

Oracle Fusion Cloud HCM

Security Reference for HCM

23D



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1 Introduction

Overview of Security Reference

If you are an IT Security Manager, this guide is for you. Use the reference information for implementing security for an offering in Oracle Applications Cloud. Depending on the needs of your enterprise, determine what works best for your offering, and make the required configuration changes.

Broadly, the reference information includes these details:

- Abstract and job roles for an offering
- Duty roles and the role hierarchy for each job role and abstract role
- Privileges that are required to perform duties defined by a duty role
- Data security policies for each job role or abstract role
- Policies that protect personally identifiable information

To know more about the roles, privileges, and policies and to learn how to implement and administer security for your offering, refer to your product security guide.

How to Use This Guide

You can review the information in this guide to decide how to assign roles and privileges to specific users. For each role, you will find these details:

- The role hierarchy that lists the other inherited roles
- A list of duties assigned to that role
- Privileges granted to that role
- Data security policies and their implementation scope

Note: The changes you make to the security reference implementation are preserved during upgrades or maintenance patches.

Human Capital Management Offerings

This guide describes the security reference implementation for the following offerings:

- Compensation Management
- Recruiting and Candidate Experience
- Workforce Deployment
- Workforce Development

In addition, a set of common roles is required to setup and administer an offering. For information about these roles, see the *Oracle Applications Cloud Security Reference for Common Features*.

Advisory Note on Subscription Impact

Assigning predefined roles and privileges as is to users may impact subscription usage, even if you haven't purchased the subscription. Privileges that are assigned but remain unused can still account for subscription consumption.

Before you assign predefined roles with privileges, evaluate the business needs of your users. Do your users need the entire role and all its privileges in full scope? Or, do they need the role but only a few of its privileges? Evaluating what your users need will help you avoid potential security risks and also keep a check on the subscription consumption.

If you want users to have the predefined role in full scope and have purchased all the impacted cloud services, you can assign the role with privileges as is. For example, only while setting up an application, you may need to assign the predefined Application Implementation Consultant role as is. Once the setup is complete, you can unassign it. Otherwise, Oracle recommends that you make a copy of that predefined role, remove the privileges you don't need, and assign only the required privileges. For a list of all predefined roles with privileges that impact subscription usage, see the spreadsheet *Predefined Roles with Subscription Impact*. To give you an example, here's an indicative list of the top three roles that impact subscription usage:

- Employee (ORA_PER_EMPLOYEE_ABSTRACT)
- Application Implementation Consultant (ORA_ASM_APPLICATION_IMPLEMENTATION_CONSULTANT_JOB)
- Contingent Worker (ORA_PER_CONTINGENT_WORKER_ABSTRACT)

Related Topics

- [Guidance for Assigning Predefined Roles](#)

2 What's New

Overview

This release of the offering includes new job roles, abstract roles, duties, aggregate privileges, or privileges.

New Aggregate Privileges

This table lists the new aggregate privileges for the Workforce Deployment offering.

| Aggregate Privilege | Description |
|---|---|
| Access HCM Celebrate Social Feed | Allows accessing the celebrate social feed, viewing recognitions and awards. |
| Load All Business Objects using HCM Data Loader | Allows load of all unrestricted HCM business objects. |
| Load All Data Sets using Data Load Data Sets REST Service | Allows the user to load all data sets using the Data Load Data Sets REST service.. |
| Load Data using HCM Data Loader | Allows load of HCM business object data. |
| Manage All Digital Learning | Allows the user to view and manage all digital learning. |
| Manage All Learning Organizations | Allows the user to view and manage all learning organizations. |
| Manage Benefit Participant Enrollment Result by Administrator | Allows administrators to access benefits pages where enrollment results can be managed. |
| Manage Benefit Participant Enrollment Result by Worker | Allows workers to access benefits pages where they can manage their own enrollment results. |
| Manage Benefit Person Potential Life Event | Allows management of life events for a person. |
| Manage Costing of Location | Allows user to manage location costing. |
| Manage Costing of Position in Employment Processes | Allows user to manage costing at position level within employment processes. |

| Aggregate Privilege | Description |
|--|--|
| Manage Employee Payroll in Employment Processes | Allows user to manage employee's payroll within employment processes. |
| Manage HCM Data Loader Business Object Access | Allows access to HCM data loader business objects to be controlled. |
| Manage Learning Organizations | Allows the user to view open learning organizations, or view and manage private ones they are named managers of. |
| Manage Person Beneficiary Organizations | Allows management of person benefit organizations. |
| Manage Person Benefit Relationship | Allows management of person benefit relationships. |
| Self Report a Life Event | Allows employees to report life events for themselves. |
| Submit Absence Bid | Allows workers to submit absence bids. |
| Submit Absence Bid by Manager | Allows managers to submit absence bids. |
| Use REST Service - Data Load Data Sets | Allows the user to load their own data sets and data sets for templates that have been granted to their roles with view all data sets access using the Data Load Data Sets REST Service. |
| Use REST Service - Eligibility Object Results for Wellness | Allows users to call all methods associated with the eligibility object results REST service for eligibility results with an eligibility object type of EHW. |
| Use REST Service - Eligibility Object Results for Wellness Read Only | Allows users to call the GET method associated with the eligibility object results REST service for eligibility results with an eligibility object type of EHW. |
| Use REST Service - Payroll Rate Definition List of Values | Allows users to call the GET method associated with the payroll rate definition list of values REST Service. |
| Use REST Service - Representatives Read Only | Allows the user to call the GET method associated with the Representatives REST Service. |
| View Benefit Participant Enrollment Result by Administrator | Allows administrators to access benefits pages where enrollment results can be viewed. |
| View Benefit Participant Enrollment Result by Worker | Allows workers to access benefits pages where they can view their own enrollment results. |
| View Benefit Person Potential Life Event | Allows viewing of potential life events for a person. |
| View Costing of Location | Allows user to view location costing. |

| Aggregate Privilege | Description |
|--|--|
| View Costing of Position in Employment Processes | Allows user to view costing at position level within employment processes. |
| View Employee Payroll in Employment Processes | Allows user to view employee's payroll within employment processes. |
| View Person Beneficiary Organizations | Allows viewing of person benefit organizations. |
| View Person Benefit Relationship | Allows viewing of person benefit relationships. |
| View Workforce Schedule by Line Manager | Allows line managers to view workforce schedules for the people in their management hierarchy. |
| View Workforce Schedule by Worker | Allows workers to view their own workforce schedules. |

New Privileges

This table lists the new privileges for the Workforce Deployment offering.

| Granted Role | Privilege | Description |
|---|--|--|
| Benefits Enrollment Maintenance | View Benefits Self Service Configuration | Allows viewing of self service configurations. |
| Benefits Management Implementer | View Benefits Self Service Configuration | Allows viewing of self service configurations. |
| Benefits Self Service Setup | View Benefits Self Service Configuration | Allows viewing of self service configurations. |
| Employee Enrollment | View Benefits Self Service Configuration | Allows viewing of self service configurations. |
| Human Capital Management Integration Specialist | Delete HCM Data Loader Data Set Using REST Service | Allows the user to delete staging table data for the data sets the user created, using the Data Loader Data Sets REST service. |
| Human Capital Management Integration Specialist | Delete HCM Spreadsheet Data Loader Data Set Using REST Service | Allows the user to delete HCM Spreadsheet Data Loader staging table data for the data sets the user created, using the Data Loader Data Sets REST service. |
| Human Resource Analyst | View Work Pattern Templates | Allows users to view work pattern templates and assignment rules. |
| Human Resource Specialist | Manage Work Pattern Templates | Allows users to manage work pattern templates and assignment rules. |

| Granted Role | Privilege | Description |
|---|---|---|
| | | |
| Job Application Identity for Recruiting | Manage HCM Lists | Allows the user to manage HCM lists. |
| Learning Specialist | Access Bulk Skills Advisor for Learning | Allows the user to access bulk skills advisor for learning. |
| Learning Specialist | Create Learning Organizations | Allows the user to create learning organizations. |
| Manage External Candidate Sensitive Information | Manage External Candidate Sensitive Information | Allows to manage the job application external candidate sensitive information. This includes national identifier and date of birth. |
| Recruiter | View Similar Candidates | Allows the user to view application-generated list of candidates that are similar to an existing candidate. |
| Use REST Service - Worker Bank Accounts | View Bank and Bank Branches Through REST API | Allows access to bank and bank branches list of values REST APIs. |
| Use REST Service - Worker Bank Accounts Read Only | View Bank and Bank Branches Through REST API | Allows access to bank and bank branches list of values REST APIs. |

3 Roles

Benefits Administrator (Job Role)

Manages administration of benefits business objects and batch processes.

Role Hierarchy

The Benefits Administrator job role directly and indirectly inherits these roles.

- Benefits Administrator
 - Absence Implementation
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Benefits Elections
 - Use REST Service - Person Benefit Balances
 - Benefits Enrollment Maintenance
 - Manage Benefit Participant Enrollment Result by Administrator
 - Manage Benefit Person Potential Life Event
 - Manage Benefits Additional Person Info
 - Manage Person Beneficiary Organizations
 - Manage Person Benefit Relationship
 - Manage Person Documentation
 - Use REST Service - Benefit Person Information
 - View Benefit Participant Enrollment Result by Administrator
 - View Benefit Person Potential Life Event
 - View Benefits Additional Person Info
 - View Person Beneficiary Organizations
 - View Person Benefit Relationship
 - View Person Documentation
 - Benefits Management Implementer
 - Benefits Elections
 - Use REST Service - Person Benefit Balances
 - Benefits Setup
 - HCM Extract Definition
 - Payroll Common HCM Implementation
 - Employee Bank Account Management
 - Manage Fast Formula
 - Manage HCM Rates
 - Manage Payroll Element Entry
 - Manage Value Defined by Criteria
 - Submit a Payroll Flow
 - Submit a Payroll Process or Report
 - Use REST Service - Person Benefit Balances
 - Use REST Service - Person Benefit Groups
 - Benefits Process and Report Administration
 - Benefits Self Service Setup

- Benefits Setup
- Change Person Marital Status
- HCM Extract Definition
- Manage Contact Person PII
- Manage Fast Formula
- Manage Payroll Element Entry
- Manage People to Cover
- Manage Person Documentation
- Manage Work Relationship
- Person Configuration
 - Manage Journey
 - Use REST Service - Journey Categories List of Values
- Person Management
 - Use REST Service - Worker Searches V2
 - View Person Address Data Only
 - View Person National Identifier
- Submit a Payroll Flow
- Use REST Service - Benefit Relations List of Values
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - HR Document Types List of Values
- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - Worker Assignments List of Values
- View Compensation Details for Worker
- View Employment Information Summary
- View Payroll Element Entry
- View Payroll Retirement Plans
- View People to Cover
- View Positions
- View Salary Data Only

Duties

This table lists the duties assigned directly and indirectly to the Benefits Administrator job role.

| Duty Role | Description |
|------------------------|--|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. |

| Duty Role | Description |
|---|--|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Benefits Elections | Manages benefits elections. |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. |
| Benefits Process and Report Administration | Manages benefits processes and reports. |
| Benefits Self Service Setup | Manages benefits self service setup. |
| Benefits Setup | Manages benefits setup. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| FSCM Load Interface Administration | Manages load interface file for import |
| HCM Extract Definition | Grants access to the extract definition duty. |
| Manage Contact Person PII | Manages a contact person's PII data. |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. |
| Person Configuration | Manages person types, name formats, checklists, and document types. |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. |
| View Person Address Data Only | Grants access to persons to view address data. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Benefits Administrator job role.

| Aggregate Privilege | Description |
|---|---|
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Change Person Marital Status | Grants access to a person to manage their own marital status and related data. |
| Manage Benefit Participant Enrollment Result by Administrator | Allows administrators to access benefits pages where enrollment results can be managed. |
| Manage Benefit Person Potential Life Event | Allows management of life events for a person. |
| Manage Benefits Additional Person Info | Allows management of benefits person information. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage HCM Rates | Manages derived rates and values defined by criteria. |
| Manage Journey | Allows the user to manage the journeys to which they have been granted access. |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage People to Cover | Allows management of a person's people to cover. |
| Manage Person Beneficiary Organizations | Allows management of person benefit organizations. |
| Manage Person Benefit Relationship | Allows management of person benefit relationships. |
| Manage Person Documentation | Manages documents. |
| Manage Value Defined by Criteria | Manages values defined by criteria. |
| Manage Work Relationship | Updates work relationships. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Use REST Service - Benefit Person Information | Allows users to call all methods associated with the benefit person information REST service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Benefit Relations List of Values | Allows users to call the GET method associated with the benefit relations list of values REST service. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Journey Categories List of Values | Allows the user to call the GET method associated with the Journey Categories List of Values REST Service. |
| Use REST Service - Person Benefit Balances | Allows users to call all methods associated with the person benefit balances REST service. |
| Use REST Service - Person Benefit Groups | Allows users to call all methods associated with the person benefit groups REST service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |
| View Benefit Participant Enrollment Result by Administrator | Allows administrators to access benefits pages where enrollment results can be viewed. |
| View Benefit Person Potential Life Event | Allows viewing of potential life events for a person. |
| View Benefits Additional Person Info | Allows viewing of benefits person information. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |
| View Payroll Element Entry | Views the allocation and data entry of earnings and deduction elements to a person. |
| View Payroll Retirement Plans | Allows users to view employees retirement and pension plans. |
| View People to Cover | Allows viewing of a person's people to cover. |
| View Person Beneficiary Organizations | Allows viewing of person benefit organizations. |

| Aggregate Privilege | Description |
|----------------------------------|--|
| View Person Benefit Relationship | Allows viewing of person benefit relationships. |
| View Person Documentation | Allows viewing of document records. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Positions | Views positions in the user's position security profile. |
| View Salary Data Only | Views salary data embedded or used in non-compensation product pages or processes. |

Privileges

This table lists privileges granted to duties of the Benefits Administrator job role.

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Define Absence Plans |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Absence Entitlement Band |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Eligibility Profile |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Participant Enrollment Certification |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Life Event Reason |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Person Eligibility Derived Factor |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Run Participation Process Absence |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |

| Granted Role | Granted Role Description | Privilege |
|------------------------|--|--|
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Access HCM Common Components |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Archive US End-of-Year ACA Information |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Benefits Administrator Access |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Compare All Benefit Plans |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Compare Benefit Plans |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Enable worker searches using effective dates |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Extract Work Structure Model Details |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Extract Work Structure Report Details |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Extract Worker Model Details |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Extract Worker Report Details |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Application Common Lookup |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Application Descriptive Flexfield |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Application Extensible Flexfield |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Application Flexfield Value Set |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Beneficiary Organization Details |

| Granted Role | Granted Role Description | Privilege |
|------------------------|--|--|
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Extracts Work Area |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Person Work Area |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Wellness Program |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Wellness Tracking Service |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Manage Workforce Structures Work Area |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | New Person Work Area |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Run HCM Extract |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Run HCM Extract Write Process |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Run HCM Extracts Report |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Run US 1094-C Transmittal Electronic Report |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Run US 1095-C Employee Report |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Run US ACA Eligibility Process |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Run US Benefits Reports |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Upload US ACA Rejection File Error Details |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Use REST Service - Benefit Plans Comparison List of Values |
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | Use REST Service - Benefit Plans Comparison Read Only |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Administrator | Manages administration of benefits business objects and batch processes. | View Payroll Flow Based Analytics |
| Benefits Elections | Manages benefits elections. | Access Benefits and Wellness |
| Benefits Elections | Manages benefits elections. | Maintain Designee Eligibility |
| Benefits Elections | Manages benefits elections. | Manage Open enrollment window |
| Benefits Elections | Manages benefits elections. | Manage Person Benefits Balance |
| Benefits Elections | Manages benefits elections. | Run Online Life Events |
| Benefits Elections | Manages benefits elections. | Run Online Open Enrollment |
| Benefits Elections | Manages benefits elections. | Search Benefit Person |
| Benefits Elections | Manages benefits elections. | View Person Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Access Benefits and Wellness |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Close Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Individual Eligibility Exceptions |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Individual Overrides |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Participant Eligibility |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Make Anytime Selections |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Make Employee Selections |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| | | |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Anytime Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Balance |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Carriers |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Contacts |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Earnings |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Electable Choice |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Eligible Dependent |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Eligible Person |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Extract Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Maintenance Batch Reporting |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Note |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|---|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Option |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Participant Enrollment Result Override |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Person Benefit Group |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Person Habits |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Eligibility Factors |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Legal Entity Information |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Open enrollment window |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Person Benefits Balance |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Person Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Plan Beneficiary Designation |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Regulatory Bodies |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Reopen Life Events |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Third-Party Administrators |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Prepare Benefit Participant Potential Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Purge Backed-Out or Voided Life Event Data |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Purge Participation Evaluation Audit Data |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Record Benefit Coverage Payments |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Action Item Closure |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Default Benefits Enrollment |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Enrollment Closure |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Participation Evaluation |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Review Benefit Participant Enrollment Result |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Assign Corrective Potential Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Backout Life Event Process |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Benefit Billing Processes |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Close Enrollments Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Default Enrollment Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Life Event Participation |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Anytime Open |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Life Events |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Open Enrollment |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process - Unrestricted Recalculate |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Absence |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Scheduled |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Selection |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Temporal |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Unrestricted |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Search Benefit Person |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Submit Elections |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefit Balances List of Values |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefit Plan Lists of Values |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefits Group List of Values |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | View Benefits Self Service Configuration |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | View Person Life Event |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Configure Benefit Plan Comparison Values |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Configure Benefit Plans for Comparison |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Activity Base Rate |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Authorization |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Coverage Calculation |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Eligibility and Element Groups |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Option |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Participant Eligibility Profile |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Plan |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Program Benefit Rates |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Year Period |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Plan Beneficiary Designation |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Plan Primary Care Provider |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Export Eligibility Profile |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Extract Work Structure Report Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Extract Worker Model Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Import Eligibility Profile |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Absence Entitlement Band |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Beneficiary Organization Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Balance |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Coverage Calculation |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Defined Formulas |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Designation Detail |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Eligibility Profile |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Enrollment Action Type |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Group |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Person Benefit Group |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Combination Plan Type in Program |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Events |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Rates |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Type |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Type Self Service Grouping |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan in Program |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Program Dependand Rules |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Program Details |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Programs Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Regulatory Body |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Reporting Group |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Service Area |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit configuration export |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit configuration import |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefits Self Service Configuration |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Dependent Certification for Program |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Eligibility Factors |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Group Space |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Legal Entity Information |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Life Event Reason |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Person Benefits Balance |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Person Eligibility Derived Factor |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Use REST Service - Benefit Balances List of Values |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | View Benefits Self Service Configuration |

| Granted Role | Granted Role Description | Privilege |
|--|---|--|
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | View Payroll Flow Based Analytics |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | View Person Life Event |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Access Benefits and Wellness |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Export Eligibility Profile |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Import Eligibility Profile |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage ACA Upload |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Benefit Extract Process |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Benefit Maintenance Batch Reporting |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Benefit configuration export |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Benefit configuration import |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Reopen Life Events |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Prepare Benefit Participant Potential Life Event |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Purge Backed-Out or Voided Life Event Data |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Purge Participation Evaluation Audit Data |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Restart Action Item Closure |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Restart Default Benefits Enrollment |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Restart Enrollment Closure |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Restart Participation Evaluation |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Assign Corrective Potential Life Event |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Backout Life Event Process |

| Granted Role | Granted Role Description | Privilege |
|--|---|--|
| | | |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Close Enrollments Process |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Default Enrollment Process |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Life Event Participation |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process - Unrestricted Recalculate |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Absence |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Life Event |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Scheduled |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Selection |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Temporal |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Unrestricted |
| Benefits Self Service Setup | Manages benefits self service setup. | Manage Benefit Plan Type Self Service Grouping |
| Benefits Self Service Setup | Manages benefits self service setup. | Manage Benefits Self Service Configuration |
| Benefits Self Service Setup | Manages benefits self service setup. | Manage Group Space |
| Benefits Self Service Setup | Manages benefits self service setup. | Manage Life Event Reason |
| Benefits Self Service Setup | Manages benefits self service setup. | View Benefits Self Service Configuration |
| Benefits Setup | Manages benefits setup. | Access Benefits and Wellness |
| Benefits Setup | Manages benefits setup. | Define Benefit Activity Base Rate |
| Benefits Setup | Manages benefits setup. | Define Benefit Coverage Calculation |
| Benefits Setup | Manages benefits setup. | Define Benefit Plan |
| Benefits Setup | Manages benefits setup. | Define Benefit Program Benefit Rates |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|---|---|
| | | |
| Benefits Setup | Manages benefits setup. | Manage Benefit Dependent Eligibility Profile |
| Benefits Setup | Manages benefits setup. | Manage Benefit Eligibility Profile |
| Benefits Setup | Manages benefits setup. | Manage Benefit Eligibility Profile for Benefit Eligibility Object |
| Benefits Setup | Manages benefits setup. | Manage Benefit Extract |
| Benefits Setup | Manages benefits setup. | Manage Benefit Program |
| Benefits Setup | Manages benefits setup. | Manage Benefit Program Details |
| Benefits Setup | Manages benefits setup. | Manage Benefit Programs Details |
| Benefits Setup | Manages benefits setup. | Manage Benefit Regulatory Body |
| Benefits Setup | Manages benefits setup. | Manage Benefit Reporting Group |
| Benefits Setup | Manages benefits setup. | Manage Benefit Variable Rate Profile |
| Benefits Setup | Manages benefits setup. | Manage Life Event Reason |
| Benefits Setup | Manages benefits setup. | Manage Rate and Coverage User Values |
| Benefits Setup | Manages benefits setup. | Manage User Defined Criteria |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|---|--------------------------------------|
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition Report |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Flow Pattern |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Task |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Communication Method |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Email |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Phone |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage HCM User-Defined Table |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Exception |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group Usage |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Consolidation Group |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|--|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Element Classification |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Event Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Object Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Run Type |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third Parties |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Time Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Account |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Branch |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Payroll Payment Type |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Apply Name Formats to Person Names Keywords and LDAP |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage HR Name Format |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Name Style |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Type |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Keyword Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Relevance Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Calculate Relationship Strength |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Person Keyword Crawler |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Manage Person |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Search Person |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. | Use REST Service - HR Document Types List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Benefits Administrator job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Application Objects | A Benefits Administrator can manage application objects for the journey, journey category and worker journey application objects | Role: Manage Journey Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Application Reference Territory | A Benefits Administrator can choose application reference territory for all application reference territories in the enterprise | Role: Benefits Administrator Privilege: Choose Application Reference Territory (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| | | Resource: Application Reference Territory |
| Application Reference Territory | A Benefits Administrator can choose application reference territory for countries in their country security profile | Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Assignment Grade | A Benefits Administrator can choose assignment grade for all grades in the enterprise | Role: Benefits Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Benefit Covered Dependent | A Benefits Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent |
| Benefit Covered Dependent | A Benefits Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent |
| Benefit Electable Choice | A Benefits Administrator can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice |
| Benefit Electable Choice | A Benefits Administrator can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice |
| Benefit Eligible Dependent | A Benefits Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent |
| Benefit Eligible Dependent | A Benefits Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|--|--|
| | | Resource: Benefit Eligible Dependent |
| Benefit Eligible Person | A Benefits Administrator can manage benefit eligible person for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person |
| Benefit Eligible Person | A Benefits Administrator can manage benefit eligible person for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person |
| Benefit Note | A Benefits Administrator can manage benefit note for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Note (Data) Resource: Benefit Note |
| Benefit Option | A Benefits Administrator can manage person life event for legal employers in their organization security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Benefit Option |
| Benefit Participant Enrollment Result | A Benefits Administrator can manage benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Manage Benefit Participant Enrollment Result by Administrator Privilege: Manage Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Administrator can review benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Administrator can review benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Administrator can view benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Manage Benefit Participant Enrollment Result by Administrator Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| Benefit Participant Enrollment Result | A Benefits Administrator can view benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: View Benefit Participant Enrollment Result by Administrator Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Administrator can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Potential Life Event | A Benefits Administrator can manage benefit person potential life event for people and assignments in their person and assignment security profile | Role: Manage Benefit Person Potential Life Event Privilege: Manage Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Participant Potential Life Event | A Benefits Administrator can view benefit person potential life event for people and assignments in their person and assignment security profile | Role: Manage Benefit Person Potential Life Event Privilege: View Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Participant Potential Life Event | A Benefits Administrator can view benefit person potential life event for people and assignments in their person and assignment security profile | Role: View Benefit Person Potential Life Event Privilege: View Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Person Benefit Group | A Benefits Administrator can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Benefit Group | A Benefits Administrator can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Benefits Setup Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|---|
| Benefit Person Benefit Group | A Benefits Administrator can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Benefit Group | A Benefits Administrator can view person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: View Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Habit | A Benefits Administrator can manage benefit person info for people and assignments in their person and assignment security profile | Role: Manage Benefits Additional Person Info Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Administrator can manage benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Administrator can view benefit person info for people and assignments in their person and assignment security profile | Role: Manage Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Administrator can view benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Administrator can view benefit person info for people and assignments in their person and assignment security profile | Role: View Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Plan Beneficiary Designation | A Benefits Administrator can manage plan beneficiary designation for legal employers in their organization security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Benefit Plan Beneficiary Designation |
| Benefit Relation | A Benefits Administrator can choose benefit relation for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Relations List of Values |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|---|---|
| | | Privilege: Choose Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Administrator can manage benefit relation for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Administrator can manage benefit relation for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Administrator can manage benefit relation for people and assignments in their person and assignment security profile | Role: Manage Person Benefit Relationship Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Administrator can view benefit relation for people and assignments in their person and assignment security profile | Role: Manage Person Benefit Relationship Privilege: View Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Administrator can view benefit relation for people and assignments in their person and assignment security profile | Role: View Person Benefit Relationship Privilege: View Benefit Relation (Data) Resource: Benefit Relation |
| Business Unit | A Benefits Administrator can choose business unit for business units in their organization security profile | Role: Benefits Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Department | A Benefits Administrator can choose department for departments in their organization security profile | Role: Benefits Administrator Privilege: Choose Department (Data) Resource: Department |
| Fast Formula | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|---|
| Fast Formula | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Fast Formula Type Context Usage | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Benefits Administrator can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Benefits Administrator can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Extract Definition | A Benefits Administrator can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition |
| HCM Rate | A Benefits Administrator can manage hcm rate for legislative data groups in their legislative data group security profile | Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate |
| HCM User-Defined Table | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table User Column | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column Instance | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Row | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HR Document Type | A Benefits Administrator can view document type for document types in their document type security profile | Role: Manage Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|---|
| HR Document Type | A Benefits Administrator can view document type for document types in their document type security profile | Role: View Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Benefits Administrator can choose hr job for all jobs in the enterprise | Role: Benefits Administrator Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Benefits Administrator can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| HR Name Format | A Benefits Administrator can manage hr name format for countries in their country security profile | Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format |
| Journey | A Benefits Administrator can assign journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Benefits Administrator can assign journey to self for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Benefits Administrator can manage journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Manage Journey (Data) Resource: Journey |
| Journey | A Benefits Administrator can view journey for journeys to which they have been granted access | Role: Manage Journey Privilege: View Journey (Data) Resource: Journey |
| Journey | A Benefits Administrator can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|---|
| Journey Category | A Benefits Administrator can choose journey category for journey categories to which they have been granted access | Role: Use REST Service - Journey Categories List of Values Privilege: Choose Journey Category (Data) Resource: Journey Category |
| Legal Employer | A Benefits Administrator can choose legal employer for legal employers in their organization security profile | Role: Benefits Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Benefits Administrator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Benefits Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Position Attribute | A Benefits Administrator can view legislative position attribute for countries in their country security profile | Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute |
| Location | A Benefits Administrator can choose location for all locations in the enterprise | Role: Benefits Administrator Privilege: Choose Location (Data) Resource: Location |
| Organization Payment Method | A Benefits Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method Usage | A Benefits Administrator can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Payroll Balance Category | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| Payroll Balance Category | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Classification | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Definition | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Dimension | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension Usage | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| | | Resource: Payroll Balance Dimension Usage |
| Payroll Balance Exception | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception Report | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Feed | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Group | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| Payroll Balance Group Attribute | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute Default | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Definition | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Inclusion | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| Payroll Balance Group Usage | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage Item | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item |
| Payroll Balance Type | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Checklist | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Benefits Administrator can view payroll flow for legislative data groups in their legislative | Role: Submit a Payroll Process or Report |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| | data group security profile and payroll flows in their payroll flow security profile | Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Consolidation Group | A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Context Usage | A Benefits Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Benefits Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------------------|--|--|
| Payroll Database Item Group | A Benefits Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Benefits Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Deduction Allow Override | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Autoindirect | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Calculation | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation Group | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| Payroll Deduction Calculation Group | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Method | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Part | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Type | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Unit | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Payroll Deduction Context Usage | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Range Item | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Range Item | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Report Use | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Type | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |
| Payroll Definition | A Benefits Administrator can choose payroll definition for payrolls in their payroll security profile | Role: Benefits Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|---|
| Payroll Definition | A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Classification | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Criteria | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Link | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Run Result | A Benefits Administrator can view payroll element for legal employers in their organization security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|---|
| Payroll Element Status Processing Rule | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Subclassification Rule | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Type | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Event | A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|---|
| Payroll Event Definition | A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Group | A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Qualifier | A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Value Change | A Benefits Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Benefits Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Flow Definition | A Benefits Administrator can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile | Role: Benefits Administrator Privilege: Choose Payroll Flow Pattern Data OBSOLETE Resource: Payroll Flow Definition |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| Payroll Flow Definition | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| Payroll Flow Definition Task | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Task Action | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------------|---|--|
| Payroll Flow Task Action | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Frequency Rule | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule Period | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Iterative Rule | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Object Group | A Benefits Administrator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Benefits Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| Payroll Object Group Rule Type | A Benefits Administrator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Benefits Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Period | A Benefits Administrator can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Benefits Administrator can view payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Processing Rule | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Relationship | A Benefits Administrator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Benefits Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Benefits Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Payroll Relationship | A Benefits Administrator can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: View Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Retropay Component Usage | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Element Span Usage | A Benefits Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Benefits Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Run Type | A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type Classification Rule | A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| Payroll Run Type Element Type Usage | A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Organization Method | A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Usage | A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Statutory Unit | A Benefits Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Benefits Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| Payroll Task Parameter | A Benefits Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Benefits Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Taxability Rule | A Benefits Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Benefits Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |
| Payroll Template Rule Group | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group Usage | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Solution | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution Classification Usage | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Column Information | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| | | Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Instance | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Design Pattern | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Entity Rule Usage | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Functional Area | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Pattern Entity Usage | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Rule Usage | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Selection | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Row Instance | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Rule | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule Dependency | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Table Information | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Relation | A Benefits Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Time Definition | A Benefits Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Benefits Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Person | A Benefits Administrator can choose person for persons and assignments in their person and assignment security profile | Role: Benefits Administrator Privilege: Choose Person (Data) Resource: Person |
| Person | A Benefits Administrator can manage contact person pii for the contact of the person in their person and assignment security profile | Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| Person | A Benefits Administrator can manage person for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person (Data) Resource: Person |
| Person | A Benefits Administrator can report person for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Report Person (Data) Resource: Person |
| Person | A Benefits Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person |
| Person Address | A Benefits Administrator can manage person private address details for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | A Benefits Administrator can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) Resource: Person Address |
| Person Assignment | A Benefits Administrator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can report assignment for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Report Assignment (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| | | Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can view person assignment for persons and assignments in their person and assignment security profile | Role: Benefits Administrator Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can view person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can view person contact details for persons and assignments in their person and assignment security profile | Role: View People to Cover Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Administrator can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Beneficiary Organizations | A Benefits Administrator can manage person beneficiary organizations for people and assignments in their person and assignment security profile | Role: Manage Person Beneficiary Organizations Privilege: Manage Person Beneficiary Organizations (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| | | Resource: Person Beneficiary Organizations |
| Person Beneficiary Organizations | A Benefits Administrator can view person beneficiary organizations for people and assignments in their person and assignment security profile | Role: Manage Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Beneficiary Organizations | A Benefits Administrator can view person beneficiary organizations for people and assignments in their person and assignment security profile | Role: View Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Benefit Balance | A Benefits Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Administrator can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|--|
| Person Contact | A Benefits Administrator can manage person contact for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact |
| Person Contact Relationship | A Benefits Administrator can manage person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Benefits Administrator can view person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Benefits Administrator can view person contact details for persons and assignments in their person and assignment security profile | Role: View People to Cover Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Disability | A Benefits Administrator can manage person disability for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Documentation | A Benefits Administrator can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Benefits Administrator can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Benefits Administrator can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Benefits Administrator can view person documentation for document types in their document types security profile belonging to | Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | persons and assignments in their person and assignment security profile | Resource: Person Documentation |
| Person Driver License | A Benefits Administrator can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Life Event | A Benefits Administrator can manage person life event for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Person Life Event (Data) Resource: Person Life Event |
| Person Life Event | A Benefits Administrator can manage person life event for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Person Life Event |
| Person Passport | A Benefits Administrator can manage person passport number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Program or Plan Level Electable Choice | A Benefits Administrator can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Person Program or Plan Level Electable Choice |
| Person Type | A Benefits Administrator can view person type for any person type | Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type |
| Personal Payment Method | A Benefits Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Benefits Administrator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Plan Beneficiary Designation | A Benefits Administrator can manage plan beneficiary designation for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Plan Beneficiary Designation |
| Position | A Benefits Administrator can choose position for positions in their position security profile | Role: Benefits Administrator Privilege: Choose Position (Data) Resource: Position |
| Position | A Benefits Administrator can view position for positions in their position security profile | Role: View Positions Privilege: View Position (Data) Resource: Position |
| Primary Care Provider | A Benefits Administrator can define plan primary care provider for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider |
| Public Assignment | A Benefits Administrator can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Benefits Administrator can choose public person for persons and assignments in their person and assignment security profile | Role: Benefits Administrator Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Benefits Administrator can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Benefits Administrator can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Benefits Administrator can view public person for persons and assignments in their person and assignment security profile | Role: Benefits Administrator Privilege: Report Public Person (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| Salary | A Benefits Administrator can view salary details for people and assignments in their person and assignment security profile | Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Administrator can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Administrator can view salary for people and assignments in their person and assignment security profile | Role: Benefits Administrator Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Administrator can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Secured Payroll Element Type | A Benefits Administrator can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Benefits Administrator can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Benefits Administrator can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Benefits Administrator can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Benefits Administrator can view payroll element for elements in their element security | Role: Payroll Common HCM Implementation |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|---|
| | profile that are in legislative data groups in their legislative data group security profile | Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Tax Reporting Unit | A Benefits Administrator can choose tax reporting unit for tax reporting units in their organization security profile | Role: Benefits Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Trading Community Organization Party | A Benefits Administrator can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Benefits Administrator can view trading community organization party for all organizations in the enterprise | Role: Benefits Administrator Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Benefits Administrator can view trading community party for all people in the enterprise | Role: Benefits Administrator Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Benefits Administrator can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Work Relationship | A Benefits Administrator can manage work relationship for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship |
| Worker | A Benefits Administrator can search worker for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker |

Benefits Manager (Job Role)

Manages implementation and administration of benefits business objects and batch processes.

Role Hierarchy

The Benefits Manager job role directly and indirectly inherits these roles.

- Benefits Manager
 - Absence Implementation
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Benefits Elections
 - Use REST Service - Person Benefit Balances
 - Benefits Enrollment Maintenance
 - Manage Benefit Participant Enrollment Result by Administrator
 - Manage Benefit Person Potential Life Event
 - Manage Benefits Additional Person Info
 - Manage Person Beneficiary Organizations
 - Manage Person Benefit Relationship
 - Manage Person Documentation
 - Use REST Service - Benefit Person Information
 - View Benefit Participant Enrollment Result by Administrator
 - View Benefit Person Potential Life Event
 - View Benefits Additional Person Info
 - View Person Beneficiary Organizations
 - View Person Benefit Relationship
 - View Person Documentation
 - Benefits Process and Report Administration
 - Benefits Self Service Setup
 - Benefits Setup
 - Benefits Transaction Analysis
 - Business Intelligence Authoring
 - Change Person Marital Status
 - HCM Extract Definition
 - Manage Contact Person PII
 - Manage Fast Formula

- Manage Payroll Element Entry
- Manage People to Cover
- Manage Work Relationship
- Person Configuration
 - Manage Journey
 - Use REST Service - Journey Categories List of Values
- Person Management
 - Use REST Service - Worker Searches V2
 - View Person Address Data Only
 - View Person National Identifier
- Submit a Payroll Flow
- Submit a Payroll Process or Report
- Use REST Service - Benefit Relations List of Values
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - Worker Assignments List of Values
- View Compensation Details for Worker
- View Employment Information Summary
- View Payroll Element Entry
- View Payroll Retirement Plans
- View People to Cover
- View Positions
- View Salary Data Only

Duties

This table lists the duties assigned directly and indirectly to the Benefits Manager job role.

| Duty Role | Description |
|---|---|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Benefits Elections | Manages benefits elections. |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. |

| Duty Role | Description |
|--|--|
| Benefits Process and Report Administration | Manages benefits processes and reports. |
| Benefits Self Service Setup | Manages benefits self service setup. |
| Benefits Setup | Manages benefits setup. |
| Benefits Transaction Analysis | Analyzes Benefits transactional information |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| HCM Extract Definition | Grants access to the extract definition duty. |
| Manage Contact Person PII | Manages a contact person's PII data. |
| Person Configuration | Manages person types, name formats, checklists, and document types. |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. |
| Transactional Analysis | This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users |
| View Person Address Data Only | Grants access to persons to view address data. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Benefits Manager job role.

| Aggregate Privilege | Description |
|---|---|
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Change Person Marital Status | Grants access to a person to manage their own marital status and related data. |
| Manage Benefit Participant Enrollment Result by Administrator | Allows administrators to access benefits pages where enrollment results can be managed. |
| Manage Benefit Person Potential Life Event | Allows management of life events for a person. |

| Aggregate Privilege | Description |
|--|---|
| | |
| Manage Benefits Additional Person Info | Allows management of benefits person information. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage Journey | Allows the user to manage the journeys to which they have been granted access. |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage People to Cover | Allows management of a person's people to cover. |
| Manage Person Beneficiary Organizations | Allows management of person benefit organizations. |
| Manage Person Benefit Relationship | Allows management of person benefit relationships. |
| Manage Person Documentation | Manages documents. |
| Manage Work Relationship | Updates work relationships. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Use REST Service - Benefit Person Information | Allows users to call all methods associated with the benefit person information REST service. |
| Use REST Service - Benefit Relations List of Values | Allows users to call the GET method associated with the benefit relations list of values REST service. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Journey Categories List of Values | Allows the user to call the GET method associated with the Journey Categories List of Values REST Service. |
| Use REST Service - Person Benefit Balances | Allows users to call all methods associated with the person benefit balances REST service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |
| View Benefit Participant Enrollment Result by Administrator | Allows administrators to access benefits pages where enrollment results can be viewed. |
| View Benefit Person Potential Life Event | Allows viewing of potential life events for a person. |
| View Benefits Additional Person Info | Allows viewing of benefits person information. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |
| View Payroll Element Entry | Views the allocation and data entry of earnings and deduction elements to a person. |
| View Payroll Retirement Plans | Allows users to view employees retirement and pension plans. |
| View People to Cover | Allows viewing of a person's people to cover. |
| View Person Beneficiary Organizations | Allows viewing of person benefit organizations. |
| View Person Benefit Relationship | Allows viewing of person benefit relationships. |
| View Person Documentation | Allows viewing of document records. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Positions | Views positions in the user's position security profile. |
| View Salary Data Only | Views salary data embedded or used in non-compensation product pages or processes. |

Privileges

This table lists privileges granted to duties of the Benefits Manager job role.

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Define Absence Plans |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Absence Entitlement Band |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Eligibility Profile |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Participant Enrollment Certification |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Life Event Reason |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Person Eligibility Derived Factor |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Run Participation Process Absence |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| Benefits Elections | Manages benefits elections. | Access Benefits and Wellness |
| Benefits Elections | Manages benefits elections. | Maintain Designee Eligibility |
| Benefits Elections | Manages benefits elections. | Manage Open enrollment window |
| Benefits Elections | Manages benefits elections. | Manage Person Benefits Balance |
| Benefits Elections | Manages benefits elections. | Run Online Life Events |
| Benefits Elections | Manages benefits elections. | Run Online Open Enrollment |
| Benefits Elections | Manages benefits elections. | Search Benefit Person |
| Benefits Elections | Manages benefits elections. | View Person Life Event |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Access Benefits and Wellness |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Close Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Individual Eligibility Exceptions |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Individual Overrides |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Participant Eligibility |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Make Anytime Selections |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Make Employee Selections |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Anytime Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Balance |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Carriers |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Contacts |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|---|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Earnings |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Electable Choice |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Eligible Dependent |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Eligible Person |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Extract Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Maintenance Batch Reporting |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Note |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Option |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Participant Enrollment Result Override |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Person Benefit Group |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Person Habits |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Eligibility Factors |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Legal Entity Information |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Open enrollment window |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Person Benefits Balance |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Person Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Plan Beneficiary Designation |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Regulatory Bodies |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Reopen Life Events |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Third-Party Administrators |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Prepare Benefit Participant Potential Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Purge Backed-Out or Voided Life Event Data |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Purge Participation Evaluation Audit Data |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Record Benefit Coverage Payments |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Action Item Closure |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Default Benefits Enrollment |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Enrollment Closure |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Participation Evaluation |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Review Benefit Participant Enrollment Result |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Assign Corrective Potential Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Backout Life Event Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Benefit Billing Processes |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Close Enrollments Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Default Enrollment Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Life Event Participation |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Anytime Open |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Life Events |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Open Enrollment |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process - Unrestricted Recalculate |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Absence |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Scheduled |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Selection |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Temporal |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Unrestricted |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Search Benefit Person |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Submit Elections |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefit Balances List of Values |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefit Plan Lists of Values |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefits Group List of Values |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | View Benefits Self Service Configuration |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | View Person Life Event |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Access HCM Common Components |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Archive US End-of-Year ACA Information |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Benefits Administrator Access |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Enable worker searches using effective dates |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Extract Work Structure Model Details |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Extract Work Structure Report Details |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Extract Worker Model Details |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Extract Worker Report Details |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Manage Application Common Lookup |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Manage Beneficiary Organization Details |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Manage Data Exchange Work Area |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| | | |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Manage Extracts Work Area |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Manage Person Work Area |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Manage Workforce Structures Work Area |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | New Person Work Area |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Run HCM Extract |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Run HCM Extract Write Process |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Run HCM Extracts Report |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Run US 1094-C Transmittal Electronic Report |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Run US 1095-C Employee Report |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Run US ACA Eligibility Process |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Run US Benefits Reports |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | Upload US ACA Rejection File Error Details |
| Benefits Manager | Manages implementation and administration of benefits business objects and batch processes. | View Payroll Flow Based Analytics |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Access Benefits and Wellness |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Export Eligibility Profile |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Import Eligibility Profile |

| Granted Role | Granted Role Description | Privilege |
|--|---|--|
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage ACA Upload |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Benefit Extract Process |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Benefit Maintenance Batch Reporting |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Benefit configuration export |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Benefit configuration import |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Manage Reopen Life Events |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Prepare Benefit Participant Potential Life Event |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Purge Backed-Out or Voided Life Event Data |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Purge Participation Evaluation Audit Data |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Restart Action Item Closure |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Restart Default Benefits Enrollment |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Restart Enrollment Closure |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Restart Participation Evaluation |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Assign Corrective Potential Life Event |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Backout Life Event Process |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Close Enrollments Process |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Default Enrollment Process |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Life Event Participation |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process - Unrestricted Recalculate |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Absence |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Life Event |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| | | |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Scheduled |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Selection |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Temporal |
| Benefits Process and Report Administration | Manages benefits processes and reports. | Run Participation Process Unrestricted |
| Benefits Self Service Setup | Manages benefits self service setup. | Manage Benefit Plan Type Self Service Grouping |
| Benefits Self Service Setup | Manages benefits self service setup. | Manage Benefits Self Service Configuration |
| Benefits Self Service Setup | Manages benefits self service setup. | Manage Group Space |
| Benefits Self Service Setup | Manages benefits self service setup. | Manage Life Event Reason |
| Benefits Self Service Setup | Manages benefits self service setup. | View Benefits Self Service Configuration |
| Benefits Setup | Manages benefits setup. | Access Benefits and Wellness |
| Benefits Setup | Manages benefits setup. | Define Benefit Activity Base Rate |
| Benefits Setup | Manages benefits setup. | Define Benefit Coverage Calculation |
| Benefits Setup | Manages benefits setup. | Define Benefit Plan |
| Benefits Setup | Manages benefits setup. | Define Benefit Program Benefit Rates |
| Benefits Setup | Manages benefits setup. | Manage Benefit Dependent Eligibility Profile |
| Benefits Setup | Manages benefits setup. | Manage Benefit Eligibility Profile |
| Benefits Setup | Manages benefits setup. | Manage Benefit Eligibility Profile for Benefit Eligibility Object |
| Benefits Setup | Manages benefits setup. | Manage Benefit Extract |
| Benefits Setup | Manages benefits setup. | Manage Benefit Program |
| Benefits Setup | Manages benefits setup. | Manage Benefit Program Details |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|---|--|
| | | |
| Benefits Setup | Manages benefits setup. | Manage Benefit Programs Details |
| Benefits Setup | Manages benefits setup. | Manage Benefit Regulatory Body |
| Benefits Setup | Manages benefits setup. | Manage Benefit Reporting Group |
| Benefits Setup | Manages benefits setup. | Manage Benefit Variable Rate Profile |
| Benefits Setup | Manages benefits setup. | Manage Life Event Reason |
| Benefits Setup | Manages benefits setup. | Manage Rate and Coverage User Values |
| Benefits Setup | Manages benefits setup. | Manage User Defined Criteria |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition Report |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Flow Pattern |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Task |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Communication Method |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Email |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Phone |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Apply Name Formats to Person Names Keywords and LDAP |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage HR Name Format |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Name Style |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Type |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Keyword Refresh Process |

| Granted Role | Granted Role Description | Privilege |
|----------------------|---|--|
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Relevance Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Calculate Relationship Strength |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Person Keyword Crawler |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Manage Person |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Search Person |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Benefits Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| Application Objects | A Benefits Manager can manage application objects for the journey, journey category and worker journey application objects | Role: Manage Journey Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Application Reference Territory | A Benefits Manager can choose application reference territory for all application reference territories in the enterprise | Role: Benefits Manager Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Benefits Manager can choose application reference territory for countries in their country security profile | Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|--|
| Assignment Grade | A Benefits Manager can choose assignment grade for all grades in the enterprise | Role: Benefits Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Benefits Manager can report assignment grade for all grades in the enterprise | Role: Benefits Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Benefit Covered Dependent | A Benefits Manager can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent |
| Benefit Covered Dependent | A Benefits Manager can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent |
| Benefit Electable Choice | A Benefits Manager can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice |
| Benefit Electable Choice | A Benefits Manager can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice |
| Benefit Eligible Dependent | A Benefits Manager can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent |
| Benefit Eligible Dependent | A Benefits Manager can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|--|--|
| Benefit Eligible Person | A Benefits Manager can manage benefit eligible person for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person |
| Benefit Eligible Person | A Benefits Manager can manage benefit eligible person for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person |
| Benefit Eligible Person | A Benefits Manager can report benefit eligible person for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Eligible Person (Data) Resource: Benefit Eligible Person |
| Benefit Group | A Benefits Manager can report benefit group for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Group (Data) Resource: Benefit Group |
| Benefit Note | A Benefits Manager can manage benefit note for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Note (Data) Resource: Benefit Note |
| Benefit Option | A Benefits Manager can manage person life event for legal employers in their organization security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Benefit Option |
| Benefit Option | A Benefits Manager can report benefit option for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Option (Data) Resource: Benefit Option |
| Benefit Option in Plan | A Benefits Manager can report benefit option in plan for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Option In Plan (Data) Resource: Benefit Option in Plan |
| Benefit Participant Enrollment Result | A Benefits Manager can manage benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Manage Benefit Participant Enrollment Result by Administrator Privilege: Manage Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |

| Business Object | Policy Description | Policy Store Implementation |
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| Benefit Participant Enrollment Result | A Benefits Manager can report benefit participant enrollment result for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Manager can review benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Manager can review benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Manager can view benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Manage Benefit Participant Enrollment Result by Administrator Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Manager can view benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: View Benefit Participant Enrollment Result by Administrator Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Potential Life Event | A Benefits Manager can manage benefit person potential life event for people and assignments in their person and assignment security profile | Role: Manage Benefit Person Potential Life Event Privilege: Manage Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| Benefit Participant Potential Life Event | A Benefits Manager can view benefit person potential life event for people and assignments in their person and assignment security profile | Role: Manage Benefit Person Potential Life Event Privilege: View Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Participant Potential Life Event | A Benefits Manager can view benefit person potential life event for people and assignments in their person and assignment security profile | Role: View Benefit Person Potential Life Event Privilege: View Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Person Benefit Group | A Benefits Manager can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Benefit Group | A Benefits Manager can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Benefits Setup Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Habit | A Benefits Manager can manage benefit person info for people and assignments in their person and assignment security profile | Role: Manage Benefits Additional Person Info Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Manager can manage benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Manager can view benefit person info for people and assignments in their person and assignment security profile | Role: Manage Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Manager can view benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |

| Business Object | Policy Description | Policy Store Implementation |
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| Benefit Person Habit | A Benefits Manager can view benefit person info for people and assignments in their person and assignment security profile | Role: View Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Plan | A Benefits Manager can report benefit plan for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Plan (Data) Resource: Benefit Plan |
| Benefit Plan Beneficiary Designation | A Benefits Manager can manage plan beneficiary designation for legal employers in their organization security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Benefit Plan Beneficiary Designation |
| Benefit Plan Type | A Benefits Manager can report benefit plan type for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Plan Type (Data) Resource: Benefit Plan Type |
| Benefit Plan Type in Program | A Benefits Manager can report benefit plan type in program for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Plan Type in Program Resource: Benefit Plan Type in Program |
| Benefit Program | A Benefits Manager can report benefit program for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Program (Data) Resource: Benefit Program |
| Benefit Relation | A Benefits Manager can choose benefit relation for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Relations List of Values Privilege: Choose Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Manager can manage benefit relation for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Manager can manage benefit relation for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Relation (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|---|---|
| | | Resource: Benefit Relation |
| Benefit Relation | A Benefits Manager can manage benefit relation for people and assignments in their person and assignment security profile | Role: Manage Person Benefit Relationship Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Manager can report benefit relation for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Manager can view benefit relation for people and assignments in their person and assignment security profile | Role: Manage Person Benefit Relationship Privilege: View Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Manager can view benefit relation for people and assignments in their person and assignment security profile | Role: View Person Benefit Relationship Privilege: View Benefit Relation (Data) Resource: Benefit Relation |
| Business Unit | A Benefits Manager can choose business unit for business units in their organization security profile | Role: Benefits Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Department | A Benefits Manager can choose department for departments in their organization security profile | Role: Benefits Manager Privilege: Choose Department (Data) Resource: Department |
| Department | A Benefits Manager can report department for departments in their organization security profile | Role: Benefits Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Fast Formula | A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|---|
| Fast Formula | A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Fast Formula Type Context Usage | A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Benefits Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Benefits Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Extract Definition | A Benefits Manager can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition |
| HR Document Type | A Benefits Manager can report document type for document types in their document type security profile | Role: Benefits Transaction Analysis Privilege: Report Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Benefits Manager can view document type for document types in their document type security profile | Role: Manage Person Documentation Privilege: View Document Type (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|---|
| | | Resource: HR Document Type |
| HR Document Type | A Benefits Manager can view document type for document types in their document type security profile | Role: View Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Benefits Manager can choose hr job for all jobs in the enterprise | Role: Benefits Manager Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Benefits Manager can report hr job for all jobs in the enterprise | Role: Benefits Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Benefits Manager can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| HR Name Format | A Benefits Manager can manage hr name format for countries in their country security profile | Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format |
| Journey | A Benefits Manager can assign journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Benefits Manager can assign journey to self for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Benefits Manager can manage journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Manage Journey (Data) Resource: Journey |
| Journey | A Benefits Manager can view journey for journeys to which they have been granted access | Role: Manage Journey Privilege: View Journey (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|---|
| | | Resource: Journey |
| Journey | A Benefits Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Category | A Benefits Manager can choose journey category for journey categories to which they have been granted access | Role: Use REST Service - Journey Categories List of Values Privilege: Choose Journey Category (Data) Resource: Journey Category |
| Legal Employer | A Benefits Manager can choose legal employer for legal employers in their organization security profile | Role: Benefits Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Benefits Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Benefits Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Position Attribute | A Benefits Manager can view legislative position attribute for countries in their country security profile | Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute |
| Life Event Reason | A Benefits Manager can report life event reason for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Life Event Reason (Data) Resource: Life Event Reason |
| Location | A Benefits Manager can choose location for all locations in the enterprise | Role: Benefits Manager Privilege: Choose Location (Data) Resource: Location |
| Location | A Benefits Manager can report location for all locations in the enterprise | Role: Benefits Transaction Analysis Privilege: Report Location (Data) Resource: Location |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| Payroll Checklist | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Database Item Group | A Benefits Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|---|
| Payroll Database Item Group | A Benefits Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Flow Definition | A Benefits Manager can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile | Role: Benefits Manager Privilege: Choose Payroll Flow Pattern Data OBSOLETE Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| Payroll Flow Definition Parameter | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|---|--|
| Payroll Flow Definition Task Property | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Task Action | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Relationship | A Benefits Manager can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Benefits Manager can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Benefits Manager can view payroll element entry for people and assignments in their person and assignment security profile. | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Benefits Manager can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: View Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Task | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| Payroll Task Parameter | A Benefits Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Benefits Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Person | A Benefits Manager can choose person for persons and assignments in their person and assignment security profile | Role: Benefits Manager Privilege: Choose Person (Data) Resource: Person |
| Person | A Benefits Manager can manage contact person pii for the contact of the person in their person and assignment security profile | Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data) Resource: Person |
| Person | A Benefits Manager can manage person for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person (Data) Resource: Person |
| Person | A Benefits Manager can report person for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Report Person (Data) Resource: Person |
| Person | A Benefits Manager can report person for persons and assignments in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Benefits Manager can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person |
| Person Address | A Benefits Manager can manage person private address details for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| Person Address | A Benefits Manager can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) Resource: Person Address |
| Person Assignment | A Benefits Manager can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can report assignment for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can report worker documents of record for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Worker Documents of Record (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Assignment | A Benefits Manager can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can view payroll element entry for people and assignments in their person and assignment security profile. | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can view person assignment for persons and assignments in their person and assignment security profile | Role: Benefits Manager Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can view person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can view person contact details for persons and assignments in their person and assignment security profile | Role: View People to Cover Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Beneficiary Organizations | A Benefits Manager can manage person beneficiary organizations for people and assignments in their person and assignment security profile | Role: Manage Person Beneficiary Organizations Privilege: Manage Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Beneficiary Organizations | A Benefits Manager can view person beneficiary organizations for people and assignments in their person and assignment security profile | Role: Manage Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Beneficiary Organizations | A Benefits Manager can view person beneficiary organizations for people and assignments in their person and assignment security profile | Role: View Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|--|--|
| | | Resource: Person Beneficiary Organizations |
| Person Benefit Balance | A Benefits Manager can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Manager can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Manager can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Manager can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Manager can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Contact | A Benefits Manager can manage person contact for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact |
| Person Contact Relationship | A Benefits Manager can manage person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Benefits Manager can view person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|--|
| Person Contact Relationship | A Benefits Manager can view person contact details for persons and assignments in their person and assignment security profile | Role: View People to Cover Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Disability | A Benefits Manager can manage person disability for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Documentation | A Benefits Manager can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Benefits Manager can report worker documents of record for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Worker Documents of Record (Data) Resource: Person Documentation |
| Person Documentation | A Benefits Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Driver License | A Benefits Manager can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Life Event | A Benefits Manager can manage person life event for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Person Life Event (Data) Resource: Person Life Event |
| Person Life Event | A Benefits Manager can manage person life event for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Person Life Event |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Person Life Event | A Benefits Manager can report person life event for people in their person and assignment security profile | Role: Benefits Transaction Analysis Privilege: Report Person Life Event (Data) Resource: Person Life Event |
| Person Passport | A Benefits Manager can manage person passport number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Program or Plan Level Electable Choice | A Benefits Manager can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Person Program or Plan Level Electable Choice |
| Person Type | A Benefits Manager can view person type for any person type | Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type |
| Plan Beneficiary Designation | A Benefits Manager can manage plan beneficiary designation for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Plan Beneficiary Designation |
| Position | A Benefits Manager can choose position for positions in their position security profile | Role: Benefits Manager Privilege: Choose Position (Data) Resource: Position |
| Position | A Benefits Manager can report position for positions in their position security profile | Role: Benefits Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Benefits Manager can view position for positions in their position security profile | Role: View Positions Privilege: View Position (Data) Resource: Position |
| Primary Care Provider | A Benefits Manager can define plan primary care provider for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider |
| Public Assignment | A Benefits Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Benefits Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Benefits Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Benefits Manager can view public person for persons and assignments in their person and assignment security profile | Role: Benefits Manager Privilege: Report Public Person (Data) Resource: Public Person |
| Salary | A Benefits Manager can view salary details for people and assignments in their person and assignment security profile | Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Manager can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Manager can view salary for people and assignments in their person and assignment security profile | Role: Benefits Manager Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Manager can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|---|
| Secured Payroll Element Type | A Benefits Manager can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Benefits Manager can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Benefits Manager can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Trading Community Organization Party | A Benefits Manager can view trading community organization party for all organizations in the enterprise | Role: Benefits Manager Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Benefits Manager can view trading community party for all people in the enterprise | Role: Benefits Manager Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Work Relationship | A Benefits Manager can manage work relationship for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship |
| Worker | A Benefits Manager can search worker for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker |

Benefits Specialist (Job Role)

Manages administration of an individual employee's benefits using the service center and professional pages.

