incident Date	Time	Type	Class	Shift	Notified On	Time Notified	Reported By	Supr
76	4/25/13		ASLT			4/25/13		1050	
27	5/16/02	17:30	OVEX			1/10/06	18:00	221026	Z
14	9/01/96	10:00	OVEX	GOVT		9/01/96	11:00		
13	8/01/96	10:00	OVEX	GOVT	1	8/01/96	12:00		
12	7/11/96	13:42	OVEX	GOVT	A	7/11/96	15:46	221026	
11	7/11/96	00:00	OVEX	GOVT	1	4/29/93			
10	6/01/96	12:00	OVEX	FATA		6/01/96	14:00	1050	

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_occ_health_safety--->ec_empnbr
Incident Number	hr_occ_health_safety--->ec_case
Date of Incident	hr_occ_health_safety--->ec_occdte
Time of Incident	hr_occ_health_safety--->ec_occtm
Shift Code	hr_occ_health_safety--->ec_shift
Type	hr_occ_health_safety--->ec_type
Classification	hr_occ_health_safety--->ec_class
Reported To	hr_occ_health_safety--->ec_empnot
Supervisor	hr_occ_health_safety--->ec_supervisor
Health Care Provided	hr_occ_health_safety--->ec_faprovided
Provided By	hr_occ_health_safety--->ec_providedby
Date Notified	hr_occ_health_safety--->ec_datenot
Time Notified	hr_occ_health_safety--->ec_timenot

info:HR Data Dictionary - Employee Menu

The screenshot shows the 'info:HR - [Incident Data - Abbot]' application window. The menu on the left includes options like 'Employee', 'Find Candidate', 'Basic Information', 'Incident Reporting', and 'Position'. The main area displays 'Employee # 221026 Abbott, John' and a table of incidents. The selected incident (76) is detailed in the form below.

Incident	Incident Date	Time	Type	Class	Shift	Notified On	Time Notified	Reported By	Supc
76	4/25/13		ASLT			4/25/13		1050	
76	4/25/13		ASLT			4/25/13		1050	
27	5/16/02	17:30	OVEK			1/10/06	18:00		
14	9/01/96	10:00	OVEK	GOVT		9/01/96	11:00	221026	Z
13	8/01/96	10:00	OVEK	GOVT	1	8/01/96	12:00		
12	7/11/96	13:42	OVEK	GOVT	A	7/11/96	15:48	221026	
11	7/11/96	00:00	OVEK	GOVT	1	4/29/93			
10	6/01/96	12:00	OVEK	FATA		6/01/96	14:00		

The detailed form for Incident 76 includes the following fields:

- Incident Number: 76
- Date of Incident: 4/25/13
- Date Notified: 4/25/13
- Time of Incident: []
- Time Notified: []
- Shift Code: []
- Type: ASLT (Assault)
- Classification: []
- Reported To: 1050 Armstrong, Bob
- Supervisor: []
- Health Care Provided: []
- Provided By: []
- Policy/Procedure Followed: []
- Hazard Rating: []
- Overtime Work: []
- Modified Duties Required: []
- Work Type:
 - Regular Schedule Work Shift: []
 - Training: []
 - Temporary Transfer: []
- Last Day Worked: []
- Return Date: []
- Return to Regular Work: []
- Return to Suitable Work: []
- Positions: []
- Start Date: []
- Generate Form 7 for this Incident:
- Reoccurrence:
- Comments: []
- Demographics: []
- Updated By: []
- Updated Date: []

Data Elements

Policy/Procedure Followed	hr_occ_health_safety--->ec_policy_flag
Hazard Rating	hr_occ_health_safety--->ec_hazard
Overtime Work	hr_occ_health_safety--->ec_otwork
Modified Duties Required	hr_occ_health_safety--->ec_modduties
Regular Schedule Work Shift	hr_occ_health_safety--->ec_wt_reg
Training	hr_occ_health_safety--->ec_wt_train
Temporary Transfer	hr_occ_health_safety--->ec_wt_tmprtn
Last Day Worked	hr_occ_health_safety--->ec_lday
Return Date	hr_occ_health_safety--->ec_return
Return to Regular Work	hr_occ_health_safety--->ec_return_reg
Return to Suitable Work	hr_occ_health_safety--->ec_return_suitable
Positions	hr_occ_health_safety--->ec_jbcode
Start Date	hr_occ_health_safety--->ec_occdte
Generate Form 7 for this Incident	hr_occ_health_safety--->ec_form7
Reoccurrence	hr_occ_health_safety--->ec_reoccurrence
Reoccurrence Claim Number	hr_occ_health_safety--->ec_reoccur_claim_num
Reoccurrence Date	hr_occ_health_safety--->ec_reoccur_date
Comments	hr_occ_health_safety--->ec_comments_inc

