

HR3: EmployeeConnect Integration Specifications

New Employees						Existing Employees					
Category	Field Name in EC	Field Name in HR3	Push	Pull	Limitations	Category	Field Name in EC	Field Name in HR3	Push	Pull	Limitations
Personal	Person ID	Employee Code			New employees are created within HR3 as pending employees via Onboard transaction.	Personal	Person ID		N/A	N/A	
	First Name	FirstName					First Name	FirstName			
	Last Name	LastName					Last Name	LastName			
	Title						Title				
	DOB	Birthdate					DOB	Birthdate			
	Gender	Sex					Gender	Sex			
	Address Line 1	AddressStreet1					Address Line 1	AddressStreet1			
	Address Line 2	AddressStreet1					Address Line 2	AddressStreet1			
	Suburb	Suburb					Suburb	Suburb			
	State						State				Derived from postcode.
	Postcode	Postcode					Postcode	Postcode			
	Country						Country				Derived from postcode.
	Personal Email Address	email_other					Personal Email Address	email_other			
	Work Email Address						Work Email Address				
Work Phone				WorkPhone							
Work Mobile				WorkMobile							
Personal Phone	phone_ah			Personal Phone	phone_ah						
Personal Mobile	phone_mobile			Personal Mobile	phone_mobile						
Employment	Company ID				Company ID						
	Work Type				Work Type						
	Hire Date				Hire Date		N/A				
	Pay Frequency				Pay Frequency						
	Work Hours				Work Hours						
	Work Period				Work Period						
	Termination Date		N/A	N/A	Termination Date						
Pay	Annual Salary				Annual Salary						
	Hourly Rate				Hourly Rate						
	TFN				TFN						
	Tax Declarations			N/A	Tax Declarations						
	Superannuation Details				Superannuation Details						
Payslips		N/A	N/A	Payslips		N/A		File format = HR3 Payslip PDF.			
Banking	Number of Bank Accounts Supported				Number of Bank Accounts Supported				HR3 supports one bank account via integration.		
	Allocation Type / Account Split				Allocation Type / Account Split						
	BSB				BSB						
	Account Name				Account Name						
	Account Number				Account Number						
Reference				Reference							
Leave	Leave Balances		N/A	N/A	Leave Balances		N/A				
	Leave Requests		N/A	N/A	Leave Requests			N/A			
	Leave Reversals		N/A	N/A	Leave Reversals						
Timesheets	Pay Rate		N/A	N/A	Pay Rate						
	Allowances		N/A	N/A	Allowances						
	Job Cost Code		N/A	N/A	Job Cost Code						
Expenses	Expense Claims		N/A	N/A	Expense Claims			N/A			

Legend		
N/A	Yes	No