Role Hierarchy

The Benefits Specialist job role directly and indirectly inherits these roles.

- Benefits Specialist
 - Absence Implementation
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Benefits Elections
 - Use REST Service - Person Benefit Balances
 - Benefits Enrollment Maintenance
 - Manage Benefit Participant Enrollment Result by Administrator
 - Manage Benefit Person Potential Life Event
 - Manage Benefits Additional Person Info
 - Manage Person Beneficiary Organizations
 - Manage Person Benefit Relationship
 - Manage Person Documentation
 - Use REST Service - Benefit Person Information
 - View Benefit Participant Enrollment Result by Administrator
 - View Benefit Person Potential Life Event
 - View Benefits Additional Person Info
 - View Person Beneficiary Organizations
 - View Person Benefit Relationship
 - View Person Documentation
 - Change Person Marital Status
 - Manage Contact Person PII
 - Manage Fast Formula
 - Manage People to Cover
 - Manage Work Relationship
 - Person Management
 - Use REST Service - Worker Searches V2
 - View Person Address Data Only
 - View Person National Identifier
 - Use REST Service - Benefit Relations List of Values
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Use REST Service - Salaries With Analytics Read Only
 - Use REST Service - Worker Assignments List of Values
 - View Compensation Details for Worker
 - View Employment Information Summary

- View Payroll Element Entry
- View Payroll Retirement Plans
- View People to Cover
- View Salary Data Only

Duties

This table lists the duties assigned directly and indirectly to the Benefits Specialist job role.

| Duty Role | Description |
|---|---|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Benefits Elections | Manages benefits elections. |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. |
| Manage Contact Person PII | Manages a contact person's PII data. |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. |
| View Person Address Data Only | Grants access to persons to view address data. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Benefits Specialist job role.

| Aggregate Privilege | Description |
|---|---|
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Change Person Marital Status | Grants access to a person to manage their own marital status and related data. |
| Manage Benefit Participant Enrollment Result by Administrator | Allows administrators to access benefits pages where enrollment results can be managed. |

| Aggregate Privilege | Description |
|---|--|
| Manage Benefit Person Potential Life Event | Allows management of life events for a person. |
| Manage Benefits Additional Person Info | Allows management of benefits person information. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage People to Cover | Allows management of a person's people to cover. |
| Manage Person Beneficiary Organizations | Allows management of person benefit organizations. |
| Manage Person Benefit Relationship | Allows management of person benefit relationships. |
| Manage Person Documentation | Manages documents. |
| Manage Work Relationship | Updates work relationships. |
| Use REST Service - Benefit Person Information | Allows users to call all methods associated with the benefit person information REST service. |
| Use REST Service - Benefit Relations List of Values | Allows users to call the GET method associated with the benefit relations list of values REST service. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Person Benefit Balances | Allows users to call all methods associated with the person benefit balances REST service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |
| View Benefit Participant Enrollment Result by Administrator | Allows administrators to access benefits pages where enrollment results can be viewed. |
| View Benefit Person Potential Life Event | Allows viewing of potential life events for a person. |

| Aggregate Privilege | Description |
|---------------------------------------|---|
| View Benefits Additional Person Info | Allows viewing of benefits person information. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |
| View Payroll Element Entry | Views the allocation and data entry of earnings and deduction elements to a person. |
| View Payroll Retirement Plans | Allows users to view employees retirement and pension plans. |
| View People to Cover | Allows viewing of a person's people to cover. |
| View Person Beneficiary Organizations | Allows viewing of person benefit organizations. |
| View Person Benefit Relationship | Allows viewing of person benefit relationships. |
| View Person Documentation | Allows viewing of document records. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Salary Data Only | Views salary data embedded or used in non-compensation product pages or processes. |

Privileges

This table lists privileges granted to duties of the Benefits Specialist job role.

| Granted Role | Granted Role Description | Privilege |
|------------------------|--|---|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Define Absence Plans |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Absence Entitlement Band |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Eligibility Profile |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Participant Enrollment Certification |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Life Event Reason |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Person Eligibility Derived Factor |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Run Participation Process Absence |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| Benefits Elections | Manages benefits elections. | Access Benefits and Wellness |
| Benefits Elections | Manages benefits elections. | Maintain Designee Eligibility |
| Benefits Elections | Manages benefits elections. | Manage Open enrollment window |
| Benefits Elections | Manages benefits elections. | Manage Person Benefits Balance |
| Benefits Elections | Manages benefits elections. | Run Online Life Events |
| Benefits Elections | Manages benefits elections. | Run Online Open Enrollment |
| Benefits Elections | Manages benefits elections. | Search Benefit Person |
| Benefits Elections | Manages benefits elections. | View Person Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Access Benefits and Wellness |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Close Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Individual Eligibility Exceptions |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Individual Overrides |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|-----------------------------------|
| | | |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Maintain Participant Eligibility |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Make Anytime Selections |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Make Employee Selections |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Anytime Action Items |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Balance |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Carriers |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Contacts |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Earnings |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Electable Choice |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Eligible Dependent |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Eligible Person |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|---|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Extract Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Maintenance Batch Reporting |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Note |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Option |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Participant Enrollment Result Override |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Person Benefit Group |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Benefit Person Habits |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Eligibility Factors |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Legal Entity Information |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Open enrollment window |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Person Benefits Balance |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Person Life Event |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Plan Beneficiary Designation |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Regulatory Bodies |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Reopen Life Events |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Manage Third-Party Administrators |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Prepare Benefit Participant Potential Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Purge Backed-Out or Voided Life Event Data |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Purge Participation Evaluation Audit Data |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Record Benefit Coverage Payments |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Action Item Closure |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Default Benefits Enrollment |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Enrollment Closure |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Restart Participation Evaluation |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Review Benefit Participant Enrollment Result |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Assign Corrective Potential Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Backout Life Event Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Benefit Billing Processes |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Close Enrollments Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Default Enrollment Process |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Life Event Participation |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Anytime Open |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Life Events |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Online Open Enrollment |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process - Unrestricted Recalculate |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Absence |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Life Event |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Scheduled |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Selection |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Temporal |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Run Participation Process Unrestricted |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Search Benefit Person |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Submit Elections |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefit Balances List of Values |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefit Plan Lists of Values |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | Use REST Service - Benefits Group List of Values |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | View Benefits Self Service Configuration |
| Benefits Enrollment Maintenance | Manages administration of employee population using the professional pages and batch processes. | View Person Life Event |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|---|--|
| Benefits Specialist | Manages administration of an individual employee's benefits using the service center and professional pages. | Access HCM Common Components |
| Benefits Specialist | Manages administration of an individual employee's benefits using the service center and professional pages. | Benefits Administrator Access |
| Benefits Specialist | Manages administration of an individual employee's benefits using the service center and professional pages. | Enable worker searches using effective dates |
| Benefits Specialist | Manages administration of an individual employee's benefits using the service center and professional pages. | Manage Beneficiary Organization Details |
| Benefits Specialist | Manages administration of an individual employee's benefits using the service center and professional pages. | Manage Extracts Work Area |
| Benefits Specialist | Manages administration of an individual employee's benefits using the service center and professional pages. | Manage Person Work Area |
| Benefits Specialist | Manages administration of an individual employee's benefits using the service center and professional pages. | Manage Workforce Structures Work Area |
| Benefits Specialist | Manages administration of an individual employee's benefits using the service center and professional pages. | New Person Work Area |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Communication Method |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Email |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Phone |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Manage Person |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Search Person |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Benefits Specialist job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Application Reference Territory | A Benefits Specialist can choose application reference territory for all application reference territories in the enterprise | Role: Benefits Specialist Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Benefits Specialist can choose application reference territory for countries in their country security profile | Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Benefit Covered Dependent | A Benefits Specialist can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent |
| Benefit Covered Dependent | A Benefits Specialist can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent |
| Benefit Electable Choice | A Benefits Specialist can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice |
| Benefit Electable Choice | A Benefits Specialist can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice |
| Benefit Eligible Dependent | A Benefits Specialist can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|---|--|
| | | Resource: Benefit Eligible Dependent |
| Benefit Eligible Dependent | A Benefits Specialist can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent |
| Benefit Eligible Person | A Benefits Specialist can manage benefit eligible person for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person |
| Benefit Eligible Person | A Benefits Specialist can manage benefit eligible person for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person |
| Benefit Option | A Benefits Specialist can manage person life event for legal employers in their organization security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Benefit Option |
| Benefit Participant Enrollment Result | A Benefits Specialist can manage benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Manage Benefit Participant Enrollment Result by Administrator Privilege: Manage Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Specialist can review benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Specialist can review benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Specialist can view benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Benefits Specialist Privilege: View Worker Benefits Portrait Card (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| | | Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Specialist can view benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Manage Benefit Participant Enrollment Result by Administrator Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Specialist can view benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: View Benefit Participant Enrollment Result by Administrator Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Benefits Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Potential Life Event | A Benefits Specialist can manage benefit person potential life event for people and assignments in their person and assignment security profile | Role: Manage Benefit Person Potential Life Event Privilege: Manage Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Participant Potential Life Event | A Benefits Specialist can view benefit person potential life event for people and assignments in their person and assignment security profile | Role: Manage Benefit Person Potential Life Event Privilege: View Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Participant Potential Life Event | A Benefits Specialist can view benefit person potential life event for people and assignments in their person and assignment security profile | Role: View Benefit Person Potential Life Event Privilege: View Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Person Benefit Group | A Benefits Specialist can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Person Benefit Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| | | Resource: Benefit Person Benefit Group |
| Benefit Person Habit | A Benefits Specialist can manage benefit person info for people and assignments in their person and assignment security profile | Role: Manage Benefits Additional Person Info Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Specialist can manage benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Specialist can view benefit person info for people and assignments in their person and assignment security profile | Role: Manage Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Specialist can view benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Benefits Specialist can view benefit person info for people and assignments in their person and assignment security profile | Role: View Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Plan Beneficiary Designation | A Benefits Specialist can manage benefit plan beneficiary designation for legal employers in their organization security profile | Role: Benefits Specialist Privilege: Manage Plan Beneficiary Designation (Data) Resource: Benefit Plan Beneficiary Designation |
| Benefit Plan Beneficiary Designation | A Benefits Specialist can manage plan beneficiary designation for legal employers in their organization security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Benefit Plan Beneficiary Designation |
| Benefit Relation | A Benefits Specialist can choose benefit relation for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Relations List of Values Privilege: Choose Benefit Relation (Data) Resource: Benefit Relation |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|---|
| Benefit Relation | A Benefits Specialist can manage benefit relation for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Specialist can manage benefit relation for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Specialist can manage benefit relation for people and assignments in their person and assignment security profile | Role: Manage Person Benefit Relationship Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Specialist can view benefit relation for people and assignments in their person and assignment security profile | Role: Manage Person Benefit Relationship Privilege: View Benefit Relation (Data) Resource: Benefit Relation |
| Benefit Relation | A Benefits Specialist can view benefit relation for people and assignments in their person and assignment security profile | Role: View Person Benefit Relationship Privilege: View Benefit Relation (Data) Resource: Benefit Relation |
| Fast Formula | A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Fast Formula Function | A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|--|--|
| Fast Formula User Entity | A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Benefits Specialist can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Benefits Specialist can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HR Document Type | A Benefits Specialist can view document type for document types in their document type security profile | Role: Manage Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Benefits Specialist can view document type for document types in their document type security profile | Role: View Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Benefits Specialist can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| Journey | A Benefits Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Benefits Specialist choose manage legal employer for legal employers in their organization security profile | Role: Benefits Specialist Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Benefits Specialist can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Benefits Specialist Privilege: Choose Legislative Data Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|--|
| | | Resource: Legislative Data Group |
| Legislative Data Group | A Benefits Specialist choose manage legislative data group for legislative data groups in their legislative data group security profile | Role: Benefits Specialist Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Payroll Database Item Group | A Benefits Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Benefits Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Relationship | A Benefits Specialist can view payroll element entry for people and assignments in their person and assignment security profile. | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Benefits Specialist can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: View Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Person | A Benefits Specialist can manage contact person pii for the contact of the person in their person and assignment security profile | Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data) Resource: Person |
| Person | A Benefits Specialist can manage person for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person (Data) Resource: Person |
| Person | A Benefits Specialist can report person for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Report Person (Data) Resource: Person |
| Person | A Benefits Specialist can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| | | Resource: Person |
| Person Address | A Benefits Specialist can manage person private address details for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | A Benefits Specialist can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) Resource: Person Address |
| Person Assignment | A Benefits Specialist can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Specialist can report assignment for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Specialist can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Specialist can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Specialist can view payroll element entry for people and assignments in their person and assignment security profile. | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| Person Assignment | A Benefits Specialist can view person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Specialist can view person contact details for persons and assignments in their person and assignment security profile | Role: View People to Cover Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Benefits Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Beneficiary Organizations | A Benefits Specialist can manage person beneficiary organizations for people and assignments in their person and assignment security profile | Role: Manage Person Beneficiary Organizations Privilege: Manage Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Beneficiary Organizations | A Benefits Specialist can view person beneficiary organizations for people and assignments in their person and assignment security profile | Role: Manage Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Beneficiary Organizations | A Benefits Specialist can view person beneficiary organizations for people and assignments in their person and assignment security profile | Role: View Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Benefit Balance | A Benefits Specialist can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Specialist can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|--|--|
| Person Benefit Balance | A Benefits Specialist can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Benefits Specialist can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Contact | A Benefits Specialist can manage person contact for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact |
| Person Contact Relationship | A Benefits Specialist can manage person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Benefits Specialist can view person contact details for persons and assignments in their person and assignment security profile | Role: Manage People to Cover Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Benefits Specialist can view person contact details for persons and assignments in their person and assignment security profile | Role: View People to Cover Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Disability | A Benefits Specialist can manage person disability for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Documentation | A Benefits Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Benefits Specialist can view person documentation for document types in their document types security profile belonging to | Role: Manage Person Documentation Privilege: View Person Documentation (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | persons and assignments in their person and assignment security profile | Resource: Person Documentation |
| Person Driver License | A Benefits Specialist can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Life Event | A Benefits Specialist can manage person life event for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Person Life Event (Data) Resource: Person Life Event |
| Person Life Event | A Benefits Specialist can manage person life event for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Person Life Event (Data) Resource: Person Life Event |
| Person Passport | A Benefits Specialist can manage person passport number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Program or Plan Level Electable Choice | A Benefits Specialist can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Benefit Electable Choice (Data) Resource: Person Program or Plan Level Electable Choice |
| Plan Beneficiary Designation | A Benefits Specialist can manage plan beneficiary designation for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Manage Plan Beneficiary Designation (Data) Resource: Plan Beneficiary Designation |
| Primary Care Provider | A Benefits Specialist can define plan primary care provider for people and assignments in their person and assignment security profile | Role: Benefits Enrollment Maintenance Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider |
| Public Assignment | A Benefits Specialist can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| | | Resource: Public Assignment |
| Public Person | A Benefits Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Benefits Specialist can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Benefits Specialist can view public person for persons and assignments in their person and assignment security profile | Role: Benefits Specialist Privilege: Report Public Person (Data) Resource: Public Person |
| Salary | A Benefits Specialist can view salary details for people and assignments in their person and assignment security profile | Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Specialist can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Specialist can view salary for people and assignments in their person and assignment security profile | Role: Benefits Specialist Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Benefits Specialist can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Secured Payroll Element Type | A Benefits Specialist can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| Trading Community Organization Party | A Benefits Specialist can view trading community organization party for all organizations in the enterprise | Role: Benefits Specialist Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Benefits Specialist can view trading community party for all people in the enterprise | Role: Benefits Specialist Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Work Relationship | A Benefits Specialist can manage work relationship for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship |
| Worker | A Benefits Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker |

Cash Manager (Job Role)

Protects and develops the company's liquid assets maximizing their use and return to the organization.

Role Hierarchy

The Cash Manager job role directly and indirectly inherits these roles.

- Cash Manager
 - Bank Statement and Reconciliation
 - Subledger Accounting Manager
 - Business Intelligence Consumer
 - Customer Account Inquiry
 - Subledger Accounting Reporting
 - Business Intelligence Consumer

- Customer Account Inquiry
- Cash Management Administration
 - Customer Account Inquiry
 - Functional Setups
- Cash Management Transaction Analysis
 - Business Intelligence Authoring
- Cash Positioning and Forecasting Management
 - Customer Account Inquiry
 - Disbursement Data Management
 - Disbursement Process Management
 - Disbursement Data Management
 - View Person Address Data Only
 - Subledger Accounting Manager
 - Business Intelligence Consumer
 - Customer Account Inquiry
 - Subledger Accounting Reporting
 - Business Intelligence Consumer
 - Customer Account Inquiry
- FSCM Load Interface Administration
- Import Bank Statement
- Payments Disbursement Administration
- Subledger Accounting Transaction Analysis
 - Business Intelligence Authoring
- Upload data for Bank Statement Import

Duties

This table lists the duties assigned directly and indirectly to the Cash Manager job role.

| Duty Role | Description |
|-----------------------------------|--|
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| Business Intelligence Consumer | A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area. |

| Duty Role | Description |
|---|--|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. |
| Cash Management Transaction Analysis | Analyzes Cash Management transactional information |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting |
| Customer Account Inquiry | View customer account details. |
| Disbursement Data Management | Manages supplier payments, customer refunds, and employee expense payments. |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. |
| FSCM Load Interface Administration | Manages load interface file for import |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |
| Import Bank Statement | Allows import of bank statement. |
| Payments Disbursement Administration | Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports. |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. |
| Subledger Accounting Reporting | Runs all subledger accounting reports, and reviews journal entries. |
| Subledger Accounting Transaction Analysis | Analyzes Subledger Accounting transactional information |
| Transactional Analysis | This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users |
| Upload data for Bank Statement Import | Allows to upload data file to import bank statements. |
| View Person Address Data Only | Grants access to persons to view address data. |

Privileges

This table lists privileges granted to duties of the Cash Manager job role.

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|---|
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Import Bank Statement Reconciliation External Transaction |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Maintain Bank Statement |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Manage Bank Statement Autoreconciliation Exception |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Manage Bank Statement and Reconciliation Activities |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Manage Cash Management Infolets |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Manage External Cash Transaction |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Mark Bank Statement Reconciliation Reviewed |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Process Electronic Bank Statement |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Reconcile Bank Statement |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Review Journal |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Submit Autoreconciliation |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|---|
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Submit Bank Statement Report |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Submit Bank Statement Transaction Creation Program |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | Submit Cash to General Ledger Reconciliation Report |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | View Bank Statement |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | View External Cash Transaction |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | View Payables Payment |
| Bank Statement and Reconciliation | Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation. | View Receivables Receipt |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Additional Identifier |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Additional Name |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Address |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Address Use |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Classification Code Assignment |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Contact |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Contact Preference |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|---|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Contact Responsibility |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization E-Mail |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Instant Messenger |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Phone |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Relationship |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Add Trading Community Organization Web Page |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Correct Trading Community Organization Address |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Create Location of Final Discharge |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Create Party Fiscal Classification |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Create Third-Party Site Tax Profile |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Create Third-Party Tax Profile |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Define Accounting Calendar |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Define Oracle Fusion General Ledger Transaction Calendar |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Enter Trading Community Organization Information |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Export Trading Community Organization |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|--|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Export Trading Community Organization Additional Identifier |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Export Trading Community Organization Additional Name |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Export Trading Community Organization Addresses |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Export Trading Community Organization Classification Code Assignment |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Export Trading Community Organization Contact Points |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Export Trading Community Organization Contact Preferences |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Export Trading Community Organization Relationship |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Import Party Tax Profile |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Maintain Bank Account Transfer |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage All Application Profile Values |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Application Descriptive Flexfield |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Application Extensible Flexfield |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Application Flexfield Value Set |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Bank |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Bank Account |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Bank Branch |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|--|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Bank Statement Automatic Reconciliation Matching Rule Set |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Bank Statement Code |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Bank Statement Reconciliation Matching Rule |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Bank Statement Reconciliation Tolerance |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Bank Statement Transaction Creation Rule |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Cash Forecasting Rule |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Cash Positioning and Forecasting Reports |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Cash Positioning and Forecasting Source |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Cash Positioning and Forecasting Time Bucket |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Cash Positioning and Forecasting Transaction Grouping |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Cash Positioning and Forecasting Worksheet |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Cash Transaction Type Mapping |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Financial Application Lookups |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Organization Attachments |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Organization Interactions |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|--|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Organization Notes |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Parse Rule Set |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Tax Fiscal Classification Import and Export Services |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Tax Third-Party Import and Export Services |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Trading Community Organization Source System Mapping |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Manage Trading Community Organization Usage Assignment |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Move Trading Community Organization Address |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Additional Identifier |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Additional Name |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Address |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Address Use |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Classification Code Assignment |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Contact |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Contact Preference |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Contact Responsibility |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization E-Mail |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|---|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Instant Messenger |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Phone |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Relationship |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Remove Trading Community Organization Web Page |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Additional Identifier |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Additional Name |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Address |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Address Use |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Classification Code Assignment |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Contact |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Contact Preference |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Contact Responsibility |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization E-Mail |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Instant Messenger |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Phone |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|---|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Restore Trading Community Organization Relationship |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Search Trading Community Organization Relationship |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Select Trading Community Organization Address as Primary for a Purpose |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Select Trading Community Organization Contact Responsibility as Primary |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Select Trading Community Organization Contact as Primary |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Specify Cash Positioning and Forecasting Options |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Submit Organization Merge Request |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Location of Final Discharge |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Party Fiscal Classification |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Third-Party Site Tax Profile |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Third-Party Tax Profile |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Additional Identifier |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Additional Name |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Address Use |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Classification Code Assignment |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|--|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Contact |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Contact Preference |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization E-Mail |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Instant Messenger |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Phone |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Relationship |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | Update Trading Community Organization Web Page |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Accounting Calendar |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank Account |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank Account Transfer |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank Branch |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank Statement Automatic Reconciliation Matching Rule Set |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank Statement Code |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank Statement Reconciliation Matching Rule |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank Statement Reconciliation Tolerance |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Bank Statement Transaction Creation Rule |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Cash Transaction Type Mapping |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Oracle Fusion General Ledger Transaction Calendar |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Parse Rule Set |
| Cash Management Administration | Sets up system parameters, lookups, profile options, and descriptive flexfields. | View Trading Community Organization Relationship |
| Cash Manager | Protects and develops the company's liquid assets maximizing their use and return to the organization. | Access Financial Reporting Center |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Additional Identifier |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Additional Name |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Address |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Address Use |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Classification Code Assignment |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Contact |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Contact Preference |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Contact Responsibility |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization E-Mail |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Instant Messenger |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Phone |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Relationship |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Add Trading Community Organization Web Page |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Correct Trading Community Organization Address |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Create Location of Final Discharge |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Create Party Fiscal Classification |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Create Third-Party Site Tax Profile |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Create Third-Party Tax Profile |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Enter Trading Community Organization Information |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Export Trading Community Organization |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Export Trading Community Organization Additional Identifier |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Export Trading Community Organization Additional Name |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Export Trading Community Organization Addresses |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Export Trading Community Organization Classification Code Assignment |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Export Trading Community Organization Contact Points |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Export Trading Community Organization Contact Preferences |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Export Trading Community Organization Relationship |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Import Party Tax Profile |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Maintain Ad Hoc Payments |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Maintain Bank Account Transfer |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Cash Management Infolets |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Cash Positioning and Forecasting Reports |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Cash Positioning and Forecasting Transactions |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage External Cash Transaction |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Organization Attachments |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Organization Interactions |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Organization Notes |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Tax Fiscal Classification Import and Export Services |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Tax Third-Party Import and Export Services |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Trading Community Organization Source System Mapping |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Manage Trading Community Organization Usage Assignment |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Move Trading Community Organization Address |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Additional Identifier |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Additional Name |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Address |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Address Use |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Classification Code Assignment |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Contact |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Contact Preference |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Contact Responsibility |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization E-Mail |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Instant Messenger |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Phone |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Relationship |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Remove Trading Community Organization Web Page |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Additional Identifier |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Additional Name |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Address |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Address Use |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Classification Code Assignment |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Contact |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Contact Preference |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Contact Responsibility |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization E-Mail |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Instant Messenger |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Phone |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Restore Trading Community Organization Relationship |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Search Trading Community Organization Relationship |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Select Trading Community Organization Address as Primary for a Purpose |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Select Trading Community Organization Contact Responsibility as Primary |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Select Trading Community Organization Contact as Primary |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Submit Cash Positioning and Forecasting Data Deletion |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Submit Cash Positioning and Forecasting Data Extraction |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Submit Cash Positioning and Forecasting Data Transfer |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Submit Organization Merge Request |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Location of Final Discharge |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Party Fiscal Classification |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Third-Party Site Tax Profile |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Third-Party Tax Profile |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Additional Identifier |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Additional Name |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Address Use |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Classification Code Assignment |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Contact |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Contact Preference |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization E-Mail |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Instant Messenger |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Phone |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Relationship |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | Update Trading Community Organization Web Page |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | View Ad Hoc Payments |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | View Bank Account Transfer |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | View Bank Statement |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | View External Cash Transaction |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | View Payables Payment |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | View Receivables Receipt |
| Cash Positioning and Forecasting Management | Manages cash positioning and forecasting | View Trading Community Organization Relationship |
| Customer Account Inquiry | View customer account details. | Export Customer Account |
| Customer Account Inquiry | View customer account details. | Export Customer Account Relationship |
| Customer Account Inquiry | View customer account details. | Search Customer Account Relationships |
| Customer Account Inquiry | View customer account details. | Search Customer Account Site |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Additional Identifier |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Additional Name |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Address |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Classification Code Assignment |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Contact Point |
| Customer Account Inquiry | View customer account details. | View Customer Account |
| Customer Account Inquiry | View customer account details. | View Customer Account Information |
| Customer Account Inquiry | View customer account details. | View Customer Account Relationship |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Customer Account Inquiry | View customer account details. | View Customer Account Relationships |
| Customer Account Inquiry | View customer account details. | View Customer Account Site |
| Customer Account Inquiry | View customer account details. | View Customer Account Site Use |
| Customer Account Inquiry | View customer account details. | View Location of Final Discharge |
| Customer Account Inquiry | View customer account details. | View Party Fiscal Classification |
| Customer Account Inquiry | View customer account details. | View Third-Party Site Tax Profile |
| Customer Account Inquiry | View customer account details. | View Third-Party Tax Profile |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Additional Identifier |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Additional Name |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Address |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Address Use |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Classification Code Assignment |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Contact Point |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Contact Preference |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Source System Mapping |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Usage Assignment |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews | Assign Payment Process Attributes to Document Payable |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---------------------------------------|
| | proposed payments. Views items that were rejected or removed from a payment process request. | |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Build Documents Payable into Payments |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Format Payment Document |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Manage Payment File |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Mark Payments Complete |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Print Payment Documents |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Record Payment Document Print Status |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Reprint Payment Documents |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document | Reset Periodic Sequence Value |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|--|
| | and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Resolve Document Validation Error |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Resolve Payment File Transmission Failure |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Resolve Payment File Validation Error |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Resolve Payment Validation Error |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Retrieve Disbursement Acknowledgment |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Review Proposed Payment |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Submit Corporate Credit Card Remittance File |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|--|
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Submit Payment File Accompanying Letter |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Submit Payment File Creation Program |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Submit Payment File Register |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Submit Payment Process Request Status Report |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Submit Positive Pay File |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Submit Regulatory Reporting |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Submit Separate Remittance Advice |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Transmit Payment File |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|--|--|
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | View Disbursement |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | View Payment File |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | View Rejected and Removed Items In Payment Process Request |
| Disbursement Process Management | Assigns payment process attributes to documents payable, resolves document and payment validation errors, and reviews proposed payments. Views items that were rejected or removed from a payment process request. | Void All Payments |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------------|--|---|
| | | |
| Payments Disbursement Administration | Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports. | Grant Payment Function Access |
| Payments Disbursement Administration | Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports. | Manage Disbursement Payment Method |
| Payments Disbursement Administration | Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports. | Manage Internal Payer |
| Payments Disbursement Administration | Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports. | Manage Payment Code |
| Payments Disbursement Administration | Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports. | Manage Payment Method Defaulting Rule |
| Payments Disbursement Administration | Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports. | Manage Payment Process Profile |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Create Subledger Journal Entry Batch |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Create Subledger Journal Entry Online |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Create Subledger Journal Entry for Third Party Merge |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Create Subledger Multiperiod and Accrual Reversal Entry |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Manage Subledger Journal Entry Manually |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|--|---|
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Override Subledger Journal Entry |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Post Journal |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Post Subledger Journal Entry to General Ledger |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Purge Accounting Event Diagnostic Data |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Review Subledger Journal Entry |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Journals and Third Party Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Subledger Detail Journal Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Third Party Account Balance Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Third Party Balances Summary Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Third Party Detail and Balances Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and runs account analysis, | Run Import Journals By Program Call |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|--|
| | journal entries, and period close exceptions reports. | |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Account Analysis Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Accounting Event Diagnostic Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Journal Entries Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Subledger Period Close Exceptions Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Third Party Balances Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Trading Partner Summary Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Transfer Online Journal Entry to General Ledger |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Update Subledger Accounting Balance |
| Subledger Accounting Reporting | Runs all subledger accounting reports, and reviews journal entries. | Create Journal Entries Reporting Sequence Number |
| Subledger Accounting Reporting | Runs all subledger accounting reports, and reviews journal entries. | Review Subledger Journal Entry |
| Subledger Accounting Reporting | Runs all subledger accounting reports, and reviews journal entries. | Submit Account Analysis Report |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|---|---|
| Subledger Accounting Reporting | Runs all subledger accounting reports, and reviews journal entries. | Submit Journal Entries Report |
| Subledger Accounting Reporting | Runs all subledger accounting reports, and reviews journal entries. | Submit Subledger Period Close Exceptions Report |
| Subledger Accounting Reporting | Runs all subledger accounting reports, and reviews journal entries. | Submit Third Party Balances Report |
| Subledger Accounting Reporting | Runs all subledger accounting reports, and reviews journal entries. | Submit Trading Partner Summary Report |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Cash Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Disbursement | A Cash Manager can manage disbursement by payment function for any customer refunds in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Disbursement |
| Disbursement | A Cash Manager can manage disbursement by payment function for any employee expenses in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Disbursement |
| Disbursement | A Cash Manager can manage disbursement by payment function for any oracle fusion payables documents in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Disbursement |
| Disbursement | A Cash Manager can manage payments by business unit for the business units for which they are authorized | Role: Disbursement Process Management Privilege: Manage Payments by Business Unit (Data) Resource: Business Unit |
| Disbursement | A Cash Manager can manage payments by business unit for the business units that interact | Role: Cash Positioning and Forecasting Management |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|---|
| | with the bank accounts for which they are authorized | Privilege: Manage Payments by Business Unit (Data) Resource: Disbursement |
| Document Payable | A Cash Manager can manage disbursement by payment function for any customer refunds in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Document Payable |
| Document Payable | A Cash Manager can manage disbursement by payment function for any employee expenses in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Document Payable |
| Document Payable | A Cash Manager can manage disbursement by payment function for any oracle fusion payables documents in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Document Payable |
| Document Payable | A Cash Manager can manage payments by business unit for the business units for which they are authorized | Role: Disbursement Process Management Privilege: Manage Payments by Business Unit (Data) Resource: Business Unit |
| Document Payable | A Cash Manager can manage payments by business unit for the business units that interact with the bank accounts for which they are authorized | Role: Cash Positioning and Forecasting Management Privilege: Manage Payments by Business Unit (Data) Resource: Document Payable |
| Ledger | A Cash Manager can manage ledger for subledger for the posting ledgers for transactions that they are authorized. | Role: Subledger Accounting Manager Privilege: Manage Ledger for Subledger (Data) Resource: Ledger |
| Ledger | A Cash Manager can manage ledger for subledger for the posting ledgers for transactions that they are authorized. | Role: Subledger Accounting Reporting Privilege: Manage Ledger for Subledger (Data) Resource: Ledger |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|--|
| Party Tax Profile | A Cash Manager can manage business unit party tax profile for the business units for which they are authorized | Role: Customer Account Inquiry Privilege: Manage Business Unit Party Tax Profile (Data) Resource: Business Unit |
| Payables Payment | A Cash Manager can manage payables invoice for the business units that interact with the bank accounts for which they are authorized | Role: Bank Statement and Reconciliation Privilege: Manage Payables Invoice (Data) Resource: Payables Payment |
| Payables Payment | A Cash Manager can manage payables invoice for the business units that interact with the bank accounts for which they are authorized | Role: Cash Positioning and Forecasting Management Privilege: Manage Payables Invoice (Data) Resource: Payables Payment |
| Payment Instruction | A Cash Manager can manage disbursement by payment function for any customer refunds in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Payment Instruction |
| Payment Instruction | A Cash Manager can manage disbursement by payment function for any employee expenses in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Payment Instruction |
| Payment Instruction | A Cash Manager can manage disbursement by payment function for any oracle fusion payables documents in the payment process within the enterprise | Role: Disbursement Data Management Privilege: Manage Disbursement by Payment Function (Data) Resource: Payment Instruction |
| Payment Instruction | A Cash Manager can manage payments by business unit for the business units for which they are authorized | Role: Disbursement Process Management Privilege: Manage Payments by Business Unit (Data) Resource: Business Unit |
| Payment Instruction | A Cash Manager can manage payments by business unit for the business units that interact with the bank accounts for which they are authorized | Role: Cash Positioning and Forecasting Management Privilege: Manage Payments by Business Unit (Data) Resource: Payment Instruction |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|--|---|
| Person Address | A Cash Manager can report person address for all people in the enterprise | Role: Disbursement Process Management Privilege: Report Person Address (Data) Resource: Person Address |
| Person Address | A Cash Manager can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) Resource: Person Address |
| Receivables Miscellaneous Receipt | A Cash Manager can view receivables activities for the business units that interact with the bank accounts for which they are authorized | Role: Bank Statement and Reconciliation Privilege: View Receivables Activities (Data) Resource: Receivables Miscellaneous Receipt |
| Receivables Miscellaneous Receipt | A Cash Manager can view receivables activities for the business units that interact with the bank accounts for which they are authorized | Role: Cash Positioning and Forecasting Management Privilege: View Receivables Activities (Data) Resource: Receivables Miscellaneous Receipt |
| Receivables Standard Receipt | A Cash Manager can view receivables activities for the business units that interact with the bank accounts for which they are authorized | Role: Bank Statement and Reconciliation Privilege: View Receivables Activities (Data) Resource: Receivables Standard Receipt |
| Receivables Standard Receipt | A Cash Manager can view receivables activities for the business units that interact with the bank accounts for which they are authorized | Role: Cash Positioning and Forecasting Management Privilege: View Receivables Activities (Data) Resource: Receivables Standard Receipt |
| Subledger Accounting Balance | A Cash Manager can manage subledger accounting balance for the subsidiaries or management segment values whose account balance they manage | Role: Subledger Accounting Manager Privilege: Manage Subledger Accounting Balance (Data) Resource: Subledger Accounting Balance |
| Subledger Accounting Balance | A Cash Manager can manage subledger accounting balance for the subsidiaries or management segment values whose account balance they manage | Role: Subledger Accounting Reporting Privilege: Manage Subledger Accounting Balance (Data) Resource: Subledger Accounting Balance |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|---|---|
| Subledger Application | A Cash Manager can manage subledger application for the owning oracle fusion accounting generating subledger application. | Role: Subledger Accounting Manager Privilege: Manage Subledger Application (Data) Resource: Subledger Application |
| Subledger Application | A Cash Manager can manage subledger application for the owning oracle fusion accounting generating subledger application. | Role: Subledger Accounting Reporting Privilege: Manage Subledger Application (Data) Resource: Subledger Application |
| Subledger Journal Entry | A Cash Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized | Role: Subledger Accounting Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Journal Entry |
| Subledger Journal Entry | A Cash Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized | Role: Subledger Accounting Reporting Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Journal Entry |
| Subledger Source Transaction | A Cash Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized | Role: Subledger Accounting Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Source Transaction |
| Subledger Source Transaction | A Cash Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized | Role: Subledger Accounting Reporting Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Source Transaction |
| Tax Exemption | A Cash Manager can manage tax exemption for the tax setup applicable to the business units for which they are responsible | Role: Customer Account Inquiry Privilege: Manage Tax Exemption (Data) Resource: Business Unit |
| Trading Community Customer Account | A Cash Manager can view customer account for all customer accounts in the enterprise | Role: Customer Account Inquiry Privilege: View Customer Account (Data) Resource: Trading Community Customer Account |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Trading Community Customer Account Relationship | A Cash Manager can view customer account relationship for all customer account relationships in the enterprise | Role: Customer Account Inquiry Privilege: View Customer Account Relationship (Data) Resource: Trading Community Customer Account Relationship |
| Trading Community Customer Account Site | A Cash Manager can view customer account site for all customer account sites in the enterprise | Role: Customer Account Inquiry Privilege: View Customer Account Site (Data) Resource: Trading Community Customer Account Site |
| Trading Community Customer Account Site Use | A Cash Manager can view customer account site use for all customer account site uses in the enterprise | Role: Customer Account Inquiry Privilege: View Customer Account Site Use (Data) Resource: Trading Community Customer Account Site Use |
| Trading Community Organization Party | A Cash Manager can view trading community organization for all organizations in the enterprise | Role: Customer Account Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Cash Manager can view trading community organization for all organizations in the enterprise | Role: Disbursement Process Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Cash Manager can view trading community organization for all organizations in the enterprise | Role: Payments Disbursement Administration Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Cash Manager can view trading community person for all people in the enterprise | Role: Customer Account Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Cash Manager can view trading community person for all people in the enterprise | Role: Disbursement Process Management |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| | | Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Cash Manager can view trading community person for all people in the enterprise | Role: Payments Disbursement Administration Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Relationship | A Cash Manager can view trading community relationship for all trading community relationships in the enterprise | Role: Cash Management Administration Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | A Cash Manager can view trading community relationship for all trading community relationships in the enterprise | Role: Cash Positioning and Forecasting Management Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | A Cash Manager can view trading community relationship for all trading community relationships in the enterprise | Role: Customer Account Inquiry Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |

Privacy

This table lists data security policies for privacy for the Cash Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|--|--|
| External Bank Account | A Cash Manager can view personally identifiable information in payments for any bank account in the enterprise | Role: Disbursement Process Management Privilege: View Personally Identifiable Information in Payments (Data) Resource: External Bank Account |
| Party Tax Profile | A Cash Manager can manage party tax profile for any party tax profile defined in the enterprise | Role: Customer Account Inquiry Privilege: Manage Party Tax Profile (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------------|---|---|
| | | Resource: Party Tax Profile |
| Party Tax Profile | A Cash Manager can manage party tax profile taxpayer identifier for organizations of type individual party tax profile taxpayer identifier defined in the enterprise. | Role: Customer Account Inquiry Privilege: Manage Party Tax Profile Taxpayer Identifier (Data) Resource: Party Tax Profile |
| Tax Registration | A Cash Manager can manage tax registration for any tax registration defined in the enterprise | Role: Customer Account Inquiry Privilege: Manage Tax Registration (Data) Resource: Tax Registration |
| Withholding Party Tax Profile | A Cash Manager can manage party tax profile taxpayer identifier for organizations of type individual party tax profile taxpayer identifier defined in the enterprise. | Role: Customer Account Inquiry Privilege: Manage Party Tax Profile Taxpayer Identifier (Data) Resource: Withholding Party Tax Profile |

Compensation Administrator (Job Role)

Manages implementation and administration of compensation business objects and batch processes.

Role Hierarchy

The Compensation Administrator job role directly and indirectly inherits these roles.

- Compensation Administrator
 - Compensation Eligibility Management
 - Use REST Service - Person Benefit Balances
 - Compensation External Data Transaction Analysis
 - Functional Setups
 - HCM Extract Definition
 - Manage External Compensation Information
 - Manage Fast Formula
 - Manage HR Document Type
 - Payroll Common HCM Implementation

- Employee Bank Account Management
- Manage Fast Formula
- Manage HCM Rates
- Manage Payroll Element Entry
- Manage Value Defined by Criteria
- o Promote Worker
- o Submit a Payroll Flow
- o Submit a Payroll Process or Report
- o Use REST Service - Guided Journey Responses
- o Use REST Service - Guided Journeys Read Only
- o Use REST Service - Payroll Rate Definition List of Values
- o Use REST Service - Payroll Reference Data Lists of Values
- o Use REST Service - Workforce Structure List of Values

Duties

This table lists the duties assigned directly and indirectly to the Compensation Administrator job role.

| Duty Role | Description |
|---|---|
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. |
| Compensation External Data Transaction Analysis | Analyses compensation external data transactional information |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| FSCM Load Interface Administration | Manages load interface file for import |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |
| HCM Extract Definition | Grants access to the extract definition duty. |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Compensation Administrator job role.

| Aggregate Privilege | Description |
|---|---|
| Manage External Compensation Information | Load and manage data whose source is external to the application which can then be used in a workforce compensation cycle or in a total compensation statement. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage HCM Rates | Manages derived rates and values defined by criteria. |
| Manage HR Document Type | Allows management of document types for documents of record. |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage Value Defined by Criteria | Manages values defined by criteria. |
| Promote Worker | Promotes persons. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Payroll Rate Definition List of Values | Allows users to call the GET method associated with the payroll rate definition list of values REST Service. |
| Use REST Service - Payroll Reference Data Lists of Values | Allows users to call the GET method associated with the Payroll Reference Data list of values REST Services. |
| Use REST Service - Person Benefit Balances | Allows users to call all methods associated with the person benefit balances REST service. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |

Privileges

This table lists privileges granted to duties of the Compensation Administrator job role.

| Granted Role | Granted Role Description | Privilege |
|----------------------------|---|---|
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Access HCM Common Components |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Administer Compensation |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Approve Transactions |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Calculate HCM Rates |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Configure Employment Settings |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Configure Group Compensation Batch Processes Parameters |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Define Compensation Plan Definition |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Define Salary Basis |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Define Total Compensation Statement Setup |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Define Total Compensation Statement Setup Compensation Categories |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Define Total Compensation Statement Setup Compensation Items |

| Granted Role | Granted Role Description | Privilege |
|----------------------------|---|---|
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Define Variable Compensation Plan for Individual Compensation |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Enable Definition of All Workforce Compensation Plans |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Extract Work Structure Model Details |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Extract Work Structure Report Details |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Extract Worker Model Details |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Extract Worker Report Details |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Generate Total Compensation Statement |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Application Common Lookup |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Application Descriptive Flexfield |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Application Extensible Flexfield |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Application Flexfield Value Set |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Application Message |

| Granted Role | Granted Role Description | Privilege |
|----------------------------|---|--|
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Application Set-Enabled Lookup |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Application Standard Lookup |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Assignment Grade |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Assignment Grade Ladder |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Assignment Grade Rate |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Calendar Event |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Compensation History |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Compensation Plan Definition |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Compensation Plan Global Options |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Compensation Plan Global Options for Group Compensation |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Extracts Work Area |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Geography Tree |

| Granted Role | Granted Role Description | Privilege |
|----------------------------|---|--|
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Progression Grade Ladder |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Salary Range Differential |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Talent Profile Rating Model |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Trading Community Zones |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Work Schedule |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Work Shift |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Manage Work Workday Pattern |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Map Third Party Compensation Plans |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Monitor Total Compensation Statement Processes |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Purge Total Compensation Statement |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Review Calendar Event Coverage |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Run Grade Step Progression |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------------|---|--|
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Run Grade Step Salary Synchronization |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Run Group Compensation Batch Processes |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Run HCM Extract |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Run HCM Extract Write Process |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Run HCM Extracts Report |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Run Salary Processes |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Use REST Service - Benefit Balances List of Values |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Use REST Service - Benefits Lists of Values |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | Use REST Service - Salary Bases List of Values |
| Compensation Administrator | Manages implementation and administration of compensation business objects and batch processes. | View Payroll Flow Based Analytics |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Define Benefit Authorization |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Manage Benefit Eligibility Profile |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Manage Employee Legal Disclaimer |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------------|---|--|
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Manage Person Benefits Balance |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Manage Person Eligibility Derived Factor |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|---------------------------------------|
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition Report |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Flow Pattern |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Task |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage HCM User-Defined Table |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Exception |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group Usage |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Consolidation Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Element Classification |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Event Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Object Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Run Type |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third Parties |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|--|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Time Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Account |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Branch |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Payroll Payment Type |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Compensation Administrator job role.