Incident Reporting (Demographic button)

The screenshot shows a 'Demographics' window for Employee# 221026, Abbott, John. The window title is 'Demographics'. Below the title bar, there is a header area with 'Employee# 221026' and 'Abbott, John'. The main content area is titled 'During the date/time of the incident, the employee worked in the following areas:'. It contains several fields, each with a magnifying glass icon and a dropdown menu:

- Department: FINADMN (FINANCE & ADMIN)
- Division: 6000 (Toronto Head Office)
- Location: MISS (MISSISSAUGA)
- Union: NON (NON-UNION)
- Employment Status: PERM (Permanent)
- Category: FT (Full Time)
- Region: ON (ONTARIO)
- Section: COF (COFFEE)
- Administered By: (empty)
- Country of Employment: U.S.A. (dropdown menu)
- Positions: President

At the bottom left of the window is a 'Close' button.

Data Elements

Field	Table--->Data Base Field Name
Department	hr_occ_health_safety--->ec_deptno
Division	hr_occ_health_safety--->ec_div
Location	hr_occ_health_safety--->ec_loc
Union	hr_occ_health_safety--->ec_org
Employment Status	hr_occ_health_safety--->ec_emp
Category	hr_occ_health_safety--->ec_pt
Region	hr_occ_health_safety--->ec_region
Section	hr_occ_health_safety--->ec_section
Administered By	hr_occ_health_safety--->ec_adminby
Country of Employment	hr_occ_health_safety--->ec_workcountry
Positions	hr_occ_health_safety--->ec_jobdesc

info:HR Data Dictionary - Employee Menu

Injury

The screenshot shows the 'info:HR - [Injury - Abbot]' application window. The left-hand navigation pane lists various HR functions, with 'Injury' selected under the 'Health & Safety' category. The main window displays details for Employee # 221026, Abbott, John. A table lists incident records, and a form below allows for editing incident details.

Incident	Incident Date	Primary Injury	#1 Body	#2 Body	Task	Primary Cause	Second. Cause
76	4/25/13						
27	5/16/02	MGAD			re		
14	9/01/96	BRUI	EAR		Operating high decibel equi	INCO	EQUI
13	8/01/96						
12	7/11/96	BRUI	HAND		Turning away from equipme	INCO	
11	7/11/96	BRUI	HAND		WALKING TO TOOLROOM	WETF	
10	6/01/96				GOING TO STOREROOM	WETF	

Below the table, there are input fields for:

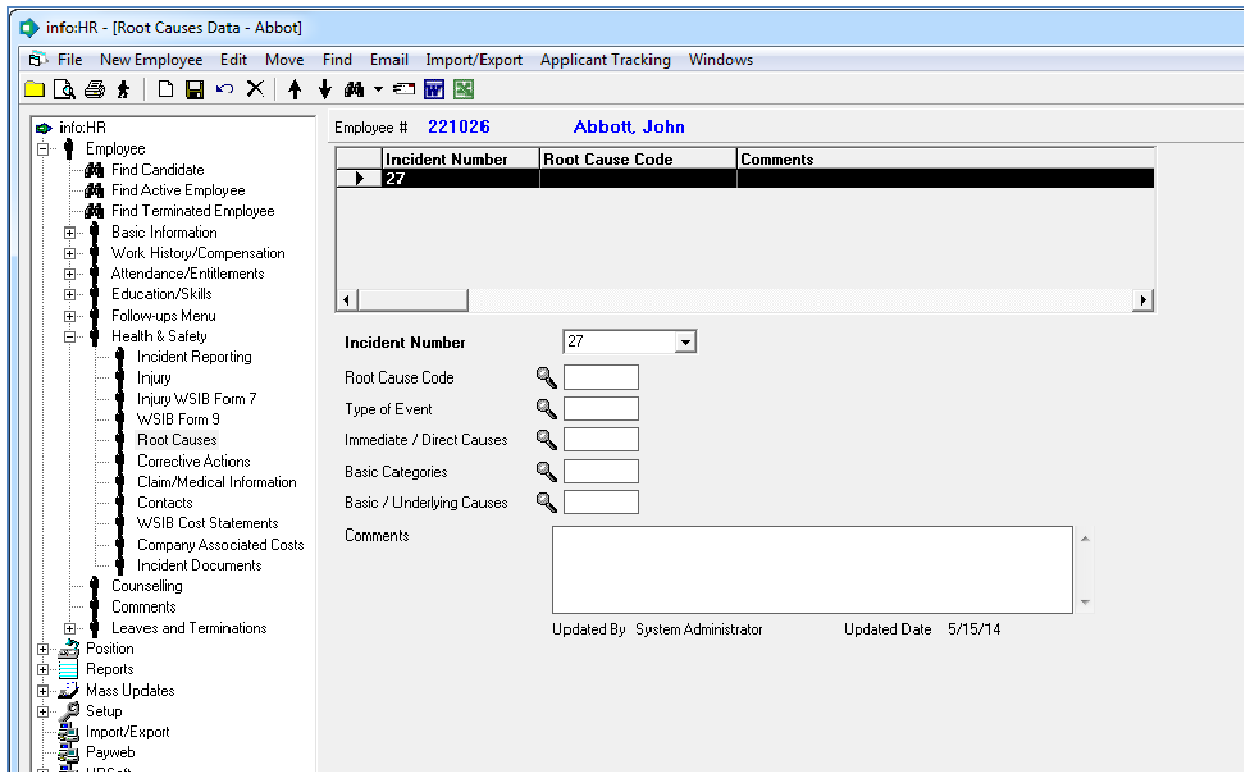
- Injury Disease Other Injured on Line
- Incident Number: 76
- Primary Injury, Facet, Body Site, Task, Primary Cause, Plant Area, Equipment
- Secondary Injury, Secondary Cause, Location (MISS, MISSISSAUGA)
- Comments

 Updated By: System Administrator | Updated Date: 5/16/14

Data Elements

Field	Table--->Data Base Field Name
Incident Number	hr_occ_health_safety--->ec_case
Injury/Disease/Other	hr_occ_health_safety--->ec_sinj
Injured on Line	hr_occ_health_safety--->ec_injured_online
Primary Injury	hr_occ_health_safety--->ec_code
Facet	hr_occ_health_safety--->ec_pfact
Body Site	hr_occ_health_safety--->ec_pbody
Task	hr_occ_health_safety--->ec_task
Primary Cause	hr_occ_health_safety--->ec_causecd
Plant Area	hr_occ_health_safety--->ec_area
Equipment	hr_occ_health_safety--->ec equip
Secondary Injury	hr_occ_health_safety--->ec_scode
Facet	hr_occ_health_safety--->ec_sfact
Body Site	hr_occ_health_safety--->ec_sbody
Secondary Cause	hr_occ_health_safety--->ec_secondary
Location	hr_occ_health_safety--->ec_loc
Comments	hr_occ_health_safety--->ec_comments

Root Causes



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_ohs_root_causes--->rc_empnbr
Incident Number	hr_ohs_root_causes--->rc_case
Root Cause Code	hr_ohs_root_causes--->rc_code
Type of Event	hr_ohs_root_causes--->rc_event
Immediate / Direct Cause	hr_ohs_root_causes--->rc_immedia
Basic Categories	hr_ohs_root_causes--->rc_basic
Basic / Underlying Causes	hr_ohs_root_causes--->rc_basiccata
Comments	hr_ohs_root_causes--->rc_comments

