Xero: EmployeeConnect Integration Specifications

New Employees

Category	Field Name in EC	Field Name in Xero	Push	Pull	Limitations
Technical	Integration type		N/A	N/A	Web-Based API that can be established via integration menu in EC.
Technical	Automation		N/A	N/A	Integration can be automated by an EC developer or run manually via integration menu in EC.
Personal	Person ID	N/A	N/A	N/A	EC Syncs with Xero internal ID. Xero does not support unique identifiers.
Personal	First Name		Yes	Yes	
Personal	Last Name		Yes	Yes	
Personal	Title		Yes	Yes	
Personal	DOB		Yes	Yes	
Personal	Gender		Yes	Yes	List values maintained in Xero.
Personal	Street 1	Address	Yes	Yes	
Personal	Street 2	Address Line 2	Yes	Yes	
Personal	Suburb		Yes	Yes	
Personal	State		Yes	Yes	
Personal	Postcode		Yes	Yes	
Personal	Country		Yes	Yes	
Personal	Personal Email Address	Email	Yes	Yes	
Personal	Work Email Address		No	No	
Personal	Work Phone		No	No	
Personal	Work Mobile		No	No	
Personal	Personal Phone	Phone Number	Yes	Yes	
Personal	Personal Mobile	Mobile Number	Yes	Yes	
Employment	Company ID				
Employment	Work Type	Employment Basis	Yes	Yes	List values maintained in Xero. Only synced with Primary Agreement.
Employment	Hire Date	Start Date	Yes	Yes	
Employment	Pay Frequency	Payroll Calendar	No	Yes	List values maintained in Xero. Only synced with Primary Agreement.
Employment	Work Hours		No	Yes	Only synced with Primary Agreement.
Employment	Work Period		No	Yes	
Employment	Termination Date		No	Yes	
Pay	Annual Salary/Hourly Rate	Annual Salary/Rate	Yes	Yes	Either annual salary or hourly rate will be pulled from Xero (from earning rate > ordinary hours). Only Annual Salary is pushed NOT Hourly Rate.
Pay	TFN		Yes	No	Xero API limitation. Xero only sends last 3 digits of TaxFileNumbers.
Pay	Tax Declarations		Yes	N/A	
Pay	Superannuation Details		No		
Pay	Payslips		N/A	Yes	File format = EC HTML.
Banking	Number of Bank Accounts Supported				Xero supports 4 bank accounts maximum.
Banking	Allocation Type / Account Split		Yes		Xero supports dollar amounts and remaining balance. Account with remaining balance in Xero assigned to primary account in EC.
Banking	BSB		Yes		
Banking	Account Name		Yes		
Banking	Account Number		Yes		
Banking	Reference	Bank Statement Text	Yes	Yes	
Leave	Leave Balances		N/A		
Leave	Leave Requests		N/A	N/A	
Leave	Leave Reversals		N/A	N/A	
Timesheets			N/A	N/A	
Timesheets	PayRate	Earnings Rate	N/A	N/A	
Timesheets	Allowances	Eaernings Rate	N/A	N/A	
Timesheets	Job Cost Code	Tracking Category	N/A	N/A	
Expenses	Expense Claims		No	No	

Existing Employees

Category	Field Name in EC	Field Name in Xero	Push	Pull	Limitations
Technical	Integration type		N/A	N/A	Web-Based API that can be established via integration menu in EC.
Technical	Automation		N/A	N/A	Integration can be automated by an EC developer or run manually via integration menu in EC.
Personal	Person ID	N/A	N/A	N/A	EC Syncs with Xero internal ID. Xero does not support unique identifiers.
Personal	First Name		Yes	Yes	
Personal	Last Name		Yes	Yes	
Personal	Title		Yes	Yes	
Personal	DOB		Yes	Yes	
Personal	Gender		Yes	Yes	List values maintained in Xero.
Personal	Street 1	Address	Yes	Yes	
Personal	Street 2	Address Line 2	Yes	Yes	
Personal	Suburb		Yes	Yes	
Personal	State		Yes	Yes	
Personal	Postcode		Yes	Yes	
Personal	Country		Yes	Yes	
Personal	Personal Email Address	Email	Yes	Yes	
Personal	Work Email Address		No	No	
Personal	Work Phone		No	No	
Personal	Work Mobile		No	No	
Personal	Personal Phone	Phone Number	Yes	Yes	
Personal	Personal Mobile	Mobile Number	Yes	Yes	
Employment	Company ID				
Employment	Work Type	Employment Basis	No	Yes	List values maintained in Xero. Only synced with Primary Agreement.
Employment	Hire Date	Start Date	Yes	Yes	
Employment	Pay Frequency	Payroll Calendar	No	Yes	List values maintained in Xero. Only synced with Primary Agreement.
Employment	Work Hours		No	Yes	Only synced with Primary Agreement.
Employment	Work Period		No	Yes	
Employment	Termination Date		No		
Pay	Annual Salary/Hourly Rate	Annual Salary/Rate	No	Yes	Either annual salary or hourly rate will be pulled from Xero (from earning rate > ordinary hours).
Pay	TFN		No	No	
Pay	Tax Declarations			N/A	
Pay	Superannuation Details				
Pay	Payslips		N/A	Yes	File format = EC HTML.
Banking	Number of Bank Accounts Supported		Yes		Xero supports 4 bank accounts maximum.
Banking	Allocation Type / Account Split		Yes		Xero supports dollar amounts and remaining balance. Account with remaining balance in Xero assigned to primary account in EC.
Banking	BSB		Yes		
Banking	Account Name		Yes		
Banking	Account Number		Yes		
Banking	Reference	Statement Text	Yes	Yes	
Leave	Leave Balances		N/A		
Leave	Leave Requests			N/A	
Leave	Leave Reversals		N/A	N/A	
Timesheets			Yes	N/A	Timesheet sync between EC and Xero dependent Xero configuration. Job Cost Code must be configured on EC timesheets to mirror Xero configuration.
Timesheets	PayRate	Earnings Rate	Yes	N/A	List values maintained in Xero.
Timesheets	Allowances	Eaernings Rate	Yes	N/A	List values maintained in Xero.
Timesheets	Job Cost Code	Tracking Category	Yes	N/A	List values maintained in Xero.
Expenses	Expense Claims		No	No	