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|--|
| Assignment Grade | A Compensation Administrator can choose assignment grade for all grades in the enterprise | Role: Compensation Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Compensation Administrator can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Compensation Administrator can manage assignment grade for all grades in the enterprise | Role: Compensation Administrator Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Compensation Administrator can manage assignment grade for all reference data sets in the enterprise | Role: Compensation Administrator Privilege: Manage Assignment Grade (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| | | Resource: Assignment Grade |
| Assignment Grade | A Compensation Administrator can report assignment grade for all grades in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Compensation Administrator can manage assignment grade ladder for all grades in the enterprise | Role: Compensation Administrator Privilege: Manage Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Compensation Administrator can report assignment grade ladder for all grades in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Compensation Administrator can manage assignment grade rate for all grades in the enterprise | Role: Compensation Administrator Privilege: Manage Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Compensation Administrator can report assignment grade rate for all grades in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Business Unit | A Compensation Administrator can choose business unit for business units in their organization security profile | Role: Compensation Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Compensation Administrator can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|--|
| Department | A Compensation Administrator can choose department for departments in their organization security profile | Role: Compensation Administrator Privilege: Choose Department (Data) Resource: Department |
| Department | A Compensation Administrator can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Compensation Administrator can report department for departments in their organization security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| External Compensation Data | A Compensation Administrator can manage external compensation information for people and assignments in their person and assignment security profile | Role: Manage External Compensation Information Privilege: Manage External Compensation Information (Data) Resource: External Compensation Data |
| Fast Formula | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| | | Resource: Fast Formula Function |
| Fast Formula Function | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|---|--|
| | | Resource: Fast Formula User Entity |
| Guided Journey Response | A Compensation Administrator can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Compensation Administrator can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Extract Definition | A Compensation Administrator can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition |
| HCM Rate | A Compensation Administrator can choose payroll rate definition for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Rate Definition List of Values Privilege: Choose Payroll Rate Definition (Data) Resource: HCM Rate |
| HCM Rate | A Compensation Administrator can manage hcm rate for legislative data groups in their legislative data group security profile | Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate |
| HCM User-Defined Table | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table User Column | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column Instance | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Row | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HR Document Type | A Compensation Administrator can manage document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: Manage Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Compensation Administrator can view document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Compensation Administrator can choose hr job for all jobs in the enterprise | Role: Compensation Administrator Privilege: Choose HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|---|
| HR Job | A Compensation Administrator can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Compensation Administrator can report hr job for all jobs in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Journey | A Compensation Administrator can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Compensation Administrator can choose legal employer for legal employers in their organization security profile | Role: Compensation Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Compensation Administrator can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Compensation Administrator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Compensation Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Compensation Administrator can choose payroll reference for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group |
| Location | A Compensation Administrator can choose location for all locations in the enterprise | Role: Compensation Administrator Privilege: Choose Location (Data) Resource: Location |
| Location | A Compensation Administrator can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| | | Privilege: Choose Location (Data) Resource: Location |
| Location | A Compensation Administrator can report location for all locations in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Organization Payment Method | A Compensation Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method Usage | A Compensation Administrator can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Payroll Balance Category | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Classification | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Definition | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| | | Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Dimension | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension Usage | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Exception | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception Report | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Payroll Balance Exception Report | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Feed | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Group | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |
| Payroll Balance Group Attribute | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute Default | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| Payroll Balance Group Attribute Default | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Definition | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Inclusion | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Usage | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage Item | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Payroll Balance Type | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Checklist | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| Payroll Checklist Annotation | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Consolidation Group | A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Context Usage | A Compensation Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Compensation Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Database Item Group | A Compensation Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Compensation Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Deduction Allow Override | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| | | Resource: Payroll Deduction Allow Override |
| Payroll Deduction Autoindirect | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Calculation | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation Group | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Method | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|--|--|
| Payroll Deduction Calculation Part | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Type | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Unit | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Context Usage | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Range Item | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| Payroll Deduction Range Item | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Report Use | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Type | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |
| Payroll Definition | A Compensation Administrator can choose payroll definition for payrolls in their payroll security profile | Role: Compensation Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Classification | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|---|
| Payroll Element Classification | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Criteria | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Link | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Run Result | A Compensation Administrator can view payroll element for legal employers in their organization security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |
| Payroll Element Status Processing Rule | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Subclassification Rule | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|---|
| | | Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Type | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Event | A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event Definition | A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Group | A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|---|
| Payroll Event Group | A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Qualifier | A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Value Change | A Compensation Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Compensation Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Flow Definition | A Compensation Administrator can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile | Role: Compensation Administrator Privilege: Choose Payroll Flow Pattern Data OBSOLETE Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| Payroll Flow Definition | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| | | Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Task Action | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Frequency Rule | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| Payroll Frequency Rule Period | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Iterative Rule | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Object Group | A Compensation Administrator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Compensation Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group Rule Type | A Compensation Administrator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Compensation Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Period | A Compensation Administrator can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------------------|---|--|
| Payroll Period | A Compensation Administrator can view payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Processing Rule | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Relationship | A Compensation Administrator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Compensation Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Retropay Component Usage | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Element Span Usage | A Compensation Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Compensation Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Payroll Run Type | A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type Classification Rule | A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Element Type Usage | A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Organization Method | A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Usage | A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| Payroll Run Type Usage | A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Statutory Unit | A Compensation Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Compensation Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Compensation Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task Parameter | A Compensation Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Compensation Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Taxability Rule | A Compensation Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Compensation Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| | | Resource: Payroll Taxability Rule |
| Payroll Template Rule Group | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group Usage | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Solution | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution Classification Usage | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Column Information | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Instance | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Design Pattern | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Entity Rule Usage | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| Payroll Template Solution Functional Area | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Pattern Entity Usage | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Rule Usage | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Selection | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Row Instance | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Rule | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule Dependency | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Table Information | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| Payroll Template Solution Table Relation | A Compensation Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Time Definition | A Compensation Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Compensation Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Person | A Compensation Administrator can choose person for persons and assignments in their person and assignment security profile | Role: Compensation Administrator Privilege: Choose Person (Data) Resource: Person |
| Person | A Compensation Administrator can report person for persons and assignments in their person and assignment security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person Assignment | A Compensation Administrator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Administrator can report assignment for persons and assignments in their person and assignment security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Administrator can report person assignment for persons and assignments in their person and assignment security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| | | Resource: Person Assignment |
| Person Benefit Balance | A Compensation Administrator can manage person benefit balance for people and assignments in their person and assignment security profile | Role: Compensation Administrator Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Compensation Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Compensation Eligibility Management Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Compensation Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Compensation Administrator can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Personal Payment Method | A Compensation Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Compensation Administrator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Position | A Compensation Administrator can choose position for positions in their position security profile | Role: Compensation Administrator Privilege: Choose Position (Data) Resource: Position |
| Position | A Compensation Administrator can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| | | Resource: Position |
| Position | A Compensation Administrator can report position for positions in their position security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Person | A Compensation Administrator can report public person for persons and assignments in their person and assignment security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Secured Payroll Element Type | A Compensation Administrator can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Compensation Administrator can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Compensation Administrator can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Compensation Administrator can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Tax Reporting Unit | A Compensation Administrator can choose tax reporting unit for tax reporting units in their organization security profile | Role: Compensation Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Tax Reporting Unit | A Compensation Administrator can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|---|
| Trading Community Organization Party | A Compensation Administrator can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Compensation Administrator can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |

Compensation Analyst (Job Role)

Analyzes compensation for a group of workers.

Role Hierarchy

The Compensation Analyst job role directly and indirectly inherits these roles.

- Compensation Analyst
 - Access HCM Spreadsheet Data Loader Templates
 - Administer Stock
 - Compensation Transaction Analysis
 - Business Intelligence Authoring
 - Download Salaries in Mass
 - Individual Compensation Transaction Analysis
 - Load Data using HCM Spreadsheet Data Loader
 - Manage Workforce Compensation Global Models
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - View Market Composites
 - View Total Compensation Statement Feedback by Compensation User
 - View Workforce Compensation Administration Reports
 - Workforce Assignment Salary Transaction Analysis

Duties

This table lists the duties assigned directly and indirectly to the Compensation Analyst job role.

| Duty Role | Description |
|--|--|
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| Compensation Transaction Analysis | Analyzes Compensation transactional information |
| Individual Compensation Transaction Analysis | Analyzes individual compensation transactional information |
| Transactional Analysis | This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users |

| Duty Role | Description |
|--|--|
| Workforce Assignment Salary Transaction Analysis | Analyses assignment and salary transactional information |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Compensation Analyst job role.

| Aggregate Privilege | Description |
|---|---|
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Administer Stock | Manage stock grants by viewing, updating, importing and exporting stock history. |
| Download Salaries in Mass | Privilege to download salaries to a spreadsheet, make adjustments to one or more salaries, and then upload changes back into the application. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Manage Workforce Compensation Global Models | Privilege to view and manage global models for workforce compensation plans. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| View Market Composites | Allows viewing market composites data. |
| View Total Compensation Statement Feedback by Compensation User | Allows viewing total compensation statement feedback survey by compensation user. |
| View Workforce Compensation Administration Reports | Privilege to view administration reports for workforce compensation plans. |

Privileges

This table lists privileges granted to duties of the Compensation Analyst job role.

| Granted Role | Granted Role Description | Privilege |
|----------------------|---|--|
| Compensation Analyst | Analyzes compensation for a group of workers. | Access HCM Common Components |
| Compensation Analyst | Analyzes compensation for a group of workers. | Administer Compensation |
| Compensation Analyst | Analyzes compensation for a group of workers. | Approve Transactions |
| Compensation Analyst | Analyzes compensation for a group of workers. | Configure Market Composites |
| Compensation Analyst | Analyzes compensation for a group of workers. | Import Market Composites |
| Compensation Analyst | Analyzes compensation for a group of workers. | Import Market Survey |
| Compensation Analyst | Analyzes compensation for a group of workers. | Load Batch Data |
| Compensation Analyst | Analyzes compensation for a group of workers. | Manage Data Exchange Work Area |
| Compensation Analyst | Analyzes compensation for a group of workers. | Manage Market Segments |
| Compensation Analyst | Analyzes compensation for a group of workers. | Manage Market Survey Compensation Type |
| Compensation Analyst | Analyzes compensation for a group of workers. | Manage Market Survey Supplier |
| Compensation Analyst | Analyzes compensation for a group of workers. | View Total Compensation Statement Administration Reports |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Compensation Analyst job role.

| Business Object | Policy Description | Policy Store Implementation |
|------------------|---|--|
| Assignment Grade | A Compensation Analyst can report assignment grade for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Compensation Analyst can report assignment grade for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Resource: Assignment Grade |
| Assignment Grade | A Compensation Analyst can report assignment grade for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Compensation Analyst can report assignment grade ladder for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Compensation Analyst can report assignment grade ladder for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Compensation Analyst can report assignment grade ladder for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Compensation Analyst can report assignment grade rate for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Compensation Analyst can report assignment grade rate for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Compensation Analyst can report assignment grade rate for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Compensation Allocation | A Compensation Analyst can allocate compensation person rate by compensation | Role: Manage Workforce Compensation Global Models |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| | manager for people and assignments in their person and assignment security profile | Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Compensation Analyst can allocate compensation person rate by compensation manager for people and assignments in their person and assignment security profile | Role: View Workforce Compensation Administration Reports Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Compensation Analyst can report compensation allocation for people and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Compensation Allocation (Data) Resource: Compensation Allocation |
| Compensation Market Composites | A Compensation Analyst can view market composites for persons and assignments in their person and assignment security profile | Role: View Market Composites Privilege: View Market Composites (Data) Resource: Compensation Market Composites |
| Compensation Stock Grant | A Compensation Analyst can manage compensation stock grant for people in their person and assignment security profile | Role: Administer Stock Privilege: Manage Compensation Stock Grant (Data) Resource: Compensation Stock Grant |
| Compensation Stock Grant | A Compensation Analyst can report compensation stock grant for people and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Compensation Stock Grant (Data) Resource: Compensation Stock Grant |
| Department | A Compensation Analyst can report department for departments in their organization security profile | Role: Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Compensation Analyst can report department for departments in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| Department | A Compensation Analyst can report department for departments in their organization security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Guided Journey Response | A Compensation Analyst can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Compensation Analyst can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Spreadsheet Loader Data Set | A Compensation Analyst can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Compensation Analyst can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Compensation Analyst can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HR Job | A Compensation Analyst can report hr job for all jobs in the enterprise | Role: Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Compensation Analyst can report hr job for all jobs in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report HR Job (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|---|
| | | Resource: HR Job |
| HR Job | A Compensation Analyst can report hr job for all jobs in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Journey | A Compensation Analyst can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Compensation Analyst can choose legal employer for legal employers in their organization security profile | Role: Compensation Analyst Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Compensation Analyst can report legal employer for legal employers in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Compensation Analyst can report legislative data group for legislative data groups in their legislative data group security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Location | A Compensation Analyst can choose location for all locations in the enterprise | Role: Compensation Analyst Privilege: Choose Location (Data) Resource: Location |
| Location | A Compensation Analyst can report location for all locations in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Compensation Analyst can report location for all locations in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|--|
| Location | A Compensation Analyst can report location for all locations in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Payroll Definition | A Compensation Analyst can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Type | A Compensation Analyst can report payroll element for legislative data groups in their legislative data group security profile | Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Compensation Analyst can report payroll element for legislative data groups in their legislative data group security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Relationship | A Compensation Analyst can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Compensation Analyst can report person process result for people and assignments in person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Person | A Compensation Analyst can report person for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Compensation Analyst can report person for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person | A Compensation Analyst can report person for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person Assignment | A Compensation Analyst can report assignment for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Analyst can report assignment for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Analyst can report assignment for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Analyst can report payroll relationship for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Analyst can report person assignment for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Analyst can report person assignment for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Analyst can report person assignment for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Person Detail | A Compensation Analyst can search person detail for persons and assignments in their person and assignment security profile | Role: Compensation Analyst Privilege: Search Person Live (Data) Resource: Person Detail |
| Position | A Compensation Analyst can report position for positions in their position security profile | Role: Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Compensation Analyst can report position for positions in their position security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Compensation Analyst can report position for positions in their position security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Person | A Compensation Analyst can report public person for persons and assignments in their public person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Analyst can report public person for persons and assignments in their public person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Analyst can report public person for persons and assignments in their public person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Analyst can view public person for persons and assignments in their person and assignment security profile | Role: Compensation Analyst Privilege: Report Public Person (Data) Resource: Public Person |
| Salary | A Compensation Analyst can export salary for people and assignments in their person and assignment security profile | Role: Download Salaries in Mass Privilege: Export Salary (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|--|--|
| | | Resource: Salary |
| Salary | A Compensation Analyst can report salary for people and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Salary (Data) Resource: Salary |
| Salary | A Compensation Analyst can report salary for people and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Salary (Data) Resource: Salary |
| Total Compensation Feedback | A Compensation Analyst can view total compensation statement feedback for people and assignments in their person and assignment security profile | Role: View Total Compensation Statement Feedback by Compensation User Privilege: View Total Compensation Statement Feedback (Data) Resource: Total Compensation Feedback |

Compensation Manager (Job Role)

Manages compensation business processes and worker compensation details.

Role Hierarchy

The Compensation Manager job role directly and indirectly inherits these roles.

- Compensation Manager
 - Access HCM Spreadsheet Data Loader Templates
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Administer Individual Compensation
 - Administer Stock
 - Administer Workers for Workforce Compensation
 - Approve Proposed Progressions and Salary Updates
 - Compensation External Data Transaction Analysis
 - Compensation Transaction Analysis
 - Business Intelligence Authoring
 - Correct Worker Salary
 - Delete Worker Latest Salary
 - Download Salaries in Mass
 - Individual Compensation Transaction Analysis
 - Load Data using HCM Spreadsheet Data Loader
 - Manage External Compensation Information
 - Manage Individual Compensation
 - Manage Person Documentation
 - Manage Salaries
 - Manage Salary History
 - Manage Workforce Compensation Global Models
 - Payroll Batch Load Management
 - Person Management
 - Use REST Service - Worker Searches V2
 - View Person Address Data Only
 - View Person National Identifier
 - Review Rates-based Salary Process Run Results
 - Review Salary Synchronization Results
 - Simulate Salary Ranges
 - Submit a Payroll Process or Report
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only

- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - Worker Assignments List of Values
- View Compensation Details for Worker
- View Compensation History
- View Future Salary Changes
- View Market Composites Summary
- View Portrait Contact Card
- View Total Compensation Statement Feedback by Compensation User
- View Total Compensation Statements
- View Workforce Compensation Administration Reports
- Workforce Assignment Salary Transaction Analysis
- Workforce Compensation Act as Proxy

Duties

This table lists the duties assigned directly and indirectly to the Compensation Manager job role.

| Duty Role | Description |
|---|--|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| Compensation External Data Transaction Analysis | Analyses compensation external data transactional information |
| Compensation Transaction Analysis | Analyses Compensation transactional information |
| Individual Compensation Transaction Analysis | Analyses individual compensation transactional information |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. |
| Transactional Analysis | This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users |

| Duty Role | Description |
|--|--|
| View Person Address Data Only | Grants access to persons to view address data. |
| Workforce Assignment Salary Transaction Analysis | Analyses assignment and salary transactional information |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Compensation Manager job role.

| Aggregate Privilege | Description |
|--|---|
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Administer Individual Compensation | Allows administration of individual compensation awards for workers within the user's security profile. |
| Administer Stock | Manage stock grants by viewing, updating, importing and exporting stock history. |
| Administer Workers for Workforce Compensation | Privilege that enables compensation managers to view, enter and override worker level details for workforce compensation plan cycles. |
| Approve Proposed Progressions and Salary Updates | Review and approve grade, step and salary progressions proposed by the grade step progression batch process. |
| Correct Worker Salary | Allows correction of a worker's salary on responsive pages. |
| Delete Worker Latest Salary | Allows deletion of a worker's latest salary on responsive pages. |
| Download Salaries in Mass | Privilege to download salaries to a spreadsheet, make adjustments to one or more salaries, and then upload changes back into the application. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Manage External Compensation Information | Load and manage data whose source is external to the application which can then be used in a workforce compensation cycle or in a total compensation statement. |

| Aggregate Privilege | Description |
|--|---|
| | |
| Manage Individual Compensation | Privilege to manage individual compensation awards for workers within the user's security profile. |
| Manage Person Documentation | Manages documents. |
| Manage Salaries | Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer. |
| Manage Salary History | Allows the user to view and manage salary history. |
| Manage Workforce Compensation Global Models | Privilege to view and manage global models for workforce compensation plans. |
| Review Rates-based Salary Process Run Results | Review proposed rates-based salary changes and post the acceptable changes, roll back a posted change. |
| Review Salary Synchronization Results | Enables administrators to manually review workers eligible to progress on a grade ladder that requires manual approval before grade, step and salary changes are updated. |
| Simulate Salary Ranges | Allows the user to inspect and troubleshoot salary ranges and differential calculations. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Compensation History | Provides access to view compensation history for workers within the users security profile. |
| View Future Salary Changes | Allows viewing of future salary changes for a worker on responsive pages. |

| Aggregate Privilege | Description |
|---|--|
| View Market Composites Summary | Allows viewing of market composite summary. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Portrait Contact Card | Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers. |
| View Total Compensation Statement Feedback by Compensation User | Allows viewing total compensation statement feedback survey by compensation user. |
| View Total Compensation Statements | Views generated total compensation statements for individuals within their security profile. |
| View Workforce Compensation Administration Reports | Privilege to view administration reports for workforce compensation plans. |

Privileges

This table lists privileges granted to duties of the Compensation Manager job role.

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Access HCM Common Components |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Adjust Compensation Budget by Compensation Manager |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Administer Compensation |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Approve Transactions |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Enable worker searches using effective dates |

| Granted Role | Granted Role Description | Privilege |
|----------------------|--|---|
| Compensation Manager | Manages compensation business processes and worker compensation details. | Enable worker searches using termination date |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Generate Printable Compensation Statements |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Manage Calendar Event |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Manage Compensation Budget by Compensation Manager |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Manage Data Exchange Work Area |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Manage Geography Tree |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Manage Person Work Area |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Manage Work Schedule |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Manage Work Shift |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Manage Work Workday Pattern |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Model Compensation Distribution Model for Budgets by Compensation Manager |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Review Calendar Event Coverage |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Use REST Service - Individual Compensation Lists of Values |
| Compensation Manager | Manages compensation business processes and worker compensation details. | Use REST Service - Salary Bases List of Values |
| Compensation Manager | Manages compensation business processes and worker compensation details. | View Payroll Flow Based Analytics |
| Compensation Manager | Manages compensation business processes and worker compensation details. | View Total Compensation Statement Administration Reports |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------------|--|---|
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Manage Payroll Batch Upload |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Purge HCM Batch |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Transfer Payroll Batch |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | View HCM Import and Load Results |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Manage Person |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Search Person |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Allocate Compensation Person Rate by Compensation Manager |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Approve and Submit Compensation Allocation by Compensation Manager |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Assign Compensation Performance Rating by Compensation Manager |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Award Compensation Promotion by Compensation Manager |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Create Compensation Distribution Model for Allocation by Compensation Manager |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work | Export Compensation Allocation Details to Spreadsheet by Compensation Manager |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------------|--|---|
| | area and access worksheets and perform the same actions as worksheet managers. | |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Generate Compensation Allocation Statements by Compensation Manager |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Manage Workforce Compensation Work Area by Proxy |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Print Performance Document |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | Run Group Compensation Manager Reports by Compensation Manager |
| Workforce Compensation Act as Proxy | Enables compensation professionals to navigate to the Workforce Compensation work area and access worksheets and perform the same actions as worksheet managers. | View Worker Performance Management Document |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Compensation Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| Application Reference Territory | A Compensation Manager can choose application reference territory for all application reference territories in the enterprise | Role: Compensation Manager Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Compensation Manager can choose application reference territory for countries in their country security profile | Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| Assignment Grade | A Compensation Manager can choose assignment grade for all grades in the enterprise | Role: Compensation Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Compensation Manager can report assignment grade for all grades in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Compensation Manager can report assignment grade for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Compensation Manager can report assignment grade for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Compensation Manager can report assignment grade for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Compensation Manager can report assignment grade ladder for all grades in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Compensation Manager can report assignment grade ladder for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Compensation Manager can report assignment grade ladder for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| Assignment Grade Ladder | A Compensation Manager can report assignment grade ladder for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Compensation Manager can report assignment grade rate for all grades in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Compensation Manager can report assignment grade rate for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Compensation Manager can report assignment grade rate for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Compensation Manager can report assignment grade rate for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Compensation Allocation | A Compensation Manager can allocate compensation allocation for people and assignments in their person and assignment security profile | Role: Compensation Manager Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Compensation Manager can allocate compensation person rate by compensation manager for people and assignments in their person and assignment security profile | Role: Administer Workers for Workforce Compensation Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Compensation Manager can allocate compensation person rate by compensation manager for people and assignments in their person and assignment security profile | Role: Manage Workforce Compensation Global Models |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| | | Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Compensation Manager can allocate compensation person rate by compensation manager for people and assignments in their person and assignment security profile | Role: View Workforce Compensation Administration Reports Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Compensation Manager can allocate compensation person rate by compensation manager for people and assignments in their person and assignment security profile | Role: Workforce Compensation Act as Proxy Privilege: Allocate Compensation Person Rate by Compensation Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Compensation Manager can approve compensation allocation for people and assignments in their person and assignment security profile | Role: Compensation Manager Privilege: Approve and Submit Compensation Allocation by Compensation Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Compensation Manager can report compensation allocation for people and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Compensation Allocation (Data) Resource: Compensation Allocation |
| Compensation History | A Compensation Manager can view compensation history for people and assignments in their person and assignment security profile | Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History |
| Compensation Market Composites | A Compensation Manager can view market composites for persons and assignments in their person and assignment security profile | Role: View Market Composites Summary Privilege: View Market Composites (Data) Resource: Compensation Market Composites |
| Compensation Note | A Compensation Manager can manage compensation note for public compensation notes for people in their person and assignment security profile and for private compensation notes that they own | Role: Workforce Compensation Act as Proxy Privilege: Manage Compensation Note (Data) Resource: Compensation Note |
| Compensation Stock Grant | A Compensation Manager can manage compensation stock grant for people in their person and assignment security profile | Role: Administer Stock |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|--|
| | | Privilege: Manage Compensation Stock Grant (Data) Resource: Compensation Stock Grant |
| Compensation Stock Grant | A Compensation Manager can report compensation stock grant for people and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Compensation Stock Grant (Data) Resource: Compensation Stock Grant |
| Department | A Compensation Manager can choose department for departments in their organization security profile | Role: Compensation Manager Privilege: Choose Department (Data) Resource: Department |
| Department | A Compensation Manager can report department for departments in their organization security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Compensation Manager can report department for departments in their organization security profile | Role: Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Compensation Manager can report department for departments in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Compensation Manager can report department for departments in their organization security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| External Compensation Data | A Compensation Manager can manage external compensation information for people and assignments in their person and assignment security profile | Role: Manage External Compensation Information Privilege: Manage External Compensation Information (Data) Resource: External Compensation Data |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| Guided Journey Response | A Compensation Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Compensation Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Spreadsheet Loader Data Set | A Compensation Manager can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Compensation Manager can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Compensation Manager can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HR Document Type | A Compensation Manager can view document type for document types in their document type security profile | Role: Manage Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Compensation Manager can choose hr job for all jobs in the enterprise | Role: Compensation Manager Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Compensation Manager can report hr job for all jobs in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|---|
| HR Job | A Compensation Manager can report hr job for all jobs in the enterprise | Role: Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Compensation Manager can report hr job for all jobs in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Compensation Manager can report hr job for all jobs in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Journey | A Compensation Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Compensation Manager can choose legal employer for legal employers in their organization security profile | Role: Compensation Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Compensation Manager can report legal employer for legal employers in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Compensation Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Compensation Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Compensation Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| Location | A Compensation Manager can choose location for all locations in the enterprise | Role: Compensation Manager Privilege: Choose Location (Data) Resource: Location |
| Location | A Compensation Manager can report location for all locations in the enterprise | Role: Compensation External Data Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Compensation Manager can report location for all locations in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Compensation Manager can report location for all locations in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Compensation Manager can report location for all locations in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Payroll Batch Header | A Compensation Manager can manage payroll batch loader for legislative data groups in their legislative data group security profile | Role: Payroll Batch Load Management Privilege: Manage Payroll Batch Loader (Data) Resource: Payroll Batch Header |
| Payroll Batch Header | A Compensation Manager can view payroll batch loader for legislative data groups in their legislative data group security profile | Role: Payroll Batch Load Management Privilege: View Payroll Batch Loader (Data) Resource: Payroll Batch Header |
| Payroll Checklist | A Compensation Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Compensation Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| | | Resource: Payroll Checklist Annotation |
| Payroll Definition | A Compensation Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Type | A Compensation Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Compensation Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Flow Definition | A Compensation Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Compensation Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Relationship | A Compensation Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Compensation Manager can report person process result for people and assignments in person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Person | A Compensation Manager can choose person for persons and assignments in their person and assignment security profile | Role: Compensation Manager Privilege: Choose Person (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Person | A Compensation Manager can manage person for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person (Data) Resource: Person |
| Person | A Compensation Manager can report person for persons and assignments in their person and assignment security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Compensation Manager can report person for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Compensation Manager can report person for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Compensation Manager can report person for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Compensation Manager can search person for persons and assignments in their person and assignment security profile | Role: Compensation Manager Privilege: Search Person Live (Data) Resource: Person |
| Person | A Compensation Manager can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person |
| Person Address | A Compensation Manager can manage person private address details for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | A Compensation Manager can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| | | Resource: Person Address |
| Person Assignment | A Compensation Manager can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report assignment for persons and assignments in their person and assignment security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report assignment for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report assignment for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report assignment for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report payroll relationship for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report person assignment for persons and assignments in their person and assignment security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Person Assignment (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| | | Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report person assignment for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report person assignment for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can report person assignment for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Contact | A Compensation Manager can manage person contact for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact |
| Person Disability | A Compensation Manager can manage person disability for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|--|
| Person Documentation | A Compensation Manager can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Compensation Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Driver License | A Compensation Manager can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Passport | A Compensation Manager can manage person passport number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Position | A Compensation Manager can choose position for positions in their position security profile | Role: Compensation Manager Privilege: Choose Position (Data) Resource: Position |
| Position | A Compensation Manager can report position for positions in their position security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Compensation Manager can report position for positions in their position security profile | Role: Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Compensation Manager can report position for positions in their position security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Compensation Manager can report position for positions in their position security profile | Role: Workforce Assignment Salary Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Privilege: Report Position (Data) Resource: Position |
| Public Assignment | A Compensation Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Compensation Manager can choose public person for persons and assignments in their person and assignment security profile | Role: Compensation Manager Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Manager can report public person for persons and assignments in their person and assignment security profile | Role: Compensation External Data Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Compensation Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Public Person | A Compensation Manager can view worker contact portrait card for persons and assignments in their public person and assignment security profile | Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person |
| Salary | A Compensation Manager can approve proposed progressions and salary updates for people and assignments in their person and assignment security profile | Role: Approve Proposed Progressions and Salary Updates Privilege: Approve Proposed Progressions and Salary Updates (Data) Resource: Salary |
| Salary | A Compensation Manager can correct worker salary for persons and assignments in their person and assignment security profile | Role: Correct Worker Salary Privilege: Correct Worker Salary (Data) Resource: Salary |
| Salary | A Compensation Manager can delete worker latest salary for persons and assignments in their person and assignment security profile | Role: Delete Worker Latest Salary Privilege: Delete Worker Latest Salary (Data) Resource: Salary |
| Salary | A Compensation Manager can enter salary details for people and assignments in their person and assignment security profile | Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary |
| Salary | A Compensation Manager can manage salary history for persons and assignments in their person and assignment security profile | Role: Manage Salary History Privilege: Manage Salary History (Data) Resource: Salary |
| Salary | A Compensation Manager can report salary for people and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Salary (Data) Resource: Salary |
| Salary | A Compensation Manager can report salary for people and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Salary (Data) Resource: Salary |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Salary | A Compensation Manager can review rates-based salary process run results for people and assignments in their person and assignment security profile | Role: Review Rates-based Salary Process Run Results Privilege: Review Rates-based Salary Process Run Results (Data) Resource: Salary |
| Salary | A Compensation Manager can review salary synchronization results for people and assignments in their person and assignment security profile | Role: Review Salary Synchronization Results Privilege: Review Salary Synchronization Results (Data) Resource: Salary |
| Salary | A Compensation Manager can view future salary changes for persons and assignments in their person and assignment security profile | Role: View Future Salary Changes Privilege: View Future Salary Changes (Data) Resource: Salary |
| Salary | A Compensation Manager can view salary details for people and assignments in their person and assignment security profile | Role: Manage Salaries Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Compensation Manager can view salary details for persons and assignments in their person and assignment security profile | Role: Simulate Salary Ranges Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Compensation Manager can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Compensation Manager can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Salary | A Compensation Manager can view worker compensation portrait card for people in their person and assignment security profile | Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Total Compensation Feedback | A Compensation Manager can view total compensation statement feedback for people and assignments in their person and assignment security profile | Role: View Total Compensation Statement Feedback by Compensation User Privilege: View Total Compensation Statement Feedback (Data) Resource: Total Compensation Feedback |
| Total Compensation Statement | A Compensation Manager can view total compensation statement already generated for people and assignments in their person and assignment security profile | Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement |
| Trading Community Organization Party | A Compensation Manager can view trading community organization for all organizations in the enterprise | Role: Workforce Compensation Act as Proxy Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Compensation Manager can view trading community person for all organizations in the enterprise | Role: Workforce Compensation Act as Proxy Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Variable Compensation Allocation | A Compensation Manager can administer individual compensation for people and assignments in their person and assignment security profile | Role: Administer Individual Compensation Privilege: Administer Individual Compensation (Data) Resource: Variable Compensation Allocation |
| Variable Compensation Allocation | A Compensation Manager can enter variable compensation allocation for people and assignments in their person and assignment security profile | Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation |
| Worker | A Compensation Manager can review worker for persons and assignments in their person and assignment security profile | Role: Compensation Manager Privilege: Review Worker Availability (Data) Resource: Worker |
| Worker | A Compensation Manager can review worker for subordinates in their person and assignment security profile | Role: Compensation Manager Privilege: Review Worker Availability (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Worker | A Compensation Manager can review worker for themselves | Role: Compensation Manager Privilege: Review Worker Availability (Data) Resource: Worker |

Compensation Specialist (Job Role)

Assists in the development, implementation and administration of compensation programs, policies and procedures.

Role Hierarchy

The Compensation Specialist job role directly and indirectly inherits these roles.

- Compensation Specialist
 - Administer Individual Compensation
 - Correct Worker Salary
 - Delete Worker Latest Salary
 - Manage Individual Compensation
 - Manage Person Documentation
 - Manage Salaries
 - Manage Salary History
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Use REST Service - Salaries With Analytics Read Only
 - Use REST Service - Worker Assignments List of Values
 - View Compensation Details for Worker
 - View Compensation History
 - View Future Salary Changes
 - View Market Composites Summary

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Compensation Specialist job role.

| Aggregate Privilege | Description |
|--|--|
| Administer Individual Compensation | Allows administration of individual compensation awards for workers within the user's security profile. |
| Correct Worker Salary | Allows correction of a worker's salary on responsive pages. |
| Delete Worker Latest Salary | Allows deletion of a worker's latest salary on responsive pages. |
| Manage Individual Compensation | Privilege to manage individual compensation awards for workers within the user's security profile. |
| Manage Person Documentation | Manages documents. |
| Manage Salaries | Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer. |
| Manage Salary History | Allows the user to view and manage salary history. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Compensation History | Provides access to view compensation history for workers within the users security profile. |
| View Future Salary Changes | Allows viewing of future salary changes for a worker on responsive pages. |
| View Market Composites Summary | Allows viewing of market composite summary. |

Privileges

This table lists privileges granted to duties of the Compensation Specialist job role.

| Granted Role | Granted Role Description | Privilege |
|-------------------------|--|--|
| Compensation Specialist | Assists in the development, implementation and administration of compensation programs, policies and procedures. | Access HCM Common Components |
| Compensation Specialist | Assists in the development, implementation and administration of compensation programs, policies and procedures. | Administer Compensation |
| Compensation Specialist | Assists in the development, implementation and administration of compensation programs, policies and procedures. | Approve Transactions |
| Compensation Specialist | Assists in the development, implementation and administration of compensation programs, policies and procedures. | Enable worker searches using effective dates |
| Compensation Specialist | Assists in the development, implementation and administration of compensation programs, policies and procedures. | Use REST Service - Individual Compensation Lists of Values |
| Compensation Specialist | Assists in the development, implementation and administration of compensation programs, policies and procedures. | Use REST Service - Salary Bases List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Compensation Specialist job role.

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| Compensation History | A Compensation Specialist can view compensation history for people and assignments in their person and assignment security profile | Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History |
| Compensation Market Composites | A Compensation Specialist can view market composites for persons and assignments in their person and assignment security profile | Role: View Market Composites Summary Privilege: View Market Composites (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| | | Resource: Compensation Market Composites |
| Guided Journey Response | A Compensation Specialist can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Compensation Specialist can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HR Document Type | A Compensation Specialist can view document type for document types in their document type security profile | Role: Manage Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| Journey | A Compensation Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Person Assignment | A Compensation Specialist can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Compensation Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Documentation | A Compensation Specialist can manage person documentation for document types in their document types security profile belonging to | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| | persons and assignments in their person and assignment security profile | Resource: Person Documentation |
| Person Documentation | A Compensation Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Salary | A Compensation Specialist can enter salary details for people and assignments in their person and assignment security profile | Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary |
| Salary | A Compensation Specialist can manage salary history for persons and assignments in their person and assignment security profile | Role: Manage Salary History Privilege: Manage Salary History (Data) Resource: Salary |
| Salary | A Compensation Specialist can view salary details for people and assignments in their person and assignment security profile | Role: Manage Salaries Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Compensation Specialist can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Compensation Specialist can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Salary | A Compensation Specialist can view worker compensation portrait card for people in their person and assignment security profile | Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary |
| Variable Compensation Allocation | A Compensation Specialist can administer individual compensation for people and assignments in their person and assignment security profile | Role: Administer Individual Compensation Privilege: Administer Individual Compensation (Data) Resource: Variable Compensation Allocation |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| Variable Compensation Allocation | A Compensation Specialist can enter variable compensation allocation for people and assignments in their person and assignment security profile | Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation |

Contingent Worker (Abstract Role)

Identifies the person as a contingent worker.

Role Hierarchy

The Contingent Worker abstract role directly and indirectly inherits these roles.

- Contingent Worker
 - Access Family and Emergency Contacts by Worker
 - Access Journey by Worker
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journey Task Library Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
 - Access Learning Common Components
 - Access Person Contact Information by Worker
 - Access Person Extra Information by Worker
 - Access Person Gallery
 - Access Person Identification Information by Worker
 - Access Personal Details by Worker
 - Access Portrait Payslip
 - Access Portrait Personal Payment Method
 - Access Skills Center
 - Use REST Service - Talent Person Profiles
 - Use REST Service - Talent Person Public Skill Activities Read Only
 - Use REST Service - Talent Person Public Skills Read Only
 - Access Touchpoints by Worker
 - Use REST Service - Development Goals Read Only
 - Use REST Service - Feedback Requests by Worker or Manager
 - Use REST Service - Performance Goals Read Only
 - Use REST Service - Person Notes
 - Use REST Service - Talent Worker Check-Ins
 - Use REST Service - Talent Worker Engagements by Worker Read Only
 - Use REST Service - Worker Journeys
 - Attachments User
 - CRM Stage Write
 - Business Intelligence Consumer
 - Career Growth Access by Worker
 - Use REST Service - Journeys Read Only
 - Use REST Service - Learning Catalog List of Values
 - Use REST Service - Learning Recommendation
 - Use REST Service - Learning Record Searches by Learner
 - Use REST Service - Worker Journeys

- Change Person Address
- Change Person Marital Status
- Compare HCM Information
- Edit Person Career Planning
- Edit Person Skills and Qualifications
- Employee Enrollment
 - Manage Benefit Participant Enrollment Result by Worker
 - Self Report a Life Event
 - Use REST Service - Person Benefit Balances
 - Use REST Service - Person Benefit Groups
 - View Benefit Participant Enrollment Result by Worker
- Expense Entry
 - Business Intelligence Consumer
 - Employee Bank Account Management
 - Transaction Entry with Budgetary Control
 - Business Intelligence Consumer
- HCM Connections REST Services
 - Use REST Service - Person Notes
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Talent Person Profiles
 - Use REST Service - Talent Person Profiles Read Only
 - Use REST Service - Worker Connections Read Only
- Learner REST Services
 - Use REST Service - Learner Learning Catalog
 - Use REST Service - Learner Learning Catalog Read Only
 - Use REST Service - Learner Learning Record
 - Use REST Service - Learner Learning Tutorial
 - Use REST Service - Learner Learning Video
 - Use REST Service - Learning Catalog List of Values
 - Use REST Service - Learning Communities
 - Use REST Service - Learning Recommendation
 - Use REST Service - Learning Record Searches by Learner
- Maintain Absence Records
- Manage Availability Patterns
- Manage Cash Disbursements
- Manage Contextual Journey by Worker
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journeys Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
- Manage Development Goal by Worker
- Manage Donations

- Manage My Account
 - Manage Approval Delegations
 - Manage Role Delegations
- Manage My Voluntary Learning
- Manage Onboarding by Worker
- Manage Performance Goal by Worker
- Manage Person Biographical Information
- Manage Person Citizenship
- Manage Person Contact Details
- Manage Person Disability by Worker
- Manage Person Document Delivery Preferences
- Manage Person Documentation by Worker
- Manage Person Driver License
- Manage Person Ethnicity
- Manage Person Extra Information by Worker
- Manage Person Image
- Manage Person Legislative
- Manage Person Name
- Manage Person National Identifier
- Manage Person Passport
- Manage Person Religion
- Manage Person Visa or Permit
- Manage Personal Compensation
- Manage Worker Information Sharing
- Performance Management Worker
 - Create Anytime Performance Document
 - Manage Check-In Document
 - Request Feedback
 - View Performance Summary
 - View Requested Feedback
- Person Communication Methods Management
- Person Communication Methods View
- Portrait Benefits
- Portrait Current and Completed Tasks
- Print Worker Portrait
- Procurement Requester
 - Payables Invoice Inquiry
 - Receiving Management Requester
 - Item Inquiry

- Requester Analysis
 - o Business Intelligence Authoring
 - o Procurement Analysis Currency Preference
 - o Requisition Business Unit Data Security
- Requisition Self Service User
 - o Use REST Service - Locations List of Values
 - o Use REST Service - Locations Read Only
- Requisition Viewing
 - o Payables Invoice Inquiry
- Transaction Entry with Budgetary Control
 - o Business Intelligence Consumer
- o Project Time Entry Mobile
 - Use REST Service - Time Record Events
 - Use REST Service - Time Record Groups Read Only
 - Use REST Service - Time Records Read Only
- o Request Time Change
- o Share Personal Data Access
- o Share Personal Information
- o Social Connection Worker
- o Submit Absence Bid
- o Submit Resignation
- o Time and Labor Worker
 - Use REST Service - Time Card Entry Details Read Only
 - Use REST Service - Time Cards by Worker
 - Worker Time Card Entry
- o Use REST Service - Absence Business Titles List of Values
- o Use REST Service - Absence Types List of Values
- o Use REST Service - Eligible Contacts List of Values
- o Use REST Service - Grades List of Values
- o Use REST Service - Guided Journey Responses
- o Use REST Service - Guided Journeys Read Only
- o Use REST Service - HCM Countries List of Values
- o Use REST Service - HR Document Types List of Values
- o Use REST Service - Jobs List of Values
- o Use REST Service - Locations List of Values
- o Use REST Service - Nudge Cards
- o Use REST Service - Performance Goals List of Values
- o Use REST Service - Person Reference Data Lists of Values
- o Use REST Service - Recruiting Hierarchy Lists of Values

- Use REST Service - Representatives Read Only
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Workers List of Values
- Use User Details Service
- View Accrual Type Absence Plan Balance
- View Additional Assignment Info
- View Compensation Details for Worker
- View Development Goal by Worker
- View Eligible Jobs
- View Employment Information Summary
- View Learning Assignment
- View Learning Communities
- View My Recommended Learning
- View My Required Learning
- View Person Address
- View Person Biographical Information
- View Person Citizenship
- View Person Disability by Worker
- View Person Driver License
- View Person Ethnicity
- View Person Legislative
- View Person Name
- View Person National Identifier
- View Person Passport
- View Person Religion
- View Person Visa or Permit
- View Portrait Availability Card
- View Portrait Contact Card
- View Portrait Personal Information Card
- View Portrait User Account Details Card
- View Secured Custom Help
- View Total Compensation Statements
- View Worker Assignment History Details
- View Worker Calendar by Worker
- View Worker Contract
- View Workforce Schedule by Worker
- Withdraw Resignation

- o Workforce Profile Worker

Duties

This table lists the duties assigned directly and indirectly to the Contingent Worker abstract role.

| Duty Role | Description |
|---|--|
| Access Journey by Worker | Allows workers to access their own journeys. |
| Access Learning Common Components | Access common learning components. |
| Access Skills Center | Allows the user to access skills center. |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. |
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| Business Intelligence Consumer | A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area. |
| CRM Stage Write | Allows uploading CRM content to stage area on content server |
| Career Growth Access by Worker | Allows workers to access the Grow page. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| Employee Enrollment | Manages employee enrollments. |
| Expense Entry | Creates and updates expense items and expense reports. |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI |
| Item Inquiry | Queries and views items in the enterprise. |
| Learner REST Services | Allows learners to access REST services |
| Manage Contextual Journey by Worker | Allows workers to access and manage their own contextual journeys. |

| Duty Role | Description |
|---|--|
| Manage My Account | Manages worker roles. |
| Payables Invoice Inquiry | Views Oracle Fusion Payables invoices. |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. |
| Portrait Current and Completed Tasks | Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests. |
| Procurement Analysis Currency Preference | This role is used to get the supported currencies in Procurement and Spend Analysis module. |
| Project Time Entry Mobile | Allows the user to report time and manage time cards on mobile device. |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. |
| Requester Analysis | Duty role with limited access to view and analyze procurement cycle times related to requisitions processing within the Requisition BU that requester belongs to |
| Requisition Business Unit Data Security | This role is used for Requisition Business Unit data security in the data warehouse |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. |
| Requisition Viewing | View requisition and associated documents. |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. |
| Time and Labor Worker | Reports time as a worker. |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. |
| Use REST Service - Eligible Contacts List of Values | Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service. |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. |

| Duty Role | Description |
|---|---|
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View Secured Custom Help | Views custom help containing the security lookup value Secured. |
| Worker Time Card Entry | Reports time by time card, as a worker. |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Contingent Worker abstract role.

| Aggregate Privilege | Description |
|--|---|
| Access Family and Emergency Contacts by Worker | Grants access to persons to view their own contacts. |
| Access Person Contact Information by Worker | Allows access to Person contact information such as phones, emails, other communication accounts, and addresses. |
| Access Person Extra Information by Worker | Allows access to a person's extensible flexfields. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Access Person Identification Information by Worker | Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses. |
| Access Personal Details by Worker | Allows access to Person Information such as such as name, national identifier, biographical, demographic, and disability information. |
| Access Portrait Payslip | Grants access to a person's own payslip in the portrait. |
| Access Portrait Personal Payment Method | Grants access to a person's payment methods in the portrait. |
| Change Person Address | Grants access to persons to manage their own address data. |
| Change Person Marital Status | Grants access to a person to manage their own marital status and related data. |
| Compare HCM Information | Compares workers, jobs, positions, and any combinations of these objects. |

| Aggregate Privilege | Description |
|--|---|
| | |
| Create Anytime Performance Document | Allows creation of anytime performance documents |
| Edit Person Career Planning | Allows editing the Person Career Planning. |
| Edit Person Skills and Qualifications | Allows editing the Person Skills and Qualifications. |
| Enter Indian Investment Declaration | Allows Indian employees to enter the investment declaration details. |
| Enter Indian Previous Employment | Allows Indian employees to enter their previous employment details when joining mid financial year. |
| Enter Indian Social Insurance | Allows Indian employees to enter the social insurance details. |
| Maintain Absence Records | Allows workers to enter, update and delete their absence records. |
| Manage Approval Delegations | Allows management of user approval delegations. |
| Manage Availability Patterns | Allows users to create, delete, and update availability patterns. |
| Manage Benefit Participant Enrollment Result by Worker | Allows workers to access benefits pages where they can manage their own enrollment results. |
| Manage Cash Disbursements | Allows administrator to dispense part of an accrual plan balance for payment. |
| Manage Check-In Document | Allows to create, view, edit and delete check-in document. |
| Manage Development Goal by Worker | Manages worker's own development goals. |
| Manage Donations | Allows creation and viewing of absence donations. |
| Manage My Voluntary Learning | Allows users join and manage their voluntary learning assignments. |
| Manage Onboarding by Worker | Allows worker to complete the onboarding tasks. |
| Manage Performance Goal by Worker | Manages worker's own performance goals. |
| Manage Person Biographical Information | Allows management of a person's biographical information. |
| Manage Person Citizenship | Grants access to persons to manage their own citizenship. |
| Manage Person Contact Details | Allows management of a person's contacts. |

| Aggregate Privilege | Description |
|---|--|
| Manage Person Disability by Worker | Allows worker to manage their own disability information. |
| Manage Person Document Delivery Preferences | Allows management of document delivery preferences for person records. |
| Manage Person Documentation by Worker | Grants access to persons to manage their own document data. |
| Manage Person Driver License | Grants access to persons to manage their own driver licenses. |
| Manage Person Ethnicity | Grants access to persons to manage their own ethnicity. |
| Manage Person Extra Information by Worker | Allows access to a person's extensible flexfields. |
| Manage Person Image | Grants access to manage a person's own image. |
| Manage Person Legislative | Grants access to persons to manage their own legislative information. |
| Manage Person Name | Maintains persons' name related attributes. |
| Manage Person National Identifier | Grants access to persons to manage their own national identifier. |
| Manage Person Passport | Grants access to persons to manage their own passports. |
| Manage Person Religion | Grants access to persons to manage their own religion. |
| Manage Person Visa or Permit | Grants access to persons to manage their own visas and permits. |
| Manage Personal Compensation | Manages contributions made toward savings and contribution type plans. |
| Manage Role Delegations | Allows management of user roles delegations. |
| Manage Worker Information Sharing | Allows sharing of person information with internal and external recipients. Used in the non-responsive UI. |
| Portrait Benefits | Views benefits data for a worker in the portrait. |
| Print Worker Portrait | Grants access to the portrait maintenance duties for the portrait cards. |
| Request Feedback | Allows to request feedback |
| Request Time Change | Allows the worker to create a time change request. |

| Aggregate Privilege | Description |
|---|---|
| Self Report a Life Event | Allows employees to report life events for themselves. |
| Share Personal Data Access | Allows sharing of access to personal data. |
| Share Personal Information | Allows sharing of personal information. |
| Submit Absence Bid | Allows workers to submit absence bids. |
| Submit Resignation | Allows worker to submit their own resignation. |
| Use REST Service - Absence Business Titles List of Values | Allows users to call the GET method associated with the Absence Business Titles REST service. |
| Use REST Service - Absence Types List of Values | Allows users to call the GET method associated with the Absence Types REST service. |
| Use REST Service - Development Goals Read Only | Allows users to call GET and describe methods with the Development Goals REST service. |
| Use REST Service - Feedback Requests by Worker or Manager | Allows the user to call the POST method associated with the Feedback Requests REST service. |
| Use REST Service - Grades List of Values | Allows the user to call the GET method associated with the grades list of values REST Service. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - HCM Countries List of Values | Allows the user to call the GET method associated with the HCM Countries list of values REST Service. |
| Use REST Service - Jobs List of Values | Allows the user to call the GET method associated with the Jobs list of values REST Service. |
| Use REST Service - Journey Task Library Read Only | Allows the user to call the GET method associated with the Journey Task Library REST Service. |
| Use REST Service - Journeys Read Only | Allows the user to call the GET method associated with the Journeys REST Service. |
| Use REST Service - Learner Learning Catalog | Allows the user to call all methods associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Catalog Read Only | Allows the user to call the GET method associated with the Learner Learning Catalog REST Service. |

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Learner Learning Record | Allows the user to call all methods associated with the Learner Learning Record REST Service. |
| Use REST Service - Learner Learning Tutorial | Allows the user to call all methods associated with the Learner Learning Tutorial REST Service. |
| Use REST Service - Learner Learning Video | Allows the user to call all methods associated with the Learner Learning Video REST Service. |
| Use REST Service - Learning Catalog List of Values | Allows the user to call the GET method associated with the Learning Catalog List of Values REST service |
| Use REST Service - Learning Communities | Allows the user to call all methods associated with the Learner Learning Communities REST Service. |
| Use REST Service - Learning Recommendation | Allows the user to call all methods associated with the Learning Recommendation REST Service. |
| Use REST Service - Learning Record Searches by Learner | Allows learner to search learning records as a learner. |
| Use REST Service - Locations List of Values | Allows the user to call the GET method associated with the Locations LOV REST Service. |
| Use REST Service - Locations Read Only | Allows the user to call the GET method associated with the Locations REST Service. |
| Use REST Service - Nudge Cards | Allows the user to call all methods associated with the Nudge Cards REST service. |
| Use REST Service - Performance Goals List of Values | Allows the user to call the GET method associated with the Performance Goals List of Values REST Service. |
| Use REST Service - Performance Goals Read Only | Allows the user to call the GET method associated with the Performance Goals REST service. |
| Use REST Service - Person Benefit Balances | Allows users to call all methods associated with the person benefit balances REST service. |
| Use REST Service - Person Benefit Groups | Allows users to call all methods associated with the person benefit groups REST service. |
| Use REST Service - Person Notes | Allows the user to call the GET, DESCRIBE, POST, PATCH and DELETE methods associated with the Person Notes REST service. |
| Use REST Service - Person Reference Data Lists of Values | Allows the user to call the GET method associated with the person reference data lists of values REST services. |

| Aggregate Privilege | Description |
|--|---|
| Use REST Service - Public Workers Read Only | Allows the user to call the GET method associated with the Public Workers REST Service. |
| Use REST Service - Recruiting Hierarchy Lists of Values | Allows the user to call the GET method associated with the Recruiting hierarchy lists of values REST Services. |
| Use REST Service - Representatives Read Only | Allows the user to call the GET method associated with the Representatives REST Service. |
| Use REST Service - Talent Person Profiles | Allows the user to call all methods associated with the Talent Person Profile REST Service. Areas of interest, areas of expertise, favorite links and tags can be managed using this aggregate privilege. |
| Use REST Service - Talent Person Profiles Read Only | Allows the user to call the GET method associated with the Talent Person Profile REST Service. |
| Use REST Service - Talent Person Public Skill Activities Read Only | Allows the user to call the GET method associated with the Public Skill Activities REST Service. |
| Use REST Service - Talent Person Public Skills Read Only | Allows the user to call the GET method associated with the Public Skills REST Service. |
| Use REST Service - Talent Worker Check-Ins | Allows users to call all methods with the Talent Worker Check-Ins REST service. |
| Use REST Service - Talent Worker Engagements by Worker Read Only | Allows the user to call the GET method associated with the Talent Worker Engagements REST Service as a worker. |
| Use REST Service - Time Card Entry Details Read Only | Lets the person call the Time Card Entry Details REST Service. |
| Use REST Service - Time Cards by Worker | Lets the worker call the Time Cards REST Service. |
| Use REST Service - Time Record Events | Allows users to call all methods on time record events associated with the time records REST service. |
| Use REST Service - Time Record Groups Read Only | Allows users to call the GET method on time record groups associated with the time records REST service. |
| Use REST Service - Time Records Read Only | Allows users to call the GET method on time records associated with the time records REST service. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Connections Read Only | Allows the user to call the GET method associated with the Worker Connections REST Service. |

| Aggregate Privilege | Description |
|--|---|
| Use REST Service - Worker Journeys | Allows the user to call all methods associated with the Worker Journeys REST Service. |
| Use User Details Service | Creates or updates users during person synchronizations. |
| View Accrual Type Absence Plan Balance | Allows workers to view balances of the accrual type absence plans. |
| View Additional Assignment Info | Allows viewing of additional assignment info. |
| View Benefit Participant Enrollment Result by Worker | Allows workers to access benefits pages where they can view their own enrollment results. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Development Goal by Worker | View worker's own development goals. |
| View Eligible Jobs | Allows viewing of eligible jobs for relief in higher class. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |
| View Learning Assignment | Views information about a person's learning assignment. |
| View Learning Communities | Allows users to view learning communities they are members of. |
| View My Recommended Learning | Allows users to view learning items recommended to them. |
| View My Required Learning | Allows users to view their required learning assignments. |
| View Performance Summary | Allows viewing of workers performance summary information. |
| View Person Address | Grants access to persons to view their own address data. |
| View Person Biographical Information | Allows access to a person's biographical information. |
| View Person Citizenship | Grants access to persons to view their own citizenship. |
| View Person Disability by Worker | Allows access to a person's disability information. |
| View Person Driver License | Grants access to persons to view their own driver licenses. |
| View Person Ethnicity | Grants access to persons to view their own ethnicity. |
| View Person Legislative | Grants access to persons to view their own legislative information. |

| Aggregate Privilege | Description |
|---|--|
| | |
| View Person Name | Views persons' name related attributes. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Person Passport | Grants access to persons to view their own passports. |
| View Person Religion | Grants access to persons to view their own religion. |
| View Person Visa or Permit | Grants access to persons to view their own visas and permits. |
| View Portrait Availability Card | Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information. |
| View Portrait Contact Card | Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers. |
| View Portrait Personal Information Card | Grants access to a person's own personal and employment information in the portrait. |
| View Portrait User Account Details Card | Views the User Account Details card in the Person Gallery. |
| View Requested Feedback | Allows workers and line managers to view requested feedback |
| View Total Compensation Statements | Views generated total compensation statements for individuals within their security profile. |
| View Worker Assignment History Details | Allows viewing of worker's assignment history details. |
| View Worker Calendar by Worker | Allows workers to view their calendar. |
| View Worker Contract | Allows viewing of worker's employment contract details and contract extensions. |
| View Workforce Schedule by Worker | Allows workers to view their own workforce schedules. |
| Withdraw Resignation | Allows a worker to withdraw their own resignation |

Privileges

This table lists privileges granted to duties of the Contingent Worker abstract role.