Corrective Actions

The screenshot shows the 'info:HR - [Corrective Actions Data - Abbot]' window. The menu bar includes File, New Employee, Edit, Move, Find, Email, Import/Export, Applicant Tracking, and Windows. The left-hand navigation tree lists various HR functions, with 'Corrective Actions' selected. The main area displays the employee's information: Employee # 221026, Abbott, John. Below this is a table with columns for 'Corrective Action Date' and 'Incident Number'. The form contains several input fields: 'Corrective Action Date' with a calendar icon, 'Incident Number' with a dropdown arrow, 'Corrective Action Code' with a search icon, 'Assigned To' with a search icon and the text 'Unassigned', 'Target Date' with a calendar icon, 'Completed' with a checkbox, 'Duration' with a search icon, and 'Comments' with a large text area. At the bottom, there are fields for 'Updated By', 'Updated Date', and 'Describe Specific Action'.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_ohs_corrective--->cr_empnbr
Corrective Action Date	hr_ohs_corrective--->cr_tdate
Incident Number	hr_ohs_corrective--->cr_case
Corrective Action Code	hr_ohs_corrective--->cr_code
Assigned To	hr_ohs_corrective--->cr_assigned
Target Date	hr_ohs_corrective--->cr_targetdate
Completed	hr_ohs_corrective--->cr_completed
Completed Date	hr_ohs_corrective--->cr_complete_date
Duration	hr_ohs_corrective--->cr_duration
Comments	hr_ohs_corrective--->cr_comments
Describe Specific Action	hr_ohs_corrective--->cr_desccorr

Claim/Medical Information

The screenshot shows the 'info:HR - [Claim / Medical Information - Abbot]' window. The menu bar includes File, New Employee, Edit, Move, Find, Email, Import/Export, Applicant Tracking, and Windows. The left sidebar contains a tree view with categories like Employee, Find Candidate, Basic Information, Attendance/Entitlements, Education/Skills, Health & Safety, Incident Reporting, and Position. The main area displays 'Employee # 221026 Abbott, John' and a table of incidents:

Incident	WSIB #	Date Filed	Date Closed	Result	Result Description	Phys. Type
76				PEND		
76				PEND		
27				PEND		
14	3333333333	9/01/96		LTD		DOC
13	12345678910	1/01/96		LTD		DOC
12						
11	999999999	1/01/96		RTW		INTF
10	12345678901	1/01/96	1/01/96			CHP

Below the table are sections for 'CLAIM INFORMATION' and 'MEDICAL INFORMATION'. The 'CLAIM INFORMATION' section includes fields for Claim Number, Filed On, File Closed On, Firm / Account #, and Rate Group. The 'MEDICAL INFORMATION' section includes fields for First Health Care Provider (Type, Name, Phone, Address, Email, Employer Notified, Date Seen) and Third Health Care Provider (Type, Name, Phone, Address, Email). At the bottom, there are buttons for 'Generate Form 7' and 'What is Missing in Form 7?', and a status bar showing 'Updated By: System Administrator' and 'Updated Date: 5/7/11'.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_ohs_claim_medical--->ec_empnbr
Incident Number	hr_ohs_claim_medical--->ec_case
Claim Number	hr_ohs_claim_medical--->ec_wcbnbr
Filed On	hr_ohs_claim_medical--->ec_wcbfdte
File Closed On	hr_ohs_claim_medical--->ec_wcbccte
Result	hr_ohs_claim_medical--->ec_wcbres
Firm / Account #	hr_ohs_claim_medical--->ec_firm_acct_num
Rate Group	hr_ohs_claim_medical--->ec_rategrp
First Health Care Provider Type	hr_ohs_claim_medical--->ec_physcod
First Health Care Provider Name	hr_ohs_claim_medical--->ec_physnm
First Health Care Provider Phone	hr_ohs_claim_medical--->ec_docphone
First Health Care Provider Address	hr_ohs_claim_medical--->ec_physaddr
First Health Care Provider Email	hr_ohs_claim_medical--->ec_email
First Health Care Provider Employee Notified	hr_ohs_claim_medical--->ec_notified
First Health Care Provider Date Seen	hr_ohs_claim_medical--->ec_visit

info:HR Data Dictionary - Employee Menu

The screenshot shows the 'info:HR - [Claim / Medical Information - Abbot]' window. The main area displays a table of incidents for Employee # 221026, Abbott, John. Below the table are sections for 'CLAIM INFORMATION' and 'MEDICAL INFORMATION'.

Incident	WSIB #	Date Filed	Date Closed	Result	Result Description	Phys. Type
76				PEND		
27				PEND		
14	33333333333	9/01/96		LTD		DOC
13	12345678910	1/01/96		LTD		DOC
12						
11	999999999	1/01/96		HIW		INTL
10	12345678901	1/01/96	1/01/96			CHIR
9	999999999	1/01/96				DOC

CLAIM INFORMATION

Incident Number: 76
 Claim Number:
 Filed On:
 File Closed Or: Result: PENDING REVIEW
 Firm / Account #: Rate Group:

MEDICAL INFORMATION

First Health Care Provider

Type: Name:
 Phone: Ext: Address:
 Email: Employer Notified:
 Date Seen:

Second Health Care Provider

Type: Name:
 Phone: Ext: Address:
 Email:

Third Health Care Provider

Type: Name:
 Phone: Ext: Address:
 Email:

Hospital:

Updated By: System Administrator
 Updated Date: 5/7/14

Buttons: Generate Form 7, What is Missing in Form 7?

Data Elements

Field	Table--->Data Base Field Name
Second Health Care Provider Type	hr_ohs_claim_medical--->ec_physcod2
Second Health Care Provider Name	hr_ohs_claim_medical--->ec_physnm2
Second Health Care Provider Phone	hr_ohs_claim_medical--->ec_docphone2
Second Health Care Provider Address	hr_ohs_claim_medical--->ec_physaddr2
Second Health Care Provider Email	hr_ohs_claim_medical--->ec_email
Third Health Care Provider Name	hr_ohs_claim_medical--->ec_physnm3
Third Health Care Provider Phone	hr_ohs_claim_medical--->ec_docphone3
Third Health Care Provider Address	hr_ohs_claim_medical--->ec_physaddr3
Third Health Care Provider Email	hr_ohs_claim_medical--->ec_email
Hospital	hr_ohs_claim_medical--->ec_hosp

Contacts

The screenshot shows the 'info:HR - [Contacts - Abbot]' window. The menu bar includes File, New Employee, Edit, Move, Find, Email, Import/Export, Applicant Tracking, and Windows. The left-hand navigation tree lists various HR functions, with 'Contacts' selected. The main area displays the employee's information: Employee # 221026, Abbott, John. Below this is a table with columns: Incident Number, Contact Type, Contact Date, and Follow Up in. The main form contains several input fields: Incident Number (dropdown), Contact Type (text with search icon), Contact Date (calendar icon), Follow Up Date (calendar icon), Nurse (checkbox), Time Spent (text), Suitable Work Assignment (text area), Restrictions/Capabilities (text area), and Comments (text area). At the bottom, there are fields for Updated By and Updated Date.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_ohs_contact--->ct_empnbr
Incident Number	hr_ohs_contact--->ct_case
Contact Type	hr_ohs_contact--->ct_code
Contact Date	hr_ohs_contact--->ct_cdate
Follow Up Date	hr_ohs_contact--->ct_fidate
Nurse	hr_ohs_contact--->ct_nurse_chk
Time Spent	hr_ohs_contact--->ct_timespent
Suitable Work Assignment	hr_ohs_contact--->ct_comment_suit
Restrictions/Capabilities	hr_ohs_contact--->ct_commit_rest
Comments	hr_ohs_contact--->ct_comments

WSIB Cost Statements

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrohscos--->ct_empnbr
Case Number	hrohscos--->ct_case
Statement Date	hrohscos--->cc_stmtd
From Date	hrohscos--->cc_fdate
To Date	hrohscos--->cc_tdate
Temporary Compensation	hrohscos--->cc_tempc
Pension	hrohscos--->cc_pension
Health Care	hrohscos--->cc_health
Rehabilitation Costs	hrohscos--->cc_rehab
Survivor's Benefits	hrohscos--->cc_survbf
Non-Economical Loss Award	hrohscos--->cc_noneco
Other	hrohscos--->cc_other
Loss of Earning Pension Award	hrohscos--->cc_futeco
Retirement Pension	hrohscos--->cc_retirep
Future Economic Loss Supplement	hrohscos--->cc_futecos
Re-Employment	hrohscos--->cc_reempl
SIEF Percentage	hrohscos--->cc_sieff_pc

info:HR Data Dictionary - Employee Menu

info:HR - [WSIB Cost: Statements - Abbot]

File New Employee Edit Move Find Email Import/Export Applicant Tracking Windows

Employee # **221026** **Abbott, John**

WSIB #	Statement Date	From	To	Temporary \$	Health Care\$	Pension \$
123456789	6/01/96	6/01/95	5/31/96	\$1,000.00	\$0.00	\$0.00

Statement Date: Saturday From Date: Thursday

Temporary Compensation: To Date: Friday

Pension: Health Care:

Rehabilitation Costs: Survivor's Benefits:

Non-Economic Loss Award: Other:

Loss of Earning Pension Award:

Retirement Pension: Future Economic Loss Supplement:

Re-Employment: SIEF Percentage:

Permanent Partial Disability:

Supplement 135 / 2:

Supplement 135 / 4:

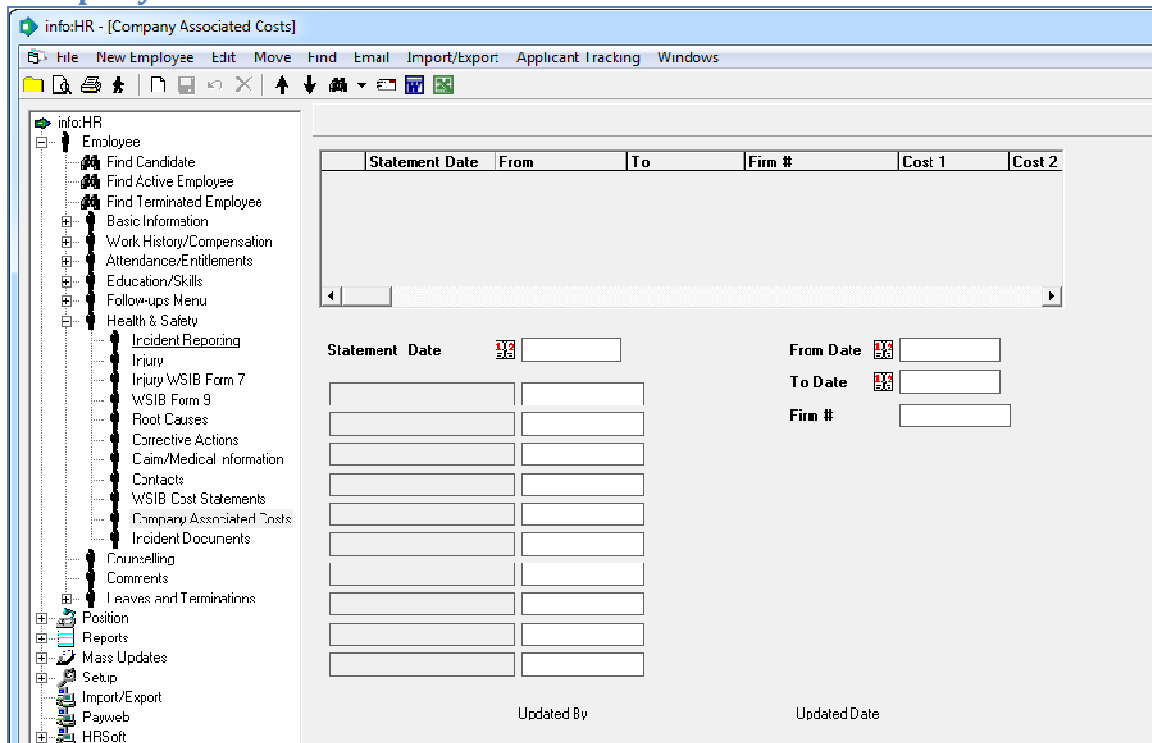
Rate Group: RATE GFOUP 123

Updated By: System Administrator Updated Date: 7/08/09

Data Elements

Field	Table--->Data Base Field Name
Supplement 135 / 2	hrohscos--->cc_ppd1
Supplement 135 / 4	hrohscos--->cc_ppd2
Rate Group	hrohscos--->cc_rategrp

Company Associated Costs



Data Elements

Field	Table--->Data Base Field Name
Statement Date	hr_ohs_company_cost--->ca_stmtdt
From Date	hr_ohs_company_cost--->ca_fdate
To Date	hr_ohs_company_cost--->ca_tdate
Firm #	hr_ohs_company_cost--->ca_firmno
Cost 1	hr_ohs_company_cost--->ca_cost1
Cost 2	hr_ohs_company_cost--->ca_cost2
Cost 3	hr_ohs_company_cost--->ca_cost3
Cost4	hr_ohs_company_cost--->ca_cost4
Cost 5	hr_ohs_company_cost--->ca_cost5
Cost 6	hr_ohs_company_cost--->ca_cost6
Cost 7	hr_ohs_company_cost--->ca_cost7
Cost 8	hr_ohs_company_cost--->ca_cost8
Cost 9	hr_ohs_company_cost--->ca_cost9
Cost 10	hr_ohs_company_cost--->ca_cost10