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|---|
| Access Journey by Worker | Allows workers to access their own journeys. | Access Journey by Worker |
| Access Journey by Worker | Allows workers to access their own journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Access Journey by Worker | Allows workers to access their own journeys. | Use REST Service - Worker Journey Tasks |
| Access Learning Common Components | Access common learning components. | Access Learning Common Components |
| Access Skills Center | Allows the user to access skills center. | Access Skills Center |
| Access Skills Center | Allows the user to access skills center. | Use REST Service - Talent Profile Types Read Only |
| Access Skills Center | Allows the user to access skills center. | Use REST Service - Talent Skill Suggestions Read Only |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Access Touchpoints by Worker |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - Feedback Templates List of Values |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - Feedback Templates Read Only |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - HCM Surveys List of Values |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - Nudges |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - Talent Check-In Templates Read Only |
| Career Growth Access by Worker | Allows workers to access the Grow page. | Access Career Growth by Worker |
| Career Growth Access by Worker | Allows workers to access the Grow page. | Use REST Service - My Learning Assignments Read Only |
| Career Growth Access by Worker | Allows workers to access the Grow page. | Use REST Service - Worker Journey Tasks |
| Contingent Worker | Identifies the person as a contingent worker. | Absence Entry Using Calendar |
| Contingent Worker | Identifies the person as a contingent worker. | Access FUSE Directory Page |

| Granted Role | Granted Role Description | Privilege |
|-------------------|---|--|
| Contingent Worker | Identifies the person as a contingent worker. | Access FUSE Performance and Career Planning Page |
| Contingent Worker | Identifies the person as a contingent worker. | Access FUSE Personal Information Page |
| Contingent Worker | Identifies the person as a contingent worker. | Access HCM Common Components |
| Contingent Worker | Identifies the person as a contingent worker. | Access Internal Candidate Experience |
| Contingent Worker | Identifies the person as a contingent worker. | Access Knowledge from HCM |
| Contingent Worker | Identifies the person as a contingent worker. | Access Learner Self-Service Work Area |
| Contingent Worker | Identifies the person as a contingent worker. | Access My Career and Performance |
| Contingent Worker | Identifies the person as a contingent worker. | Access My Pay |
| Contingent Worker | Identifies the person as a contingent worker. | Access My Time and Absences |
| Contingent Worker | Identifies the person as a contingent worker. | Access Person Spotlight |
| Contingent Worker | Identifies the person as a contingent worker. | Access Quick Actions |
| Contingent Worker | Identifies the person as a contingent worker. | Access What to Learn |
| Contingent Worker | Identifies the person as a contingent worker. | Approve Transactions |
| Contingent Worker | Identifies the person as a contingent worker. | Create Service Request from HCM |
| Contingent Worker | Identifies the person as a contingent worker. | Launch Oracle Social Network |
| Contingent Worker | Identifies the person as a contingent worker. | Manage Favorite Colleagues |
| Contingent Worker | Identifies the person as a contingent worker. | Manage Goal Management Notifications |
| Contingent Worker | Identifies the person as a contingent worker. | Manage Mentorship |
| Contingent Worker | Identifies the person as a contingent worker. | Manage My Portrait Work Area |
| Contingent Worker | Identifies the person as a contingent worker. | Manage Own HCM Channel Messages |
| Contingent Worker | Identifies the person as a contingent worker. | Manage Person Allocated Checklist by Worker |

| Granted Role | Granted Role Description | Privilege |
|-------------------|---|--|
| Contingent Worker | Identifies the person as a contingent worker. | Manage Reputation Overview |
| Contingent Worker | Identifies the person as a contingent worker. | Manage Reputation Scores |
| Contingent Worker | Identifies the person as a contingent worker. | Manage Social Roles |
| Contingent Worker | Identifies the person as a contingent worker. | Report Time by Web Clock |
| Contingent Worker | Identifies the person as a contingent worker. | Run Talent Profile Summary Report |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Address Lists of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Content Items List of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Individual Compensation Lists of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Job Families List of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Model Profiles List of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Questionnaire Lists of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Scheduling Lists of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Time Card Lists of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Users and Roles Lists of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Use REST Service - Workforce Reputation Lists of Values |
| Contingent Worker | Identifies the person as a contingent worker. | Validate Project Time and Labor Time Card |
| Contingent Worker | Identifies the person as a contingent worker. | View Calendar by Worker |
| Contingent Worker | Identifies the person as a contingent worker. | View Notification Details |
| Contingent Worker | Identifies the person as a contingent worker. | View Search Results of Jobs Posted Internally |

| Granted Role | Granted Role Description | Privilege |
|----------------------------------|---|--|
| Contingent Worker | Identifies the person as a contingent worker. | View Skill Recommendations |
| Contingent Worker | Identifies the person as a contingent worker. | View Team Schedule by Worker |
| Contingent Worker | Identifies the person as a contingent worker. | View Time by Calendar |
| Contingent Worker | Identifies the person as a contingent worker. | Workforce Reputation Subscription User |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| Employee Enrollment | Manages employee enrollments. | Access Benefits Calculators |
| Employee Enrollment | Manages employee enrollments. | Change Beneficiaries |
| Employee Enrollment | Manages employee enrollments. | Compare Benefit Plans |
| Employee Enrollment | Manages employee enrollments. | Elect Benefits |
| Employee Enrollment | Manages employee enrollments. | Maintain Plan Beneficiary Designation |
| Employee Enrollment | Manages employee enrollments. | Maintain Primary Care Provider |
| Employee Enrollment | Manages employee enrollments. | Review Benefit Participant Enrollment Result |
| Employee Enrollment | Manages employee enrollments. | Use REST Service - Benefit Plans Comparison List of Values |
| Employee Enrollment | Manages employee enrollments. | Use REST Service - Benefit Plans Comparison Read Only |
| Employee Enrollment | Manages employee enrollments. | View Benefits Self Service Configuration |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------|---|---|
| Expense Entry | Creates and updates expense items and expense reports. | Manage Bank Account for Expense Reimbursement |
| Expense Entry | Creates and updates expense items and expense reports. | Manage Expense Report |
| Expense Entry | Creates and updates expense items and expense reports. | Review Expense Reimbursement |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Department Connections Read Only |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Department Searches |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Location Connections Read Only |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Person Notes Visibility Options List of Values |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Profile Tag Searches |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Worker Searches |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Workers |
| Item Inquiry | Queries and views items in the enterprise. | Manage Item Attachment |
| Item Inquiry | Queries and views items in the enterprise. | Manage Item Catalog |
| Item Inquiry | Queries and views items in the enterprise. | Manage Item Global Search |
| Item Inquiry | Queries and views items in the enterprise. | Manage Trading Partner Item Reference |
| Item Inquiry | Queries and views items in the enterprise. | View Item |
| Item Inquiry | Queries and views items in the enterprise. | View Item Organization Association |
| Item Inquiry | Queries and views items in the enterprise. | View Item Relationship |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Learner REST Services | Allows learners to access REST services | Use REST Service - Learning Descriptive Flex Field Value Sets List of Values |
| Learner REST Services | Allows learners to access REST services | Use REST Service - My Learning Assignments Read Only |
| Manage Contextual Journey by Worker | Allows workers to access and manage their own contextual journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Manage My Account | Manages worker roles. | Delete Roles Delegated To Me |
| Manage My Account | Manages worker roles. | Manage User Account and My Account |
| Manage My Account | Manages worker roles. | Reset Password |
| Manage My Account | Manages worker roles. | View Own Account Details |
| Payables Invoice Inquiry | Views Oracle Fusion Payables invoices. | View Payables Invoice |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Create Performance Document by Worker |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Print Performance Document |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Provide Performance Evaluation Feedback |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Select Feedback Participants |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Track Participant Feedback Status |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | View Performance Information on Worker Dashboard |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Email |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Phone |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Email |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Phone |
| Procurement Requester | Prepares requisitions for themselves. | Cancel Purchase Order as Procurement Requester |
| Procurement Requester | Prepares requisitions for themselves. | Change Purchase Order as Procurement Requester |
| Project Time Entry Mobile | Allows the user to report time and manage time cards on mobile device. | Report Time for Project Tasks |
| Project Time Entry Mobile | Allows the user to report time and manage time cards on mobile device. | View Project Expenditure Types Service |
| Project Time Entry Mobile | Allows the user to report time and manage time cards on mobile device. | View Project Financial Tasks Service |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Correct Self-Service Receiving Receipt |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Create Self-Service Receiving Receipt |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Manage Inventory Transfer Order |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Manage Self-Service Receiving Receipt Return |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|--|--|
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Monitor Self-Service Receiving Receipt Work Area |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Review Inbound Shipment Details |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Review Receiving Receipt Summary |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Review Self-Service Receiving Receipt |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | View Purchase Order |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | View Receiving Receipt Notification |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | View Requisition |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Create Requisition for Internal Material Transfers |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Create Requisition with Changes to Deliver-to Location |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Create Requisition with Noncatalog Requests |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Create Requisition with One Time Location |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------|--|---|
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Get Internal Transfer Requesting Organization Price |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Manage Inventory Transfer Order |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Manage Requisition |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Submit Requisition with One Click |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | View Requisition |
| Requisition Viewing | View requisition and associated documents. | Review Inbound Shipment Details |
| Requisition Viewing | View requisition and associated documents. | Review Receiving Transaction History |
| Requisition Viewing | View requisition and associated documents. | View Purchase Order as Procurement Requester |
| Requisition Viewing | View requisition and associated documents. | View Requisition |
| Requisition Viewing | View requisition and associated documents. | View Supplier Negotiation |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Add Someone to Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Create Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Invite Social Connection |

| Granted Role | Granted Role Description | Privilege |
|--------------------------|---|---|
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Invite Someone to Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Link Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Kudos |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Message Board |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Social Bookmarks |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Social Connections |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Social Self-descriptive Information |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Unlink Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | View Activity Stream |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | View Related Social Groups |
| Time and Labor Worker | Reports time as a worker. | Access Time Work Area |
| Time and Labor Worker | Reports time as a worker. | Report Time by Calendar |
| Time and Labor Worker | Reports time as a worker. | Use REST Service - Time Card Field Values Read Only |
| Time and Labor Worker | Reports time as a worker. | View Calendar by Worker |
| Time and Labor Worker | Reports time as a worker. | View Team Schedule by Worker |
| Time and Labor Worker | Reports time as a worker. | View Time by Calendar |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Check Funds |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Reserve Funds |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Review Budget Impact |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Review Budget Period Statuses |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Review Budgetary Control Balances |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Review Budgetary Control Transactions |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Transfer Budget Balances to Budget Cubes Continuously |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | View Funds Available Balances |
| Use REST Service - Eligible Contacts List of Values | Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service. | Use REST Service - Eligible Contacts List of Values |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. | Use REST Service - HR Document Types List of Values |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| Worker Time Card Entry | Reports time by time card, as a worker. | Create Time Card |
| Worker Time Card Entry | Reports time by time card, as a worker. | Manage Time Cards by Worker |
| Worker Time Card Entry | Reports time by time card, as a worker. | Search Time Cards |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Define Talent Profile |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Define Talent Profile Item |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Manage Careers of Interest |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Manage Person Talent Profile |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Match Talent Profile |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Update Talent Profile Item |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | View Talent Profile |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Contingent Worker abstract role.

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Absence Type | A Contingent Worker can choose absence types for themselves | Role: Maintain Absence Records Privilege: Choose Absence Types (Data) Resource: Absence Type |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Absence Type | A Contingent Worker can choose absence types for themselves | Role: Submit Absence Bid Privilege: Choose Absence Types (Data) Resource: Absence Type |
| Absence Type | A Contingent Worker can choose absence types for themselves | Role: Use REST Service - Absence Types List of Values Privilege: Choose Absence Types (Data) Resource: Absence Type |
| Application Attachment | A Contingent Worker can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | Role: Procurement Requester Privilege: Delete Application Attachment Resource: Application Attachment |
| Application Attachment | A Contingent Worker can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier | Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment |
| Application Attachment | A Contingent Worker can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment |
| Application Attachment | A Contingent Worker can update application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | Role: Procurement Requester Privilege: Update Application Attachment Resource: Application Attachment |
| Application Reference Territory | A Contingent Worker can choose application reference territory for all application reference territories in the enterprise | Role: Contingent Worker Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Contingent Worker can choose application reference territory for countries in their country security profile | Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Assignment Grade | A Contingent Worker can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Grades List of Values Privilege: Choose Assignment Grade (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|---|---|
| | | Resource: Assignment Grade |
| Beneficiary Organization | A Contingent Worker can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization |
| Benefit Covered Dependent | A Contingent Worker can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent |
| Benefit Participant Enrollment Action | A Contingent Worker can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action |
| Benefit Participant Enrollment Result | A Contingent Worker can manage benefit participant enrollment result for themselves | Role: Manage Benefit Participant Enrollment Result by Worker Privilege: Manage Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Contingent Worker can report person for themselves | Role: Employee Enrollment Privilege: Report Person (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Contingent Worker can review benefit participant enrollment result for themselves | Role: Employee Enrollment Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Contingent Worker can view benefit participant enrollment result for themselves | Role: Manage Benefit Participant Enrollment Result by Worker Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Contingent Worker can view benefit participant enrollment result for themselves | Role: View Benefit Participant Enrollment Result by Worker |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| | | Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | A Contingent Worker can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Potential Life Event | A Contingent Worker can manage benefit person potential life event for people and assignments in their person and assignment security profile | Role: Self Report a Life Event Privilege: Manage Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Participant Rate | A Contingent Worker can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate |
| Benefit Person Benefit Group | A Contingent Worker can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Benefit Group | A Contingent Worker can view person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: View Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Relation | A Contingent Worker can manage benefit relation for themselves | Role: Employee Enrollment Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Cash Advance Approval Note | A Contingent Worker can manage expense report approval note for themselves | Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Cash Advance Approval Note |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Check In Document | A Contingent Worker can create check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Privilege: Create Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Contingent Worker can view check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Privilege: View Check-In Document (Data) Resource: Check In Document |
| Checklist Role Maps | A Contingent Worker can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Contingent Worker can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Corporate Card Transaction Dispute Note | A Contingent Worker can manage expense for themselves | Role: Expense Entry Privilege: Manage Expense (Data) Resource: Corporate Card Transaction Dispute Note |
| Delegated Role | A Contingent Worker can manage role delegations for persons and assignments in their person and assignment security profile | Role: Manage Role Delegations Privilege: Manage Role Delegations (Data) Resource: Delegated Role |
| Delegated Role | A Contingent Worker can view role delegations for persons and assignments in their person and assignment security profile | Role: Manage Role Delegations Privilege: View Role Delegations (Data) Resource: Delegated Role |
| Expense | A Contingent Worker can manage expense for themselves | Role: Expense Entry Privilege: Manage Expense (Data) Resource: Expense |
| Expense Report | A Contingent Worker can manage expense report for themselves | Role: Expense Entry Privilege: Manage Expense Report (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| | | Resource: Expense Report |
| Expense Report Approval Note | A Contingent Worker can manage expense report approval note for themselves | Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Expense Report Approval Note |
| Guided Journey Response | A Contingent Worker can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Contingent Worker can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Person Note | A Contingent Worker can view hcm person note for all types of person notes that they created | Role: Use REST Service - Person Notes Privilege: View HCM Person Note (Data) Resource: HCM Person Note |
| HCM Person Public Note | A Contingent Worker can view hcm person public note for public person notes that are about people in their public person security profile | Role: Use REST Service - Person Notes Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Shared Note | A Contingent Worker can view hcm person shared note for shared person notes that are about people in their person security profile | Role: Use REST Service - Person Notes Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note |
| HR Document Type | A Contingent Worker can view document type for document types in their document type security profile | Role: Manage Person Documentation by Worker Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Contingent Worker can choose hr job for all jobs in the enterprise | Role: Contingent Worker Privilege: Choose HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|--|
| HR Job | A Contingent Worker can choose hr job for all jobs in the enterprise | Role: Use REST Service - Jobs List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Contingent Worker can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| Help Topic | A Contingent Worker can view secured custom help content for all secured help content they are authorized | Role: View Secured Custom Help Privilege: View Secured Custom Help Content Resource: Help Topic |
| Journey | A Contingent Worker can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Contingent Worker can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Contingent Worker can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey | A Contingent Worker can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Task | A Contingent Worker can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Read Only Privilege: View Journey Task Library (Data) Resource: Journey Task |
| Learning Assignment | A Contingent Worker can manage recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: Manage Recommended Learning (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|--|
| | | Resource: Learning Assignment |
| Learning Assignment | A Contingent Worker can manage required learning for required learning assignments made by me or people in my person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Contingent Worker can manage voluntary learning for voluntary learning assignments they have received or have been made by them or people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Contingent Worker can view learning assignment for people in their person security profile | Role: View Learning Assignment Privilege: View Learning Assignment (Data) Resource: Learning Assignment |
| Learning Assignment | A Contingent Worker can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Contingent Worker can view required learning for required learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Contingent Worker can view voluntary learning for voluntary learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Item | A Contingent Worker can manage learning communities for self-service communities they created | Role: Use REST Service - Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item |
| Learning Item | A Contingent Worker can manage learning self-service tutorials for self-service tutorials they created | Role: Use REST Service - Learner Learning Tutorial |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item |
| Learning Item | A Contingent Worker can manage learning self-service videos for self-service videos they created | Role: Use REST Service - Learner Learning Video Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item |
| Learning Item | A Contingent Worker can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Contingent Worker can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Contingent Worker can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | A Contingent Worker can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Record | A Contingent Worker can view learning records by learner for their own learning records | Role: Use REST Service - Learning Record Searches by Learner Privilege: View Learning Records by Learner (Data) Resource: Learning Record |
| Location | A Contingent Worker can choose location for all locations in the enterprise | Role: Use REST Service - Locations List of Values |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| | | Privilege: Choose Location (Data) Resource: Location |
| Location | A Contingent Worker can view location for all locations in the enterprise | Role: Use REST Service - Locations Read Only Privilege: View Location (Data) Resource: Location |
| Organization | A Contingent Worker can choose recruiting organization for organizations in their organization security profile | Role: Use REST Service - Recruiting Hierarchy Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Payroll Personal Deduction | A Contingent Worker can enter indian investment declaration for themselves if they are employed by an indian legal employer | Role: Enter Indian Investment Declaration Privilege: Enter Indian Investment Declaration (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | A Contingent Worker can enter indian previous employment for themselves if they are employed by an indian legal employer | Role: Enter Indian Previous Employment Privilege: Enter Indian Previous Employment (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | A Contingent Worker can enter indian social insurance for themselves if they are employed by an indian legal employer | Role: Enter Indian Social Insurance Privilege: Enter Indian Social Insurance (Data) Resource: Payroll Personal Deduction |
| Performance Document | A Contingent Worker can view performance summary for themselves | Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document |
| Performance Feedback Request | A Contingent Worker can request feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Contingent Worker can request feedback for themselves | Role: Request Feedback Privilege: Request Feedback (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| | | Resource: Performance Feedback Request |
| Performance Feedback Request | A Contingent Worker can view requested feedback for people for whom feedback was requested by you or was shared with you | Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Contingent Worker can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Goal | A Contingent Worker can manage performance goal by worker for themselves | Role: Manage Performance Goal by Worker Privilege: Manage Performance Goal by Worker (Data) Resource: Performance Goal |
| Performance Goal | A Contingent Worker can view development goal by worker for themselves | Role: View Development Goal by Worker Privilege: View Development Goal by Worker (Data) Resource: Performance Goal |
| Performance Goal | A Contingent Worker can view development goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Development Goals Read Only Privilege: View Development Goal (Data) Resource: Performance Goal |
| Performance Goal | A Contingent Worker can view performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals Read Only Privilege: View Performance Goal (Data) Resource: Performance Goal |
| Person | A Contingent Worker can change person address for themselves | Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person |
| Person | A Contingent Worker can change person marital status for themselves | Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Person | A Contingent Worker can manage worker public portrait for themselves | Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person |
| Person | A Contingent Worker can print worker portrait for themselves | Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person |
| Person | A Contingent Worker can report person for themselves | Role: Contingent Worker Privilege: Report Person (Data) Resource: Person |
| Person | A Contingent Worker can share worker information for themselves | Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person |
| Person | A Contingent Worker can view person for themselves | Role: HCM Connections REST Services Privilege: View Person (Data) Resource: Person |
| Person | A Contingent Worker can view worker availability portrait card for themselves | Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person |
| Person | A Contingent Worker can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile | Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person |
| Person | A Contingent Worker can view worker current and completed tasks portrait card for themselves | Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person |
| Person | A Contingent Worker can view worker personal and employment portrait card for themselves | Role: View Portrait Personal Information Card Privilege: View Worker Personal and Employment Portrait Card (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|--|
| | | Resource: Person |
| Person Absence Entry | A Contingent Worker can maintain self service absence record for themselves | Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry |
| Person Absence Entry | A Contingent Worker can maintain self service absence record for themselves | Role: Submit Absence Bid Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry |
| Person Address | A Contingent Worker can manage person private address details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | A Contingent Worker can view person address for themselves | Role: Change Person Address Privilege: View Person Address (Data) Resource: Person Address |
| Person Address | A Contingent Worker can view person address for themselves | Role: View Person Address Privilege: View Person Address (Data) Resource: Person Address |
| Person Address | A Contingent Worker can view person address for themselves | Role: View Portrait Personal Information Card Privilege: View Person Address (Data) Resource: Person Address |
| Person Allocated Checklist | A Contingent Worker can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Contingent Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | A Contingent Worker can access person contact information for themselves | Role: Access Person Contact Information by Worker Privilege: Access Person Contact Information (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can access person identification information for themselves | Role: Access Person Identification Information by Worker Privilege: Access Person Identification Information (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can access personal details for themselves | Role: Access Personal Details by Worker Privilege: Access Personal Details (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can choose absence business titles for themselves | Role: Maintain Absence Records Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can choose absence business titles for themselves | Role: Use REST Service - Absence Business Titles List of Values Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can choose person assignment for persons and assignments in their person and assignment security profile | Role: Contingent Worker Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can edit person skills and qualifications for themselves | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | A Contingent Worker can maintain self service absence record for themselves | Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can maintain self service absence record for themselves | Role: Submit Absence Bid Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can manage person document delivery preferences for document types in their document types security profile for themselves | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can manage person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can manage person image for themselves | Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can request feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view assignment summary for themselves | Role: View Worker Assignment History Details Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view eligible jobs for themselves | Role: View Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | A Contingent Worker can view person assignment for themselves | Role: View Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view person contact details for themselves | Role: Access Family and Emergency Contacts by Worker Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view person document delivery preferences for document types in their document types security profile for themselves | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view person extra information for themselves | Role: Access Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view person extra information for themselves | Role: Manage Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view requested feedback for people for whom feedback was requested by you or was shared with you | Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Person Assignment | A Contingent Worker can view worker assignment history details for themselves | Role: View Worker Assignment History Details Privilege: View Worker Assignment History Details (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view worker availability for themselves | Role: Submit Absence Bid Privilege: View Worker Availability (Data) Resource: Person Assignment |
| Person Assignment | A Contingent Worker can view worker calendar for themselves | Role: View Worker Calendar by Worker Privilege: View Worker Calendar (Data) Resource: Person Assignment |
| Person Availability Patterns | A Contingent Worker can manage availability patterns for themselves | Role: Manage Availability Patterns Privilege: Manage Availability Patterns (Data) Resource: Person Availability Patterns |
| Person Benefit Balance | A Contingent Worker can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Contingent Worker can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Checklist | A Contingent Worker can manage onboarding by worker for themselves | Role: Manage Onboarding by Worker Privilege: Manage Onboarding by Worker (Data) Resource: Person Checklist |
| Person Citizenship | A Contingent Worker can manage person citizenship for themselves | Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship |
| Person Citizenship | A Contingent Worker can view person citizenship for themselves | Role: Manage Person Citizenship Privilege: View Person Citizenship (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|--|---|
| | | Resource: Person Citizenship |
| Person Citizenship | A Contingent Worker can view person citizenship for themselves | Role: View Person Citizenship Privilege: View Person Citizenship (Data) Resource: Person Citizenship |
| Person Communication Method | A Contingent Worker can manage person communication method for themselves | Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method |
| Person Communication Method | A Contingent Worker can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile | Role: Person Communication Methods View Privilege: View Person Communication Method (Data) Resource: Person Communication Method |
| Person Communication Method | A Contingent Worker can view person communication method for themselves | Role: Person Communication Methods Management Privilege: View Person Communication Method (Data) Resource: Person Communication Method |
| Person Contact Relationship | A Contingent Worker can manage person contact details for themselves | Role: Manage Person Contact Details Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Contingent Worker can manage person contact details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Contingent Worker can manage person private contact details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Contingent Worker can view person contact details for themselves | Role: Access Family and Emergency Contacts by Worker Privilege: View Person Contact Details (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|---|
| | | Resource: Person Contact Relationship |
| Person Contact Relationship | A Contingent Worker can view person contact details for themselves | Role: View Portrait Personal Information Card Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Detail | A Contingent Worker can access person contact information for themselves | Role: Access Person Contact Information by Worker Privilege: Access Person Contact Information (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can access person identification information for themselves | Role: Access Person Identification Information by Worker Privilege: Access Person Identification Information (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can access personal details for themselves | Role: Access Personal Details by Worker Privilege: Access Personal Details (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can manage approval delegations for themselves | Role: Manage Approval Delegations Privilege: Manage Approval Delegations (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can manage person biographical for themselves | Role: Manage Person Biographical Information Privilege: Manage Person Biographical (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Person Detail | A Contingent Worker can manage person extra information for themselves | Role: Manage Person Extra Information by Worker Privilege: Manage Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can share personal data access for themselves | Role: Share Personal Data Access Privilege: Share Personal Data Access (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can share personal information for themselves | Role: Share Personal Information Privilege: Share Personal Information (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can view approval delegations for persons and assignments in their person and assignment security profile | Role: Manage Approval Delegations Privilege: View Approval Delegations (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can view person biographical for themselves | Role: Manage Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can view person biographical for themselves | Role: View Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can view person extra information for themselves | Role: Access Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can view person extra information for themselves | Role: Manage Person Extra Information by Worker |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|--|
| | | Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail |
| Person Detail | A Contingent Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail |
| Person Disability | A Contingent Worker can manage person disability for themselves | Role: Manage Person Disability by Worker Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Disability | A Contingent Worker can view person disability for themselves | Role: View Person Disability by Worker Privilege: View Person Disability (Data) Resource: Person Disability |
| Person Documentation | A Contingent Worker can manage person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Contingent Worker can manage person documentation for document types in their document types security profile for themselves | Role: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Contingent Worker can view person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Contingent Worker can view person documentation for document types in their document types security profile for themselves | Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|--|--|
| | | Resource: Person Documentation |
| Person Driver License | A Contingent Worker can manage person driver license for themselves | Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person Driver License |
| Person Driver License | A Contingent Worker can manage person driver license number for themselves | Role: Manage Person Driver License Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Driver License | A Contingent Worker can view person driver license for themselves | Role: Manage Person Driver License Privilege: View Person Driver License (Data) Resource: Person Driver License |
| Person Driver License | A Contingent Worker can view person driver license for themselves | Role: View Person Driver License Privilege: View Person Driver License (Data) Resource: Person Driver License |
| Person Email | A Contingent Worker can manage person email for themselves | Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email |
| Person Email | A Contingent Worker can view person email for themselves | Role: Person Communication Methods Management Privilege: View Person Email (Data) Resource: Person Email |
| Person Email | A Contingent Worker can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile | Role: Person Communication Methods View Privilege: View Person Email (Data) Resource: Person Email |
| Person Ethnicity | A Contingent Worker can manage person ethnicity for themselves | Role: Manage Person Ethnicity Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| Person Ethnicity | A Contingent Worker can view person ethnicity for themselves | Role: Manage Person Ethnicity Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity |
| Person Ethnicity | A Contingent Worker can view person ethnicity for themselves | Role: View Person Ethnicity Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity |
| Person Image | A Contingent Worker can manage person image for themselves | Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image |
| Person Image | A Contingent Worker can view person image for themselves | Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image |
| Person Legislative Data | A Contingent Worker can manage person legislative for themselves | Role: Manage Person Legislative Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data |
| Person Legislative Data | A Contingent Worker can view person legislative for themselves | Role: Manage Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data |
| Person Legislative Data | A Contingent Worker can view person legislative for themselves | Role: View Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data |
| Person Life Event | A Contingent Worker can manage person life event for themselves | Role: Employee Enrollment Privilege: Manage Person Life Event (Data) Resource: Person Life Event |
| Person Name | A Contingent Worker can change person name for themselves | Role: Manage Person Name Privilege: Change Person Name (Data) Resource: Person Name |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|--|
| Person Name | A Contingent Worker can view person name for themselves | Role: Manage Person Name Privilege: View Person Name (Data) Resource: Person Name |
| Person Name | A Contingent Worker can view person name for themselves | Role: View Person Name Privilege: View Person Name (Data) Resource: Person Name |
| Person National Identifier | A Contingent Worker can manage person national identifier for themselves | Role: Manage Person National Identifier Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | A Contingent Worker can view person national identifier for themselves | Role: Manage Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | A Contingent Worker can view person national identifier for themselves | Role: View Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Person Passport | A Contingent Worker can manage person passport for themselves | Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person Passport |
| Person Passport | A Contingent Worker can manage person passport number for themselves | Role: Manage Person Passport Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Passport | A Contingent Worker can view person passport for themselves | Role: Manage Person Passport Privilege: View Person Passport (Data) Resource: Person Passport |
| Person Passport | A Contingent Worker can view person passport for themselves | Role: View Person Passport Privilege: View Person Passport (Data) Resource: Person Passport |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| Person Phone | A Contingent Worker can manage person phone for themselves | Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone |
| Person Phone | A Contingent Worker can view person phone for themselves | Role: Person Communication Methods Management Privilege: View Person Phone (Data) Resource: Person Phone |
| Person Phone | A Contingent Worker can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile | Role: Person Communication Methods View Privilege: View Person Phone (Data) Resource: Person Phone |
| Person Plan Accrual | A Contingent Worker can manage cash disbursements for themselves | Role: Manage Cash Disbursements Privilege: Manage Cash Disbursements (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Contingent Worker can manage donations for themselves | Role: Manage Donations Privilege: Manage Donations (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Contingent Worker can view accrual plan balance for themselves | Role: Manage Cash Disbursements Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Contingent Worker can view accrual plan balance for themselves | Role: Manage Donations Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Contingent Worker can view accrual plan balance for themselves | Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Enrollment | A Contingent Worker can choose enrolled absence plans for themselves | Role: Manage Cash Disbursements Privilege: Choose Enrolled Absence Plans (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| | | Resource: Person Plan Enrollment |
| Person Plan Enrollment | A Contingent Worker can choose enrolled absence plans for themselves | Role: Manage Donations Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment |
| Person Religion | A Contingent Worker can manage person religion for themselves | Role: Manage Person Religion Privilege: Manage Person Religion (Data) Resource: Person Religion |
| Person Religion | A Contingent Worker can view person religion for themselves | Role: Manage Person Religion Privilege: View Person Religion (Data) Resource: Person Religion |
| Person Religion | A Contingent Worker can view person religion for themselves | Role: View Person Religion Privilege: View Person Religion (Data) Resource: Person Religion |
| Person Type | A Contingent Worker can choose person type for person types in their person security profile | Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Visa | A Contingent Worker can manage person visa number or work permit for themselves | Role: Manage Person Visa or Permit Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa |
| Person Visa | A Contingent Worker can manage person visa or permit for themselves | Role: Manage Person Visa or Permit Privilege: Manage Person Visa or Permit (Data) Resource: Person Visa |
| Person Visa | A Contingent Worker can view person visa for themselves | Role: Manage Person Visa or Permit Privilege: View Person Visa (Data) Resource: Person Visa |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| Person Visa | A Contingent Worker can view person visa for themselves | Role: View Person Visa or Permit Privilege: View Person Visa (Data) Resource: Person Visa |
| Plan Beneficiary Designation | A Contingent Worker can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation |
| Portrait Private Note | A Contingent Worker can manage portrait private note for themselves | Role: Contingent Worker Privilege: Manage Portrait Private Note (Data) Resource: Portrait Private Note |
| Position | A Contingent Worker can choose position for positions in their position security profile | Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position |
| Position | A Contingent Worker can choose position for positions in their position security profile | Role: Contingent Worker Privilege: Choose Position (Data) Resource: Position |
| Primary Care Provider | A Contingent Worker can define plan primary care provider for themselves | Role: Employee Enrollment Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider |
| Public Assignment | A Contingent Worker can choose public assignment for persons and assignments in their public person and assignment security profile | Role: Contingent Worker Privilege: Choose Public Person (Data) Resource: Public Assignment |
| Public Assignment | A Contingent Worker can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Contingent Worker can search person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| | | Resource: Public Assignment |
| Public Assignment | A Contingent Worker can search person deferred for persons and assignments in their public person security profile | Role: Request Feedback Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Contingent Worker can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Contingent Worker can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Worker Connections Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Contingent Worker can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Contingent Worker can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Contingent Worker can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Worker Connections Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Contingent Worker can choose proxy for role delegation for persons and assignments in their public person and assignment security profile | Role: Manage Role Delegations Privilege: Choose Proxy for Role Delegation (Data) Resource: Public Person |
| Public Person | A Contingent Worker can choose public person for all workers in the enterprise | Role: Procurement Requester Privilege: Choose Public Person (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Public Person | A Contingent Worker can choose public person for persons and assignments in their public person and assignment security profile | Role: Contingent Worker Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Contingent Worker can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Contingent Worker can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Contingent Worker can compare hcm information for themselves | Role: Compare HCM Information Privilege: Compare HCM Information (Data) Resource: Public Person |
| Public Person | A Contingent Worker can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Contingent Worker can search person deferred for persons and assignments in their public person security profile | Role: Access Touchpoints by Worker Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Contingent Worker can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Contingent Worker can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Contingent Worker can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Contingent Worker can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Contingent Worker can view person deferred for persons and assignments in their public person security profile | Role: Career Growth Access by Worker Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Contingent Worker can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Contingent Worker can view worker contact portrait card for persons and assignments in their public person and assignment security profile | Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person |
| Requisition | A Contingent Worker can manage requisition for themselves for the business units for which they are authorized | Role: Procurement Requester Privilege: Manage Requisition (Data) Resource: Business Unit |
| Requisition | A Contingent Worker can manage requisition for themselves for the business units for which they are authorized | Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit |
| Requisition | A Contingent Worker can manage requisition for themselves for the financial business unit associated with their primary assignment | Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit |
| Salary | A Contingent Worker can view worker compensation portrait card for themselves | Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|--|
| Shared Performance Goal | A Contingent Worker can choose shared performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal |
| Talent Profile | A Contingent Worker can edit person career planning for themselves | Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can edit person skills and qualifications for themselves | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can manage talent profile person for persons and assignments in their person security profile | Role: Use REST Service - Talent Person Profiles Privilege: Manage Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can match talent profile person for themselves | Role: Workforce Profile Worker Privilege: Match Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can view endorsement for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Privilege: View Endorsement (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can view endorsement for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Endorsement (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can view public skill activity for persons and assignments in their person security profile | Role: Use REST Service - Talent Person Public Skill Activities Read Only Privilege: View Public Skill Activity (Data) Resource: Talent Profile |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| Talent Profile | A Contingent Worker can view public skill for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Privilege: View Public Skill (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can view public skill for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Public Skill (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can view public skill for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Public Skills Read Only Privilege: View Public Skill (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can view talent profile model for jobs in their job security profile | Role: Workforce Profile Worker Privilege: View Talent Profile Model (Data) Resource: Talent Profile |
| Talent Profile | A Contingent Worker can view talent profile person for themselves | Role: Workforce Profile Worker Privilege: View Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile Interest | A Contingent Worker can view careers of interest for persons and assignments in their public person security profile | Role: Career Growth Access by Worker Privilege: View Careers of Interest (Data) Resource: Talent Profile Interest |
| Talent Profile Item | A Contingent Worker can view talent profile item worker for themselves | Role: Workforce Profile Worker Privilege: View Talent Profile Item Worker (Data) Resource: Talent Profile Item |
| Time Change Request | A Contingent Worker can manage time change requests by worker for themselves | Role: Request Time Change Privilege: Manage Time Change Requests by Worker (Data) Resource: Time Change Request |
| Time Record | A Contingent Worker can manage time records for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Records Read Only Privilege: Manage Time Records (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| | | Resource: Time Record |
| Time Record Event | A Contingent Worker can manage time record events for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Record Events Privilege: Manage Time Record Events (Data) Resource: Time Record Event |
| Time Record Group | A Contingent Worker can manage time record groups for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Record Groups Read Only Privilege: Manage Time Record Groups (Data) Resource: Time Record Group |
| Time Record Group Summary | A Contingent Worker can manage time cards by worker for themselves | Role: Use REST Service - Time Cards by Worker Privilege: Manage Time Cards by Worker (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Contingent Worker can search time cards for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Card Entry Details Read Only Privilege: Search Time Cards (Data) Resource: Time Record Group Summary |
| Total Compensation Statement | A Contingent Worker can view total compensation statement already generated for themselves | Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement |
| Touchpoint Summary | A Contingent Worker can view touchpoints for themselves | Role: Use REST Service - Talent Worker Engagements by Worker Read Only Privilege: View Touchpoints (Data) Resource: Touchpoint Summary |
| Trading Community Org Address Email Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Email Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference |
| Trading Community Org Address Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference |
| Trading Community Organization Address Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference |
| Trading Community Organization Address Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference |
| Trading Community Organization Email Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Email Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Party | A Contingent Worker can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Contingent Worker can view trading community organization for all organizations in the enterprise | Role: Expense Entry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Contingent Worker can view trading community organization for all organizations in the enterprise | Role: Payables Invoice Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Contingent Worker can view trading community organization for all organizations in the enterprise | Role: Procurement Requester Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Organization Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Party | A Contingent Worker can view trading community contact for all trading community persons in the enterprise except contacts created by partners. | Role: Procurement Requester Privilege: View Trading Community Contact (Data) Resource: Trading Community Party |
| Trading Community Party | A Contingent Worker can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|--|
| | | Resource: Trading Community Party |
| Trading Community Party | A Contingent Worker can view trading community person for all people in the enterprise | Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Contingent Worker can view trading community person for all people in the enterprise | Role: Payables Invoice Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Contingent Worker can view trading community person for all people in the enterprise | Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Contingent Worker can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Contingent Worker can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Contingent Worker can view trading community person for all resources in the enterprise | Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Contingent Worker can view trading community person for all resources in the enterprise | Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Person Address Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Address Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Address Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference |
| Trading Community Person Address Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference |
| Trading Community Person Email Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference |
| Trading Community Person Email Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference |
| Trading Community Person Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference |
| Trading Community Person Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|---|
| | | Resource: Trading Community Person Phone Contact Preference |
| Trading Community Relationship | A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise | Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners | Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners | Role: Requisition Self Service User Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| User | A Contingent Worker can view user accounts for themselves | Role: Manage My Account Privilege: View User Accounts (Data) Resource: User |
| User Role | A Contingent Worker can view own account details for themselves | Role: Manage My Account Privilege: View Own Account Details (Data) Resource: User Role |
| Variable Compensation Allocation | A Contingent Worker can manage variable compensation allocation by worker for themselves | Role: Manage Personal Compensation Privilege: Manage Variable Compensation Allocation by Worker (Data) Resource: Variable Compensation Allocation |
| Work Relationship | A Contingent Worker can submit resignation for themselves | Role: Submit Resignation Privilege: Submit Resignation (Data) Resource: Work Relationship |
| Work Relationship | A Contingent Worker can view employment information summary for themselves | Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| | | Resource: Work Relationship |
| Work Relationship | A Contingent Worker can withdraw resignation for themselves | Role: Withdraw Resignation Privilege: Withdraw Resignation (Data) Resource: Work Relationship |
| Worker | A Contingent Worker can choose worker for people and assignments in their person and assignment security profile | Role: Contingent Worker Privilege: Choose Worker (Data) Resource: Worker |
| Worker | A Contingent Worker can compare worker employment information for themselves | Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker |
| Worker | A Contingent Worker can review worker availability for themselves | Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker |
| Worker | A Contingent Worker can search worker for themselves | Role: View Additional Assignment Info Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Contingent Worker can search worker for themselves | Role: View Eligible Jobs Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Contingent Worker can search worker for themselves | Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Contingent Worker can search worker for themselves | Role: View Worker Contract Privilege: Search Worker (Data) Resource: Worker |
| Worker Contract | A Contingent Worker can view worker contract for themselves | Role: View Worker Contract Privilege: View Worker Contract (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| | | Resource: Worker Contract |
| Worker Document Delivery Preferences | A Contingent Worker can manage person document delivery preferences for document types in their document types security profile for themselves | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Document Delivery Preferences | A Contingent Worker can view person document delivery preferences for document types in their document types security profile for themselves | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Journey | A Contingent Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Workforce Schedule | A Contingent Worker can view workforce schedule by worker for themselves | Role: View Workforce Schedule by Worker Privilege: View Workforce Schedule by Worker (Data) Resource: Workforce Schedule |

Corporate Social Responsibility Manager (Job Role)

Individual responsible for managing corporate social responsibility programs.

Role Hierarchy

The Corporate Social Responsibility Manager job role directly and indirectly inherits these roles.

- Corporate Social Responsibility Manager
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Volunteering Transaction Analysis

Duties

This table lists the duties assigned directly and indirectly to the Corporate Social Responsibility Manager job role.

| Duty Role | Description |
|-----------------------------------|----------------------------------|
| Volunteering Transaction Analysis | Analyzes workforce volunteering. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Corporate Social Responsibility Manager job role.

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |

Privileges

This table lists privileges granted to duties of the Corporate Social Responsibility Manager job role.

| Granted Role | Granted Role Description | Privilege |
|---|---|------------------------------|
| Corporate Social Responsibility Manager | Individual responsible for managing corporate social responsibility programs. | Access HCM Common Components |

| Granted Role | Granted Role Description | Privilege |
|---|---|-----------------------------------|
| Corporate Social Responsibility Manager | Individual responsible for managing corporate social responsibility programs. | Manage Volunteering Configuration |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Corporate Social Responsibility Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| Guided Journey Response | A Corporate Social Responsibility Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Corporate Social Responsibility Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| Journey | A Corporate Social Responsibility Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |

Employee (Abstract Role)

Identifies the person as an employee.

Role Hierarchy

The Employee abstract role directly and indirectly inherits these roles.

- Employee
 - Access Family and Emergency Contacts by Worker
 - Access HCM Celebrate Social Feed
 - Access Journey by Worker
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journey Task Library Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
 - Access Learning Common Components
 - Access Person Contact Information by Worker
 - Access Person Extra Information by Worker
 - Access Person Gallery
 - Access Person Identification Information by Worker
 - Access Personal Details by Worker
 - Access Portrait Payslip
 - Access Portrait Personal Payment Method
 - Access Skills Center
 - Use REST Service - Talent Person Profiles
 - Use REST Service - Talent Person Public Skill Activities Read Only
 - Use REST Service - Talent Person Public Skills Read Only
 - Access Touchpoints by Worker
 - Use REST Service - Development Goals Read Only
 - Use REST Service - Feedback Requests by Worker or Manager
 - Use REST Service - Performance Goals Read Only
 - Use REST Service - Person Notes
 - Use REST Service - Talent Worker Check-Ins
 - Use REST Service - Talent Worker Engagements by Worker Read Only
 - Use REST Service - Worker Journeys
 - Attachments User
 - CRM Stage Write
 - Business Intelligence Consumer
 - Canadian Employee
 - Career Growth Access by Worker
 - Use REST Service - Journeys Read Only
 - Use REST Service - Learning Catalog List of Values
 - Use REST Service - Learning Recommendation

- Use REST Service - Learning Record Searches by Learner
 - Use REST Service - Worker Journeys
- o Change Person Address
- o Change Person Marital Status
- o Compare HCM Information
- o Edit Person Career Planning
- o Edit Person Skills and Qualifications
- o Employee Bank Account Management
- o Employee Enrollment
 - Manage Benefit Participant Enrollment Result by Worker
 - Self Report a Life Event
 - Use REST Service - Person Benefit Balances
 - Use REST Service - Person Benefit Groups
 - View Benefit Participant Enrollment Result by Worker
- o Expense Entry
 - Business Intelligence Consumer
 - Employee Bank Account Management
 - Transaction Entry with Budgetary Control
 - o Business Intelligence Consumer
- o HCM Connections REST Services
 - Use REST Service - Person Notes
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Talent Person Profiles
 - Use REST Service - Talent Person Profiles Read Only
 - Use REST Service - Worker Connections Read Only
- o Hide HCM Person Public Note
- o Indian Employee
 - Enter Indian Investment Declaration
 - Enter Indian Previous Employment
 - Enter Indian Social Insurance
- o Learner REST Services
 - Use REST Service - Learner Learning Catalog
 - Use REST Service - Learner Learning Catalog Read Only
 - Use REST Service - Learner Learning Record
 - Use REST Service - Learner Learning Tutorial
 - Use REST Service - Learner Learning Video
 - Use REST Service - Learning Catalog List of Values
 - Use REST Service - Learning Communities
 - Use REST Service - Learning Recommendation
 - Use REST Service - Learning Record Searches by Learner
- o Maintain Absence Records
- o Manage Availability Patterns
- o Manage Benefits Additional Person Info

- Manage Career by Worker
 - Careers of Interest Management
 - Use REST Service - Learning Catalog List of Values
 - Use REST Service - Talent Person Profiles
 - Use REST Service - Talent Profile Comparisons Read Only
- Manage Cash Disbursements
- Manage Contextual Journey by Worker
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journeys Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
- Manage Development Goal by Worker
- Manage Donations
- Manage External Payroll Information by Worker
- Manage HCM Non-Person Note
- Manage HCM Person Note
- Manage Learning Communities
- Manage Learning Self-Service Tutorials
- Manage Learning Self-Service Videos
- Manage My Account
 - Manage Approval Delegations
 - Manage Role Delegations
- Manage My Voluntary Learning
- Manage Offline Learning
- Manage Onboarding by Worker
- Manage Performance Goal by Worker
- Manage Person Beneficiary Organizations
- Manage Person Biographical Information
- Manage Person Citizenship
- Manage Person Contact Details
- Manage Person Disability by Worker
- Manage Person Document Delivery Preferences
- Manage Person Documentation by Worker
- Manage Person Driver License
- Manage Person Ethnicity
- Manage Person Extra Information by Worker
- Manage Person Image
- Manage Person Legislative

- Manage Person Name
- Manage Person National Identifier
- Manage Person Passport
- Manage Person Religion
- Manage Person Visa or Permit
- Manage Personal Compensation
- Manage Personal Payment Method
- Manage Recommended Learning
- Manage UK Pension Contributions
- Manage Worker Information Sharing
- Performance Management Worker
 - Create Anytime Performance Document
 - Manage Check-In Document
 - Request Feedback
 - View Performance Summary
 - View Requested Feedback
- Person Communication Methods Management
- Person Communication Methods View
- Portrait Benefits
- Portrait Current and Completed Tasks
- Print Worker Portrait
- Procurement Requester
 - Payables Invoice Inquiry
 - Receiving Management Requester
 - Item Inquiry
 - Requester Analysis
 - Business Intelligence Authoring
 - Procurement Analysis Currency Preference
 - Requisition Business Unit Data Security
 - Requisition Self Service User
 - Use REST Service - Locations List of Values
 - Use REST Service - Locations Read Only
 - Requisition Viewing
 - Payables Invoice Inquiry
 - Transaction Entry with Budgetary Control
 - Business Intelligence Consumer
- Project Time Entry Mobile
 - Use REST Service - Time Record Events
 - Use REST Service - Time Record Groups Read Only
 - Use REST Service - Time Records Read Only

- Request Time Change
- Share Personal Data Access
- Share Personal Information
- Social Connection Worker
- Submit Absence Bid
- Submit Resignation
- Time and Labor Worker
 - Use REST Service - Time Card Entry Details Read Only
 - Use REST Service - Time Cards by Worker
 - Worker Time Card Entry
- Trading Community Data Security Policies for HCM
- UK New Starter Declaration
- US Employee Portrait Gallery
- Use REST Service - Absence Business Titles List of Values
- Use REST Service - Absence Types List of Values
- Use REST Service - Eligible Contacts List of Values
- Use REST Service - Grades List of Values
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - HCM Countries List of Values
- Use REST Service - HR Document Types List of Values
- Use REST Service - Jobs List of Values
- Use REST Service - Locations List of Values
- Use REST Service - Nudge Cards
- Use REST Service - Performance Goals List of Values
- Use REST Service - Person Reference Data Lists of Values
- Use REST Service - Public Workers Read Only
- Use REST Service - Recruiting Hierarchy Lists of Values
- Use REST Service - Representatives Read Only
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Worker Bank Accounts
- Use REST Service - Worker Bank Accounts Read Only
- Use REST Service - Workers List of Values
- Use User Details Service
- View Accrual Type Absence Plan Balance
- View Additional Assignment Info
- View Benefits Additional Person Info

- View Compensation Change Statement
- View Compensation Details for Worker
- View Development Goal by Worker
- View Eligible Jobs
- View Employment Information Summary
- View HCM Person Note
- View Learner Contributions
- View Learning Assignment
- View Learning Communities
- View My Recommended Learning
- View My Required Learning
- View Payslip
- View Person Address
- View Person Beneficiary Organizations
- View Person Biographical Information
- View Person Citizenship
- View Person Disability by Worker
- View Person Driver License
- View Person Ethnicity
- View Person Legislative
- View Person Name
- View Person National Identifier
- View Person Passport
- View Person Religion
- View Person Visa or Permit
- View Personal Payment Method
- View Portrait Availability Card
- View Portrait Contact Card
- View Portrait Personal Information Card
- View Portrait User Account Details Card
- View Public Learning Communities
- View Secured Custom Help
- View Seniority Dates
- View Total Compensation Statements
- View Worker Assignment History Details
- View Worker Calendar by Worker
- View Worker Contract

- View Workforce Schedule by Worker
- View Year-End Documents
- Withdraw Resignation
- Workforce Profile Worker

Duties

This table lists the duties assigned directly and indirectly to the Employee abstract role.

| Duty Role | Description |
|---|--|
| Access Journey by Worker | Allows workers to access their own journeys. |
| Access Learning Common Components | Access common learning components. |
| Access Skills Center | Allows the user to access skills center. |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. |
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| Business Intelligence Consumer | A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area. |
| CRM Stage Write | Allows uploading CRM content to stage area on content server |
| Canadian Employee | Allows an employee within a CA legal employer to access CA specific tasks. |
| Career Growth Access by Worker | Allows workers to access the Grow page. |
| Careers of Interest Management | Allows management of the careers of interest for a worker. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| Employee Enrollment | Manages employee enrollments. |
| Expense Entry | Creates and updates expense items and expense reports. |

| Duty Role | Description |
|--|--|
| | |
| FSCM Load Interface Administration | Manages load interface file for import |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI |
| Indian Employee | Allows an employee within an Indian legal employer to submit their tax investment declaration. |
| Item Inquiry | Queries and views items in the enterprise. |
| Learner REST Services | Allows learners to access REST services |
| Manage Career by Worker | Allows a worker to manage their career. |
| Manage Contextual Journey by Worker | Allows workers to access and manage their own contextual journeys. |
| Manage My Account | Manages worker roles. |
| Manage Offline Learning | Allows download and management of learning item content on mobile device in learning self-service |
| Payables Invoice Inquiry | Views Oracle Fusion Payables invoices. |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. |
| Portrait Current and Completed Tasks | Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests. |
| Procurement Analysis Currency Preference | This role is used to get the supported currencies in Procurement and Spend Analysis module. |
| Project Time Entry Mobile | Allows the user to report time and manage time cards on mobile device. |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. |
| Requester Analysis | Duty role with limited access to view and analyze procurement cycle times related to requisitions processing within the Requisition BU that requester belongs to |
| Requisition Business Unit Data Security | This role is used for Requisition Business Unit data security in the data warehouse |

| Duty Role | Description |
|---|--|
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. |
| Requisition Viewing | View requisition and associated documents. |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. |
| Time and Labor Worker | Reports time as a worker. |
| Trading Community Data Security Policies for HCM | Contains data security policies that allow HCM roles to access Trading Community organizations, people and relationships |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. |
| US Employee Portrait Gallery | Allows an employee within a US legal employer to access US specific tasks. |
| Use REST Service - Eligible Contacts List of Values | Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service. |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View Secured Custom Help | Views custom help containing the security lookup value Secured. |
| Worker Time Card Entry | Reports time by time card, as a worker. |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Employee abstract role.

| Aggregate Privilege | Description |
|--|---|
| Access Family and Emergency Contacts by Worker | Grants access to persons to view their own contacts. |
| Access HCM Celebrate Social Feed | Allows accessing the celebrate social feed, viewing recognitions and awards. |
| Access Person Contact Information by Worker | Allows access to Person contact information such as phones, emails, other communication accounts, and addresses. |
| Access Person Extra Information by Worker | Allows access to a person's extensible flexfields. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Access Person Identification Information by Worker | Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses. |
| Access Personal Details by Worker | Allows access to Person Information such as such as name, national identifier, biographical, demographic, and disability information. |
| Access Portrait Payslip | Grants access to a person's own payslip in the portrait. |
| Access Portrait Personal Payment Method | Grants access to a person's payment methods in the portrait. |
| Change Person Address | Grants access to persons to manage their own address data. |
| Change Person Marital Status | Grants access to a person to manage their own marital status and related data. |
| Compare HCM Information | Compares workers, jobs, positions, and any combinations of these objects. |
| Create Anytime Performance Document | Allows creation of anytime performance documents |
| Edit Person Career Planning | Allows editing the Person Career Planning. |
| Edit Person Skills and Qualifications | Allows editing the Person Skills and Qualifications. |
| Enter Indian Investment Declaration | Allows Indian employees to enter the investment declaration details. |
| Enter Indian Previous Employment | Allows Indian employees to enter their previous employment details when joining mid financial year. |
| Enter Indian Social Insurance | Allows Indian employees to enter the social insurance details. |
| Hide HCM Person Public Note | Allows hiding or not hiding HCM public person notes. |

| Aggregate Privilege | Description |
|--|---|
| Maintain Absence Records | Allows workers to enter, update and delete their absence records. |
| Manage Approval Delegations | Allows management of user approval delegations. |
| Manage Availability Patterns | Allows users to create, delete, and update availability patterns. |
| Manage Benefit Participant Enrollment Result by Worker | Allows workers to access benefits pages where they can manage their own enrollment results. |
| Manage Benefits Additional Person Info | Allows management of benefits person information. |
| Manage Cash Disbursements | Allows administrator to dispense part of an accrual plan balance for payment. |
| Manage Check-In Document | Allows to create, view, edit and delete check-in document. |
| Manage Development Goal by Worker | Manages worker's own development goals. |
| Manage Donations | Allows creation and viewing of absence donations. |
| Manage External Payroll Information by Worker | Allows configuration of payroll data maintained in external payroll system in an employee self service flow |
| Manage HCM Non-Person Note | Views and manages HCM notes that are not person notes. |
| Manage HCM Person Note | Views and manages all types of HCM person notes. |
| Manage Learning Communities | Allows users to create learning communities. |
| Manage Learning Self-Service Tutorials | Allows users to author tutorials. |
| Manage Learning Self-Service Videos | Allows users to publish and edit videos. |
| Manage My Voluntary Learning | Allows users join and manage their voluntary learning assignments. |
| Manage Onboarding by Worker | Allows worker to complete the onboarding tasks. |
| Manage Performance Goal by Worker | Manages worker's own performance goals. |
| Manage Person Beneficiary Organizations | Allows management of person benefit organizations. |
| Manage Person Biographical Information | Allows management of a person's biographical information. |

| Aggregate Privilege | Description |
|---|--|
| Manage Person Citizenship | Grants access to persons to manage their own citizenship. |
| Manage Person Contact Details | Allows management of a person's contacts. |
| Manage Person Disability by Worker | Allows worker to manage their own disability information. |
| Manage Person Document Delivery Preferences | Allows management of document delivery preferences for person records. |
| Manage Person Documentation by Worker | Grants access to persons to manage their own document data. |
| Manage Person Driver License | Grants access to persons to manage their own driver licenses. |
| Manage Person Ethnicity | Grants access to persons to manage their own ethnicity. |
| Manage Person Extra Information by Worker | Allows access to a person's extensible flexfields. |
| Manage Person Image | Grants access to manage a person's own image. |
| Manage Person Legislative | Grants access to persons to manage their own legislative information. |
| Manage Person Name | Maintains persons' name related attributes. |
| Manage Person National Identifier | Grants access to persons to manage their own national identifier. |
| Manage Person Passport | Grants access to persons to manage their own passports. |
| Manage Person Religion | Grants access to persons to manage their own religion. |
| Manage Person Visa or Permit | Grants access to persons to manage their own visas and permits. |
| Manage Personal Compensation | Manages contributions made toward savings and contribution type plans. |
| Manage Personal Payment Method | Manages payment methods used to pay a person and defines how the payments are split if multiple payment methods are specified. |
| Manage Recommended Learning | Allows users to recommend learning and view recommendations received. |
| Manage Role Delegations | Allows management of user roles delegations. |
| Manage UK Pension Contributions | Allows UK employees to manage their pension contributions. |

| Aggregate Privilege | Description |
|---|--|
| Manage Worker Information Sharing | Allows sharing of person information with internal and external recipients. Used in the non-responsive UI. |
| Portrait Benefits | Views benefits data for a worker in the portrait. |
| Print Worker Portrait | Grants access to the portrait maintenance duties for the portrait cards. |
| Request Feedback | Allows to request feedback |
| Request Time Change | Allows the worker to create a time change request. |
| Self Report a Life Event | Allows employees to report life events for themselves. |
| Share Personal Data Access | Allows sharing of access to personal data. |
| Share Personal Information | Allows sharing of personal information. |
| Submit Absence Bid | Allows workers to submit absence bids. |
| Submit Resignation | Allows worker to submit their own resignation. |
| UK New Starter Declaration | Allows UK employees to enter their new starter declaration |
| Use REST Service - Absence Business Titles List of Values | Allows users to call the GET method associated with the Absence Business Titles REST service. |
| Use REST Service - Absence Types List of Values | Allows users to call the GET method associated with the Absence Types REST service. |
| Use REST Service - Development Goals Read Only | Allows users to call GET and describe methods with the Development Goals REST service. |
| Use REST Service - Feedback Requests by Worker or Manager | Allows the user to call the POST method associated with the Feedback Requests REST service. |
| Use REST Service - Grades List of Values | Allows the user to call the GET method associated with the grades list of values REST Service. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |

| Aggregate Privilege | Description |
|--|---|
| Use REST Service - HCM Countries List of Values | Allows the user to call the GET method associated with the HCM Countries list of values REST Service. |
| Use REST Service - Jobs List of Values | Allows the user to call the GET method associated with the Jobs list of values REST Service. |
| Use REST Service - Journey Task Library Read Only | Allows the user to call the GET method associated with the Journey Task Library REST Service. |
| Use REST Service - Journeys Read Only | Allows the user to call the GET method associated with the Journeys REST Service. |
| Use REST Service - Learner Learning Catalog | Allows the user to call all methods associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Catalog Read Only | Allows the user to call the GET method associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Record | Allows the user to call all methods associated with the Learner Learning Record REST Service. |
| Use REST Service - Learner Learning Tutorial | Allows the user to call all methods associated with the Learner Learning Tutorial REST Service. |
| Use REST Service - Learner Learning Video | Allows the user to call all methods associated with the Learner Learning Video REST Service. |
| Use REST Service - Learning Catalog List of Values | Allows the user to call the GET method associated with the Learning Catalog List of Values REST service |
| Use REST Service - Learning Communities | Allows the user to call all methods associated with the Learner Learning Communities REST Service. |
| Use REST Service - Learning Recommendation | Allows the user to call all methods associated with the Learning Recommendation REST Service. |
| Use REST Service - Learning Record Searches by Learner | Allows learner to search learning records as a learner. |
| Use REST Service - Locations List of Values | Allows the user to call the GET method associated with the Locations LOV REST Service. |
| Use REST Service - Locations Read Only | Allows the user to call the GET method associated with the Locations REST Service. |
| Use REST Service - Nudge Cards | Allows the user to call all methods associated with the Nudge Cards REST service. |
| Use REST Service - Performance Goals List of Values | Allows the user to call the GET method associated with the Performance Goals List of Values REST Service. |

| Aggregate Privilege | Description |
|--|---|
| Use REST Service - Performance Goals Read Only | Allows the user to call the GET method associated with the Performance Goals REST service. |
| Use REST Service - Person Benefit Balances | Allows users to call all methods associated with the person benefit balances REST service. |
| Use REST Service - Person Benefit Groups | Allows users to call all methods associated with the person benefit groups REST service. |
| Use REST Service - Person Notes | Allows the user to call the GET, DESCRIBE, POST, PATCH and DELETE methods associated with the Person Notes REST service. |
| Use REST Service - Person Reference Data Lists of Values | Allows the user to call the GET method associated with the person reference data lists of values REST services. |
| Use REST Service - Public Workers Read Only | Allows the user to call the GET method associated with the Public Workers REST Service. |
| Use REST Service - Recruiting Hierarchy Lists of Values | Allows the user to call the GET method associated with the Recruiting hierarchy lists of values REST Services. |
| Use REST Service - Representatives Read Only | Allows the user to call the GET method associated with the Representatives REST Service. |
| Use REST Service - Talent Person Profiles | Allows the user to call all methods associated with the Talent Person Profile REST Service. Areas of interest, areas of expertise, favorite links and tags can be managed using this aggregate privilege. |
| Use REST Service - Talent Person Profiles Read Only | Allows the user to call the GET method associated with the Talent Person Profile REST Service. |
| Use REST Service - Talent Person Public Skill Activities Read Only | Allows the user to call the GET method associated with the Public Skill Activities REST Service. |
| Use REST Service - Talent Person Public Skills Read Only | Allows the user to call the GET method associated with the Public Skills REST Service. |
| Use REST Service - Talent Profile Comparisons Read Only | Allows the user to call the GET method associated with the Talent Profile Comparisons REST service. |
| Use REST Service - Talent Worker Check-Ins | Allows users to call all methods with the Talent Worker Check-Ins REST service. |
| Use REST Service - Talent Worker Engagements by Worker Read Only | Allows the user to call the GET method associated with the Talent Worker Engagements REST Service as a worker. |
| Use REST Service - Time Card Entry Details Read Only | Lets the person call the Time Card Entry Details REST Service. |

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Time Cards by Worker | Lets the worker call the Time Cards REST Service. |
| Use REST Service - Time Record Events | Allows users to call all methods on time record events associated with the time records REST service. |
| Use REST Service - Time Record Groups Read Only | Allows users to call the GET method on time record groups associated with the time records REST service. |
| Use REST Service - Time Records Read Only | Allows users to call the GET method on time records associated with the time records REST service. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Connections Read Only | Allows the user to call the GET method associated with the Worker Connections REST Service. |
| Use REST Service - Worker Journeys | Allows the user to call all methods associated with the Worker Journeys REST Service. |
| Use User Details Service | Creates or updates users during person synchronizations. |
| View Accrual Type Absence Plan Balance | Allows workers to view balances of the accrual type absence plans. |
| View Additional Assignment Info | Allows viewing of additional assignment info. |
| View Benefit Participant Enrollment Result by Worker | Allows workers to access benefits pages where they can view their own enrollment results. |
| View Benefits Additional Person Info | Allows viewing of benefits person information. |
| View Compensation Change Statement | Allows workers to view compensation change statements after the workforce compensation cycle. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Development Goal by Worker | View worker's own development goals. |
| View Eligible Jobs | Allows viewing of eligible jobs for relief in higher class. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |
| View HCM Person Note | Views HCM person notes. |
| View Learner Contributions | Allows users to view a person's learning contributions. |

| Aggregate Privilege | Description |
|---------------------------------------|--|
| View Learning Assignment | Views information about a person's learning assignment. |
| View Learning Communities | Allows users to view learning communities they are members of. |
| View My Recommended Learning | Allows users to view learning items recommended to them. |
| View My Required Learning | Allows users to view their required learning assignments. |
| View Payslip | Views payslips. |
| View Performance Summary | Allows viewing of workers performance summary information. |
| View Person Address | Grants access to persons to view their own address data. |
| View Person Beneficiary Organizations | Allows viewing of person benefit organizations. |
| View Person Biographical Information | Allows access to a person's biographical information. |
| View Person Citizenship | Grants access to persons to view their own citizenship. |
| View Person Disability by Worker | Allows access to a person's disability information. |
| View Person Driver License | Grants access to persons to view their own driver licenses. |
| View Person Ethnicity | Grants access to persons to view their own ethnicity. |
| View Person Legislative | Grants access to persons to view their own legislative information. |
| View Person Name | Views persons' name related attributes. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Person Passport | Grants access to persons to view their own passports. |
| View Person Religion | Grants access to persons to view their own religion. |
| View Person Visa or Permit | Grants access to persons to view their own visas and permits. |
| View Personal Payment Method | Allows the user to view their own personal payment methods. |
| View Portrait Availability Card | Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information. |

| Aggregate Privilege | Description |
|---|--|
| View Portrait Contact Card | Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers. |
| View Portrait Personal Information Card | Grants access to a person's own personal and employment information in the portrait. |
| View Portrait User Account Details Card | Views the User Account Details card in the Person Gallery. |
| View Public Learning Communities | Allows users to view the learning communities a person is a member of. |
| View Requested Feedback | Allows workers and line managers to view requested feedback |
| View Seniority Dates | Allows viewing of seniority dates. |
| View Total Compensation Statements | Views generated total compensation statements for individuals within their security profile. |
| View Worker Assignment History Details | Allows viewing of worker's assignment history details. |
| View Worker Calendar by Worker | Allows workers to view their calendar. |
| View Worker Contract | Allows viewing of worker's employment contract details and contract extensions. |
| View Workforce Schedule by Worker | Allows workers to view their own workforce schedules. |
| View Year-End Documents | Allows users to view year-end documents for current or prior tax years. |
| Withdraw Resignation | Allows a worker to withdraw their own resignation |

Privileges

This table lists privileges granted to duties of the Employee abstract role.

| Granted Role | Granted Role Description | Privilege |
|--------------------------|--|---|
| Access Journey by Worker | Allows workers to access their own journeys. | Access Journey by Worker |
| Access Journey by Worker | Allows workers to access their own journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Access Journey by Worker | Allows workers to access their own journeys. | Use REST Service - Worker Journey Tasks |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|--|
| | | |
| Access Learning Common Components | Access common learning components. | Access Learning Common Components |
| Access Skills Center | Allows the user to access skills center. | Access Skills Center |
| Access Skills Center | Allows the user to access skills center. | Use REST Service - Talent Profile Types Read Only |
| Access Skills Center | Allows the user to access skills center. | Use REST Service - Talent Skill Suggestions Read Only |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Access Touchpoints by Worker |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - Feedback Templates List of Values |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - Feedback Templates Read Only |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - HCM Surveys List of Values |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - Nudges |
| Access Touchpoints by Worker | Allows workers to access their own touchpoints. | Use REST Service - Talent Check-In Templates Read Only |
| Canadian Employee | Allows an employee within a CA legal employer to access CA specific tasks. | Manage Canadian Personal Tax Credits |
| Canadian Employee | Allows an employee within a CA legal employer to access CA specific tasks. | View Canadian End of Year Tax Form |
| Career Growth Access by Worker | Allows workers to access the Grow page. | Access Career Growth by Worker |
| Career Growth Access by Worker | Allows workers to access the Grow page. | Use REST Service - My Learning Assignments Read Only |
| Career Growth Access by Worker | Allows workers to access the Grow page. | Use REST Service - Worker Journey Tasks |
| Employee | Identifies the person as an employee. | Absence Entry Using Calendar |
| Employee | Identifies the person as an employee. | Access FUSE Directory Page |
| Employee | Identifies the person as an employee. | Access FUSE Performance and Career Planning Page |

| Granted Role | Granted Role Description | Privilege |
|--------------|---------------------------------------|---|
| Employee | Identifies the person as an employee. | Access FUSE Personal Information Page |
| Employee | Identifies the person as an employee. | Access HCM Common Components |
| Employee | Identifies the person as an employee. | Access Internal Candidate Experience |
| Employee | Identifies the person as an employee. | Access Knowledge from HCM |
| Employee | Identifies the person as an employee. | Access Learner Self-Service Work Area |
| Employee | Identifies the person as an employee. | Access My Career and Performance |
| Employee | Identifies the person as an employee. | Access My Pay |
| Employee | Identifies the person as an employee. | Access My Time and Absences |
| Employee | Identifies the person as an employee. | Access Oracle Taleo Recruiting Cloud Service |
| Employee | Identifies the person as an employee. | Access Person Spotlight |
| Employee | Identifies the person as an employee. | Access Quick Actions |
| Employee | Identifies the person as an employee. | Access Tap Application |
| Employee | Identifies the person as an employee. | Access What to Learn |
| Employee | Identifies the person as an employee. | Approve Transactions |
| Employee | Identifies the person as an employee. | Create Non-Catalog Learning Requests by Learner |
| Employee | Identifies the person as an employee. | Create Service Request from HCM |
| Employee | Identifies the person as an employee. | Launch Oracle Social Network |
| Employee | Identifies the person as an employee. | Manage Data Visualization Preference |
| Employee | Identifies the person as an employee. | Manage Favorite Colleagues |
| Employee | Identifies the person as an employee. | Manage Goal Management Notifications |

| Granted Role | Granted Role Description | Privilege |
|--------------|---------------------------------------|---|
| Employee | Identifies the person as an employee. | Manage Mentorship |
| Employee | Identifies the person as an employee. | Manage My Contact Information Mobile |
| Employee | Identifies the person as an employee. | Manage My Documents Mobile |
| Employee | Identifies the person as an employee. | Manage My Personal Information Mobile |
| Employee | Identifies the person as an employee. | Manage My Portrait Work Area |
| Employee | Identifies the person as an employee. | Manage My Wellness |
| Employee | Identifies the person as an employee. | Manage My Wellness Team |
| Employee | Identifies the person as an employee. | Manage Own HCM Channel Messages |
| Employee | Identifies the person as an employee. | Manage Person Allocated Checklist by Worker |
| Employee | Identifies the person as an employee. | Manage Reputation Overview |
| Employee | Identifies the person as an employee. | Manage Reputation Scores |
| Employee | Identifies the person as an employee. | Manage Social Roles |
| Employee | Identifies the person as an employee. | Manage Volunteering |
| Employee | Identifies the person as an employee. | Print Learning Completion Certificate |
| Employee | Identifies the person as an employee. | Record External Learning by Learner |
| Employee | Identifies the person as an employee. | Record and View Issue |
| Employee | Identifies the person as an employee. | Report Time by Web Clock |
| Employee | Identifies the person as an employee. | Run Talent Profile Summary Report |
| Employee | Identifies the person as an employee. | Use REST Service - Activity Summaries |
| Employee | Identifies the person as an employee. | Use REST Service - Address Lists of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Content Items List of Values |

| Granted Role | Granted Role Description | Privilege |
|----------------------------------|---|--|
| Employee | Identifies the person as an employee. | Use REST Service - Individual Compensation Lists of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Job Families List of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Model Profiles List of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Questionnaire Lists of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Scheduling Lists of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Time Card Lists of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Users and Roles Lists of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Volunteering Lists of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Wellness Lists of Values |
| Employee | Identifies the person as an employee. | Use REST Service - Workforce Reputation Lists of Values |
| Employee | Identifies the person as an employee. | Validate Project Time and Labor Time Card |
| Employee | Identifies the person as an employee. | View Calendar by Worker |
| Employee | Identifies the person as an employee. | View Notification Details |
| Employee | Identifies the person as an employee. | View Search Results of Jobs Posted Internally |
| Employee | Identifies the person as an employee. | View Skill Recommendations |
| Employee | Identifies the person as an employee. | View Team Schedule by Worker |
| Employee | Identifies the person as an employee. | View Time by Calendar |
| Employee | Identifies the person as an employee. | Workforce Reputation Subscription User |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|---|--|
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| Employee Enrollment | Manages employee enrollments. | Access Benefits Calculators |
| Employee Enrollment | Manages employee enrollments. | Change Beneficiaries |
| Employee Enrollment | Manages employee enrollments. | Compare Benefit Plans |
| Employee Enrollment | Manages employee enrollments. | Elect Benefits |
| Employee Enrollment | Manages employee enrollments. | Maintain Plan Beneficiary Designation |
| Employee Enrollment | Manages employee enrollments. | Maintain Primary Care Provider |
| Employee Enrollment | Manages employee enrollments. | Review Benefit Participant Enrollment Result |
| Employee Enrollment | Manages employee enrollments. | Use REST Service - Benefit Plans Comparison List of Values |
| Employee Enrollment | Manages employee enrollments. | Use REST Service - Benefit Plans Comparison Read Only |
| Employee Enrollment | Manages employee enrollments. | View Benefits Self Service Configuration |
| Expense Entry | Creates and updates expense items and expense reports. | Manage Bank Account for Expense Reimbursement |
| Expense Entry | Creates and updates expense items and expense reports. | Manage Expense Report |
| Expense Entry | Creates and updates expense items and expense reports. | Review Expense Reimbursement |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|---|---|
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Department Connections Read Only |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Department Searches |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Location Connections Read Only |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Person Notes Visibility Options List of Values |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Profile Tag Searches |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Worker Searches |
| HCM Connections REST Services | Grants access to REST services used by HCM connections UI | Use REST Service - Workers |
| Item Inquiry | Queries and views items in the enterprise. | Manage Item Attachment |
| Item Inquiry | Queries and views items in the enterprise. | Manage Item Catalog |
| Item Inquiry | Queries and views items in the enterprise. | Manage Item Global Search |
| Item Inquiry | Queries and views items in the enterprise. | Manage Trading Partner Item Reference |
| Item Inquiry | Queries and views items in the enterprise. | View Item |
| Item Inquiry | Queries and views items in the enterprise. | View Item Organization Association |
| Item Inquiry | Queries and views items in the enterprise. | View Item Relationship |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------------|---|--|
| Learner REST Services | Allows learners to access REST services | Use REST Service - Learning Descriptive Flex Field Value Sets List of Values |
| Learner REST Services | Allows learners to access REST services | Use REST Service - My Learning Assignments Read Only |
| Manage Career by Worker | Allows a worker to manage their career. | Access Internal Candidate Experience |
| Manage Career by Worker | Allows a worker to manage their career. | Manage Career |
| Manage Career by Worker | Allows a worker to manage their career. | Manage Careers of Interest |
| Manage Career by Worker | Allows a worker to manage their career. | Use REST Service - Career Searches |
| Manage Career by Worker | Allows a worker to manage their career. | Use REST Service - Content Items List of Values |
| Manage Career by Worker | Allows a worker to manage their career. | Use REST Service - Talent Model Profiles Read Only |
| Manage Career by Worker | Allows a worker to manage their career. | Use REST Service - Talent Profile Types Read Only |
| Manage Contextual Journey by Worker | Allows workers to access and manage their own contextual journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Manage My Account | Manages worker roles. | Delete Roles Delegated To Me |
| Manage My Account | Manages worker roles. | Manage User Account and My Account |
| Manage My Account | Manages worker roles. | Reset Password |
| Manage My Account | Manages worker roles. | View Own Account Details |
| Manage Offline Learning | Allows download and management of learning item content on mobile device in learning self-service | Manage Offline Learning |
| Payables Invoice Inquiry | Views Oracle Fusion Payables invoices. | View Payables Invoice |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Create Performance Document by Worker |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Print Performance Document |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Provide Performance Evaluation Feedback |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Select Feedback Participants |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | Track Participant Feedback Status |
| Performance Management Worker | Adds content to rate to performance document and evaluates self. | View Performance Information on Worker Dashboard |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Email |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Phone |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Email |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Phone |
| Procurement Requester | Prepares requisitions for themselves. | Cancel Purchase Order as Procurement Requester |
| Procurement Requester | Prepares requisitions for themselves. | Change Purchase Order as Procurement Requester |
| Project Time Entry Mobile | Allows the user to report time and manage time cards on mobile device. | Report Time for Project Tasks |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------|---|--|
| Project Time Entry Mobile | Allows the user to report time and manage time cards on mobile device. | View Project Expenditure Types Service |
| Project Time Entry Mobile | Allows the user to report time and manage time cards on mobile device. | View Project Financial Tasks Service |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Correct Self-Service Receiving Receipt |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Create Self-Service Receiving Receipt |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Manage Inventory Transfer Order |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Manage Self-Service Receiving Receipt Return |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Monitor Self-Service Receiving Receipt Work Area |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Review Inbound Shipment Details |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Review Receiving Receipt Summary |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | Review Self-Service Receiving Receipt |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | View Purchase Order |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | View Receiving Receipt Notification |
| Receiving Management Requester | Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts. | View Requisition |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------|--|--|
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Create Requisition for Internal Material Transfers |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Create Requisition with Changes to Deliver-to Location |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Create Requisition with Noncatalog Requests |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Create Requisition with One Time Location |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Get Internal Transfer Requesting Organization Price |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Manage Inventory Transfer Order |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Manage Requisition |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | Submit Requisition with One Click |
| Requisition Self Service User | Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines. | View Requisition |

| Granted Role | Granted Role Description | Privilege |
|--------------------------|---|--|
| Requisition Viewing | View requisition and associated documents. | Review Inbound Shipment Details |
| Requisition Viewing | View requisition and associated documents. | Review Receiving Transaction History |
| Requisition Viewing | View requisition and associated documents. | View Purchase Order as Procurement Requester |
| Requisition Viewing | View requisition and associated documents. | View Requisition |
| Requisition Viewing | View requisition and associated documents. | View Supplier Negotiation |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Add Someone to Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Create Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Invite Social Connection |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Invite Someone to Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Link Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Kudos |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Message Board |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Social Bookmarks |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Social Connections |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Social Group |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Manage Social Self-descriptive Information |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | Unlink Social Group |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | View Activity Stream |
| Social Connection Worker | Performs all Oracle Fusion Social Connection employee duties. | View Related Social Groups |
| Time and Labor Worker | Reports time as a worker. | Access Time Work Area |
| Time and Labor Worker | Reports time as a worker. | Report Time by Calendar |
| Time and Labor Worker | Reports time as a worker. | Use REST Service - Time Card Field Values Read Only |
| Time and Labor Worker | Reports time as a worker. | View Calendar by Worker |
| Time and Labor Worker | Reports time as a worker. | View Team Schedule by Worker |
| Time and Labor Worker | Reports time as a worker. | View Time by Calendar |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Check Funds |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Reserve Funds |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Review Budget Impact |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Review Budget Period Statuses |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Review Budgetary Control Balances |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Review Budgetary Control Transactions |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | Transfer Budget Balances to Budget Cubes Continuously |
| Transaction Entry with Budgetary Control | Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager. | View Funds Available Balances |
| US Employee Portrait Gallery | Allows an employee within a US legal employer to access US specific tasks. | Update US W-4 |
| US Employee Portrait Gallery | Allows an employee within a US legal employer to access US specific tasks. | View US End of Year Tax Form |
| US Employee Portrait Gallery | Allows an employee within a US legal employer to access US specific tasks. | View US End-of-Year 1095-C Form |
| Use REST Service - Eligible Contacts List of Values | Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service. | Use REST Service - Eligible Contacts List of Values |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. | Use REST Service - HR Document Types List of Values |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage External Payee Payment Details |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Payment Instrument Assignment |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Third Party Bank Account |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account Assignment |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| Worker Time Card Entry | Reports time by time card, as a worker. | Create Time Card |
| Worker Time Card Entry | Reports time by time card, as a worker. | Manage Time Cards by Worker |
| Worker Time Card Entry | Reports time by time card, as a worker. | Search Time Cards |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Define Talent Profile |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Define Talent Profile Item |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Manage Careers of Interest |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Manage Person Talent Profile |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Match Talent Profile |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | Update Talent Profile Item |
| Workforce Profile Worker | Performs workforce profile duties as an employee or contingent worker. | View Talent Profile |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Employee abstract role.

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Absence Type | An Employee can choose absence types for themselves | Role: Maintain Absence Records Privilege: Choose Absence Types (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| | | Resource: Absence Type |
| Absence Type | An Employee can choose absence types for themselves | Role: Submit Absence Bid Privilege: Choose Absence Types (Data) Resource: Absence Type |
| Absence Type | An Employee can choose absence types for themselves | Role: Use REST Service - Absence Types List of Values Privilege: Choose Absence Types (Data) Resource: Absence Type |
| Application Attachment | An Employee can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | Role: Procurement Requester Privilege: Delete Application Attachment Resource: Application Attachment |
| Application Attachment | An Employee can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier | Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment |
| Application Attachment | An Employee can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | Role: Procurement Requester Privilege: Read Application Attachment Resource: Application Attachment |
| Application Attachment | An Employee can update application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | Role: Procurement Requester Privilege: Update Application Attachment Resource: Application Attachment |
| Application Reference Territory | A Employee can choose application reference territory for all application reference territories in the enterprise | Role: Employee Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | An Employee can choose application reference territory for countries in their country security profile | Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|---|---|
| Assignment Grade | An Employee can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Grades List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Beneficiary Organization | An Employee can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization |
| Benefit Covered Dependent | An Employee can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent |
| Benefit Participant Enrollment Action | An Employee can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action |
| Benefit Participant Enrollment Result | An Employee can manage benefit participant enrollment result for themselves | Role: Manage Benefit Participant Enrollment Result by Worker Privilege: Manage Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | An Employee can report person for themselves | Role: Employee Enrollment Privilege: Report Person (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | An Employee can review benefit participant enrollment result for themselves | Role: Employee Enrollment Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | An Employee can view benefit participant enrollment result for themselves | Role: Manage Benefit Participant Enrollment Result by Worker Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|---|
| Benefit Participant Enrollment Result | An Employee can view benefit participant enrollment result for themselves | Role: View Benefit Participant Enrollment Result by Worker Privilege: View Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Enrollment Result | An Employee can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Potential Life Event | An Employee can manage benefit person potential life event for people and assignments in their person and assignment security profile | Role: Self Report a Life Event Privilege: Manage Benefit Person Potential Life Event (Data) Resource: Benefit Participant Potential Life Event |
| Benefit Participant Rate | An Employee can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate |
| Benefit Person Benefit Group | An Employee can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Benefit Group | An Employee can view person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: View Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Habit | An Employee can manage benefit person info for themselves | Role: Manage Benefits Additional Person Info Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | An Employee can view benefit person info for themselves | Role: Manage Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|---|
| Benefit Person Habit | An Employee can view benefit person info for themselves | Role: View Benefits Additional Person Info Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Relation | An Employee can manage benefit relation for themselves | Role: Employee Enrollment Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Cash Advance Approval Note | An Employee can manage expense report approval note for themselves | Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) Resource: Cash Advance Approval Note |
| Catalog Learning Item | An Employee can view self-service learning items for catalog learning items accessible to them | Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Catalog Learning Item |
| Catalog Learning Item | An Employee can view self-service learning items for catalog learning items accessible to them | Role: Use REST Service - Learning Catalog List of Values Privilege: View Self-Service Learning Items (Data) Resource: Catalog Learning Item |
| Check In Document | An Employee can create check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Privilege: Create Check-In Document (Data) Resource: Check In Document |
| Check In Document | An Employee can manage check-in document for themselves | Role: Manage Check-In Document Privilege: Manage Check-In Document (Data) Resource: Check In Document |
| Check In Document | An Employee can view check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Privilege: View Check-In Document (Data) Resource: Check In Document |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Checklist Role Maps | An Employee can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | An Employee can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Compensation Allocation | An Employee can view compensation change statement for themselves | Role: View Compensation Change Statement Privilege: View Compensation Change Statement (Data) Resource: Compensation Allocation |
| Corporate Card Transaction Dispute Note | An Employee can manage expense for themselves | Role: Expense Entry Privilege: Manage Expense (Data) Resource: Corporate Card Transaction Dispute Note |
| Delegated Role | An Employee can manage role delegations for persons and assignments in their person and assignment security profile | Role: Manage Role Delegations Privilege: Manage Role Delegations (Data) Resource: Delegated Role |
| Delegated Role | An Employee can view role delegations for persons and assignments in their person and assignment security profile | Role: Manage Role Delegations Privilege: View Role Delegations (Data) Resource: Delegated Role |
| Expense | An Employee can manage expense for themselves | Role: Expense Entry Privilege: Manage Expense (Data) Resource: Expense |
| Expense Report | An Employee can manage expense report for themselves | Role: Expense Entry Privilege: Manage Expense Report (Data) Resource: Expense Report |
| Expense Report Approval Note | An Employee can manage expense report approval note for themselves | Role: Expense Entry Privilege: Manage Expense Report Approval Note (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| | | Resource: Expense Report Approval Note |
| Guided Journey Response | An Employee can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | An Employee can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Non-Person Note | An Employee can manage hcm non-person note for non-person notes that they created | Role: Manage HCM Non-Person Note Privilege: Manage HCM Non-Person Note (Data) Resource: HCM Non-Person Note |
| HCM Person Note | An Employee can manage hcm person note for all types of person notes that they created | Role: Manage HCM Person Note Privilege: Manage HCM Person Note (Data) Resource: HCM Person Note |
| HCM Person Note | An Employee can view hcm person note for all types of person notes that they created | Role: Use REST Service - Person Notes Privilege: View HCM Person Note (Data) Resource: HCM Person Note |
| HCM Person Note | An Employee can view hcm person note for all types of person notes that they created | Role: View HCM Person Note Privilege: View HCM Person Note (Data) Resource: HCM Person Note |
| HCM Person Note Shared with Peers | An Employee can view hcm person note shared with peers for person notes shared with peers of the note recipient | Role: View HCM Person Note Privilege: View HCM Person Note Shared with Peers (Data) Resource: HCM Person Note Shared with Peers |
| HCM Person Public Note | An Employee can hide hcm person public note for public notes that are about themselves | Role: Hide HCM Person Public Note Privilege: Hide HCM Person Public Note (Data) Resource: HCM Person Public Note |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| HCM Person Public Note | An Employee can view hcm person public note for public person notes that are about people in their public person security profile | Role: Use REST Service - Person Notes Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Public Note | An Employee can view hcm person public note for public person notes that are about people in their public person security profile | Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Shared Note | An Employee can view hcm person shared note for shared person notes that are about people in their person security profile | Role: Use REST Service - Person Notes Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note |
| HCM Person Shared Note | An Employee can view hcm person shared note for shared person notes that are about themselves and that have been shared with them | Role: View HCM Person Note Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note |
| HR Document Type | An Employee can view document type for document types in their document type security profile | Role: Manage Person Documentation by Worker Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Employee can choose hr job for all jobs in the enterprise | Role: Employee Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | An Employee can choose hr job for all jobs in the enterprise | Role: Use REST Service - Jobs List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | An Employee can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| Help Topic | An Employee can view secured custom help content for all secured help content they are authorized | Role: View Secured Custom Help Privilege: View Secured Custom Help Content Resource: Help Topic |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Idea | A Employee can manage idea where they are a member of the idea team | Role: Employee Privilege: Manage Product Idea (Data) Resource: Idea |
| Idea | A Employee can review idea where they are a member of the idea team | Role: Employee Privilege: Review Product Idea (Data) Resource: Idea |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Asset Maintenance Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Attribute (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Basic (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Costing Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item General Planning Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Inventory Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Invoicing Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Lead Times Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item MRP and MPS Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Order Management Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Pack (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item People (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Physical Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Primary Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Process Manufacturing Group (Data) Resource: Item |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Purchasing Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Receiving Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Revision (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Service Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Structure (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Structure Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Web Option Group (Data) Resource: Item |
| Item | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee Privilege: Maintain Item Work in Process Group (Data) Resource: Item |
| Item | A Employee can view item for the items they have access to in item and inventory organizations | Role: Employee Privilege: View Item Attribute (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Resource: Item |
| Item | A Employee can view item for the items they have access to in item and inventory organizations | Role: Employee Privilege: View Item Basic (Data) Resource: Item |
| Item | A Employee can view item for the items they have access to in item and inventory organizations | Role: Employee Privilege: View Item Pack (Data) Resource: Item |
| Item | A Employee can view item for the items they have access to in item and inventory organizations | Role: Employee Privilege: View Item Structure (Data) Resource: Item |
| Item Catalog | A Employee can administrate item catalog for the catalogs they have access to | Role: Employee Privilege: Administrate Catalog (Data) Resource: Item Catalog |
| Item Catalog | A Employee can maintain item catalog for the catalogs they have access to | Role: Employee Privilege: Maintain Catalog (Data) Resource: Item Catalog |
| Item Catalog | A Employee can view item catalog for the catalogs they have access to | Role: Employee Privilege: View Catalog (Data) Resource: Item Catalog |
| Item Category | A Employee can maintain item category for the categories they have access to | Role: Employee Privilege: Maintain Category (Data) Resource: Item Category |
| Item Category | A Employee can view item category for the categories they have access to | Role: Employee Privilege: View Category (Data) Resource: Item Category |
| Journey | An Employee can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|--|
| | | Resource: Journey |
| Journey | An Employee can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | An Employee can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey | An Employee can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Task | An Employee can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Read Only Privilege: View Journey Task Library (Data) Resource: Journey Task |
| Learning Assignment | An Employee can manage recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | An Employee can manage required learning for required learning assignments made by me or people in my person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | An Employee can manage voluntary learning for voluntary learning assignments they have received | Role: Manage My Voluntary Learning Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment | An Employee can manage voluntary learning for voluntary learning assignments they have received or have been made by them or people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|--|--|
| Learning Assignment | An Employee can view learning assignment for people in their person security profile | Role: View Learning Assignment Privilege: View Learning Assignment (Data) Resource: Learning Assignment |
| Learning Assignment | An Employee can view recommended learning for recommendations they have received | Role: View My Recommended Learning Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | An Employee can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | An Employee can view required learning for required learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | An Employee can view required learning for required learning assignments they have received | Role: View My Required Learning Privilege: View Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | An Employee can view voluntary learning for voluntary learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment Event | An Employee can manage recommended learning for recommendations they made | Role: Manage Recommended Learning Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment Event |
| Learning Assignment Event | An Employee can view recommended learning public person for recommendations made by persons in their public person security profile | Role: View My Recommended Learning Privilege: View Recommended Learning Public Person (Data) Resource: Learning Assignment Event |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Learning Item | An Employee can manage learning communities for self-service communities they created | Role: Manage Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item |
| Learning Item | An Employee can manage learning communities for self-service communities they created | Role: Use REST Service - Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item |
| Learning Item | An Employee can manage learning self-service tutorials for self-service tutorials they created | Role: Manage Learning Self-Service Tutorials Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item |
| Learning Item | An Employee can manage learning self-service tutorials for self-service tutorials they created | Role: Use REST Service - Learner Learning Tutorial Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item |
| Learning Item | An Employee can manage learning self-service videos for self-service videos they created | Role: Manage Learning Self-Service Videos Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item |
| Learning Item | An Employee can manage learning self-service videos for self-service videos they created | Role: Use REST Service - Learner Learning Video Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item |
| Learning Item | An Employee can manage offline learning for catalog items visible to them in learning self-service | Role: Manage Offline Learning Privilege: Manage Offline Learning (Data) Resource: Learning Item |
| Learning Item | An Employee can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Access Learning Common Components Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Learning Item | An Employee can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | An Employee can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | An Employee can view learning communities for communities they are a member or manager of | Role: View Learning Communities Privilege: View Learning Communities (Data) Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for communities persons in their public person security profile are members of | Role: View Public Learning Communities Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for self-service videos published by communities visible to them | Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for self-service communities visible to them | Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for self-service tutorials published by communities visible to them | Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for self-service tutorials published by persons in their public person security profile | Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for self-service videos published by persons in their public person security profile | Role: Access Learning Common Components Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | An Employee can view self-service learning items for videos and tutorials created by persons in their public person security profile | Role: View Learner Contributions Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Record | An Employee can view learning records by learner for their own learning records | Role: Use REST Service - Learning Record Searches by Learner Privilege: View Learning Records by Learner (Data) Resource: Learning Record |
| Location | An Employee can choose location for all locations in the enterprise | Role: Use REST Service - Locations List of Values Privilege: Choose Location (Data) Resource: Location |
| Location | An Employee can view location for all locations in the enterprise | Role: Use REST Service - Locations Read Only Privilege: View Location (Data) Resource: Location |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|---|
| Organization | An Employee can choose recruiting organization for organizations in their organization security profile | Role: Use REST Service - Recruiting Hierarchy Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Payroll Archive Information | An Employee can view worker payslip portrait card for themselves | Role: Access Portrait Payslip Privilege: View Worker Payslip Portrait Card (Data) Resource: Payroll Archive Information |
| Payroll Personal Deduction | An Employee can enter indian investment declaration for themselves if they are employed by an indian legal employer | Role: Enter Indian Investment Declaration Privilege: Enter Indian Investment Declaration (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can enter indian previous employment for themselves if they are employed by an indian legal employer | Role: Enter Indian Previous Employment Privilege: Enter Indian Previous Employment (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can enter indian social insurance for themselves if they are employed by an indian legal employer | Role: Enter Indian Social Insurance Privilege: Enter Indian Social Insurance (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can enter uk new starter declaration for themselves if they are employed by a uk legal employer | Role: UK New Starter Declaration Privilege: Enter UK New Starter Declaration (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can manage canadian personal tax credits for themselves if they are employed by a ca legal employer | Role: Canadian Employee Privilege: Manage Canadian Personal Tax Credits (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can manage uk pension contributions for themselves if they are employed by a uk legal employer | Role: Manage UK Pension Contributions Privilege: Manage UK Pension Contributions (Data) Resource: Payroll Personal Deduction |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|--|
| Payroll Personal Deduction | An Employee can update US W-4 for themselves if they are employed by a US legal employer | Role: US Employee Portrait Gallery Privilege: Update US W-4 (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can view canadian end of year tax form for themselves if they are employed by a ca legal employer | Role: Canadian Employee Privilege: View Canadian End of Year Tax Form (Data) Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can view us end of year tax form for themselves if they are employed by a us legal employer | Role: US Employee Portrait Gallery Privilege: View US End of Year Tax Form (Data) Resource: Payroll Personal Deduction |
| Payroll Relationship | An Employee can access payslip for themselves | Role: View Payslip Privilege: Access Payslip (Data) Resource: Payroll Relationship |
| Payroll Relationship | An Employee can access personal payment method for themselves | Role: Manage Personal Payment Method Privilege: Access Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | An Employee can access personal payment method for themselves | Role: View Personal Payment Method Privilege: Access Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | An Employee can manage payroll person process results for themselves | Role: View Payslip Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | An Employee can manage payroll relationship for themselves | Role: Manage Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| Payroll Relationship | An Employee can view payroll relationship for themselves | Role: Manage Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | An Employee can view year-end documents for themselves | Role: View Year-End Documents Privilege: View Year-End Documents (Data) Resource: Payroll Relationship |
| Performance Document | An Employee can create anytime performance document for themselves | Role: Create Anytime Performance Document Privilege: Create Anytime Performance Document (Data) Resource: Performance Document |
| Performance Document | An Employee can view performance summary for themselves | Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document |
| Performance Feedback Request | An Employee can request feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | An Employee can request feedback for themselves | Role: Request Feedback Privilege: Request Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | An Employee can view requested feedback for people for whom feedback was requested by you or was shared with you | Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | An Employee can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Goal | An Employee can manage development goal by worker for themselves | Role: Manage Development Goal by Worker Privilege: Manage Development Goal by Worker (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|---|
| | | Resource: Performance Goal |
| Performance Goal | An Employee can manage performance goal by worker for themselves | Role: Manage Performance Goal by Worker Privilege: Manage Performance Goal by Worker (Data) Resource: Performance Goal |
| Performance Goal | An Employee can view development goal by worker for themselves | Role: View Development Goal by Worker Privilege: View Development Goal by Worker (Data) Resource: Performance Goal |
| Performance Goal | An Employee can view development goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Development Goals Read Only Privilege: View Development Goal (Data) Resource: Performance Goal |
| Performance Goal | An Employee can view performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals Read Only Privilege: View Performance Goal (Data) Resource: Performance Goal |
| Person | A Employee can report person for themselves | Role: Employee Privilege: Report Person (Data) Resource: Person |
| Person | An Employee can change person address for themselves | Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person |
| Person | An Employee can change person marital status for themselves | Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person |
| Person | An Employee can manage worker public portrait for themselves | Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|---|
| Person | An Employee can print worker portrait for themselves | Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person |
| Person | An Employee can share worker information for themselves | Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person |
| Person | An Employee can view person for themselves | Role: HCM Connections REST Services Privilege: View Person (Data) Resource: Person |
| Person | An Employee can view us end-of-year 1095-c form for themselves if they are employed by a us legal employer | Role: US Employee Portrait Gallery Privilege: View US End-of-Year 1095-C Form (Data) Resource: Person |
| Person | An Employee can view worker availability portrait card for themselves | Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person |
| Person | An Employee can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile | Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person |
| Person | An Employee can view worker current and completed tasks portrait card for themselves | Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person |
| Person | An Employee can view worker personal and employment portrait card for themselves | Role: View Portrait Personal Information Card Privilege: View Worker Personal and Employment Portrait Card (Data) Resource: Person |
| Person Absence Entry | An Employee can maintain self service absence record for themselves | Role: Maintain Absence Records |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|--|
| | | Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry |
| Person Absence Entry | An Employee can maintain self service absence record for themselves | Role: Submit Absence Bid Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry |
| Person Address | An Employee can manage person private address details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | An Employee can view person address for themselves | Role: Change Person Address Privilege: View Person Address (Data) Resource: Person Address |
| Person Address | An Employee can view person address for themselves | Role: View Person Address Privilege: View Person Address (Data) Resource: Person Address |
| Person Address | An Employee can view person address for themselves | Role: View Portrait Personal Information Card Privilege: View Person Address (Data) Resource: Person Address |
| Person Allocated Checklist | An Employee can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | An Employee can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Assignment | A Employee can choose person assignment for persons and assignments in their person and assignment security profile | Role: Employee Privilege: View Person Assignment (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | An Employee can access person contact information for themselves | Role: Access Person Contact Information by Worker Privilege: Access Person Contact Information (Data) Resource: Person Assignment |
| Person Assignment | An Employee can access person identification information for themselves | Role: Access Person Identification Information by Worker Privilege: Access Person Identification Information (Data) Resource: Person Assignment |
| Person Assignment | An Employee can access personal details for themselves | Role: Access Personal Details by Worker Privilege: Access Personal Details (Data) Resource: Person Assignment |
| Person Assignment | An Employee can choose absence business titles for themselves | Role: Maintain Absence Records Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment |
| Person Assignment | An Employee can choose absence business titles for themselves | Role: Use REST Service - Absence Business Titles List of Values Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment |
| Person Assignment | An Employee can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | An Employee can edit person skills and qualifications for themselves | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Person Assignment |
| Person Assignment | An Employee can maintain self service absence record for themselves | Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Resource: Person Assignment |
| Person Assignment | An Employee can maintain self service absence record for themselves | Role: Submit Absence Bid Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment |
| Person Assignment | An Employee can manage person document delivery preferences for document types in their document types security profile for themselves | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | An Employee can manage person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | An Employee can manage person image for themselves | Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Assignment |
| Person Assignment | An Employee can request feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view assignment summary for themselves | Role: View Worker Assignment History Details Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view eligible jobs for themselves | Role: View Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view person assignment for themselves | Role: View Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | An Employee can view person contact details for themselves | Role: Access Family and Emergency Contacts by Worker Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view person document delivery preferences for document types in their document types security profile for themselves | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view person extra information for themselves | Role: Access Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view person extra information for themselves | Role: Manage Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view requested feedback for people for whom feedback was requested by you or was shared with you | Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view seniority dates for themselves | Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| Person Assignment | An Employee can view worker assignment history details for themselves | Role: View Worker Assignment History Details Privilege: View Worker Assignment History Details (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view worker availability for themselves | Role: Submit Absence Bid Privilege: View Worker Availability (Data) Resource: Person Assignment |
| Person Assignment | An Employee can view worker calendar for themselves | Role: View Worker Calendar by Worker Privilege: View Worker Calendar (Data) Resource: Person Assignment |
| Person Availability Patterns | An Employee can manage availability patterns for themselves | Role: Manage Availability Patterns Privilege: Manage Availability Patterns (Data) Resource: Person Availability Patterns |
| Person Beneficiary Organizations | An Employee can manage person beneficiary organizations for people and assignments in their person and assignment security profile | Role: Manage Person Beneficiary Organizations Privilege: Manage Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Beneficiary Organizations | An Employee can view person beneficiary organizations for people and assignments in their person and assignment security profile | Role: Manage Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Beneficiary Organizations | An Employee can view person beneficiary organizations for people and assignments in their person and assignment security profile | Role: View Person Beneficiary Organizations Privilege: View Person Beneficiary Organizations (Data) Resource: Person Beneficiary Organizations |
| Person Benefit Balance | An Employee can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|--|--|
| Person Benefit Balance | An Employee can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Checklist | An Employee can manage onboarding by worker for themselves | Role: Manage Onboarding by Worker Privilege: Manage Onboarding by Worker (Data) Resource: Person Checklist |
| Person Citizenship | An Employee can manage person citizenship for themselves | Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship |
| Person Citizenship | An Employee can view person citizenship for themselves | Role: Manage Person Citizenship Privilege: View Person Citizenship (Data) Resource: Person Citizenship |
| Person Citizenship | An Employee can view person citizenship for themselves | Role: View Person Citizenship Privilege: View Person Citizenship (Data) Resource: Person Citizenship |
| Person Communication Method | An Employee can manage person communication method for themselves | Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method |
| Person Communication Method | An Employee can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile | Role: Person Communication Methods View Privilege: View Person Communication Method (Data) Resource: Person Communication Method |
| Person Communication Method | An Employee can view person communication method for themselves | Role: Person Communication Methods Management Privilege: View Person Communication Method (Data) Resource: Person Communication Method |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|---|
| Person Contact Relationship | An Employee can manage person contact details for themselves | Role: Manage Person Contact Details Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | An Employee can manage person contact details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | An Employee can manage person private contact details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | An Employee can view person contact details for themselves | Role: Access Family and Emergency Contacts by Worker Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | An Employee can view person contact details for themselves | Role: View Portrait Personal Information Card Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Detail | An Employee can access person contact information for themselves | Role: Access Person Contact Information by Worker Privilege: Access Person Contact Information (Data) Resource: Person Detail |
| Person Detail | An Employee can access person identification information for themselves | Role: Access Person Identification Information by Worker Privilege: Access Person Identification Information (Data) Resource: Person Detail |
| Person Detail | An Employee can access personal details for themselves | Role: Access Personal Details by Worker Privilege: Access Personal Details (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Person Detail | An Employee can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | An Employee can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | An Employee can manage approval delegations for themselves | Role: Manage Approval Delegations Privilege: Manage Approval Delegations (Data) Resource: Person Detail |
| Person Detail | An Employee can manage external payroll information for themselves | Role: Manage External Payroll Information by Worker Privilege: Manage External Payroll Information (Data) Resource: Person Detail |
| Person Detail | An Employee can manage person biographical for themselves | Role: Manage Person Biographical Information Privilege: Manage Person Biographical (Data) Resource: Person Detail |
| Person Detail | An Employee can manage person extra information for themselves | Role: Manage Person Extra Information by Worker Privilege: Manage Person Extra Information (Data) Resource: Person Detail |
| Person Detail | An Employee can manage worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | An Employee can manage worker bank account for themselves | Role: Manage Personal Payment Method Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | An Employee can manage worker journey for persons and assignments in their person and | Role: Use REST Service - Worker Journeys |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | assignment security profile and journeys to which they have been granted access | Privilege: Manage Worker Journey (Data) Resource: Person Detail |
| Person Detail | An Employee can share personal data access for themselves | Role: Share Personal Data Access Privilege: Share Personal Data Access (Data) Resource: Person Detail |
| Person Detail | An Employee can share personal information for themselves | Role: Share Personal Information Privilege: Share Personal Information (Data) Resource: Person Detail |
| Person Detail | An Employee can view approval delegations for persons and assignments in their person and assignment security profile | Role: Manage Approval Delegations Privilege: View Approval Delegations (Data) Resource: Person Detail |
| Person Detail | An Employee can view person biographical for themselves | Role: Manage Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | An Employee can view person biographical for themselves | Role: View Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | An Employee can view person extra information for themselves | Role: Access Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | An Employee can view person extra information for themselves | Role: Manage Person Extra Information by Worker Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | An Employee can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|--|
| Person Detail | An Employee can view seniority dates for themselves | Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Detail |
| Person Detail | An Employee can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | An Employee can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Read Only Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | An Employee can view worker bank account for themselves | Role: Manage Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | An Employee can view worker bank account for themselves | Role: View Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | An Employee can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail |
| Person Disability | An Employee can manage person disability for themselves | Role: Manage Person Disability by Worker Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Disability | An Employee can view person disability for themselves | Role: View Person Disability by Worker Privilege: View Person Disability (Data) Resource: Person Disability |
| Person Documentation | An Employee can manage person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|--|--|
| Person Documentation | An Employee can manage person documentation for document types in their document types security profile for themselves | Role: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | An Employee can view person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | An Employee can view person documentation for document types in their document types security profile for themselves | Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Driver License | An Employee can manage person driver license for themselves | Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person Driver License |
| Person Driver License | An Employee can manage person driver license number for themselves | Role: Manage Person Driver License Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Driver License | An Employee can view person driver license for themselves | Role: Manage Person Driver License Privilege: View Person Driver License (Data) Resource: Person Driver License |
| Person Driver License | An Employee can view person driver license for themselves | Role: View Person Driver License Privilege: View Person Driver License (Data) Resource: Person Driver License |
| Person Email | An Employee can manage person email for themselves | Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| Person Email | An Employee can view person email for themselves | Role: Person Communication Methods Management Privilege: View Person Email (Data) Resource: Person Email |
| Person Email | An Employee can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile | Role: Person Communication Methods View Privilege: View Person Email (Data) Resource: Person Email |
| Person Ethnicity | An Employee can manage person ethnicity for themselves | Role: Manage Person Ethnicity Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity |
| Person Ethnicity | An Employee can view person ethnicity for themselves | Role: Manage Person Ethnicity Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity |
| Person Ethnicity | An Employee can view person ethnicity for themselves | Role: View Person Ethnicity Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity |
| Person Image | An Employee can manage person image for themselves | Role: Manage Person Image Privilege: Manage Person Image (Data) Resource: Person Image |
| Person Image | An Employee can view person image for themselves | Role: Manage Person Image Privilege: View Person Image (Data) Resource: Person Image |
| Person Legislative Data | An Employee can manage person legislative for themselves | Role: Manage Person Legislative Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data |
| Person Legislative Data | An Employee can view person legislative for themselves | Role: Manage Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|--|
| Person Legislative Data | An Employee can view person legislative for themselves | Role: View Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data |
| Person Life Event | An Employee can manage person life event for themselves | Role: Employee Enrollment Privilege: Manage Person Life Event (Data) Resource: Person Life Event |
| Person Name | An Employee can change person name for themselves | Role: Manage Person Name Privilege: Change Person Name (Data) Resource: Person Name |
| Person Name | An Employee can view person name for themselves | Role: Manage Person Name Privilege: View Person Name (Data) Resource: Person Name |
| Person Name | An Employee can view person name for themselves | Role: View Person Name Privilege: View Person Name (Data) Resource: Person Name |
| Person National Identifier | An Employee can manage person national identifier for themselves | Role: Manage Person National Identifier Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | An Employee can view person national identifier for themselves | Role: Manage Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | An Employee can view person national identifier for themselves | Role: View Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Person Passport | An Employee can manage person passport for themselves | Role: Manage Person Passport Privilege: Manage Person Passport (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|--|
| | | Resource: Person Passport |
| Person Passport | An Employee can manage person passport number for themselves | Role: Manage Person Passport Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Passport | An Employee can view person passport for themselves | Role: Manage Person Passport Privilege: View Person Passport (Data) Resource: Person Passport |
| Person Passport | An Employee can view person passport for themselves | Role: View Person Passport Privilege: View Person Passport (Data) Resource: Person Passport |
| Person Phone | An Employee can manage person phone for themselves | Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone |
| Person Phone | An Employee can view person phone for themselves | Role: Person Communication Methods Management Privilege: View Person Phone (Data) Resource: Person Phone |
| Person Phone | An Employee can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile | Role: Person Communication Methods View Privilege: View Person Phone (Data) Resource: Person Phone |
| Person Plan Accrual | An Employee can manage cash disbursements for themselves | Role: Manage Cash Disbursements Privilege: Manage Cash Disbursements (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | An Employee can manage donations for themselves | Role: Manage Donations Privilege: Manage Donations (Data) Resource: Person Plan Accrual |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| Person Plan Accrual | An Employee can view accrual plan balance for themselves | Role: Manage Cash Disbursements Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | An Employee can view accrual plan balance for themselves | Role: Manage Donations Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | An Employee can view accrual plan balance for themselves | Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Enrollment | An Employee can choose enrolled absence plans for themselves | Role: Manage Cash Disbursements Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment |
| Person Plan Enrollment | An Employee can choose enrolled absence plans for themselves | Role: Manage Donations Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment |
| Person Religion | An Employee can manage person religion for themselves | Role: Manage Person Religion Privilege: Manage Person Religion (Data) Resource: Person Religion |
| Person Religion | An Employee can view person religion for themselves | Role: Manage Person Religion Privilege: View Person Religion (Data) Resource: Person Religion |
| Person Religion | An Employee can view person religion for themselves | Role: View Person Religion Privilege: View Person Religion (Data) Resource: Person Religion |
| Person Type | An Employee can choose person type for person types in their person security profile | Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Person Visa | An Employee can manage person visa number or work permit for themselves | Role: Manage Person Visa or Permit Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa |
| Person Visa | An Employee can manage person visa or permit for themselves | Role: Manage Person Visa or Permit Privilege: Manage Person Visa or Permit (Data) Resource: Person Visa |
| Person Visa | An Employee can view person visa for themselves | Role: Manage Person Visa or Permit Privilege: View Person Visa (Data) Resource: Person Visa |
| Person Visa | An Employee can view person visa for themselves | Role: View Person Visa or Permit Privilege: View Person Visa (Data) Resource: Person Visa |
| Personal Payment Method | An Employee can manage personal payment method for themselves | Role: Manage Personal Payment Method Privilege: Manage Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | An Employee can view worker payment method portrait card for themselves | Role: Access Portrait Personal Payment Method Privilege: View Worker Payment Method Portrait Card (Data) Resource: Personal Payment Method |
| Plan Beneficiary Designation | An Employee can view worker benefits portrait card for themselves | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation |
| Portrait Private Note | A Employee can manage portrait private note for themselves | Role: Employee Privilege: Manage Portrait Private Note (Data) Resource: Portrait Private Note |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|--|---|
| Position | A Employee can choose position for positions in their position security profile | Role: Employee Privilege: Choose Position (Data) Resource: Position |
| Position | An Employee can choose position for positions in their position security profile | Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position |
| Primary Care Provider | An Employee can define plan primary care provider for themselves | Role: Employee Enrollment Privilege: Define Plan Primary Care Provider (Data) Resource: Primary Care Provider |
| Public Assignment | A Employee can choose public assignment for persons and assignments in their public person and assignment security profile | Role: Employee Privilege: Choose Public Person (Data) Resource: Public Assignment |
| Public Assignment | An Employee can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | An Employee can search person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | An Employee can search person deferred for persons and assignments in their public person security profile | Role: Request Feedback Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | An Employee can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | An Employee can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Worker Connections Read Only Privilege: Search Person Deferred (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| | | Resource: Public Assignment |
| Public Assignment | An Employee can view hcm person public note for public person notes that are about people in their public person security profile | Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: Public Assignment |
| Public Assignment | An Employee can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | An Employee can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | An Employee can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Worker Connections Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Employee can choose public person for persons and assignments in their public person and assignment security profile | Role: Employee Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | An Employee can choose proxy for role delegation for persons and assignments in their public person and assignment security profile | Role: Manage Role Delegations Privilege: Choose Proxy for Role Delegation (Data) Resource: Public Person |
| Public Person | An Employee can choose public person for all workers in the enterprise | Role: Procurement Requester Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | An Employee can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Public Person (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Public Person | An Employee can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | An Employee can choose public person for persons in their public person security profile | Role: Access Learning Common Components Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | An Employee can compare hcm information for themselves | Role: Compare HCM Information Privilege: Compare HCM Information (Data) Resource: Public Person |
| Public Person | An Employee can compare public skills for persons and assignments in their public person security profile | Role: Use REST Service - Talent Profile Comparisons Read Only Privilege: Compare Public Skills (Data) Resource: Public Person |
| Public Person | An Employee can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can search person deferred for persons and assignments in their public person security profile | Role: Access Touchpoints by Worker Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can search person deferred for persons and assignments in their public person security profile | Role: Manage Career by Worker Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Privilege: Search Person Deferred (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Resource: Public Person |
| Public Person | An Employee can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can view person deferred for persons and assignments in their public person security profile | Role: Access HCM Celebrate Social Feed Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can view person deferred for persons and assignments in their public person security profile | Role: Career Growth Access by Worker Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | An Employee can view worker contact portrait card for persons and assignments in their public person and assignment security profile | Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person |
| Requisition | An Employee can manage requisition for themselves for the business units for which they are authorized | Role: Procurement Requester Privilege: Manage Requisition (Data) Resource: Business Unit |
| Requisition | An Employee can manage requisition for themselves for the business units for which they are authorized | Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| Requisition | An Employee can manage requisition for themselves for the financial business unit associated with their primary assignment | Role: Requisition Self Service User Privilege: Manage Requisition (Data) Resource: Business Unit |
| Salary | An Employee can view worker compensation portrait card for themselves | Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary |
| Shared Performance Goal | An Employee can choose shared performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal |
| Talent Profile | An Employee can compare talent profiles for people and assignments in their person and assignment security profile | Role: Use REST Service - Talent Profile Comparisons Read Only Privilege: Compare Talent Profiles (Data) Resource: Talent Profile |
| Talent Profile | An Employee can edit person career planning for themselves | Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile |
| Talent Profile | An Employee can edit person skills and qualifications for themselves | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile |
| Talent Profile | An Employee can manage talent profile person for persons and assignments in their person security profile | Role: Use REST Service - Talent Person Profiles Privilege: Manage Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | An Employee can match talent profile person for themselves | Role: Workforce Profile Worker Privilege: Match Talent Profile Person (Data) Resource: Talent Profile |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|--|
| Talent Profile | An Employee can view endorsement for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Privilege: View Endorsement (Data) Resource: Talent Profile |
| Talent Profile | An Employee can view endorsement for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Endorsement (Data) Resource: Talent Profile |
| Talent Profile | An Employee can view public skill activity for persons and assignments in their person security profile | Role: Use REST Service - Talent Person Public Skill Activities Read Only Privilege: View Public Skill Activity (Data) Resource: Talent Profile |
| Talent Profile | An Employee can view public skill for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Privilege: View Public Skill (Data) Resource: Talent Profile |
| Talent Profile | An Employee can view public skill for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Public Skill (Data) Resource: Talent Profile |
| Talent Profile | An Employee can view public skill for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Public Skills Read Only Privilege: View Public Skill (Data) Resource: Talent Profile |
| Talent Profile | An Employee can view talent profile model for jobs in their job security profile | Role: Workforce Profile Worker Privilege: View Talent Profile Model (Data) Resource: Talent Profile |
| Talent Profile | An Employee can view talent profile person for themselves | Role: Workforce Profile Worker Privilege: View Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile Interest | An Employee can manage careers of interest for people and assignments in their person and assignment security profile | Role: Careers of Interest Management Privilege: Manage Careers of Interest (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|---|---|
| | | Resource: Talent Profile Interest |
| Talent Profile Interest | An Employee can view careers of interest for people and assignments in their person and assignment security profile | Role: Careers of Interest Management Privilege: View Careers of Interest (Data) Resource: Talent Profile Interest |
| Talent Profile Interest | An Employee can view careers of interest for persons and assignments in their public person security profile | Role: Career Growth Access by Worker Privilege: View Careers of Interest (Data) Resource: Talent Profile Interest |
| Talent Profile Item | An Employee can view talent profile item worker for themselves | Role: Workforce Profile Worker Privilege: View Talent Profile Item Worker (Data) Resource: Talent Profile Item |
| Time Change Request | An Employee can manage time change requests by worker for themselves | Role: Request Time Change Privilege: Manage Time Change Requests by Worker (Data) Resource: Time Change Request |
| Time Record | An Employee can manage time records for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Records Read Only Privilege: Manage Time Records (Data) Resource: Time Record |
| Time Record Event | An Employee can manage time record events for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Record Events Privilege: Manage Time Record Events (Data) Resource: Time Record Event |
| Time Record Group | An Employee can manage time record groups for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Record Groups Read Only Privilege: Manage Time Record Groups (Data) Resource: Time Record Group |
| Time Record Group Summary | An Employee can manage time cards by worker for themselves | Role: Use REST Service - Time Cards by Worker Privilege: Manage Time Cards by Worker (Data) Resource: Time Record Group Summary |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|--|
| Time Record Group Summary | An Employee can search time cards for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Card Entry Details Read Only Privilege: Search Time Cards (Data) Resource: Time Record Group Summary |
| Total Compensation Statement | An Employee can view total compensation statement already generated for themselves | Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement |
| Touchpoint Summary | An Employee can view touchpoints for themselves | Role: Use REST Service - Talent Worker Engagements by Worker Read Only Privilege: View Touchpoints (Data) Resource: Touchpoint Summary |
| Trading Community Org Address Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference |
| Trading Community Org Address Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference |
| Trading Community Organization Address Contact Preference | An Employee can manage trading community legal contact preference for all trading | Role: Expense Entry |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | community contact preferences not of type legal. | Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference |
| Trading Community Organization Address Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference |
| Trading Community Organization Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Expense Entry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Payables Invoice Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Procurement Requester Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Organization Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Party | An Employee can view trading community contact for all trading community persons in the enterprise except contacts created by partners. | Role: Procurement Requester Privilege: View Trading Community Contact (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all people in the enterprise | Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all people in the enterprise | Role: Payables Invoice Inquiry |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all people in the enterprise | Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all people in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all resources in the enterprise | Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | An Employee can view trading community person for all resources in the enterprise | Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Person Address Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Trading Community Person Address Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Address Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference |
| Trading Community Person Address Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference |
| Trading Community Person Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference |
| Trading Community Person Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference |
| Trading Community Person Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference |
| Trading Community Person Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|---|
| Trading Community Relationship | An Employee can view trading community relationship for all trading community relationships in the enterprise | Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | An Employee can view trading community relationship for all trading community relationships in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | An Employee can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners | Role: Procurement Requester Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | An Employee can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners | Role: Requisition Self Service User Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Partner Item | A Employee can administrator trading partner item for the trading partner item they have access to | Role: Employee Privilege: Administrate Trading Partner Item (Data) Resource: Trading Partner Item |
| Trading Partner Item | A Employee can maintain trading partner item for the trading partner item they have access to | Role: Employee Privilege: Maintain Trading Partner Item (Data) Resource: Trading Partner Item |
| Trading Partner Item | A Employee can view trading partner item for the trading partner item they have access to | Role: Employee Privilege: View Trading Partner Item (Data) Resource: Trading Partner Item |
| User | An Employee can view user accounts for themselves | Role: Manage My Account Privilege: View User Accounts (Data) Resource: User |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|---|
| User Role | An Employee can view own account details for themselves | Role: Manage My Account Privilege: View Own Account Details (Data) Resource: User Role |
| Variable Compensation Allocation | An Employee can manage variable compensation allocation by worker for themselves | Role: Manage Personal Compensation Privilege: Manage Variable Compensation Allocation by Worker (Data) Resource: Variable Compensation Allocation |
| Work Relationship | An Employee can submit resignation for themselves | Role: Submit Resignation Privilege: Submit Resignation (Data) Resource: Work Relationship |
| Work Relationship | An Employee can view employment information summary for themselves | Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship |
| Work Relationship | An Employee can withdraw resignation for themselves | Role: Withdraw Resignation Privilege: Withdraw Resignation (Data) Resource: Work Relationship |
| Worker | A Employee can choose worker for people and assignments in their person and assignment security profile | Role: Employee Privilege: Choose Worker (Data) Resource: Worker |
| Worker | An Employee can compare worker employment information for themselves | Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker |
| Worker | An Employee can review worker availability for themselves | Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker |
| Worker | An Employee can search worker for themselves | Role: View Additional Assignment Info Privilege: Search Worker (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| | | Resource: Worker |
| Worker | An Employee can search worker for themselves | Role: View Eligible Jobs Privilege: Search Worker (Data) Resource: Worker |
| Worker | An Employee can search worker for themselves | Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker |
| Worker | An Employee can search worker for themselves | Role: View Seniority Dates Privilege: Search Worker (Data) Resource: Worker |
| Worker | An Employee can search worker for themselves | Role: View Worker Contract Privilege: Search Worker (Data) Resource: Worker |
| Worker Contract | An Employee can view worker contract for themselves | Role: View Worker Contract Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Document Delivery Preferences | An Employee can manage person document delivery preferences for document types in their document types security profile for themselves | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Document Delivery Preferences | An Employee can view person document delivery preferences for document types in their document types security profile for themselves | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Journey | An Employee can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|--|--|
| Workforce Schedule | An Employee can view workforce schedule by worker for themselves | Role: View Workforce Schedule by Worker Privilege: View Workforce Schedule by Worker (Data) Resource: Workforce Schedule |