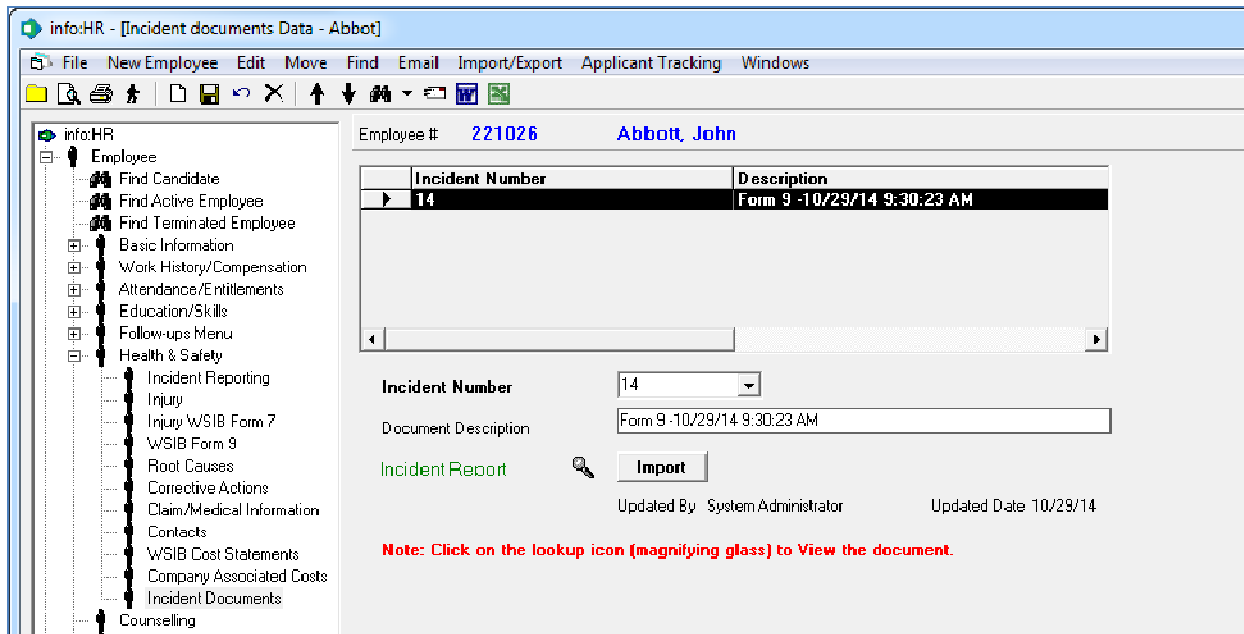
info:HR Data Dictionary - Employee Menu

The screenshot displays the 'info:HR - [Company Associated Costs]' application. The left-hand menu is expanded to show 'Company Associated Costs'. The main window features a table with the following columns: 'Statement Date', 'From', 'To', 'Firm #', 'Cost 1', and 'Cost 2'. Below the table, there are input fields for 'Statement Date', 'From Date', 'To Date', and 'Firm #'. At the bottom, there are labels for 'Updated By' and 'Updated Date'.

Data Elements

Field	Table--->Data Base Field Name
Label 1	hr_ohs_company_cost--->ca_label1
Label 2	hr_ohs_company_cost--->ca_label2
Label 3	hr_ohs_company_cost--->ca_label3
Label 4	hr_ohs_company_cost--->ca_label4
Label 5	hr_ohs_company_cost--->ca_label5
Label 6	hr_ohs_company_cost--->ca_label6
Label 7	hr_ohs_company_cost--->ca_label7
Label 8	hr_ohs_company_cost--->ca_label8
Label 9	hr_ohs_company_cost--->ca_label9
Label 10	hr_ohs_company_cost--->ca_label10

Incident Documents



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hrdoc_health_safety --->de_empnbr
Incident Number	hrdoc_health_safety --->de_case
Document Description	hrdoc_health_safety --->de_docdesc
File Extension	hrdoc_health_safety --->de_fileext
Type of Document	hrdoc_health_safety --->de_type
Document Number	hrdoc_health_safety --->de_docno

Note: You CANNOT extract attached documents from this table. This table is only used to store information about the attached document.