Employee Development Manager (Job Role)

Individual responsible for managing employee development through personal brand management.

Role Hierarchy

The Employee Development Manager job role directly and indirectly inherits these roles.

- Employee Development Manager
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Employee Development Manager job role.

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |

Privileges

This table lists privileges granted to duties of the Employee Development Manager job role.

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|------------------------------|
| Employee Development Manager | Individual responsible for managing employee development through personal brand management. | Access HCM Common Components |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Employee Development Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| Guided Journey Response | An Employee Development Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | An Employee Development Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| Journey | An Employee Development Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |

Employee Wellness Manager (Job Role)

Individual responsible for managing a corporate wellness programs.

Role Hierarchy

The Employee Wellness Manager job role directly and indirectly inherits these roles.

- Employee Wellness Manager
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Employee Wellness Manager job role.

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |

Privileges

This table lists privileges granted to duties of the Employee Wellness Manager job role.

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|------------------------------|
| Employee Wellness Manager | Individual responsible for managing a corporate wellness programs. | Access Benefits and Wellness |
| Employee Wellness Manager | Individual responsible for managing a corporate wellness programs. | Access HCM Common Components |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|----------------------------------|
| Employee Wellness Manager | Individual responsible for managing a corporate wellness programs. | Manage Wellness Program |
| Employee Wellness Manager | Individual responsible for managing a corporate wellness programs. | Manage Wellness Tracking Service |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Employee Wellness Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|--|
| Guided Journey Response | An Employee Wellness Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | An Employee Wellness Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| Journey | An Employee Wellness Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |

Environment, Health and Safety Manager (Job Role)

Manages the performance of operational tasks related to the support of an health and safety infrastructure.

Role Hierarchy

The Environment, Health and Safety Manager job role directly and indirectly inherits these roles.

- Environment, Health and Safety Manager
 - Environment, Health and Safety Transaction Analysis
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only

Duties

This table lists the duties assigned directly and indirectly to the Environment, Health and Safety Manager job role.

| Duty Role | Description |
|---|--|
| Environment, Health and Safety Transaction Analysis | Analyzes Environment, Health and Safety information. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Environment, Health and Safety Manager job role.

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |

Privileges

This table lists privileges granted to duties of the Environment, Health and Safety Manager job role.

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Access Assignment Rules Management Page |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Access HCM Common Components |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Configure Environment Health and Safety Inspection Items |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Environment Health and Safety Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Environment Health and Safety Incident Action |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Environment Health and Safety Incident Event |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Environment Health and Safety Incident Investigation |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Environment Health and Safety Incident Reports |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Environment Health and Safety Inspection |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Environment Health and Safety Inspection Action |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Health and Safety Assignment Rules |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Security Incident |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Self-Serve Environment Health and Safety Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Self-Serve Health Survey Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Create Self-Serve Security Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Delete Environment Health and Safety Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Delete Environment Health and Safety Incident Action |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Delete Environment Health and Safety Incident Event |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Delete Environment Health and Safety Incident Investigation |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Delete Environment Health and Safety Inspection |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Delete Environment Health and Safety Inspection Action |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Delete Health and Safety Assignment Rules |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Edit Environment Health and Safety Inspection |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Edit Environment Health and Safety Inspection Action |

| Granted Role | Granted Role Description | Privilege |
|--|---|--|
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Edit Health and Safety Assignment Rules |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Edit Health and Safety Assignment Rules Processing Order |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Manage Environment Health and Safety Configuration Settings |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Manage Environment Health and Safety Inspection |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Review Environment Health and Safety Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Review Environment Health and Safety Incident Reports |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Review and Accept Environment Health and Safety Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Update Environment Health and Safety Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Update Environment Health and Safety Incident Action |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Update Environment Health and Safety Incident Event |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Update Environment Health and Safety Incident Investigation |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Use REST Service - Environment Health and Safety Questionnaire Responses |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Use REST Service - Questionnaire Lists of Values |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Use REST Service - Questionnaires |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | Use REST Service - Questions |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | View Environment Health and Safety Incident |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | View Environment Health and Safety Incident Action |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | View Environment Health and Safety Incident Event |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | View Environment Health and Safety Incident Investigation |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | View Environment Health and Safety Inspection |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | View Environment Health and Safety Inspection Action |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | View Health and Safety Assignment Rules |
| Environment, Health and Safety Manager | Manages the performance of operational tasks related to the support of an health and safety infrastructure. | View Health and Safety Hub |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Environment, Health and Safety Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| Guided Journey Response | An Environment, Health and Safety Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | An Environment, Health and Safety Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| Journey | An Environment, Health and Safety Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |

Executive Manager (Abstract Role)

Leads one or more groups or departments, working directly with the higher levels of management.

Role Hierarchy

The Executive Manager abstract role directly and indirectly inherits these roles.

- Executive Manager
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Executive Manager abstract role.

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |

Privileges

This table lists privileges granted to duties of the Executive Manager abstract role.

| Granted Role | Granted Role Description | Privilege |
|-------------------|---|--|
| Executive Manager | Leads one or more groups or departments, working directly with the higher levels of management. | Access HCM Common Components |
| Executive Manager | Leads one or more groups or departments, working directly with the higher levels of management. | Assign Workers Goals Mass Process |
| Executive Manager | Leads one or more groups or departments, working directly with the higher levels of management. | Manage Performance Goal for Organization |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Executive Manager abstract role.

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| Guided Journey Response | An Executive Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|--|
| | | Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | An Executive Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| Journey | An Executive Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |

Hiring Manager (Abstract Role)

Individual who can hire candidates to complete their team.

Role Hierarchy

The Hiring Manager abstract role directly and indirectly inherits these roles.

- Hiring Manager
 - Access Recruiting Activity Center
 - Manage Candidate Pool
 - Recruiting Transaction Analysis
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Use REST Service - HCM Countries List of Values
 - Use REST Service - Recruiting Lists of Values
 - Use REST Service - Workers List of Values
 - Use REST Service - Workforce Structure List of Values
 - Use User Details Service
 - View Job Offer

- View Job Offer Other Compensation
- View Job Offer Salary
- View Job Requisition
- View Non-Restricted Candidate Job Application

Duties

This table lists the duties assigned directly and indirectly to the Hiring Manager abstract role.

| Duty Role | Description |
|---|---|
| Access Recruiting Activity Center | Access the recruiting activity center duty role. |
| Recruiting Transaction Analysis | Analyses Recruiting transactional information |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View Job Offer | Views job offer. |
| View Job Offer Other Compensation | Views job offer other compensation. |
| View Job Offer Salary | Views job offer salary. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Hiring Manager abstract role.

| Aggregate Privilege | Description |
|---|---|
| Manage Candidate Pool | Allows to manage candidate pools. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - HCM Countries List of Values | Allows the user to call the GET method associated with the HCM Countries list of values REST Service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Recruiting Lists of Values | Allows the user to call the GET method associated with the Recruiting lists of values REST Services. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| Use User Details Service | Creates or updates users during person synchronizations. |
| View Job Requisition | Views job requisition. |
| View Non-Restricted Candidate Job Application | Allows to view candidate job applications not on restricted phases. |

Privileges

This table lists privileges granted to duties of the Hiring Manager abstract role.

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|---|
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Access Recruiting Activity Center |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Applications |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Offers |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Requisitions |
| Hiring Manager | Individual who can hire candidates to complete their team. | Access HCM Common Components |
| Hiring Manager | Individual who can hire candidates to complete their team. | Access My Candidate Interviews and Feedback |
| Hiring Manager | Individual who can hire candidates to complete their team. | Access to Hiring as Manager |
| Hiring Manager | Individual who can hire candidates to complete their team. | Add Candidate to Job Requisition |
| Hiring Manager | Individual who can hire candidates to complete their team. | Create or Update Candidate |

| Granted Role | Granted Role Description | Privilege |
|----------------|--|---|
| Hiring Manager | Individual who can hire candidates to complete their team. | Initiate Job Offer |
| Hiring Manager | Individual who can hire candidates to complete their team. | Initiate Job Requisition Using Blank Requisition |
| Hiring Manager | Individual who can hire candidates to complete their team. | Initiate Job Requisition Using Existing Requisition |
| Hiring Manager | Individual who can hire candidates to complete their team. | Initiate Job Requisition Using Job |
| Hiring Manager | Individual who can hire candidates to complete their team. | Initiate Job Requisition Using Position |
| Hiring Manager | Individual who can hire candidates to complete their team. | Initiate Job Requisition Using Template |
| Hiring Manager | Individual who can hire candidates to complete their team. | Interact with Candidate |
| Hiring Manager | Individual who can hire candidates to complete their team. | Launch Oracle Social Network |
| Hiring Manager | Individual who can hire candidates to complete their team. | Manage Job Requisition Interview Schedule |
| Hiring Manager | Individual who can hire candidates to complete their team. | Manage Job Requisition Questionnaire Request |
| Hiring Manager | Individual who can hire candidates to complete their team. | Manage Recruiting QR Codes |
| Hiring Manager | Individual who can hire candidates to complete their team. | Manage Scheduled Processes |
| Hiring Manager | Individual who can hire candidates to complete their team. | Move Candidate Job Applications |
| Hiring Manager | Individual who can hire candidates to complete their team. | Post Job Requisition to Company Career Site |
| Hiring Manager | Individual who can hire candidates to complete their team. | Update Email Created from Template |
| Hiring Manager | Individual who can hire candidates to complete their team. | Use REST Service - Address Lists of Values |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| | | |
| Hiring Manager | Individual who can hire candidates to complete their team. | Use REST Service - Content Items List of Values |
| Hiring Manager | Individual who can hire candidates to complete their team. | Use REST Service - Questionnaire Lists of Values |
| Hiring Manager | Individual who can hire candidates to complete their team. | Use Recruiting |
| Hiring Manager | Individual who can hire candidates to complete their team. | View Completed Job Requisition Questionnaire |
| Hiring Manager | Individual who can hire candidates to complete their team. | View Employment Screening Results |
| Hiring Manager | Individual who can hire candidates to complete their team. | View Notification Details |
| Hiring Manager | Individual who can hire candidates to complete their team. | View Recommended Candidates |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| View Job Offer | Views job offer. | View Job Offer |
| View Job Offer Other Compensation | Views job offer other compensation. | View Job Offer Other Compensation |
| View Job Offer Salary | Views job offer salary. | View Job Offer Salary |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Hiring Manager abstract role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| Application Reference Territory | A Hiring Manager can choose application reference territory for countries in their country security profile | Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Resource: Application Reference Territory |
| Assignment Grade | A Hiring Manager can choose assignment grade for all grades in the enterprise | Role: Hiring Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Hiring Manager can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Hiring Manager can report assignment grade for all grades in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Hiring Manager can report assignment grade ladder for all grades in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Business Unit | A Hiring Manager can choose business unit for business units in their organization security profile | Role: Hiring Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Hiring Manager can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Candidate Pool | A Hiring Manager can choose candidate pool for candidate pools for which they are owner | Role: Use REST Service - Recruiting Lists of Values Privilege: Choose Candidate Pool (Data) Resource: Candidate Pool |
| Candidate Pool | A Hiring Manager can manage candidate pool for candidate pools for which they are owner | Role: Manage Candidate Pool Privilege: Manage Candidate Pool (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| | | Resource: Candidate Pool |
| Candidate Pool | A Hiring Manager can report candidate pool for candidate pools for which they are owner | Role: Recruiting Transaction Analysis Privilege: Report Candidate Pool (Data) Resource: Candidate Pool |
| Department | A Hiring Manager can choose department for departments in their organization security profile | Role: Hiring Manager Privilege: Choose Department (Data) Resource: Department |
| Department | A Hiring Manager can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Hiring Manager can report department for departments in their organization security profile | Role: Recruiting Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Employment Screening Results | A Hiring Manager can report employment screening results for all employment screening results | Role: Recruiting Transaction Analysis Privilege: Report Employment Screening Results (Data) Resource: Employment Screening Results |
| Guided Journey Response | A Hiring Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Hiring Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HR Job | A Hiring Manager can choose hr job for all jobs in the enterprise | Role: Hiring Manager Privilege: Choose HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| HR Job | A Hiring Manager can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Hiring Manager can report hr job for all jobs in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Job Application | A Hiring Manager can report candidate job application for unrestricted job applications for the job requisitions and job offers i can see | Role: Recruiting Transaction Analysis Privilege: Report Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Hiring Manager can view candidate job application for unrestricted job applications for the job requisitions and job offers i can see | Role: View Non-Restricted Candidate Job Application Privilege: View Candidate Job Application (Data) Resource: Job Application |
| Job Offer | A Hiring Manager can report job offer for job offers for which i am part of the job offer team | Role: Recruiting Transaction Analysis Privilege: Report Job Offer (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can report job offer for job offers seen by my subordinates | Role: Recruiting Transaction Analysis Privilege: Report Job Offer (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can report job offer other compensation for job offers for which i am part of the job offer team | Role: Recruiting Transaction Analysis Privilege: Report Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can report job offer other compensation for job offers seen by my subordinates | Role: Recruiting Transaction Analysis Privilege: Report Job Offer Other Compensation (Data) Resource: Job Offer |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Job Offer | A Hiring Manager can report job offer salary for job offers for which i am part of the job offer team | Role: Recruiting Transaction Analysis Privilege: Report Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can report job offer salary for job offers seen by my subordinates | Role: Recruiting Transaction Analysis Privilege: Report Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can view job offer for job offers on which i am part of the job offer team | Role: View Job Offer Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can view job offer for job offers seen by my subordinates | Role: View Job Offer Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can view job offer other compensation for job offers on which i am part of the job offer team | Role: View Job Offer Other Compensation Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can view job offer other compensation for job offers seen by my subordinates | Role: View Job Offer Other Compensation Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can view job offer salary for job offers on which i am part of the job offer team | Role: View Job Offer Salary Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Hiring Manager can view job offer salary for job offers seen by my subordinates | Role: View Job Offer Salary Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Requisition | A Hiring Manager can report job requisition for job requisitions in their job requisition security profile | Role: Recruiting Transaction Analysis Privilege: Report Job Requisition (Data) Resource: Job Requisition |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Job Requisition | A Hiring Manager can view job requisition for job requisitions in their job requisition security profile | Role: Use REST Service - Recruiting Lists of Values Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Hiring Manager can view job requisition for job requisitions in their job requisition security profile | Role: View Job Requisition Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Journey | A Hiring Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Hiring Manager can choose legal employer for legal employers in their organization security profile | Role: Hiring Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Hiring Manager can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Hiring Manager can report legal employer for legal employers in their organization security profile | Role: Recruiting Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Location | A Hiring Manager can choose location for all locations in the enterprise | Role: Hiring Manager Privilege: Choose Location (Data) Resource: Location |
| Location | A Hiring Manager can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| Location | A Hiring Manager can report location for all locations in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Organization | A Hiring Manager can choose organization for organizations in their organization security profile | Role: Hiring Manager Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Organization | A Hiring Manager can choose recruiting organization for organizations in their security profile | Role: Use REST Service - Recruiting Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Payroll Statutory Unit | A Hiring Manager can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Person Address | A Hiring Manager can report person address for recruiting for all external candidates | Role: Recruiting Transaction Analysis Privilege: Report Person Address for Recruiting (Data) Resource: Person Address |
| Person Address | A Hiring Manager can view person address for all external candidates | Role: Hiring Manager Privilege: View Person Address for Recruiting (Data) Resource: Person Address |
| Person Detail | A Hiring Manager can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Email | A Hiring Manager can report person email for recruiting for email addresses of all external candidates and work email addresses of all internal candidates | Role: Recruiting Transaction Analysis Privilege: Report Person Email for Recruiting (Data) Resource: Person Email |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Person Email | A Hiring Manager can view person email for email addresses of all external candidates and work email addresses of all internal candidates | Role: Hiring Manager Privilege: View Person Email for Recruiting (Data) Resource: Person Email |
| Person Phone | A Hiring Manager can report person phone for recruiting for phone numbers of all external candidates and work phone numbers of all internal candidates | Role: Recruiting Transaction Analysis Privilege: Report Person Phone for Recruiting (Data) Resource: Person Phone |
| Person Phone | A Hiring Manager can view person phone for phone numbers of all external candidates and work phone numbers of all internal candidates | Role: Hiring Manager Privilege: View Person Phone for Recruiting (Data) Resource: Person Phone |
| Person Type | A Hiring Manager can view person type for person types in their person security profile | Role: View Job Offer Privilege: View Person Type (Data) Resource: Person Type |
| Position | A Hiring Manager can choose position for positions in their position security profile | Role: Hiring Manager Privilege: Choose Position (Data) Resource: Position |
| Position | A Hiring Manager can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Hiring Manager can report position for positions in their position security profile | Role: Recruiting Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Person | A Hiring Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Hiring Manager can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|--|--|
| | | Resource: Public Person |
| Tax Reporting Unit | A Hiring Manager can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Worker | A Hiring Manager can search worker for persons and assignments in their person and assignment security profile | Role: View Job Offer Privilege: Search Worker (Data) Resource: Worker |

Human Capital Management Application Administrator (Job Role)

Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings.

Role Hierarchy

The Human Capital Management Application Administrator job role directly and indirectly inherits these roles.

- Human Capital Management Application Administrator
 - Absence Implementation
 - Access HCM Spreadsheet Data Loader Templates
 - Application World Reference Administration
 - Attachments User
 - CRM Stage Write
 - Benefits Management Implementer
 - Benefits Elections
 - Use REST Service - Person Benefit Balances
 - Benefits Setup
 - HCM Extract Definition
 - Payroll Common HCM Implementation
 - Employee Bank Account Management

- Manage Fast Formula
- Manage HCM Rates
- Manage Payroll Element Entry
- Manage Value Defined by Criteria
- Submit a Payroll Flow
- Submit a Payroll Process or Report
- Use REST Service - Person Benefit Balances
- Use REST Service - Person Benefit Groups
- Business Process Human Taskflow Administration Duty
 - Business Process Engineering Human Taskflow Administration
- Compare HCM Information
- Configure Skills Settings
- Download data from Human Capital Management file based Export
- Functional Setups
- Geography Administration
- HCM Extract Definition
- Load Data using HCM Spreadsheet Data Loader
- Manage HR Document Type
- Manage Person Document Delivery Preferences
- Manage Person Documentation
- Manage Questionnaire Subscriber Access
- Manage Schedules and Exceptions Assignment
- Manage Users
- Manage Worker Checklist
- Manage Worker Time Entry Setup Profile
- Manage Worker Time Processing Profile
- Payroll Implementation
 - Employee Bank Account Management
 - Functional Setups
 - Manage Costing of Location
 - Manage Fast Formula
 - Manage HCM Rates
 - Manage Payment Method Preferences
 - Manage Payroll Element Entry
 - Manage Value Defined by Criteria
 - Payroll Common HCM Implementation
 - Employee Bank Account Management
 - Manage Fast Formula
 - Manage HCM Rates
 - Manage Payroll Element Entry

- Manage Value Defined by Criteria
- Payroll Implementation View
 - Manage Fast Formula
 - View Costing of Location
- Performance Management Administration
 - Compensation Eligibility Management
 - Use REST Service - Person Benefit Balances
- Performance Management Implementation
 - Compensation Eligibility Management
 - Use REST Service - Person Benefit Balances
- Person Configuration
 - Manage Journey
 - Use REST Service - Journey Categories List of Values
- Review HCM Approval Transactions as Administrator
- Submit a Payroll Flow
- Submit a Payroll Process or Report
- Upload data for Human Capital Management file based Import
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - HR Document Types List of Values
- Use REST Service - Payroll Rate Definition List of Values
- Use REST Service - Payroll Reference Data Lists of Values
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Workforce Structure List of Values
- Use User Details Service
- View Portrait User Account Details Card
- Workforce Profile Administration
- Workforce Structures Management
 - Compare HCM Information
 - Load Data using HCM Spreadsheet Data Loader
 - Maintain Positions
 - Manage Departments
 - Manage Divisions
 - Manage Worker Unions
 - Request a Position Change
 - View Positions

Duties

This table lists the duties assigned directly and indirectly to the Human Capital Management Application Administrator job role.

| Duty Role | Description |
|---|--|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. |
| Benefits Elections | Manages benefits elections. |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. |
| Benefits Setup | Manages benefits setup. |
| Business Process Engineering Human Taskflow Administration | This role grants a user the privilege to perform administrative actions in the workflow functionality via the worklist UI. A user in this role will be able to view all tasks in the system, recover errored (incorrectly assigned) tasks, create approval groups and edit task configuration / rules DT@RT UI (both AMX functionality) This is a business administrator type role. This role is granted to SOAdmin. |
| CRM Stage Write | Allows uploading CRM content to stage area on content server |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. |
| Configure Skills Settings | Allows configuration of skills settings. |
| Download data from Human Capital Management file based Export | Allows to download data file exported from human capital management. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| FSCM Load Interface Administration | Manages load interface file for import |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |
| Geography Administration | Grants privileges to set up geographies |
| HCM Extract Definition | Grants access to the extract definition duty. |
| Manage Users | Creates and updates users and assigns roles to users. |

| Duty Role | Description |
|--|--|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. |
| Payroll Implementation | Manages complete payroll setup and maintenance. |
| Payroll Implementation View | Views complete payroll setup. |
| Performance Management Administration | Manages administration of performance documents. |
| Performance Management Implementation | Manages the setup of the performance management application. |
| Person Configuration | Manages person types, name formats, checklists, and document types. |
| Review HCM Approval Transactions as Administrator | Allows viewing of basic information for HCM approval transactions by an administrator. |
| Upload data for Human Capital Management file based Import | Allows to upload data file to import human capital management data. |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. |
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Human Capital Management Application Administrator job role.

| Aggregate Privilege | Description |
|--|--|
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Compare HCM Information | Compares workers, jobs, positions, and any combinations of these objects. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |

| Aggregate Privilege | Description |
|---|--|
| Maintain Positions | Updates and deletes positions in the user's position security profile. This role cannot create new positions. |
| Manage Costing of Location | Allows user to manage location costing. |
| Manage Departments | Manages departments in the user's organization security profile. |
| Manage Divisions | Manages divisions in the user's organization security profile. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage HCM Rates | Manages derived rates and values defined by criteria. |
| Manage HR Document Type | Allows management of document types for documents of record. |
| Manage Journey | Allows the user to manage the journeys to which they have been granted access. |
| Manage Payment Method Preferences | Allows management of payment method preferences. |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage Person Document Delivery Preferences | Allows management of document delivery preferences for person records. |
| Manage Person Documentation | Manages documents. |
| Manage Questionnaire Subscriber Access | Allows access to questionnaire subscribers to be controlled. |
| Manage Schedules and Exceptions Assignment | Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist. |
| Manage Value Defined by Criteria | Manages values defined by criteria. |
| Manage Worker Checklist | Manages checklist definitions. |
| Manage Worker Time Entry Setup Profile | Creates and updates an association of a layout set and time entry actions to control access to any time entries. |
| Manage Worker Time Processing Profile | Creates and updates an association of rule sets, a time consumer set, and time card periods to report, validate, approve, and transfer time. |
| Manage Worker Unions | Manages worker unions in the user's organization security profile. |

| Aggregate Privilege | Description |
|---|---|
| | |
| Request a Position Change | Allows requesting a position change. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Journey Categories List of Values | Allows the user to call the GET method associated with the Journey Categories List of Values REST Service. |
| Use REST Service - Payroll Rate Definition List of Values | Allows users to call the GET method associated with the payroll rate definition list of values REST Service. |
| Use REST Service - Payroll Reference Data Lists of Values | Allows users to call the GET method associated with the Payroll Reference Data list of values REST Services. |
| Use REST Service - Person Benefit Balances | Allows users to call all methods associated with the person benefit balances REST service. |
| Use REST Service - Person Benefit Groups | Allows users to call all methods associated with the person benefit groups REST service. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| Use User Details Service | Creates or updates users during person synchronizations. |
| View Costing of Location | Allows user to view location costing. |
| View Portrait User Account Details Card | Views the User Account Details card in the Person Gallery. |
| View Positions | Views positions in the user's position security profile. |

Privileges

This table lists privileges granted to duties of the Human Capital Management Application Administrator job role.

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Define Absence Plans |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Absence Entitlement Band |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Eligibility Profile |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Participant Enrollment Certification |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Life Event Reason |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Person Eligibility Derived Factor |
| Absence Implementation | Manages absence implementation setup using the Oracle Fusion Functional Setup Manager. | Run Participation Process Absence |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Currency |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference ISO Language |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Industry |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Language |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Natural Language |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Territory |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Timezone |
| Benefits Elections | Manages benefits elections. | Access Benefits and Wellness |
| Benefits Elections | Manages benefits elections. | Maintain Designee Eligibility |
| Benefits Elections | Manages benefits elections. | Manage Open enrollment window |
| Benefits Elections | Manages benefits elections. | Manage Person Benefits Balance |
| Benefits Elections | Manages benefits elections. | Run Online Life Events |
| Benefits Elections | Manages benefits elections. | Run Online Open Enrollment |
| Benefits Elections | Manages benefits elections. | Search Benefit Person |
| Benefits Elections | Manages benefits elections. | View Person Life Event |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Configure Benefit Plan Comparison Values |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Configure Benefit Plans for Comparison |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Activity Base Rate |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Authorization |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Coverage Calculation |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Eligibility and Element Groups |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Option |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Participant Eligibility Profile |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Plan |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Program Benefit Rates |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Benefit Year Period |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Plan Beneficiary Designation |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Define Plan Primary Care Provider |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Export Eligibility Profile |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Extract Work Structure Report Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Extract Worker Model Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Import Eligibility Profile |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Absence Entitlement Band |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Beneficiary Organization Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Balance |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Coverage Calculation |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Defined Formulas |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Designation Detail |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Eligibility Profile |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Enrollment Action Type |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Group |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Person Benefit Group |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Combination Plan Type in Program |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Events |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Rates |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Type |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan Type Self Service Grouping |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Plan in Program |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Program Dependand Rules |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Program Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Programs Details |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Regulatory Body |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Reporting Group |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit Service Area |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit configuration export |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefit configuration import |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Benefits Self Service Configuration |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Dependent Certification for Program |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Eligibility Factors |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Group Space |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Legal Entity Information |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Life Event Reason |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Person Benefits Balance |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Manage Person Eligibility Derived Factor |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | Use REST Service - Benefit Balances List of Values |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | View Benefits Self Service Configuration |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | View Payroll Flow Based Analytics |
| Benefits Management Implementer | Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager. | View Person Life Event |
| Benefits Setup | Manages benefits setup. | Access Benefits and Wellness |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------------|---|---|
| Benefits Setup | Manages benefits setup. | Define Benefit Activity Base Rate |
| Benefits Setup | Manages benefits setup. | Define Benefit Coverage Calculation |
| Benefits Setup | Manages benefits setup. | Define Benefit Plan |
| Benefits Setup | Manages benefits setup. | Define Benefit Program Benefit Rates |
| Benefits Setup | Manages benefits setup. | Manage Benefit Dependent Eligibility Profile |
| Benefits Setup | Manages benefits setup. | Manage Benefit Eligibility Profile |
| Benefits Setup | Manages benefits setup. | Manage Benefit Eligibility Profile for Benefit Eligibility Object |
| Benefits Setup | Manages benefits setup. | Manage Benefit Extract |
| Benefits Setup | Manages benefits setup. | Manage Benefit Program |
| Benefits Setup | Manages benefits setup. | Manage Benefit Program Details |
| Benefits Setup | Manages benefits setup. | Manage Benefit Programs Details |
| Benefits Setup | Manages benefits setup. | Manage Benefit Regulatory Body |
| Benefits Setup | Manages benefits setup. | Manage Benefit Reporting Group |
| Benefits Setup | Manages benefits setup. | Manage Benefit Variable Rate Profile |
| Benefits Setup | Manages benefits setup. | Manage Life Event Reason |
| Benefits Setup | Manages benefits setup. | Manage Rate and Coverage User Values |
| Benefits Setup | Manages benefits setup. | Manage User Defined Criteria |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Define Benefit Authorization |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Manage Benefit Eligibility Profile |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Manage Employee Legal Disclaimer |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------------|---|--|
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Manage Person Benefits Balance |
| Compensation Eligibility Management | Manages access to benefit eligibility profiles for compensation professional. | Manage Person Eligibility Derived Factor |
| Configure Skills Settings | Allows configuration of skills settings. | Configure Skills Settings |
| Configure Skills Settings | Allows configuration of skills settings. | Use REST Service - Talent Skill Settings |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |
| Geography Administration | Grants privileges to set up geographies | Export Import Territory Geography |
| Geography Administration | Grants privileges to set up geographies | Manage Trading Community Geography |
| Geography Administration | Grants privileges to set up geographies | Manage Trading Community Geography Lookups |
| Geography Administration | Grants privileges to set up geographies | Run CRM Export Process |
| Geography Administration | Grants privileges to set up geographies | Run File Import Scheduler |
| Geography Administration | Grants privileges to set up geographies | Set Up CRM Objects for Export |
| Geography Administration | Grants privileges to set up geographies | Set Up File Import Activity |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition Report |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Flow Pattern |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Task |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Absence Administration Work Area |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Access Alerts Composer |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Access Application Security Migration Services |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Access HCM Common Components |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Access HCM Page Configurator |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Administer Sandbox |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Apply HCM Role Provisioning Rules |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Approve Transactions |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Assign Workers Goals Mass Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Configure Approval Notification |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Configure Employment Settings |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Configure Group Compensation Batch Processes Parameters |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Configure HCM UI |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Configure Interface |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Configure Seniority Dates |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Configure Talent Review |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Copy Personal Data to LDAP |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Copy Personal Data to LDAP for All Users |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Create Time Card |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Define Compensation Plan Definition |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Define Extra Information Type |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Define Salary Basis |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Define Total Compensation Statement Setup |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Define Total Compensation Statement Setup Compensation Categories |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Define Total Compensation Statement Setup Compensation Items |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Define Variable Compensation Plan for Individual Compensation |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Delete HCM Stage Data and Files for Coexistence |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Diagnose and Correct Time Issues |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Edit Public Settings |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Enter Project Unprocessed Expenditure Batch |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Enter Trading Community Location |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Establish Enterprise Configuration Enterprise Structures |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Establish Enterprise Configuration Job and Position Structures |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Evaluate HCM Group Membership |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Export Time Device Configuration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Extract HCM Data for Coexistence |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Extract Work Structure Model Details |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Extract Worker Report Details |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Flatten HCM Position Hierarchy |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Generate Time Attributes in Data Dictionary |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Generate Time Card Fields |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Generate Time Cards from Time Collection Devices |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Generate Total Compensation Statement |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Import Workers |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Initialize Position Synchronization |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Install US Payroll Tax Calculation |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Load Batch Data |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Load Canadian Geographies |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Load Canadian Payroll Tax Information |

| Granted Role | Granted Role Description | Privilege |
|--|--|---------------------------------------|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Load Chinese Geographies |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Load Enterprise Configuration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Load HCM Data for Coexistence |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Load Mexican Geographies |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Load US Geographies |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Load US Payroll Tax Information |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Maintain Reports and Analytics Region |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Absence Category |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Absence Certification |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Absence Plan |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Absence Reason |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Absence Types |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Attachment Category |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Attachment Entity |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Common Lookup |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Descriptive Flexfield |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Extensible Flexfield |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Application Flexfield Value Set |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Menu Customization |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Reference Data Set |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Reference Data Set Assignment |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Set-Enabled Lookup |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Application Standard Lookup |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Approval Rules |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Assignment Status Type |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Atom Feeds |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Benefit Eligibility Profile |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Best Fit Batch Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Calendar Event |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Compensation History |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Compensation Plan Definition |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Compensation Plan Global Options |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Compensation Plan Global Options for Group Compensation |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Configuration of HCM Data Loader |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Custom Time Attributes |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Data Exchange Work Area |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Development Goal in Goal Library |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Enterprise Configuration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Environment Health and Safety Configuration Settings |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Extracts Work Area |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Feedback Visibility |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Gallery Administration Message |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Geography Tree |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Goal Eligibility Profiles |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Goal Management Notifications |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM Availability Types |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM Business Event Definitions |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM Business Event Subscription Sets |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM Business Event Types |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM Electronic Signature Configurations |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM Extended Lookup Code |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM Groups |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM LDAP User Account Options |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage HCM Predictive Models |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM Role Provisioning Rules |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage HCM custom objects |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Help Content |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Journey Category Access |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Leave Agreements |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Mass Updates Work Area |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Mobile Application Configuration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Payroll Object Group |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Performance Goal Setup |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Performance Goal in Goal Library |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Person Eligibility Derived Factor |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Portrait Display |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Progression Grade Ladder |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Questionnaire Templates |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Questionnaires |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Questions |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Repeating Time Periods |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Responsibility Template |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Run Results |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Salary Range Differential |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Schedule Assignment Administration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Scheduler Profiles |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Shift Properties |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Shifts |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage System Searches |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Talent Notifications |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Talent Review Content |

| Granted Role | Granted Role Description | Privilege |
|--|--|----------------------------------|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Allocations |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Attestation Sets |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Balance Definitions |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Balance Dimensions |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Card Fields |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Categories |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Consumer Sets |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Device Configuration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Time Layout Sets |