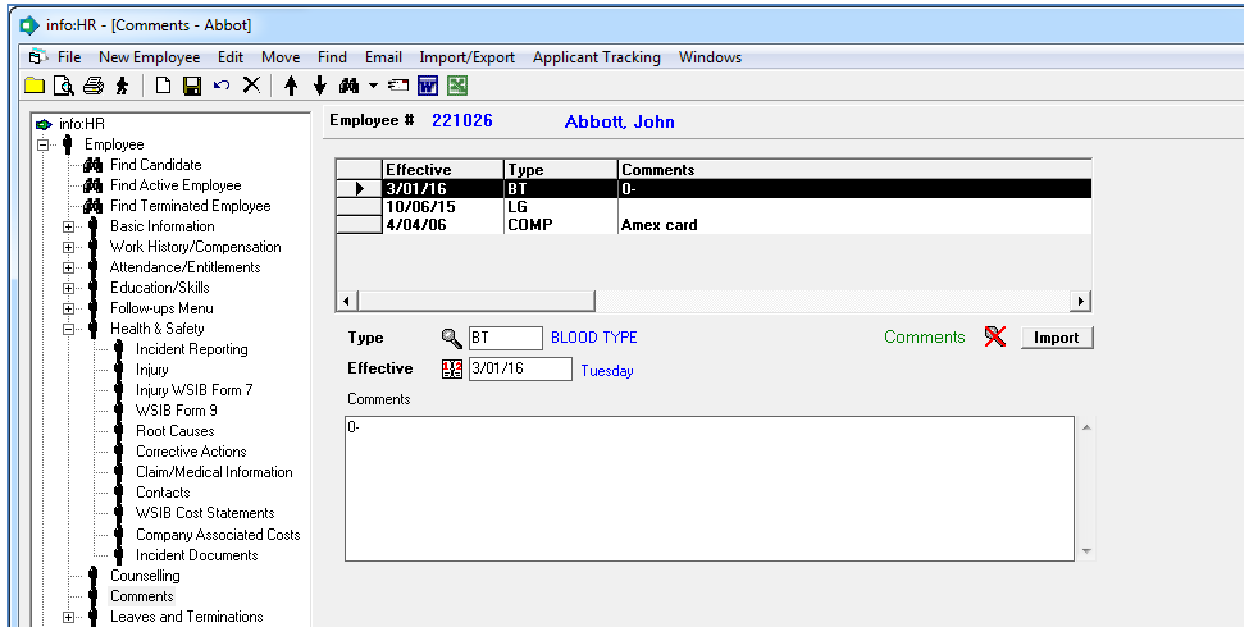
Counselling

The screenshot shows the 'info:HR - [Counselling - Abbott]' application window. The left-hand navigation pane lists various HR functions, with 'Counselling' selected. The main window displays the details for Employee # 221026, Abbott, John. A table shows a counselling incident on 3/02/15 with Type 'W1' and Reason 'CLOT'. Below the table is a form with fields for Type (W1), Counselling Date (3/02/15), Reason (CLOT), Counselling By (1053, Mansglebe, Jayne), Incident Date, Employee Agreed Date, Employee Declined Date, Comments, Employee Response, Level #, and Expiration Date. An 'Import' button is also visible.

Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_counsel--->cl_empnbr
Type	hr_counsel--->cl_type
Counselling Date	hr_counsel--->cl_coudate
Reason	hr_counsel--->cl_reason
Counselling By	hr_counsel--->cl_couby
Incident Date	hr_counsel--->cl_incdte
Employee Agreement Date	hr_counsel--->cl_emp_agreed
Employee Declined Date	hr_counsel--->cl_emp_declined
Comments	hr_counsel--->cl_comments
Employee Response	hr_counsel--->cl_response
Level #	hr_counsel--->cl_level
Expiration Date	hr_counsel--->cl_expdate
Document Key	hr_counsel--->cl_dockey

Comments



Data Elements

Field	Table--->Data Base Field Name
Employee Number	hr_comments--->co_emmpnbr
Type	hr_comments--->co_type
Effective	hr_comments--->co_edate
Comments	hr_comments--->co_comments
Document Key	hr_comments--->co_dockey