| Granted Role | Granted Role Description | Privilege |
|--|--|---------------------------------------|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Repository Rule Sets |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Repository Rule Templates |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Time Repository Rules |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Trading Community Zones |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Volunteering Configuration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Work Day Definitions |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Work Schedule |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Work Shift |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Manage Work Workday Pattern |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Manage Workforce Reputation Administration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Map Third Party Compensation Plans |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Mass Assign Development Goals to Workers Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Monitor Batch Load Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Monitor Total Compensation Statement Processes |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Perform HCM Approval Transaction Actions |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Perform Worker Mass Transfer |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Populate Seniority Dates |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Process Oracle Fusion Data Extensions for Transactional Business Intelligence |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Process Worker Prediction Data Collection |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Process Worker Prediction Data Mining |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Purge HCM Event Archive Data |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Purge HCM Transaction Archive |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Purge Total Compensation Statement |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Remove Trading Community Location |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Restore Trading Community Location |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Review Archived Approval Transactions |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Review Calendar Event Coverage |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Review Enterprise Configuration |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Approval Transactions Archive Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Batch Load Job Set |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Employment Integrity Checks |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run File Import Scheduler |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Geocode Loader |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Global HR Processes |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Goals Batch Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Run Group Compensation Batch Processes |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run HCM Extract |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run HCM Extract Write Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run HCM Extracts Report |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Integration Schema Population Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Mass Updates Apply Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Mass Updates Data Validation Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Regenerate HCM Data Security Grants Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Retrieve Latest LDAP Changes Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Run Salary Processes |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Send Pending LDAP Requests Process |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Trading Community Current Record Information Maintenance |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Trading Community Geography Loader |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Run Trading Community Geography Name Referencing Maintenance |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Search Trading Community Location |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Set Up File Import Activity |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Set Watchlist Options |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Synchronize Line Manager Hierarchy |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | Update Trading Community Location |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Use Assignment Status Type Service |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Use Position lookup Service |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Use REST Service - Benefits Lists of Values |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Use REST Service - Users and Roles Lists of Values |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | View Administration Link |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | View Geography Information |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | View HCM Groups |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | View Notification Details |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the | View Payroll Flow Based Analytics |

| Granted Role | Granted Role Description | Privilege |
|--|--|---------------------------------------|
| | Compensation, Workforce Deployment, and Workforce Development offerings. | |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | View Trading Community Location |
| Human Capital Management Application Administrator | Configures the Oracle Fusion Global Human Resources application and has access to all duty roles necessary to implement the Compensation, Workforce Deployment, and Workforce Development offerings. | Worker Mass Assignment Change |
| Manage Users | Creates and updates users and assigns roles to users. | Manage User Details |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage HCM User-Defined Table |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Exception |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group Usage |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Consolidation Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Element Classification |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Event Group |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|--|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Object Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Run Type |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third Parties |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Time Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Account |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Branch |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Payroll Payment Type |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Configure Payroll Legislation |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage All Application Profile Values |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Common Lookup |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Descriptive Flexfield |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Extensible Flexfield |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Flexfield Value Set |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Key Flexfield |

| Granted Role | Granted Role Description | Privilege |
|------------------------|---|---|
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Set-Enabled Lookup |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Standard Lookup |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Department |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Element |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Job |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Payment Source |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Payroll |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Position |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Features by Country or Territory |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage HCM User-Defined Table |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Organization Payment Method |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Balance Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Balance Exception |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Balance Group |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Balance Group Usage |

| Granted Role | Granted Role Description | Privilege |
|------------------------|---|--|
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Consolidation Group |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Deduction |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Deduction Card Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Deduction Group Rule |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Deduction Range |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Element Classification |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Event Group |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Flow Pattern |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Process Configuration |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Relationship Type Mapping |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll RetroPay Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Run Type |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Task |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Template |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Third Parties |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|---|--|
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Time Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | View Bank |
| Payroll Implementation | Manages complete payroll setup and maintenance. | View Bank Account |
| Payroll Implementation | Manages complete payroll setup and maintenance. | View Bank Branch |
| Payroll Implementation | Manages complete payroll setup and maintenance. | View Payroll Payment Type |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Department |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Element |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Job |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Payment Source |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Payroll |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Position |
| Payroll Implementation View | Views complete payroll setup. | Manage HCM User-Defined Table |
| Payroll Implementation View | Views complete payroll setup. | Manage Organization Payment Method |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Definition |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Exception |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Group Usage |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Consolidation Group |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------------|--|--|
| | | |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction Group Rule |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction Range |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Definition |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Element Classification |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Event Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Flow Pattern |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Object Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Process Configuration |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Run Type |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Task |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Third Parties |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Time Definition |
| Payroll Implementation View | Views complete payroll setup. | View Bank |
| Payroll Implementation View | Views complete payroll setup. | View Bank Account |
| Payroll Implementation View | Views complete payroll setup. | View Bank Branch |
| Payroll Implementation View | Views complete payroll setup. | View Payroll Payment Type |
| Performance Management Administration | Manages administration of performance documents. | Manage Eligibility Batch Process |
| Performance Management Administration | Manages administration of performance documents. | Manage Performance Document Type |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------------|---|--|
| Performance Management Administration | Manages administration of performance documents. | Manage Performance Evaluation Rating Target Distribution |
| Performance Management Administration | Manages administration of performance documents. | Manage Performance Process Flow Definition |
| Performance Management Administration | Manages administration of performance documents. | Manage Performance Roles |
| Performance Management Administration | Manages administration of performance documents. | Manage Performance Template |
| Performance Management Administration | Manages administration of performance documents. | Manage Performance Template Section |
| Performance Management Administration | Manages administration of performance documents. | Manage Performance and Potential Matrix Layout |
| Performance Management Implementation | Manages the setup of the performance management application. | Manage Eligibility Batch Process |
| Performance Management Implementation | Manages the setup of the performance management application. | Manage Performance Document Type |
| Performance Management Implementation | Manages the setup of the performance management application. | Manage Performance Evaluation Rating Target Distribution |
| Performance Management Implementation | Manages the setup of the performance management application. | Manage Performance Process Flow Definition |
| Performance Management Implementation | Manages the setup of the performance management application. | Manage Performance Template |
| Performance Management Implementation | Manages the setup of the performance management application. | Manage Performance Template Section |
| Performance Management Implementation | Manages the setup of the performance management application. | Manage Performance and Potential Matrix Layout |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Apply Name Formats to Person Names Keywords and LDAP |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage HR Name Format |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Name Style |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Type |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Keyword Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Relevance Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Calculate Relationship Strength |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Person Keyword Crawler |
| Review HCM Approval Transactions as Administrator | Allows viewing of basic information for HCM approval transactions by an administrator. | Configure Approval Rules in Transaction Console |
| Review HCM Approval Transactions as Administrator | Allows viewing of basic information for HCM approval transactions by an administrator. | Review Approval Transactions |
| Review HCM Approval Transactions as Administrator | Allows viewing of basic information for HCM approval transactions by an administrator. | Test Approval Rules |
| Review HCM Approval Transactions as Administrator | Allows viewing of basic information for HCM approval transactions by an administrator. | View Transaction Approval Analytics |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. | Use REST Service - HR Document Types List of Values |
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. | Manage Talent Education Establishment |
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. | Manage Talent Profile Content Item |
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. | Manage Talent Profile Content Type |
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. | Manage Talent Profile Instance Qualifier |

| Granted Role | Granted Role Description | Privilege |
|----------------------------------|--|---------------------------------------|
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. | Manage Talent Profile Rating Model |
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. | Manage Talent Profile Sources |
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. | Manage Talent Profile Type |
| Workforce Profile Administration | Performs administrative duties for workforce talent profiles. | Manage Talent Profile Upgrade Mapping |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Job Profile |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Position |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Position Profile |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Application Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Application Tree Label |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Flexfield Mapping |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|-----------------------------------|
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade Ladder |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade Rate |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Collective Agreements |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Department Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Disability Organization |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Enterprise |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is | Manage Enterprise HCM Information |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|--------------------------------|
| | associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HCM Position Hierarchy |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HR Job |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HR Job Family |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Legislative Data Group |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Location |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Organization Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Position Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits | Manage Reporting Establishment |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|--|
| | privileges from other duty roles. This role is associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Workforce Structures Work Area |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Departments |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Divisions |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Jobs |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Legal Entity HCM Information |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Locations |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Reporting Establishments |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have | Request a New Position |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---|
| | any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Use REST Service - Job Requisition Templates List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Human Capital Management Application Administrator job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Application Attachment Category | A Human Capital Management Application Administrator can delete application attachment for all miscellaneous category attachments data | Role: Geography Administration Privilege: Delete Application Attachment Resource: Application Attachment Category |
| Application Attachment Category | A Human Capital Management Application Administrator can manage application attachment category for all hcm applications data | Role: Human Capital Management Application Administrator Privilege: Manage Application Attachment Category (Data) Resource: Application Attachment Category |
| Application Attachment Category | A Human Capital Management Application Administrator can read application attachment for all miscellaneous category attachments data | Role: Geography Administration Privilege: Read Application Attachment Resource: Application Attachment Category |
| Application Attachment Category | A Human Capital Management Application Administrator can update application attachment for all miscellaneous category attachments data | Role: Geography Administration Privilege: Update Application Attachment Resource: Application Attachment Category |
| Application Attachment Entity | A Human Capital Management Application Administrator can manage application attachment entity for all hcm applications data | Role: Human Capital Management Application Administrator Privilege: Manage Application Attachment Entity (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| | | Resource: Application Attachment Entity |
| Application Objects | A Human Capital Management Application Administrator can manage application objects for the journey, journey category and worker journey application objects | Role: Manage Journey Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Application Objects | A Human Capital Management Application Administrator can manage application objects for the questionnaire subscriber application object | Role: Manage Questionnaire Subscriber Access Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Assignment Grade | A Human Capital Management Application Administrator can choose assignment grade for all grades in the enterprise | Role: Human Capital Management Application Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Capital Management Application Administrator can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Capital Management Application Administrator can manage assignment grade for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Capital Management Application Administrator can manage assignment grade for all reference data sets in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Human Capital Management Application Administrator can manage assignment grade ladder for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Human Capital Management Application Administrator can manage assignment grade rate for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade Rate (Data) Resource: Assignment Grade Rate |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|--|---|
| Benefit Covered Dependent | A Human Capital Management Application Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Covered Dependent |
| Benefit Electable Choice | A Human Capital Management Application Administrator can manage benefit electable choice for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Electable Choice (Data) Resource: Benefit Electable Choice |
| Benefit Eligible Dependent | A Human Capital Management Application Administrator can manage benefit eligible dependent for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Dependent (Data) Resource: Benefit Eligible Dependent |
| Benefit Eligible Person | A Human Capital Management Application Administrator can manage benefit eligible person for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Eligible Person (Data) Resource: Benefit Eligible Person |
| Benefit Participant Enrollment Result | A Human Capital Management Application Administrator can review benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Person Benefit Group | A Human Capital Management Application Administrator can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Benefits Setup Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Benefit Group | A Human Capital Management Application Administrator can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Benefit Group | A Human Capital Management Application Administrator can view person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: View Person Benefit Group (Data) Resource: Benefit Person Benefit Group |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|---|
| Benefit Relation | A Human Capital Management Application Administrator can manage benefit relation for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Benefit Relation (Data) Resource: Benefit Relation |
| Business Unit | A Human Capital Management Application Administrator can choose business unit for business units in their organization security profile | Role: Human Capital Management Application Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Human Capital Management Application Administrator can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Checklist Role Maps | A Human Capital Management Application Administrator can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Manage Worker Checklist Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Capital Management Application Administrator can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Manage Worker Checklist Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Country Structure File Import Activity | A Human Capital Management Application Administrator can view country structure file import activity object type for all country structure file import activities of object type country structure | Role: Geography Administration Privilege: View Country Structure File Import Activity Object Type (Data) Resource: Country Structure File Import Activity |
| Country Structure File Import Mapping | A Human Capital Management Application Administrator can view country structure file import mapping object type for all country structure file import mappings of object type country structure | Role: Geography Administration Privilege: View Country Structure File Import Mapping Object Type (Data) Resource: Country Structure File Import Mapping |
| Country Structure File Import Object | A Human Capital Management Application Administrator can view country structure file import object type for all country structure file import objects of object type country structure | Role: Geography Administration Privilege: View Country Structure File Import Object Type (Data) Resource: Country Structure File Import Object |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Department | A Human Capital Management Application Administrator can choose department for departments in their organization security profile | Role: Human Capital Management Application Administrator Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Capital Management Application Administrator can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Capital Management Application Administrator can manage department for all reference data sets in the enterprise | Role: Manage Departments Privilege: Manage Department (Data) Resource: Department |
| Department | A Human Capital Management Application Administrator can manage department for departments in their organization security profile | Role: Manage Departments Privilege: Manage Department (Data) Resource: Department |
| Department | A Human Capital Management Application Administrator can view department for departments in their organization security profile | Role: Manage Departments Privilege: View Department (Data) Resource: Department |
| Division | A Human Capital Management Application Administrator can manage division for divisions in their organization security profile | Role: Manage Divisions Privilege: Manage Division (Data) Resource: Division |
| Fast Formula | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Human Capital Management Application Administrator can view fast formula for | Role: Payroll Implementation View Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|---|
| | legislative data groups in their legislative data group security profile | Resource: Fast Formula |
| Fast Formula Context | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Human Capital Management Application Administrator can view fast formula for | Role: Payroll Implementation View Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| | legislative data groups in their legislative data group security profile | Resource: Fast Formula Global |
| Fast Formula Route | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Human Capital Management Application Administrator can view fast formula for | Role: Payroll Implementation View Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| | legislative data groups in their legislative data group security profile | Resource: Fast Formula User Entity |
| File Export Batch | A Human Capital Management Application Administrator can view file export batch for all export batches | Role: Geography Administration Privilege: View File Export Batch (Data) Resource: File Export Batch |
| File Export Object | A Human Capital Management Application Administrator can manage export unit test for all export unit test objects | Role: Geography Administration Privilege: Manage Export Unit Test (Data) Resource: File Export Object |
| Geography File Import Activity | A Human Capital Management Application Administrator can view geography file import activity object type for all geography file import activities of object type geography | Role: Geography Administration Privilege: View Geography File Import Activity Object Type (Data) Resource: Geography File Import Activity |
| Geography File Import Mapping | A Human Capital Management Application Administrator can view geography file import mapping object type for all geography file import mappings of object type geography | Role: Geography Administration Privilege: View Geography File Import Mapping Object Type (Data) Resource: Geography File Import Mapping |
| Geography File Import Object | A Human Capital Management Application Administrator can view geography file import object type for all geography file import objects of object type geography | Role: Geography Administration Privilege: View Geography File Import Object Type (Data) Resource: Geography File Import Object |
| Guided Journey Response | A Human Capital Management Application Administrator can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Human Capital Management Application Administrator can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Approval Process Definition | A Human Capital Management Application Administrator can review approval transactions for transactions in their transactions security profile | Role: Review HCM Approval Transactions as Administrator Privilege: Review Approval Transactions (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| | | Resource: HCM Approval Process Definition |
| HCM Extract Definition | A Human Capital Management Application Administrator can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition |
| HCM Pending Transaction Header | A Human Capital Management Application Administrator can review approval transactions for transactions initiated by persons in their person security profile | Role: Review HCM Approval Transactions as Administrator Privilege: Review Approval Transactions (Data) Resource: HCM Pending Transaction Header |
| HCM Rate | A Human Capital Management Application Administrator can choose payroll rate definition for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Rate Definition List of Values Privilege: Choose Payroll Rate Definition (Data) Resource: HCM Rate |
| HCM Rate | A Human Capital Management Application Administrator can manage hcm rate for legislative data groups in their legislative data group security profile | Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate |
| HCM Spreadsheet Loader Data Set | A Human Capital Management Application Administrator can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Human Capital Management Application Administrator can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Human Capital Management Application Administrator can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM User-Defined Table | A Human Capital Management Application Administrator can manage fast formula for | Role: Payroll Common HCM Implementation |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|--|
| | legislative data groups in their legislative data group security profile | Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table User Column | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column Instance | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Row | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HR Document Type | A Human Capital Management Application Administrator can manage document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: Manage Document Type (Data) Resource: HR Document Type |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|---|
| HR Document Type | A Human Capital Management Application Administrator can view document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Capital Management Application Administrator can view document type for document types in their document type security profile | Role: Manage Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Human Capital Management Application Administrator can choose hr job for all jobs in the enterprise | Role: Human Capital Management Application Administrator Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Capital Management Application Administrator can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Capital Management Application Administrator can manage hr job for all jobs in the enterprise | Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job |
| HR Job | A Human Capital Management Application Administrator can manage hr job for all reference data sets in the enterprise | Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job |
| HR Name Format | A Human Capital Management Application Administrator can manage hr name format for countries in their country security profile | Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format |
| Help Topic | A Human Capital Management Application Administrator can view help topic for all secured help content they are authorized | Role: Human Capital Management Application Administrator Privilege: View Secured Custom Help Content Resource: Help Topic |
| Journey | A Human Capital Management Application Administrator can assign journey for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Assign Journey (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|---|
| | | Resource: Journey |
| Journey | A Human Capital Management Application Administrator can assign journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Capital Management Application Administrator can assign journey to self for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Capital Management Application Administrator can assign journey to self for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Capital Management Application Administrator can manage journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Manage Journey (Data) Resource: Journey |
| Journey | A Human Capital Management Application Administrator can view journey for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Capital Management Application Administrator can view journey for journeys to which they have been granted access | Role: Manage Journey Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Capital Management Application Administrator can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Category | A Human Capital Management Application Administrator can choose journey category for journey categories to which they have been granted access | Role: Use REST Service - Journey Categories List of Values Privilege: Choose Journey Category (Data) Resource: Journey Category |
| Legal Employer | A Human Capital Management Application Administrator can choose legal employer for | Role: Human Capital Management Application Administrator |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|---|
| | legal employers in their organization security profile | Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Human Capital Management Application Administrator can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Human Capital Management Application Administrator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Human Capital Management Application Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Capital Management Application Administrator can choose payroll reference for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Capital Management Application Administrator can manage costing of location for legislative data groups within their legislative data group security profile | Role: Manage Costing of Location Privilege: Manage Costing of Location (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Capital Management Application Administrator can view costing of location for legislative data groups within their legislative data group security profile | Role: Manage Costing of Location Privilege: View Costing of Location (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Capital Management Application Administrator can view costing of location for legislative data groups within their legislative data group security profile | Role: View Costing of Location Privilege: View Costing of Location (Data) Resource: Legislative Data Group |
| Legislative Position Attribute | A Human Capital Management Application Administrator can manage legislative position attribute for countries in their country security profile | Role: Maintain Positions Privilege: Manage Legislative Position Attribute (Data) Resource: Legislative Position Attribute |
| Legislative Position Attribute | A Human Capital Management Application Administrator can view legislative position attribute for countries in their country security profile | Role: View Positions Privilege: View Legislative Position Attribute (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Resource: Legislative Position Attribute |
| Location | A Human Capital Management Application Administrator can choose location for all locations in the enterprise | Role: Human Capital Management Application Administrator Privilege: Choose Location (Data) Resource: Location |
| Location | A Human Capital Management Application Administrator can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location |
| Location | A Human Capital Management Application Administrator can manage costing of location for all locations in the enterprise | Role: Manage Costing of Location Privilege: Manage Costing of Location (Data) Resource: Location |
| Location | A Human Capital Management Application Administrator can manage location for all locations in the enterprise | Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location |
| Location | A Human Capital Management Application Administrator can manage location for all reference data sets in the enterprise | Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location |
| Location | A Human Capital Management Application Administrator can view costing of location for all locations in the enterprise | Role: Manage Costing of Location Privilege: View Costing of Location (Data) Resource: Location |
| Location | A Human Capital Management Application Administrator can view costing of location for all locations in the enterprise | Role: View Costing of Location Privilege: View Costing of Location (Data) Resource: Location |
| Organization | A Human Capital Management Application Administrator can manage worker union for worker unions in their organization security profile | Role: Manage Worker Unions Privilege: Manage Worker Union (Data) Resource: Organization |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|---|
| Organization Payment Method | A Human Capital Management Application Administrator can manage payment method preferences for legislative data groups in their legislative data group security profile | Role: Manage Payment Method Preferences Privilege: Manage Payment Method Preferences (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Human Capital Management Application Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Human Capital Management Application Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Human Capital Management Application Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method Usage | A Human Capital Management Application Administrator can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Organization Payment Method Usage | A Human Capital Management Application Administrator can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Organization Payment Method Usage | A Human Capital Management Application Administrator can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Payroll Balance Category | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| | | Resource: Payroll Balance Category |
| Payroll Balance Category | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Classification | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Definition | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| Payroll Balance Definition | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Dimension | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension Usage | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Human Capital Management Application Administrator can view payroll balance for | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| | legislative data groups in their legislative data group security profile | Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Exception | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception Report | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|---|
| Payroll Balance Exception Report | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Feed | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Group | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Human Capital Management Application Administrator can view payroll balance for | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | legislative data groups in their legislative data group security profile | Resource: Payroll Balance Group |
| Payroll Balance Group Attribute | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute Default | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Human Capital Management Application Administrator can view payroll balance for | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| | legislative data groups in their legislative data group security profile | Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Definition | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Inclusion | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| Payroll Balance Group Inclusion | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Usage | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage Item | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item |
| Payroll Balance Group Usage Item | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item |
| Payroll Balance Type | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Human Capital Management Application Administrator can manage payroll balance | Role: Payroll Implementation |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|---|
| | definition for legislative data groups in their legislative data group security profile | Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Checklist | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| Payroll Checklist Annotation | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Consolidation Group | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|---|
| Payroll Consolidation Group | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Context Usage | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Human Capital Management Application Administrator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Human Capital Management Application Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Cost Allocation | A Human Capital Management Application Administrator can manage payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Allocation |
| Payroll Cost Allocation | A Human Capital Management Application Administrator can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Allocation |
| Payroll Cost Classification | A Human Capital Management Application Administrator can manage payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Classification |
| Payroll Cost Classification | A Human Capital Management Application Administrator can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Classification |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| Payroll Cost Information | A Human Capital Management Application Administrator can manage payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Information |
| Payroll Cost Information | A Human Capital Management Application Administrator can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Information |
| Payroll Database Item Group | A Human Capital Management Application Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Human Capital Management Application Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Deduction Allow Override | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------------------|--|---|
| Payroll Deduction Autoindirect | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Calculation | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation Group | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| Payroll Deduction Calculation Group | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Method | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Part | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|--|--|
| Payroll Deduction Calculation Part | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Type | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Unit | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|--|--|
| Payroll Deduction Calculation Unit | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Context Usage | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Range Item | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Range Item | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Range Item | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Deduction Range Item | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Report Use | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Type | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Definition | A Human Capital Management Application Administrator can choose payroll definition for payrolls in their payroll security profile | Role: Human Capital Management Application Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Classification | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|---|
| Payroll Element Criteria | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Link | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Run Result | A Human Capital Management Application Administrator can view payroll element for legal employers in their organization security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Element Run Result | A Human Capital Management Application Administrator can view payroll element for legal employers in their organization security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |
| Payroll Element Status Processing Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Subclassification Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Element Subclassification Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Type | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Event | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Event |
| Payroll Event Definition | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Group | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Qualifier | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Value Change | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Human Capital Management Application Administrator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Human Capital Management Application Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Flow Definition | A Human Capital Management Application Administrator can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile | Role: Human Capital Management Application Administrator Privilege: Choose Payroll Flow Pattern Data OBSOLETE Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Application Administrator can manage payroll flow patten | Role: HCM Extract Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| | for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Capital Management Application Administrator can view payroll flow for | Role: Payroll Implementation View |

| Business Object | Policy Description | Policy Store Implementation |
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| | legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task Interaction | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|---|---|
| Payroll Flow Definition Task Property | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Task Action | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Frequency Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Frequency Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule Period | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Iterative Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| Payroll Object Group | A Human Capital Management Application Administrator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Human Capital Management Application Administrator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Human Capital Management Application Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Human Capital Management Application Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group Rule Type | A Human Capital Management Application Administrator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Human Capital Management Application Administrator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Human Capital Management Application Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Human Capital Management Application Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Period | A Human Capital Management Application Administrator can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|--|
| Payroll Period | A Human Capital Management Application Administrator can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Human Capital Management Application Administrator can view payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Human Capital Management Application Administrator can view payroll definition for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Processing Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Relationship | A Human Capital Management Application Administrator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Application Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Retropay Component Usage | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Element Span Usage | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Human Capital Management Application Administrator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Human Capital Management Application Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Rule | A Human Capital Management Application Administrator can manage payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Rule |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Rule | A Human Capital Management Application Administrator can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Rule |
| Payroll Run Type | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type Classification Rule | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Payroll Run Type Element Type Usage | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Organization Method | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Usage | A Human Capital Management Application Administrator can manage payroll definition for | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| | legislative data groups in their legislative data group security profile | Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Statutory Unit | A Human Capital Management Application Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Human Capital Management Application Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Human Capital Management Application Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| Payroll Task | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task Parameter | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Human Capital Management Application Administrator can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Human Capital Management Application Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Taxability Rule | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Human Capital Management Application Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Human Capital Management Application Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|---|
| Payroll Template Rule Group | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Rule Group Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Rule Group Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Solution | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Template Solution Classification Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Classification Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Classification Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Column Information | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Information | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Information | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Instance | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Column Instance | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Payroll Template Solution Column Instance | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Design Pattern | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Design Pattern | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Design Pattern | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Entity Rule Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Entity Rule Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Entity Rule Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Functional Area | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Functional Area | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Functional Area | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Pattern Entity Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Entity Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Entity Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Rule Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Rule Usage | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Rule Usage | A Human Capital Management Application Administrator can view payroll template for | Role: Payroll Implementation View Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | legislative data groups in their legislative data group security profile | Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Selection | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Pattern Selection | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Pattern Selection | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Row Instance | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Row Instance | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Row Instance | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Rule | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule | A Human Capital Management Application Administrator can view payroll template for | Role: Payroll Implementation Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | legislative data groups in their legislative data group security profile | Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule Dependency | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Rule Dependency | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Rule Dependency | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Table Information | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Information | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Information | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Relation | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Template Solution Table Relation |
| Payroll Template Solution Table Relation | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Template Solution Table Relation | A Human Capital Management Application Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Time Definition | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Human Capital Management Application Administrator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Human Capital Management Application Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Performance Document | A Human Capital Management Application Administrator can manage performance document for people and assignments in their person and assignment security profile | Role: Performance Management Administration Privilege: Manage Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Capital Management Application Administrator can monitor performance document missing for people and assignments in their person and assignment security profile | Role: Performance Management Administration Privilege: Monitor Performance Document Missing (Data) Resource: Performance Document |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|---|
| Performance Document | A Human Capital Management Application Administrator can monitor performance evaluation section step late tasks for people and assignments in their person and assignment security profile | Role: Performance Management Administration Privilege: Monitor Performance Evaluation Section Step Late Tasks (Data) Resource: Performance Document |
| Person | A Human Capital Management Application Administrator can choose person for persons and assignments in their person and assignment security profile | Role: Human Capital Management Application Administrator Privilege: Choose Person (Data) Resource: Person |
| Person | A Human Capital Management Application Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Manage Worker Time Entry Setup Profile Privilege: Search Person Live (Data) Resource: Person |
| Person | A Human Capital Management Application Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Manage Worker Time Processing Profile Privilege: Search Person Live (Data) Resource: Person |
| Person Assignment | A Human Capital Management Application Administrator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Application Administrator can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Application Administrator can manage person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Application Administrator can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|---|
| Person Assignment | A Human Capital Management Application Administrator can search worker for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Application Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Application Administrator can view person assignment for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Application Administrator can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Application Administrator can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Benefit Balance | A Human Capital Management Application Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Human Capital Management Application Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Benefits Setup Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Human Capital Management Application Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Compensation Eligibility Management Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| Person Benefit Balance | A Human Capital Management Application Administrator can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Human Capital Management Application Administrator can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Documentation | A Human Capital Management Application Administrator can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Capital Management Application Administrator can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Capital Management Application Administrator can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Capital Management Application Administrator can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Life Event | A Human Capital Management Application Administrator can manage person life event for people and assignments in their person and assignment security profile | Role: Benefits Elections Privilege: Manage Person Life Event (Data) Resource: Person Life Event |
| Person Type | A Human Capital Management Application Administrator can choose person type for person types in their person type security profile | Role: Manage Users Privilege: Choose Person Type (Data) Resource: Person Type |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| Person Type | A Human Capital Management Application Administrator can view person type for any person type | Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type |
| Personal Payment Method | A Human Capital Management Application Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Capital Management Application Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Capital Management Application Administrator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Capital Management Application Administrator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Position | A Human Capital Management Application Administrator can choose position for positions in their position security profile | Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Capital Management Application Administrator can choose position for positions in their position security profile | Role: Human Capital Management Application Administrator Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Capital Management Application Administrator can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Capital Management Application Administrator can maintain position for positions in their position security profile | Role: Maintain Positions Privilege: Maintain Position (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|---|---|
| | | Resource: Position |
| Position | A Human Capital Management Application Administrator can request a position change for positions in their position security profile | Role: Request a Position Change Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Capital Management Application Administrator can view position for positions in their position security profile | Role: Maintain Positions Privilege: View Position (Data) Resource: Position |
| Position | A Human Capital Management Application Administrator can view position for positions in their position security profile | Role: Request a Position Change Privilege: View Position (Data) Resource: Position |
| Position | A Human Capital Management Application Administrator can view position for positions in their position security profile | Role: View Positions Privilege: View Position (Data) Resource: Position |
| Professional Body | A Human Capital Management Application Administrator can manage professional body information organization for organizations in their organization security profile | Role: Workforce Structures Management Privilege: Manage Professional Body Information Organization (Data) Resource: Professional Body |
| Public Person | A Human Capital Management Application Administrator can choose public person for persons and assignments in their person and assignment security profile | Role: Human Capital Management Application Administrator Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Capital Management Application Administrator can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |
| Questionnaire Subscribers | A Human Capital Management Application Administrator can choose questionnaire subscriber for all questionnaire subscribers in the enterprise | Role: Manage Questionnaire Subscriber Access Privilege: Choose Questionnaire Subscriber (Data) Resource: Questionnaire Subscribers |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Reporting Establishment | A Human Capital Management Application Administrator can manage reporting establishment for organizations in their organization security profile | Role: Workforce Structures Management Privilege: Manage Reporting Establishment (Data) Resource: Reporting Establishment |
| Secured Payroll Element Type | A Human Capital Management Application Administrator can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Capital Management Application Administrator can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Capital Management Application Administrator can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Capital Management Application Administrator can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Capital Management Application Administrator can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Capital Management Application Administrator can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Talent Profile | A Human Capital Management Application Administrator can view talent profile model for jobs in their job security profile | Role: Workforce Profile Administration Privilege: View Talent Profile Model (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Application Administrator can view talent profile person for people and assignments in their person and assignment security profile | Role: Workforce Profile Administration Privilege: View Talent Profile Person (Data) Resource: Talent Profile |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|---|
| Tax Reporting Unit | A Human Capital Management Application Administrator can choose tax reporting unit for tax reporting units in their organization security profile | Role: Human Capital Management Application Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Tax Reporting Unit | A Human Capital Management Application Administrator can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Territory Geography Export Object | A Human Capital Management Application Administrator can view territory geography export object for all territory geography export objects | Role: Geography Administration Privilege: View Territory Geography Export Object (Data) Resource: Territory Geography Export Object |
| Territory Geography File Import | A Human Capital Management Application Administrator can view territory geography file import for all territory geography file imports of object type territory_geographies | Role: Geography Administration Privilege: View Territory Geography File Import (Data) Resource: Territory Geography File Import |
| Territory Geography File Import Mapping | A Human Capital Management Application Administrator can view territory geography file import mapping for all territory geography file import mappings of object type territory_geographies | Role: Geography Administration Privilege: View Territory Geography File Import Mapping (Data) Resource: Territory Geography File Import Mapping |
| Territory Geography File Import Metadata | A Human Capital Management Application Administrator can view territory geography file import metadata for all territory geography file import metadata of object type territory_geographies | Role: Geography Administration Privilege: View Territory Geography File Import Metadata Resource: Territory Geography File Import Metadata |
| Trading Community Organization Party | A Human Capital Management Application Administrator can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Human Capital Management Application Administrator can view trading community | Role: Human Capital Management Application Administrator |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| | organization party for all organizations in the enterprise | Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Human Capital Management Application Administrator can view trading community party for all people in the enterprise | Role: Human Capital Management Application Administrator Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Human Capital Management Application Administrator can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Relationship | A Human Capital Management Application Administrator can view trading community relationship for all trading community relationships in the enterprise | Role: Human Capital Management Application Administrator Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Worker | A Human Capital Management Application Administrator can choose worker for people and assignments in their person and assignment security profile | Role: Human Capital Management Application Administrator Privilege: Choose Worker (Data) Resource: Worker |
| Worker Document Delivery Preferences | A Human Capital Management Application Administrator can manage person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Document Delivery Preferences | A Human Capital Management Application Administrator can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Worker Journey | A Human Capital Management Application Administrator can view worker journey for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: View Worker Journey (Data) Resource: Worker Journey |

Human Capital Management Integration Specialist (Job Role)

Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems.

Role Hierarchy

The Human Capital Management Integration Specialist job role directly and indirectly inherits these roles.

- Human Capital Management Integration Specialist
 - Access HCM Spreadsheet Data Loader Templates
 - Correct Worker Salary
 - Delete Worker Latest Salary
 - Download data from Human Capital Management file based Export
 - Functional Setups
 - HCM Data Load
 - Load Data using HCM Data Loader
 - HCM Spreadsheet Data Loader Data Set Administration
 - HCM Spreadsheet Data Loader Template Administration
 - Load All Business Objects using HCM Data Loader
 - Load All Data Sets using Data Load Data Sets REST Service
 - Load Data using HCM Spreadsheet Data Loader
 - Manage HCM Data Loader Business Object Access
 - Manage HCM Spreadsheet Data Loader Business Object Access
 - Manage HCM Spreadsheet Data Loader Templates
 - Trading Community Data Security Policies for HCM
 - Upload data for Human Capital Management file based Import
 - Use REST Service - Absence Agreements List of Values
 - Use REST Service - Absences
 - Use REST Service - Absences Read Only
 - Use REST Service - Activity Allocation Transfer Statuses
 - Use REST Service - Activity Allocation Transfer Statuses Read Only
 - Use REST Service - Activity Allocations
 - Use REST Service - Activity Allocations Read Only
 - Use REST Service - Allocated Checklists
 - Use REST Service - Allocated Checklists Read Only
 - Use REST Service - Areas of Responsibility
 - Use REST Service - Areas of Responsibility Read Only
 - Use REST Service - Availability Patterns
 - Use REST Service - Availability Patterns Read Only
 - Use REST Service - Benefit Enrollment Opportunities Read Only
 - Use REST Service - Benefit Enrollments Read Only

- Use REST Service - Benefit Person Information
- Use REST Service - Benefit Person Information Read Only
- Use REST Service - Benefit Relations List of Values
- Use REST Service - Candidates
- Use REST Service - Candidates Read Only
- Use REST Service - Check-In Documents
- Use REST Service - Check-In Documents Read Only
- Use REST Service - Contacts
- Use REST Service - Contacts Read Only
- Use REST Service - Data Load Data Sets
- Use REST Service - Department Hierarchies Read Only
- Use REST Service - Department Searches V2
- Use REST Service - Development Goals Read Only
- Use REST Service - Document Delivery Preferences
- Use REST Service - Document Delivery Preferences Read Only
- Use REST Service - Document Records
- Use REST Service - Document Records Read Only
- Use REST Service - Element Entries
- Use REST Service - Element Entries Read Only
- Use REST Service - Eligibility Object Results for Benefits
- Use REST Service - Eligibility Object Results for Benefits Read Only
- Use REST Service - Eligibility Object Results for Employee Communications
- Use REST Service - Eligibility Object Results for Employee Communications Read Only
- Use REST Service - Eligibility Object Results for Goals
- Use REST Service - Eligibility Object Results for Goals Read Only
- Use REST Service - Eligibility Object Results for Performance
- Use REST Service - Eligibility Object Results for Performance Read Only
- Use REST Service - Eligibility Object Results for Personal Brand
- Use REST Service - Eligibility Object Results for Personal Brand Read Only
- Use REST Service - Eligibility Object Results for Schedules
- Use REST Service - Eligibility Object Results for Schedules Read Only
- Use REST Service - Eligibility Object Results for Wellness
- Use REST Service - Eligibility Object Results for Wellness Read Only
- Use REST Service - Feedback Requests Read Only
- Use REST Service - Feedback Requests by Worker or Manager
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journey Responses Read Only

- Use REST Service - Guided Journeys Read Only
- Use REST Service - HCM Channel Messages
- Use REST Service - HCM Channel Messages Read Only
- Use REST Service - HCM Contracts List of Values
- Use REST Service - Job Applications
- Use REST Service - Job Applications Read Only
 - View External Candidate Sensitive Information
- Use REST Service - Job Offers
 - Use REST Service - Recruiting Lists of Values
 - Use REST Service - Workers List of Values
 - Use REST Service - Workforce Structure List of Values
- Use REST Service - Job Offers Read Only
- Use REST Service - Job Requisitions
 - Use REST Service - Recruiting Lists of Values
 - Use REST Service - Workers List of Values
 - Use REST Service - Workforce Structure List of Values
- Use REST Service - Job Requisitions Read Only
- Use REST Service - Job Searches
- Use REST Service - Journey Allocations
- Use REST Service - Journey Allocations Read Only
- Use REST Service - Journey Categories List of Values
- Use REST Service - Journey Task Library
- Use REST Service - Journey Task Library Read Only
- Use REST Service - Journeys
- Use REST Service - Journeys Read Only
- Use REST Service - Learner Learning Catalog
- Use REST Service - Learner Learning Catalog Read Only
- Use REST Service - Learner Learning Record
- Use REST Service - Learner Learning Record Read Only
- Use REST Service - Learner Learning Tutorial
- Use REST Service - Learner Learning Video
- Use REST Service - Learning Classroom
- Use REST Service - Learning Classroom Read Only
- Use REST Service - Learning Communities
- Use REST Service - Learning Course
- Use REST Service - Learning Course Read Only
- Use REST Service - Learning Instructor
- Use REST Service - Learning Instructor Read Only
- Use REST Service - Learning Recommendation

- Use REST Service - Learning Recommendation Read Only
- Use REST Service - Learning Recommenders
- Use REST Service - Learning Recommenders Read Only
- Use REST Service - Learning Record Searches by Administrator
- Use REST Service - Learning Specialization
- Use REST Service - Learning Specialization Read Only
- Use REST Service - Learning Virtual Classroom
- Use REST Service - Learning Virtual Classroom Read Only
- Use REST Service - Location Searches
- Use REST Service - Locations
- Use REST Service - Locations Read Only
- Use REST Service - My Payslips Read Only
- Use REST Service - Payroll Absence Entries
- Use REST Service - Payroll Absence Entries Read Only
- Use REST Service - Payroll Flow Instances
- Use REST Service - Payroll Flow Instances Read Only
- Use REST Service - Payroll Flow Patterns
- Use REST Service - Payroll Flow Patterns Read Only
- Use REST Service - Payroll List of Values
- Use REST Service - Payroll Reference Data Lists of Values
- Use REST Service - Payroll Relationships
- Use REST Service - Payroll Relationships Read Only
- Use REST Service - Payroll Time Entries
- Use REST Service - Payroll Time Entries Read Only
- Use REST Service - Payslips Read Only
- Use REST Service - Performance Evaluations Read Only
- Use REST Service - Performance Goals List of Values
- Use REST Service - Performance Goals Read Only
- Use REST Service - Person Benefit Balances
- Use REST Service - Person Benefit Balances Read Only
- Use REST Service - Person Benefit Groups
- Use REST Service - Person Benefit Groups Read Only
- Use REST Service - Person Identifiers for External Applications
- Use REST Service - Person Identifiers for External Applications Read Only
- Use REST Service - Person Notes
- Use REST Service - Person Notes Read Only
- Use REST Service - Personal Payment Methods

- Use REST Service - Personal Payment Methods Read Only
- Use REST Service - Position Searches
- Use REST Service - Public Workers Read Only
- Use REST Service - Questionnaire Participants
- Use REST Service - Questionnaire Participants Read Only
- Use REST Service - Retroactive Payment Recovery
- Use REST Service - Retroactive Payment Recovery Read Only
- Use REST Service - Salaries
- Use REST Service - Salaries Read Only
- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - Succession Org Chart Read Only
- Use REST Service - Supervisory Hierarchy Read Only
- Use REST Service - Talent Person Profiles
- Use REST Service - Talent Person Profiles Read Only
- Use REST Service - Talent Person Public Skill Activities Read Only
- Use REST Service - Talent Person Public Skills Read Only
- Use REST Service - Talent Profile Comparisons Read Only
- Use REST Service - Talent Ratings
- Use REST Service - Talent Ratings Read Only
- Use REST Service - Talent Skill Assignments
- Use REST Service - Talent Skill Assignments Read Only
- Use REST Service - Talent Worker Check-Ins
- Use REST Service - Talent Worker Check-Ins Read Only
- Use REST Service - Talent Worker Check-Ins by HR
- Use REST Service - Time Card Entry Details Read Only
- Use REST Service - Time Card Searches
- Use REST Service - Time Cards
- Use REST Service - Time Record Events
- Use REST Service - Time Record Events Read Only
- Use REST Service - Time Record Groups Read Only
- Use REST Service - Time Records Read Only
- Use REST Service - User Accounts
- Use REST Service - User Accounts Read Only
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Worker Availability Read Only
- Use REST Service - Worker Bank Accounts
- Use REST Service - Worker Bank Accounts Read Only

- Use REST Service - Worker Details
- Use REST Service - Worker Details Read Only
- Use REST Service - Worker Employment
 - Use REST Service - HCM Contracts List of Values
 - Use REST Service - Person Reference Data Lists of Values
 - Use REST Service - Workers List of Values
 - Use REST Service - Workforce Structure List of Values
- Use REST Service - Worker Employment Read Only
- Use REST Service - Worker Journeys
- Use REST Service - Worker Journeys Read Only
- Use REST Service - Worker PII
 - Use REST Service - HCM Countries List of Values
- Use REST Service - Worker PII Read Only
- Use REST Service - Worker Sensitive Details
 - Use REST Service - HCM Countries List of Values
- Use REST Service - Worker Sensitive Details Read Only
- Use REST Service - Workforce Structures
- Use REST Service - Workforce Structures Read Only
- Use REST Service - Year-End Documents Read Only
- Use REST Service - eLearning Content
- Use REST Service - eLearning Content Read Only
- View Salary Data Only

Duties

This table lists the duties assigned directly and indirectly to the Human Capital Management Integration Specialist job role.

| Duty Role | Description |
|---|--|
| Download data from Human Capital Management file based Export | Allows to download data file exported from human capital management. |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |
| HCM Data Load | Manages the import and load of HCM Data into Oracle Fusion applications. |
| Trading Community Data Security Policies for HCM | Contains data security policies that allow HCM roles to access Trading Community organizations, people and relationships |

| Duty Role | Description |
|---|---|
| Upload data for Human Capital Management file based Import | Allows to upload data file to import human capital management data. |
| Use REST Service - Check-In Documents | Allows the user to call the GET, POST, PATCH and DELETE methods associated with the Check-In Documents REST service. |
| Use REST Service - Check-In Documents Read Only | Allows the user to call the GET method associated with the Check-In Documents REST service. |
| Use REST Service - Contacts | Allows the user to call all methods associated with the Contacts REST Service to manage contact information. |
| Use REST Service - Contacts Read Only | Allows the user to call the GET method associated with the Contacts REST Service to view contact information. |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. |
| Use REST Service - Job Applications Read Only | Allows the user to call the GET method associated with the Recruiting job applications REST Service. |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. |
| Use REST Service - Job Offers Read Only | Allows the user to call the GET method associated with the Recruiting job offers REST Service. |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. |
| Use REST Service - Job Requisitions Read Only | Allows the user to call the GET method associated with the Recruiting job requisitions REST Service. |
| Use REST Service - Person Identifiers for External Applications | Allows the user to call all methods associated with the Workers REST Service to manage person identifiers for external applications. |
| Use REST Service - Person Identifiers for External Applications Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage person identifiers for external applications. |
| Use REST Service - User Accounts | Allows the user to call all methods associated with the UserAccounts REST Service. |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. |
| Use REST Service - Worker Details | Allows the user to call all methods associated with the Workers REST Service to manage worker personal information. |

| Duty Role | Description |
|---|--|
| Use REST Service - Worker Details Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage worker personal information. |
| Use REST Service - Worker Employment | Allows the user to call all methods associated with the Workers REST Service to manage employment information for workers. |
| Use REST Service - Worker Employment Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage employment information for workers. |
| Use REST Service - Worker PII | Allows the user to call all methods associated with the Workers REST Service to manage worker PII information. |
| Use REST Service - Worker PII Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage worker PII information. |
| Use REST Service - Worker Sensitive Details | Allows the user to call all methods associated with the Workers REST Service to manage worker sensitive personal information. |
| Use REST Service - Worker Sensitive Details Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage worker sensitive personal information. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View External Candidate Sensitive Information | View the job application external candidate sensitive information data. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Human Capital Management Integration Specialist job role.

| Aggregate Privilege | Description |
|---|---|
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Correct Worker Salary | Allows correction of a worker's salary on responsive pages. |
| Delete Worker Latest Salary | Allows deletion of a worker's latest salary on responsive pages. |
| HCM Spreadsheet Data Loader Data Set Administration | Allows access to all active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. Also allows access to all data sets. |

| Aggregate Privilege | Description |
|--|---|
| HCM Spreadsheet Data Loader Template Administration | Allows access to create and maintain all spreadsheet templates for all business objects |
| Load All Business Objects using HCM Data Loader | Allows load of all unrestricted HCM business objects. |
| Load All Data Sets using Data Load Data Sets REST Service | Allows the user to load all data sets using the Data Load Data Sets REST service.. |
| Load Data using HCM Data Loader | Allows load of HCM business object data. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Manage HCM Data Loader Business Object Access | Allows access to HCM data loader business objects to be controlled. |
| Manage HCM Spreadsheet Data Loader Business Object Access | Allows access to HCM spreadsheet data loader business objects to be controlled. |
| Manage HCM Spreadsheet Data Loader Templates | Allows access to create and maintain spreadsheet templates used to generate spreadsheets for bulk data loading. |
| Use REST Service - Absence Agreements List of Values | Allows users to call the GET method associated with the Absence Agreements REST service. |
| Use REST Service - Absences | Allows users to call all methods associated with the Absences REST service. |
| Use REST Service - Absences Read Only | Allows users to call the GET method with the Absences REST service. |
| Use REST Service - Activity Allocation Transfer Statuses | Allows users to call the POST method to update the transfer status of an activity allocation with the activity allocation transfer statuses REST service. |
| Use REST Service - Activity Allocation Transfer Statuses Read Only | Allows users to call the GET method on activity allocation transfer statuses with the activity allocation transfer statuses REST service. |
| Use REST Service - Activity Allocations | Allows users to call the PATCH and DELETE methods to update or delete activity allocation entries with the activity allocation REST service. |
| Use REST Service - Activity Allocations Read Only | Allows users to call the GET method on activity allocation entries with the activity allocation REST service. |
| Use REST Service - Allocated Checklists | Allows the user to call all methods associated with the Allocated Checklists REST Service. |
| Use REST Service - Allocated Checklists Read Only | Allows the user to call the GET method associated with the Allocated Checklists REST Service. |

| Aggregate Privilege | Description |
|---|--|
| | |
| Use REST Service - Areas of Responsibility | Allows the user to call all methods associated with the Areas of Responsibility REST Service. |
| Use REST Service - Areas of Responsibility Read Only | Allows the user to call the GET method associated with the Areas of Responsibility REST Service. |
| Use REST Service - Availability Patterns | Allows users to call all methods associated with the availability patterns REST service. |
| Use REST Service - Availability Patterns Read Only | Allows users to call the GET method associated with the availability patterns REST service. |
| Use REST Service - Benefit Enrollment Opportunities Read Only | Allows users to call the GET method associated with the Benefit Enrollment Opportunities REST Service. |
| Use REST Service - Benefit Enrollments Read Only | Allows users to call the GET method associated with the Benefit Enrollments REST Service. |
| Use REST Service - Benefit Person Information | Allows users to call all methods associated with the benefit person information REST service. |
| Use REST Service - Benefit Person Information Read Only | Allows users to call the GET method associated with the benefit person information REST service. |
| Use REST Service - Benefit Relations List of Values | Allows users to call the GET method associated with the benefit relations list of values REST service. |
| Use REST Service - Candidates | Allows the user to call all methods associated with the Recruiting candidates REST Service. |
| Use REST Service - Candidates Read Only | Allows the user to call the GET method associated with the Recruiting candidates REST Service. |
| Use REST Service - Data Load Data Sets | Allows the user to load their own data sets and data sets for templates that have been granted to their roles with view all data sets access using the Data Load Data Sets REST Service. |
| Use REST Service - Department Hierarchies Read Only | Allows the user to call the GET method associated with the Department Hierarchies REST Service. |
| Use REST Service - Department Searches V2 | Allows the user to search for departments using the departmentSearchesV2 REST API. |
| Use REST Service - Development Goals Read Only | Allows users to call GET and describe methods with the Development Goals REST service. |
| Use REST Service - Document Delivery Preferences | Allows the user to call all methods associated with the Document Delivery Preferences REST Service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Document Delivery Preferences Read Only | Allows the user to call the GET method associated with the Document Delivery Preferences REST Service. |
| Use REST Service - Document Records | Allows the user to call all methods associated with the Document Records REST Service. |
| Use REST Service - Document Records Read Only | Allows the user to call the GET method associated with the Document Records REST Service. |
| Use REST Service - Element Entries | Allows the user to call all methods associated with the Element Entries REST Service. |
| Use REST Service - Element Entries Read Only | Allows users to call the GET method associated with the Element Entries REST Service. |
| Use REST Service - Eligibility Object Results for Benefits | Allows users to call all methods associated with the eligibility object results REST service for eligibility results with an eligibility object type of BENEFITS. |
| Use REST Service - Eligibility Object Results for Benefits Read Only | Allows users to call the GET method associated with the eligibility object results REST service for eligibility results with an eligibility object type of BENEFITS. |
| Use REST Service - Eligibility Object Results for Employee Communications | Allows users to call all methods associated with the eligibility object results REST service for eligibility results with an eligibility object type of EmployeeCommunications. |
| Use REST Service - Eligibility Object Results for Employee Communications Read Only | Allows users to call the GET method associated with the eligibility object results REST service for eligibility results with an eligibility object type of EmployeeCommunications. |
| Use REST Service - Eligibility Object Results for Goals | Allows users to call all methods associated with the eligibility object results REST service for eligibility results with an eligibility object type of GOAL. |
| Use REST Service - Eligibility Object Results for Goals Read Only | Allows users to call the GET method associated with the eligibility object results REST service for eligibility results with an eligibility object type of GOAL. |
| Use REST Service - Eligibility Object Results for Performance | Allows users to call all methods associated with the eligibility object results REST service for eligibility results with an eligibility object type of HRA. |
| Use REST Service - Eligibility Object Results for Performance Read Only | Allows users to call the GET method associated with the eligibility object results REST service for eligibility results with an eligibility object type of HRA. |
| Use REST Service - Eligibility Object Results for Personal Brand | Allows users to call all methods associated with the eligibility object results REST service for eligibility results with an eligibility object type of HWR. |
| Use REST Service - Eligibility Object Results for Personal Brand Read Only | Allows users to call the GET method associated with the eligibility object results REST service for eligibility results with an eligibility object type of HWR. |
| Use REST Service - Eligibility Object Results for Schedules | Allows users to call all methods associated with the eligibility object results REST service for eligibility results with an eligibility object type of SCHED. |

| Aggregate Privilege | Description |
|---|---|
| Use REST Service - Eligibility Object Results for Schedules Read Only | Allows users to call the GET method associated with the eligibility object results REST service for eligibility results with an eligibility object type of SCHED. |
| Use REST Service - Eligibility Object Results for Wellness | Allows users to call all methods associated with the eligibility object results REST service for eligibility results with an eligibility object type of EHW. |
| Use REST Service - Eligibility Object Results for Wellness Read Only | Allows users to call the GET method associated with the eligibility object results REST service for eligibility results with an eligibility object type of EHW. |
| Use REST Service - Feedback Requests Read Only | Allows the user to call the GET method associated with the Feedback Requests REST service. |
| Use REST Service - Feedback Requests by Worker or Manager | Allows the user to call the POST method associated with the Feedback Requests REST service. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journey Responses Read Only | Allows the user to call the GET method associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - HCM Channel Messages | Allows the user to call all methods associated with the HCM Channel Messages REST Service. |
| Use REST Service - HCM Channel Messages Read Only | Allows the user to call the GET method associated with the HCM Channel Messages REST Service. |
| Use REST Service - HCM Contracts List of Values | Allows the user to call the GET method associated with the HCM Contracts list of values REST Service. |
| Use REST Service - HCM Countries List of Values | Allows the user to call the GET method associated with the HCM Countries list of values REST Service. |
| Use REST Service - Job Searches | Allows the user to search for HR jobs using the jobSearches REST API. |
| Use REST Service - Journey Allocations | Allows the user to call all methods associated with the Journey Allocations REST Service. |
| Use REST Service - Journey Allocations Read Only | Allows the user to call the GET method associated with the Journey Allocations REST Service. |
| Use REST Service - Journey Categories List of Values | Allows the user to call the GET method associated with the Journey Categories List of Values REST Service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Journey Task Library | Allows the user to call all methods associated with the Journey Task Library REST Service. |
| Use REST Service - Journey Task Library Read Only | Allows the user to call the GET method associated with the Journey Task Library REST Service. |
| Use REST Service - Journeys | Allows the user to call all methods associated with the Journeys REST Service. |
| Use REST Service - Journeys Read Only | Allows the user to call the GET method associated with the Journeys REST Service. |
| Use REST Service - Learner Learning Catalog | Allows the user to call all methods associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Catalog Read Only | Allows the user to call the GET method associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Record | Allows the user to call all methods associated with the Learner Learning Record REST Service. |
| Use REST Service - Learner Learning Record Read Only | Allows the user to call the GET method associated with the Learner Learning Record REST Service. |
| Use REST Service - Learner Learning Tutorial | Allows the user to call all methods associated with the Learner Learning Tutorial REST Service. |
| Use REST Service - Learner Learning Video | Allows the user to call all methods associated with the Learner Learning Video REST Service. |
| Use REST Service - Learning Classroom | Allows the user to call all methods associated with the Learning Classroom REST service |
| Use REST Service - Learning Classroom Read Only | Allows the user to call the GET method associated with the Learning Classroom REST service |
| Use REST Service - Learning Communities | Allows the user to call all methods associated with the Learner Learning Communities REST Service. |
| Use REST Service - Learning Course | Allows the user to call all methods associated with the Learning Course REST service |
| Use REST Service - Learning Course Read Only | Allows the user to call the GET method associated with the Learning Course REST service |
| Use REST Service - Learning Instructor | Allows the user to call all methods associated with the Learning Instructor REST service |
| Use REST Service - Learning Instructor Read Only | Allows the user to call the GET method associated with the Learning Instructor REST service |

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Learning Recommendation | Allows the user to call all methods associated with the Learning Recommendation REST Service. |
| Use REST Service - Learning Recommendation Read Only | Allows the user to call the GET method associated with the Learning Recommendation REST Service. |
| Use REST Service - Learning Recommenders | Allows the user to call all methods associated with the Learning Recommender REST Service. |
| Use REST Service - Learning Recommenders Read Only | Allows the user to call get method associated with the Learning Recommenders REST Service. |
| Use REST Service - Learning Record Searches by Administrator | Allows the user to search learning records as a learning administrator. |
| Use REST Service - Learning Specialization | Allows the user to call all methods associated with the Learning Specialization REST service |
| Use REST Service - Learning Specialization Read Only | Allows the user to call the GET method associated with the Learning Specialization REST service |
| Use REST Service - Learning Virtual Classroom | Allows the user to call all methods associated with the Learning Virtual Classroom REST service |
| Use REST Service - Learning Virtual Classroom Read Only | Allows the user to call the GET method associated with the Learning Virtual Classroom REST service |
| Use REST Service - Location Searches | Allows the user to search for locations using the locationSearches REST API. |
| Use REST Service - Locations | Allows the user to call all methods associated with the Locations REST Service. |
| Use REST Service - Locations Read Only | Allows the user to call the GET method associated with the Locations REST Service. |
| Use REST Service - My Payslips Read Only | Allows users to view their own payslips using the Payslips REST Service. |
| Use REST Service - Payroll Absence Entries | Allows users to call all methods associated with the Payroll Absence Entries REST Service. |
| Use REST Service - Payroll Absence Entries Read Only | Allows users to call the GET method associated with the Payroll Absence Entries REST Service. |
| Use REST Service - Payroll Flow Instances | Allows users to call all methods associated with the Payroll Flow Instances REST Service. |
| Use REST Service - Payroll Flow Instances Read Only | Allows users to call the GET method associated with the Payroll Flow Instances REST Service. |
| Use REST Service - Payroll Flow Patterns | Allows users to call all methods associated with the Payroll Flow Patterns REST Service. |

| Aggregate Privilege | Description |
|---|--|
| | |
| Use REST Service - Payroll Flow Patterns Read Only | Allows users to call the GET method associated with the Payroll Flow Patterns REST Service. |
| Use REST Service - Payroll List of Values | Allows users to call the GET method associated with the Payroll list of values REST Service. |
| Use REST Service - Payroll Reference Data Lists of Values | Allows users to call the GET method associated with the Payroll Reference Data list of values REST Services. |
| Use REST Service - Payroll Relationships | Allows users to call all methods associated with the Payroll Relationships REST Service. |
| Use REST Service - Payroll Relationships Read Only | Allows users to call the GET method associated with the Payroll Relationships REST Service. |
| Use REST Service - Payroll Time Entries | Allows users to call all methods associated with the Payroll Time Entries REST Service. |
| Use REST Service - Payroll Time Entries Read Only | Allows users to call the GET method associated with the Payroll Time Entries REST Service. |
| Use REST Service - Payslips Read Only | Allows users to view workers payslips using the Payslips REST Service. |
| Use REST Service - Performance Evaluations Read Only | Allows the user to call the GET method associated with the Performance Evaluations REST service. |
| Use REST Service - Performance Goals List of Values | Allows the user to call the GET method associated with the Performance Goals List of Values REST Service. |
| Use REST Service - Performance Goals Read Only | Allows the user to call the GET method associated with the Performance Goals REST service. |
| Use REST Service - Person Benefit Balances | Allows users to call all methods associated with the person benefit balances REST service. |
| Use REST Service - Person Benefit Balances Read Only | Allows users to call the GET method associated with the person benefit balances REST service. |
| Use REST Service - Person Benefit Groups | Allows users to call all methods associated with the person benefit groups REST service. |
| Use REST Service - Person Benefit Groups Read Only | Allows users to call the GET method associated with the person benefit groups REST service. |
| Use REST Service - Person Notes | Allows the user to call the GET, DESCRIBE, POST, PATCH and DELETE methods associated with the Person Notes REST service. |
| Use REST Service - Person Notes Read Only | Allows the user to call the GET and DESCRIBE methods associated with the Person Notes REST service. |

| Aggregate Privilege | Description |
|---|---|
| Use REST Service - Person Reference Data Lists of Values | Allows the user to call the GET method associated with the person reference data lists of values REST services. |
| Use REST Service - Personal Payment Methods | Allows the user to call all methods associated with the Personal Payment Methods REST Service. |
| Use REST Service - Personal Payment Methods Read Only | Allows users to call the GET method associated with the Personal Payment Methods REST Service. |
| Use REST Service - Position Searches | Allows the user to call the positionSearches REST service. |
| Use REST Service - Public Workers Read Only | Allows the user to call the GET method associated with the Public Workers REST Service. |
| Use REST Service - Questionnaire Participants | Allows the user to call all the methods associated with the Questionnaire Participants REST Service. |
| Use REST Service - Questionnaire Participants Read Only | Allows the user to call the GET method associated with the Questionnaire Participants REST Service. |
| Use REST Service - Recruiting Lists of Values | Allows the user to call the GET method associated with the Recruiting lists of values REST Services. |
| Use REST Service - Retroactive Payment Recovery | Allows users to call all methods associated with the Retroactive Payment Recovery REST Service. |
| Use REST Service - Retroactive Payment Recovery Read Only | Allows users to call the GET method associated with the Retroactive Payment Recovery REST Service. |
| Use REST Service - Salaries | Allows the user to manage salary with the worker salaries REST Service. |
| Use REST Service - Salaries Read Only | Allows the user to call the GET method associated with the worker salaries REST Service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Succession Org Chart Read Only | Allows the user to call the GET method associated with the Succession Org Chart REST Service. |
| Use REST Service - Supervisory Hierarchy Read Only | Allows users to call the GET method associated with the Supervisory Hierarchy REST Service. |
| Use REST Service - Talent Person Profiles | Allows the user to call all methods associated with the Talent Person Profile REST Service. Areas of interest, areas of expertise, favorite links and tags can be managed using this aggregate privilege. |

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Talent Person Profiles Read Only | Allows the user to call the GET method associated with the Talent Person Profile REST Service. |
| Use REST Service - Talent Person Public Skill Activities Read Only | Allows the user to call the GET method associated with the Public Skill Activities REST Service. |
| Use REST Service - Talent Person Public Skills Read Only | Allows the user to call the GET method associated with the Public Skills REST Service. |
| Use REST Service - Talent Profile Comparisons Read Only | Allows the user to call the GET method associated with the Talent Profile Comparisons REST service. |
| Use REST Service - Talent Ratings | Allows the user to call all methods associated with the Talent Ratings REST Service. |
| Use REST Service - Talent Ratings Read Only | Allows the user to call the GET method associated with the Talent Ratings REST Service. |
| Use REST Service - Talent Skill Assignments | Allows the user to call all methods associated with the Talent Skill Assignments REST Service. |
| Use REST Service - Talent Skill Assignments Read Only | Allows the user to call the GET method associated with the Talent Skill Assignments REST Service. |
| Use REST Service - Talent Worker Check-Ins | Allows users to call all methods with the Talent Worker Check-Ins REST service. |
| Use REST Service - Talent Worker Check-Ins Read Only | Allows users to call GET and describe methods with the Talent Worker Check-Ins REST service. |
| Use REST Service - Talent Worker Check-Ins by HR | Allows users to call all methods with the Talent Worker Check-Ins REST service as an HR user. |
| Use REST Service - Time Card Entry Details Read Only | Lets the person call the Time Card Entry Details REST Service. |
| Use REST Service - Time Card Searches | Lets the person call the Time Card Searches REST Service. |
| Use REST Service - Time Cards | Lets the person call the Time Cards REST Service. |
| Use REST Service - Time Record Events | Allows users to call all methods on time record events associated with the time records REST service. |
| Use REST Service - Time Record Events Read Only | Allows users to call the GET method on time record events associated with the time records REST service. |
| Use REST Service - Time Record Groups Read Only | Allows users to call the GET method on time record groups associated with the time records REST service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Time Records Read Only | Allows users to call the GET method on time records associated with the time records REST service. |
| Use REST Service - User Accounts Read Only | Allows the user to call the GET method associated with the UserAccounts REST Service. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Availability Read Only | Allows users to call the GET method associated with the worker availability REST service. |
| Use REST Service - Worker Journeys | Allows the user to call all methods associated with the Worker Journeys REST Service. |
| Use REST Service - Worker Journeys Read Only | Allows the user to call the GET method associated with the Worker Journeys REST Service. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| Use REST Service - Workforce Structures | Allows users to call all methods associated with the Workforce Structures REST Service. |
| Use REST Service - Workforce Structures Read Only | Allows users to call the GET method associated with the Workforce Structures REST Service. |
| Use REST Service - Year-End Documents Read Only | Allows users to call the GET method associated with the Year-End Documents REST Service. |
| Use REST Service - eLearning Content | Allows the user to call all methods associated with the eLearning Content REST Service. |
| Use REST Service - eLearning Content Read Only | Allows the user to call the GET method associated with the eLearning Content REST Service. |
| View Salary Data Only | Views salary data embedded or used in non-compensation product pages or processes. |

Privileges

This table lists privileges granted to duties of the Human Capital Management Integration Specialist job role.

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |
| HCM Data Load | Manages the import and load of HCM Data into Oracle Fusion applications. | Delete HCM Data Loader Stage Data |
| HCM Data Load | Manages the import and load of HCM Data into Oracle Fusion applications. | Generate HCM Data Loader Templates |
| HCM Data Load | Manages the import and load of HCM Data into Oracle Fusion applications. | Import and Load HCM Data |
| HCM Data Load | Manages the import and load of HCM Data into Oracle Fusion applications. | Manage Data Exchange Work Area |
| HCM Data Load | Manages the import and load of HCM Data into Oracle Fusion applications. | Review Attribute Values of HCM Business Objects in Stage Tables |
| HCM Data Load | Manages the import and load of HCM Data into Oracle Fusion applications. | Review HCM Data Loader Business Objects |
| HCM Data Load | Manages the import and load of HCM Data into Oracle Fusion applications. | Transfer HCM file from UCM and import into stage |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Access Alerts Composer |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Access HCM Common Components |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Access Oracle Taleo Recruiting Cloud Service |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Bypass Check-In Validation Using REST Service |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Compare All Benefit Plans |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Configure HCM Channels |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Configure HCM File Transfers |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Configure Interface |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Create Workers Using REST Service |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Delete HCM Data Loader Data Set Using REST Service |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Delete HCM Data Loader Stage Data |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Delete HCM Spreadsheet Data Loader Data Set Using REST Service |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Delete HCM Spreadsheet Data Loader Stage Data |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities | Delete HCM Stage Data and Files for Coexistence |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| | related to the integration of human capital management information systems. | |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Export Recruiting Data |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Extract HCM Data for Coexistence |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Import Recruiting Data |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Load Batch Data |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Load HCM Data for Coexistence |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Load Payroll Absence Batches |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Load Payroll Benefit Batches |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Load Payroll Time Card Batches |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Manage Atom Feeds |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Manage Configuration of HCM Data Loader |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Manage Data Exchange Work Area |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Manage File Import and Export |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Manage Payroll Integration Setup |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Manage Run Results |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Manage System Searches |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Monitor Batch Load Process |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Process a Predefined Alert |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Purge Alert Processing and Log Entries |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Purge Atom Feeds |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Purge Person Data in Test Environments |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities | Run Batch Load Job Set |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| | related to the integration of human capital management information systems. | |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use Atom Feed - Availability Patterns Workspace |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use Atom Feed - Employees Workspace |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use Atom Feed - Learn Workspace |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use Atom Feed - Worker Journeys Workspace |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use Atom Feed - Workforce Structures Workspace |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Absence Reference Data Lists of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Alert Templates List of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefit Balances List of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefit Batch Parameters |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefit Batch Parameters Read Only |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefit Plan Lists of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefit Plans Comparison List of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefit Plans Comparison Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefits Calculators |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefits Group |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefits Group List of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefits Group Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Benefits Lists of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Department Connections Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Eligibility Objects |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities | Use REST Service - Eligibility Objects Read Only |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| | related to the integration of human capital management information systems. | |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Feedback Templates List of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Feedback Templates Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - HCM Common Lists of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - HCM Surveys List of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Incident Kiosks |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Job Applications Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Learning Administrator Lists of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Location Connections Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Nudge Definitions |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Nudge Definitions Read Only |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Nudge Templates Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Nudges |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Nudges Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Object Snapshots |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Person Notes Visibility Options Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Profile Type Sections List of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Questionnaire Instructions Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Questionnaire Lists of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Questionnaire Templates Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Questionnaires |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities | Use REST Service - Questionnaires Read Only |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| | related to the integration of human capital management information systems. | |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Questions |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Questions Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Review Periods List of Values |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Saved Searches |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Security Certificates |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Self Details Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Talent Check-In Templates Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Talent Model Profiles |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Talent Model Profiles Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Talent Profile Types Read Only |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Talent Skill Settings |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Talent Skill Settings Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Tasks Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Time Layout Sets Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Web Clock Events |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Wellness Connector Push |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Worker Journey Tasks |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Worker Journey Tasks Read Only |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | Use REST Service - Worker List Searches |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems. | View Absence Balances as Administrator |
| Human Capital Management Integration Specialist | Individual responsible for planning, coordinating, and supervising all activities | View Bank Branch |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| | related to the integration of human capital management information systems. | |
| Use REST Service - Check-In Documents | Allows the user to call the GET, POST, PATCH and DELETE methods associated with the Check-In Documents REST service. | Use REST Service - Check-In Documents |
| Use REST Service - Check-In Documents Read Only | Allows the user to call the GET method associated with the Check-In Documents REST service. | Use REST Service - Check-In Documents Read Only |
| Use REST Service - Contacts | Allows the user to call all methods associated with the Contacts REST Service to manage contact information. | Use REST Service - Contacts |
| Use REST Service - Contacts Read Only | Allows the user to call the GET method associated with the Contacts REST Service to view contact information. | Use REST Service - Contacts Read Only |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Add Candidate to Job Requisition |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Confirm Candidate Job Application and Talent Community Subscription |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Delete Candidate Job Application |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Delete Completed Job Requisition Questionnaire |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Interact with Candidate |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Move Candidate Job Applications |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Move Candidate Job Applications Ignoring Constraints |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Perform Candidate Duplicate Check and Merge |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Update Referral Additional Information |
| Use REST Service - Job Applications | Allows the user to call all methods associated with the Recruiting job applications REST Service. | Use REST Service - Job Applications |
| Use REST Service - Job Applications Read Only | Allows the user to call the GET method associated with the Recruiting job applications REST Service. | Use REST Service - Job Applications Read Only |
| Use REST Service - Job Applications Read Only | Allows the user to call the GET method associated with the Recruiting job applications REST Service. | View Completed Job Requisition Questionnaire |
| Use REST Service - Job Applications Read Only | Allows the user to call the GET method associated with the Recruiting job applications REST Service. | View Confidential Questionnaire Responses |
| Use REST Service - Job Applications Read Only | Allows the user to call the GET method associated with the Recruiting job applications REST Service. | View Employment Screening Results |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. | Communicate Job Offer |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. | Communicate Job Offer Ignoring Number of Openings |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. | Initiate Job Offer |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. | Move Candidate Job Applications |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. | Move Candidate Job Applications Ignoring Constraints |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. | Use REST Service - Individual Compensation Lists of Values |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. | Use REST Service - Job Offers |
| Use REST Service - Job Offers | Allows the user to call all methods associated with the Recruiting job offers REST Service. | Use REST Service - Salary Bases List of Values |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| Use REST Service - Job Offers Read Only | Allows the user to call the GET method associated with the Recruiting job offers REST Service. | Use REST Service - Job Offers Read Only |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Initiate Job Requisition Using Blank Requisition |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Initiate Job Requisition Using Existing Requisition |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Initiate Job Requisition Using Job |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Initiate Job Requisition Using Position |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Initiate Job Requisition Using Template |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Initiate Pipeline Job Requisition |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Manage Job Requisition Interview Schedule |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Manage Job Requisition Interview Schedule Before Job Formatting Phase |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Manage Job Requisition Questionnaire Request |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Manage Job Requisition Screening |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Post Job Requisition to Company Career Site |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Post Job Requisition to Job Distributor's Portal |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Update Job Requisition After Draft Phase |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Update Job Requisition Posting Locations |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Use REST Service - Job Requisitions |
| Use REST Service - Job Requisitions | Allows the user to call all methods associated with the Recruiting job requisitions REST Service. | Use REST Service - Questionnaire Lists of Values |
| Use REST Service - Job Requisitions Read Only | Allows the user to call the GET method associated with the Recruiting job requisitions REST Service. | Use REST Service - Job Requisitions Read Only |
| Use REST Service - Job Requisitions Read Only | Allows the user to call the GET method associated with the Recruiting job requisitions REST Service. | View Recommended Candidates |
| Use REST Service - Person Identifiers for External Applications | Allows the user to call all methods associated with the Workers REST Service to manage person identifiers for external applications. | Use REST Service - Workers |
| Use REST Service - Person Identifiers for External Applications Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage person identifiers for external applications. | Use REST Service - Workers Read Only |
| Use REST Service - User Accounts | Allows the user to call all methods associated with the UserAccounts REST Service. | Apply HCM Role Provisioning Rules |
| Use REST Service - User Accounts | Allows the user to call all methods associated with the UserAccounts REST Service. | Reset Password |
| Use REST Service - User Accounts | Allows the user to call all methods associated with the UserAccounts REST Service. | Use REST Service - User Accounts |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage External Payee Payment Details |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Payment Instrument Assignment |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Third Party Bank Account |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account Assignment |
| Use REST Service - Worker Details | Allows the user to call all methods associated with the Workers REST Service to manage worker personal information. | Use REST Service - Workers |
| Use REST Service - Worker Details Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage worker personal information. | Use REST Service - Workers Read Only |
| Use REST Service - Worker Employment | Allows the user to call all methods associated with the Workers REST Service to manage employment information for workers. | Use REST Service - Collective Agreements List of Values |
| Use REST Service - Worker Employment | Allows the user to call all methods associated with the Workers REST Service to manage employment information for workers. | Use REST Service - Workers |
| Use REST Service - Worker Employment Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage employment information for workers. | Use REST Service - Workers Read Only |
| Use REST Service - Worker PII | Allows the user to call all methods associated with the Workers REST Service to manage worker PII information. | Use REST Service - Workers |
| Use REST Service - Worker PII Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage worker PII information. | Use REST Service - Workers Read Only |
| Use REST Service - Worker Sensitive Details | Allows the user to call all methods associated with the Workers REST Service to manage worker sensitive personal information. | Use REST Service - Workers |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Use REST Service - Worker Sensitive Details Read Only | Allows the user to call the GET method associated with the Workers REST Service to manage worker sensitive personal information. | Use REST Service - Workers Read Only |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| View External Candidate Sensitive Information | View the job application external candidate sensitive information data. | View External Candidate Sensitive Information |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Human Capital Management Integration Specialist job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|---|---|
| Activity Allocation | A Human Capital Management Integration Specialist can manage activity allocation for persons in their person security profile | Role: Use REST Service - Activity Allocations Privilege: Manage Activity Allocation (Data) Resource: Activity Allocation |
| Activity Allocation | A Human Capital Management Integration Specialist can manage activity allocation transfer status for persons in their person security profile | Role: Use REST Service - Activity Allocation Transfer Statuses Privilege: Manage Activity Allocation Transfer Status (Data) Resource: Activity Allocation |
| Activity Allocation | A Human Capital Management Integration Specialist can view activity allocation for persons in their person security profile | Role: Use REST Service - Activity Allocations Privilege: View Activity Allocation (Data) Resource: Activity Allocation |
| Activity Allocation | A Human Capital Management Integration Specialist can view activity allocation for persons in their person security profile | Role: Use REST Service - Activity Allocations Read Only Privilege: View Activity Allocation (Data) Resource: Activity Allocation |
| Activity Allocation | A Human Capital Management Integration Specialist can view activity allocation transfer | Role: Use REST Service - Activity Allocation Transfer Statuses |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| | status for persons in their person security profile | Privilege: View Activity Allocation Transfer Status (Data) Resource: Activity Allocation |
| Activity Allocation | A Human Capital Management Integration Specialist can view activity allocation transfer status for persons in their person security profile | Role: Use REST Service - Activity Allocation Transfer Statuses Read Only Privilege: View Activity Allocation Transfer Status (Data) Resource: Activity Allocation |
| Application Objects | A Human Capital Management Integration Specialist can manage application objects for the hcm business object application object | Role: Manage HCM Data Loader Business Object Access Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Application Objects | A Human Capital Management Integration Specialist can manage application objects for the hcm business object application object | Role: Manage HCM Spreadsheet Data Loader Business Object Access Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Application Objects | A Human Capital Management Integration Specialist can manage application objects for the hcm spreadsheet template and hcm spreadsheet loader data set application objects | Role: Manage HCM Spreadsheet Data Loader Templates Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Application Reference Territory | A Human Capital Management Integration Specialist can choose application reference territory for all application reference territories in the enterprise | Role: Human Capital Management Integration Specialist Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Human Capital Management Integration Specialist can choose application reference territory for countries in their country security profile | Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Assignment Grade | A Human Capital Management Integration Specialist can choose assignment grade for all grades in the enterprise | Role: Human Capital Management Integration Specialist Privilege: Choose Assignment Grade (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|--|---|
| | | Resource: Assignment Grade |
| Assignment Grade | A Human Capital Management Integration Specialist can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Capital Management Integration Specialist can manage assignment grade for all grades in the enterprise | Role: Human Capital Management Integration Specialist Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Responsibility | A Human Capital Management Integration Specialist can manage areas of responsibility by person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Areas of Responsibility Privilege: Manage Areas of Responsibility by Person (Data) Resource: Assignment Responsibility |
| Assignment Responsibility | A Human Capital Management Integration Specialist can view areas of responsibility by person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Areas of Responsibility Privilege: View Areas of Responsibility by Person (Data) Resource: Assignment Responsibility |
| Assignment Responsibility | A Human Capital Management Integration Specialist can view areas of responsibility by person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Areas of Responsibility Read Only Privilege: View Areas of Responsibility by Person (Data) Resource: Assignment Responsibility |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can manage eligibility object results for benefits for persons and assignments in their person and assignment security profile and eligibility object type of benefits | Role: Use REST Service - Eligibility Object Results for Benefits Privilege: Manage Eligibility Object Results for Benefits (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can manage eligibility object results for employee communications for persons and assignments in their person and assignment security profile and eligibility object type employeecommunicates | Role: Use REST Service - Eligibility Object Results for Employee Communications Privilege: Manage Eligibility Object Results for Employee Communications (Data) Resource: Benefit Eligible Result |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| Benefit Eligible Result | A Human Capital Management Integration Specialist can manage eligibility object results for goals for persons and assignments in their person and assignment security profile and eligibility object type of goal | Role: Use REST Service - Eligibility Object Results for Goals Privilege: Manage Eligibility Object Results for Goals (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can manage eligibility object results for performance for persons and assignments in their person and assignment security profile and eligibility object type of hra | Role: Use REST Service - Eligibility Object Results for Performance Privilege: Manage Eligibility Object Results for Performance (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can manage eligibility object results for personal brand for persons and assignments in their person and assignment security profile and eligibility object type of hwr | Role: Use REST Service - Eligibility Object Results for Personal Brand Privilege: Manage Eligibility Object Results for Personal Brand (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can manage eligibility object results for schedules for persons and assignments in their person and assignment security profile and eligibility object type of sched | Role: Use REST Service - Eligibility Object Results for Schedules Privilege: Manage Eligibility Object Results for Schedules (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can manage eligibility object results for wellness for persons and assignments in their person and assignment security profile and eligibility object type of ehw | Role: Use REST Service - Eligibility Object Results for Wellness Privilege: Manage Eligibility Object Results for Wellness (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for benefits for persons and assignments in their person and assignment security profile and eligibility object type of benefits | Role: Use REST Service - Eligibility Object Results for Benefits Privilege: View Eligibility Object Results for Benefits (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for benefits for persons and assignments in their person and assignment security profile and eligibility object type of benefits | Role: Use REST Service - Eligibility Object Results for Benefits Read Only Privilege: View Eligibility Object Results for Benefits (Data) Resource: Benefit Eligible Result |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for employee communications for persons and assignments in their person and assignment security profile and eligibility object type employeecommunicates | Role: Use REST Service - Eligibility Object Results for Employee Communications Privilege: View Eligibility Object Results for Employee Communications (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for employee communications for persons and assignments in their person and assignment security profile and eligibility object type employeecommunicates | Role: Use REST Service - Eligibility Object Results for Employee Communications Read Only Privilege: View Eligibility Object Results for Employee Communications (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for goals for persons and assignments in their person and assignment security profile and eligibility object type of goal | Role: Use REST Service - Eligibility Object Results for Goals Privilege: View Eligibility Object Results for Goals (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for goals for persons and assignments in their person and assignment security profile and eligibility object type of goal | Role: Use REST Service - Eligibility Object Results for Goals Read Only Privilege: View Eligibility Object Results for Goals (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for performance for persons and assignments in their person and assignment security profile and eligibility object type of hra | Role: Use REST Service - Eligibility Object Results for Performance Privilege: View Eligibility Object Results for Performance (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for performance for persons and assignments in their person and assignment security profile and eligibility object type of hra | Role: Use REST Service - Eligibility Object Results for Performance Read Only Privilege: View Eligibility Object Results for Performance (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for personal brand for persons and assignments in their person and assignment security profile and eligibility object type of hwr | Role: Use REST Service - Eligibility Object Results for Personal Brand Privilege: View Eligibility Object Results for Personal Brand (Data) Resource: Benefit Eligible Result |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|---|---|
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for personal brand for persons and assignments in their person and assignment security profile and eligibility object type of hwr | Role: Use REST Service - Eligibility Object Results for Personal Brand Read Only Privilege: View Eligibility Object Results for Personal Brand (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for schedules for persons and assignments in their person and assignment security profile and eligibility object type of sched | Role: Use REST Service - Eligibility Object Results for Schedules Privilege: View Eligibility Object Results for Schedules (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for schedules for persons and assignments in their person and assignment security profile and eligibility object type of sched | Role: Use REST Service - Eligibility Object Results for Schedules Read Only Privilege: View Eligibility Object Results for Schedules (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for wellness for persons and assignments in their person and assignment security profile and eligibility object type of ehw | Role: Use REST Service - Eligibility Object Results for Wellness Privilege: View Eligibility Object Results for Wellness (Data) Resource: Benefit Eligible Result |
| Benefit Eligible Result | A Human Capital Management Integration Specialist can view eligibility object results for wellness for persons and assignments in their person and assignment security profile and eligibility object type of ehw | Role: Use REST Service - Eligibility Object Results for Wellness Read Only Privilege: View Eligibility Object Results for Wellness (Data) Resource: Benefit Eligible Result |
| Benefit Participant Enrollment Result | A Human Capital Management Integration Specialist can review benefit participant enrollment result for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Enrollments Read Only Privilege: Review Benefit Participant Enrollment Result (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Person Benefit Group | A Human Capital Management Integration Specialist can manage benefit person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: Manage Benefit Person Benefit Group (Data) Resource: Benefit Person Benefit Group |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| Benefit Person Benefit Group | A Human Capital Management Integration Specialist can view person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Privilege: View Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Benefit Group | A Human Capital Management Integration Specialist can view person benefit group for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Groups Read Only Privilege: View Person Benefit Group (Data) Resource: Benefit Person Benefit Group |
| Benefit Person Habit | A Human Capital Management Integration Specialist can manage benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Privilege: Manage Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Human Capital Management Integration Specialist can view benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Habit | A Human Capital Management Integration Specialist can view benefit person info for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Person Information Read Only Privilege: View Benefit Person Info (Data) Resource: Benefit Person Habit |
| Benefit Person Life Event | A Human Capital Management Integration Specialist can review benefit enrollment opportunities for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Enrollment Opportunities Read Only Privilege: Review Benefit Enrollment Opportunities (Data) Resource: Benefit Person Life Event |
| Benefit Relation | A Human Capital Management Integration Specialist can choose benefit relation for people and assignments in their person and assignment security profile | Role: Use REST Service - Benefit Relations List of Values Privilege: Choose Benefit Relation (Data) Resource: Benefit Relation |
| Business Unit | A Human Capital Management Integration Specialist can choose business unit for business units in their organization security profile | Role: Human Capital Management Integration Specialist Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Business Unit | A Human Capital Management Integration Specialist can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Candidate | A Human Capital Management Integration Specialist can manage candidate for candidates in their candidate security profile | Role: Use REST Service - Candidates Privilege: Manage Candidate (Data) Resource: Candidate |
| Candidate | A Human Capital Management Integration Specialist can view candidate for candidates in their candidate security profile | Role: Use REST Service - Candidates Privilege: View Candidate (Data) Resource: Candidate |
| Candidate | A Human Capital Management Integration Specialist can view candidate for candidates in their candidate security profile | Role: Use REST Service - Candidates Read Only Privilege: View Candidate (Data) Resource: Candidate |
| Candidate Pool | A Human Capital Management Integration Specialist can choose candidate pool for candidate pools for which they are owner | Role: Use REST Service - Recruiting Lists of Values Privilege: Choose Candidate Pool (Data) Resource: Candidate Pool |
| Check In Document | A Human Capital Management Integration Specialist can create check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Privilege: Create Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Capital Management Integration Specialist can create check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins by HR Privilege: Create Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Capital Management Integration Specialist can edit check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins by HR Privilege: Edit Check-In Document (Data) Resource: Check In Document |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|---|---|
| Check In Document | A Human Capital Management Integration Specialist can manage check-in document for people in their person and assignment security profile | Role: Use REST Service - Check-In Documents Privilege: Manage Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Capital Management Integration Specialist can view check-in document for people in their person and assignment security profile | Role: Use REST Service - Check-In Documents Privilege: View Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Capital Management Integration Specialist can view check-in document for people in their person and assignment security profile | Role: Use REST Service - Check-In Documents Read Only Privilege: View Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Capital Management Integration Specialist can view check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Privilege: View Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Capital Management Integration Specialist can view check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Read Only Privilege: View Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Capital Management Integration Specialist can view check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins by HR Privilege: View Check-In Document (Data) Resource: Check In Document |
| Checklist Role Maps | A Human Capital Management Integration Specialist can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Capital Management Integration Specialist can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Read Only Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|--|
| Checklist Role Maps | A Human Capital Management Integration Specialist can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Capital Management Integration Specialist can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Read Only Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Department | A Human Capital Management Integration Specialist can choose department for departments in their organization security profile | Role: Human Capital Management Integration Specialist Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Capital Management Integration Specialist can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Capital Management Integration Specialist can view department for departments in their organization security profile | Role: Use REST Service - Department Searches V2 Privilege: View Department (Data) Resource: Department |
| General Survey Questionnaire Participants | A Human Capital Management Integration Specialist can respond to questionnaire for persons and assignments in their person and assignment security profile | Role: Use REST Service - Questionnaire Participants Privilege: Respond to Questionnaire (Data) Resource: General Survey Questionnaire Participants |
| General Survey Questionnaire Participants | A Human Capital Management Integration Specialist can view questionnaire responses for persons and assignments in their person and assignment security profile | Role: Use REST Service - Questionnaire Participants Privilege: View Questionnaire Responses (Data) Resource: General Survey Questionnaire Participants |
| General Survey Questionnaire Participants | A Human Capital Management Integration Specialist can view questionnaire responses for persons and assignments in their person and assignment security profile | Role: Use REST Service - Questionnaire Participants Read Only Privilege: View Questionnaire Responses (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Resource: General Survey Questionnaire Participants |
| Guided Journey Response | A Human Capital Management Integration Specialist can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Human Capital Management Integration Specialist can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Human Capital Management Integration Specialist can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Read Only Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Business Object | A Human Capital Management Integration Specialist can choose hcm spreadsheet loader business object for all business objects | Role: HCM Spreadsheet Data Loader Template Administration Privilege: Choose HCM Spreadsheet Loader Business Object (Data) Resource: HCM Business Object |
| HCM Business Object | A Human Capital Management Integration Specialist can choose hcm spreadsheet loader business object for all business objects if one of their roles has been granted access to all business objects | Role: Manage HCM Spreadsheet Data Loader Templates Privilege: Choose HCM Spreadsheet Loader Business Object (Data) Resource: HCM Business Object |
| HCM Business Object | A Human Capital Management Integration Specialist can choose hcm spreadsheet loader business object for all business objects in product areas that have been granted to their roles | Role: Manage HCM Spreadsheet Data Loader Templates Privilege: Choose HCM Spreadsheet Loader Business Object (Data) Resource: HCM Business Object |
| HCM Business Object | A Human Capital Management Integration Specialist can choose hcm spreadsheet loader business object for business objects that have been granted to their roles | Role: Manage HCM Spreadsheet Data Loader Templates Privilege: Choose HCM Spreadsheet Loader Business Object (Data) Resource: HCM Business Object |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|---|
| HCM Business Object | A Human Capital Management Integration Specialist can load data using hcm data loader for all business objects | Role: Load All Business Objects using HCM Data Loader Privilege: Load Data using HCM Data Loader (Data) Resource: HCM Business Object |
| HCM Business Object | A Human Capital Management Integration Specialist can load data using hcm data loader for all business objects | Role: Load All Data Sets using Data Load Data Sets REST Service Privilege: Load Data using HCM Data Loader (Data) Resource: HCM Business Object |
| HCM Business Object | A Human Capital Management Integration Specialist can load data using hcm data loader for business objects that have been granted to their roles | Role: Load Data using HCM Data Loader Privilege: Load Data using HCM Data Loader (Data) Resource: HCM Business Object |
| HCM Business Object | A Human Capital Management Integration Specialist can load data using hcm data loader for business objects that have been granted to their roles | Role: Use REST Service - Data Load Data Sets Privilege: Load Data using HCM Data Loader (Data) Resource: HCM Business Object |
| HCM Business Object | A Human Capital Management Integration Specialist can load data using hcm data loader for the exampleobject business objects | Role: HCM Data Load Privilege: Load Data using HCM Data Loader (Data) Resource: HCM Business Object |
| HCM Channel Messages | A Human Capital Management Integration Specialist can manage hcm channel messages for persons and assignments in their person and assignment security profile | Role: Use REST Service - HCM Channel Messages Privilege: Manage HCM Channel Messages (Data) Resource: HCM Channel Messages |
| HCM Channel Messages | A Human Capital Management Integration Specialist can view hcm channel messages for persons and assignments in their person and assignment security profile | Role: Use REST Service - HCM Channel Messages Privilege: View HCM Channel Messages (Data) Resource: HCM Channel Messages |
| HCM Channel Messages | A Human Capital Management Integration Specialist can view hcm channel messages for | Role: Use REST Service - HCM Channel Messages Read Only |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|---|--|
| | persons and assignments in their person and assignment security profile | Privilege: View HCM Channel Messages (Data) Resource: HCM Channel Messages |
| HCM Data Loader Data Set | A Human Capital Management Integration Specialist can view hcm data loader data-set for all data sets | Role: Load All Data Sets using Data Load Data Sets REST Service Privilege: View HCM Data Loader Data-Set (Data) Resource: HCM Data Loader Data Set |
| HCM Data Loader Data Set | A Human Capital Management Integration Specialist can view hcm data loader data-set for data sets that i created | Role: Use REST Service - Data Load Data Sets Privilege: View HCM Data Loader Data-Set (Data) Resource: HCM Data Loader Data Set |
| HCM Person Note | A Human Capital Management Integration Specialist can view hcm person note for all types of person notes that they created | Role: Use REST Service - Person Notes Privilege: View HCM Person Note (Data) Resource: HCM Person Note |
| HCM Person Note | A Human Capital Management Integration Specialist can view hcm person note for all types of person notes that they created | Role: Use REST Service - Person Notes Read Only Privilege: View HCM Person Note (Data) Resource: HCM Person Note |
| HCM Person Public Note | A Human Capital Management Integration Specialist can view hcm person public note for public person notes that are about people in their public person security profile | Role: Use REST Service - Person Notes Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Public Note | A Human Capital Management Integration Specialist can view hcm person public note for public person notes that are about people in their public person security profile | Role: Use REST Service - Person Notes Read Only Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Shared Note | A Human Capital Management Integration Specialist can view hcm person shared note for shared person notes that are about people in their person security profile | Role: Use REST Service - Person Notes Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note |
| HCM Person Shared Note | A Human Capital Management Integration Specialist can view hcm person shared note for | Role: Use REST Service - Person Notes Read Only |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| | shared person notes that are about people in their person security profile | Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note |
| HCM Spreadsheet Loader Data Set | A Human Capital Management Integration Specialist can choose hcm spreadsheet loader data-set for all data sets | Role: HCM Spreadsheet Data Loader Data Set Administration Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Human Capital Management Integration Specialist can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Human Capital Management Integration Specialist can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Human Capital Management Integration Specialist can view hcm spreadsheet loader data-set for all data sets | Role: Load All Data Sets using Data Load Data Sets REST Service Privilege: View HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Human Capital Management Integration Specialist can view hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Use REST Service - Data Load Data Sets Privilege: View HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Human Capital Management Integration Specialist can view hcm spreadsheet loader data-set for data sets that i created | Role: Use REST Service - Data Load Data Sets Privilege: View HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Human Capital Management Integration Specialist can manage hcm spreadsheet loader templates for all templates | Role: HCM Spreadsheet Data Loader Template Administration Privilege: Manage HCM Spreadsheet Loader Templates (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|---|---|
| | | Resource: HCM Spreadsheet Template |
| HCM Spreadsheet Template | A Human Capital Management Integration Specialist can manage hcm spreadsheet loader templates for templates that have been granted to their roles with maintain template access | Role: Manage HCM Spreadsheet Data Loader Templates Privilege: Manage HCM Spreadsheet Loader Templates (Data) Resource: HCM Spreadsheet Template |
| HCM Spreadsheet Template | A Human Capital Management Integration Specialist can manage hcm spreadsheet loader templates for the templates that i created which have a draft status | Role: Manage HCM Spreadsheet Data Loader Templates Privilege: Manage HCM Spreadsheet Loader Templates (Data) Resource: HCM Spreadsheet Template |
| HCM Spreadsheet Template | A Human Capital Management Integration Specialist can run hcm spreadsheet loader for all templates | Role: HCM Spreadsheet Data Loader Data Set Administration Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM Spreadsheet Template | A Human Capital Management Integration Specialist can run hcm spreadsheet loader for all templates | Role: Load All Data Sets using Data Load Data Sets REST Service Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM Spreadsheet Template | A Human Capital Management Integration Specialist can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM Spreadsheet Template | A Human Capital Management Integration Specialist can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Use REST Service - Data Load Data Sets Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HR Job | A Human Capital Management Integration Specialist can choose hr job for all jobs in the enterprise | Role: Human Capital Management Integration Specialist Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Capital Management Integration Specialist can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Capital Management Integration Specialist can manage hr job for all jobs in the enterprise | Role: Human Capital Management Integration Specialist Privilege: Manage HR Job (Data) Resource: HR Job |
| HR Job | A Human Capital Management Integration Specialist can view hr job for all jobs in the enterprise | Role: Use REST Service - Job Searches Privilege: View HR Job (Data) Resource: HR Job |
| Job Application | A Human Capital Management Integration Specialist can view candidate job application for all job applications for the job requisitions and job offers i can see | Role: Use REST Service - Job Applications Privilege: View Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Human Capital Management Integration Specialist can view candidate job application for all job applications for the job requisitions and job offers i can see | Role: Use REST Service - Job Applications Read Only Privilege: View Candidate Job Application (Data) Resource: Job Application |
| Job Offer | A Human Capital Management Integration Specialist can update job offer for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Privilege: Update Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can update job offer for job offers seen by my subordinates | Role: Use REST Service - Job Offers Privilege: Update Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can update job offer for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers Privilege: Update Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can update job offer other compensation for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Privilege: Update Job Offer Other Compensation (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can update job offer other compensation for job offers seen by my subordinates | Role: Use REST Service - Job Offers Privilege: Update Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can update job offer other compensation for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers Privilege: Update Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can update job offer salary for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Privilege: Update Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can update job offer salary for job offers seen by my subordinates | Role: Use REST Service - Job Offers Privilege: Update Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can update job offer salary for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers Privilege: Update Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Read Only Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer for job offers seen by my subordinates | Role: Use REST Service - Job Offers Privilege: View Job Offer (Data) Resource: Job Offer |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Job Offer | A Human Capital Management Integration Specialist can view job offer for job offers seen by my subordinates | Role: Use REST Service - Job Offers Read Only Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers Read Only Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer other compensation for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer other compensation for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Read Only Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer other compensation for job offers seen by my subordinates | Role: Use REST Service - Job Offers Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer other compensation for job offers seen by my subordinates | Role: Use REST Service - Job Offers Read Only Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer other compensation for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer other | Role: Use REST Service - Job Offers Read Only |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | compensation for persons and assignments in their person and assignment security profile | Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer salary for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer salary for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers Read Only Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer salary for job offers seen by my subordinates | Role: Use REST Service - Job Offers Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer salary for job offers seen by my subordinates | Role: Use REST Service - Job Offers Read Only Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer salary for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Human Capital Management Integration Specialist can view job offer salary for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers Read Only Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Requisition | A Human Capital Management Integration Specialist can delete job requisition for job requisitions in their job requisition security profile | Role: Use REST Service - Job Requisitions Privilege: Delete Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Human Capital Management Integration Specialist can update job requisition for job requisitions in their job requisition security profile | Role: Use REST Service - Job Requisitions Privilege: Update Job Requisition (Data) Resource: Job Requisition |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Job Requisition | A Human Capital Management Integration Specialist can view job requisition for job requisitions in their job requisition security profile | Role: Use REST Service - Job Requisitions Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Human Capital Management Integration Specialist can view job requisition for job requisitions in their job requisition security profile | Role: Use REST Service - Job Requisitions Read Only Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Human Capital Management Integration Specialist can view job requisition for job requisitions in their job requisition security profile | Role: Use REST Service - Recruiting Lists of Values Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Journey | A Human Capital Management Integration Specialist can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Capital Management Integration Specialist can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Capital Management Integration Specialist can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Capital Management Integration Specialist can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Capital Management Integration Specialist can manage journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Manage Journey (Data) Resource: Journey |
| Journey | A Human Capital Management Integration Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|---|---|
| | | Resource: Journey |
| Journey | A Human Capital Management Integration Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Capital Management Integration Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Allocation | A Human Capital Management Integration Specialist can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Allocations Privilege: View Journey Allocation (Data) Resource: Journey Allocation |
| Journey Allocation | A Human Capital Management Integration Specialist can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Allocations Read Only Privilege: View Journey Allocation (Data) Resource: Journey Allocation |
| Journey Category | A Human Capital Management Integration Specialist can choose journey category for journey categories to which they have been granted access | Role: Use REST Service - Journey Categories List of Values Privilege: Choose Journey Category (Data) Resource: Journey Category |
| Journey Task | A Human Capital Management Integration Specialist can manage journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Privilege: Manage Journey Task Library (Data) Resource: Journey Task |
| Journey Task | A Human Capital Management Integration Specialist can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Privilege: View Journey Task Library (Data) Resource: Journey Task |
| Journey Task | A Human Capital Management Integration Specialist can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Read Only Privilege: View Journey Task Library (Data) Resource: Journey Task |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|--|
| Learning Assignment | A Human Capital Management Integration Specialist can manage recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can manage recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommenders Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can manage required learning for required learning assignments made by me or people in my person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can manage voluntary learning for voluntary learning assignments they have received or have been made by them or people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Read Only Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommenders Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommenders Read Only Privilege: View Recommended Learning (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|---|
| | | Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can view required learning for required learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can view required learning for required learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Read Only Privilege: View Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can view voluntary learning for voluntary learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Human Capital Management Integration Specialist can view voluntary learning for voluntary learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Read Only Privilege: View Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Item | A Human Capital Management Integration Specialist can manage learning communities for self-service communities they created | Role: Use REST Service - Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item |
| Learning Item | A Human Capital Management Integration Specialist can manage learning self-service tutorials for self-service tutorials they created | Role: Use REST Service - Learner Learning Tutorial Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item |
| Learning Item | A Human Capital Management Integration Specialist can manage learning self-service videos for self-service videos they created | Role: Use REST Service - Learner Learning Video Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item |
| Learning Item | A Human Capital Management Integration Specialist can view catalog learning items in | Role: Use REST Service - Learner Learning Catalog |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| | self-service for catalog items visible to them in learning self-service | Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Human Capital Management Integration Specialist can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Human Capital Management Integration Specialist can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | A Human Capital Management Integration Specialist can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Record | A Human Capital Management Integration Specialist can view learning records by administrator for learning records assigned to persons in their person security profile | Role: Use REST Service - Learning Record Searches by Administrator Privilege: View Learning Records by Administrator (Data) Resource: Learning Record |
| Legal Employer | A Human Capital Management Integration Specialist can choose legal employer for legal employers in their organization security profile | Role: Human Capital Management Integration Specialist Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Human Capital Management Integration Specialist can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Human Capital Management Integration Specialist can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Flow Instances Privilege: Choose Legislative Data Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| | | Resource: Legislative Data Group |
| Legislative Data Group | A Human Capital Management Integration Specialist can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Flow Instances Read Only Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Capital Management Integration Specialist can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Flow Patterns Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Capital Management Integration Specialist can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Flow Patterns Read Only Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Capital Management Integration Specialist can choose payroll reference for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group |
| Location | A Human Capital Management Integration Specialist can choose location for all locations in the enterprise | Role: Human Capital Management Integration Specialist Privilege: Choose Location (Data) Resource: Location |
| Location | A Human Capital Management Integration Specialist can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location |
| Location | A Human Capital Management Integration Specialist can manage location for all locations in the enterprise | Role: Human Capital Management Integration Specialist Privilege: Manage Location (Data) Resource: Location |
| Location | A Human Capital Management Integration Specialist can manage location for all locations in the enterprise | Role: Use REST Service - Locations Privilege: Manage Location (Data) Resource: Location |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|---|
| Location | A Human Capital Management Integration Specialist can manage location for all reference data sets in the enterprise | Role: Use REST Service - Locations Privilege: Manage Location (Data) Resource: Location |
| Location | A Human Capital Management Integration Specialist can view location for all locations in the enterprise | Role: Use REST Service - Location Searches Privilege: View Location (Data) Resource: Location |
| Location | A Human Capital Management Integration Specialist can view location for all locations in the enterprise | Role: Use REST Service - Locations Privilege: View Location (Data) Resource: Location |
| Location | A Human Capital Management Integration Specialist can view location for all locations in the enterprise | Role: Use REST Service - Locations Read Only Privilege: View Location (Data) Resource: Location |
| Organization | A Human Capital Management Integration Specialist can choose recruiting organization for organizations in their security profile | Role: Use REST Service - Recruiting Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Payroll Definition | A Human Capital Management Integration Specialist can choose payroll for payrolls in their payroll security profile | Role: Use REST Service - Payroll List of Values Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Element Entry | A Human Capital Management Integration Specialist can access element entries for people and assignments in their person and assignment security profile | Role: Use REST Service - Element Entries Privilege: Access Element Entries (Data) Resource: Payroll Element Entry |
| Payroll Element Entry | A Human Capital Management Integration Specialist can view payroll element entry for people and assignments in their person and assignment security profile | Role: Use REST Service - Element Entries Privilege: View Payroll Element Entry (Data) Resource: Payroll Element Entry |
| Payroll Element Entry | A Human Capital Management Integration Specialist can view payroll element entry for | Role: Use REST Service - Element Entries Read Only |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | people and assignments in their person and assignment security profile | Privilege: View Payroll Element Entry (Data) Resource: Payroll Element Entry |
| Payroll Flow Definition | A Human Capital Management Integration Specialist can view payroll flow for payroll flow patterns in their payroll flow pattern security profile | Role: Use REST Service - Payroll Flow Instances Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Integration Specialist can view payroll flow for payroll flow patterns in their payroll flow pattern security profile | Role: Use REST Service - Payroll Flow Instances Read Only Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Integration Specialist can view payroll flow for payroll flow patterns in their payroll flow pattern security profile | Role: Use REST Service - Payroll Flow Patterns Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Capital Management Integration Specialist can view payroll flow for payroll flow patterns in their payroll flow pattern security profile | Role: Use REST Service - Payroll Flow Patterns Read Only Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Relationship | A Human Capital Management Integration Specialist can access payslip for themselves | Role: Use REST Service - My Payslips Read Only Privilege: Access Payslip (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can access personal payment method for people and assignments in their person and assignment security profile. | Role: Use REST Service - Personal Payment Methods Privilege: Access Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can access personal payment method for people and assignments in their person and assignment security profile. | Role: Use REST Service - Personal Payment Methods Read Only Privilege: Access Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can access worker payslip for | Role: Use REST Service - Payslips Read Only Privilege: Access Worker Payslip (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | people and assignments in their person and assignment security profile. | Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can manage payroll absence entries for people and assignments in their person and assignment security profile | Role: Use REST Service - Payroll Absence Entries Privilege: Manage Payroll Absence Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can manage payroll relationship for people and assignments in their person and assignment security profile. | Role: Use REST Service - Payroll Relationships Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can manage payroll time entries for people and assignments in their person and assignment security profile | Role: Use REST Service - Payroll Time Entries Privilege: Manage Payroll Time Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can manage personal payment method for people and assignments in their person and assignment security profile. | Role: Use REST Service - Personal Payment Methods Privilege: Manage Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can manage retroactive payment recovery for people and assignments in their person and assignment security profile | Role: Use REST Service - Retroactive Payment Recovery Privilege: Manage Retroactive Payment Recovery (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view payroll absence entries for people and assignments in their person and assignment security profile | Role: Use REST Service - Payroll Absence Entries Privilege: View Payroll Absence Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view payroll absence entries for people and assignments in their person and assignment security profile | Role: Use REST Service - Payroll Absence Entries Read Only Privilege: View Payroll Absence Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view payroll relationship for | Role: Use REST Service - Payroll Relationships |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| | people and assignments in their person and assignment security profile. | Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Use REST Service - Payroll Relationships Read Only Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view payroll time entries for people and assignments in their person and assignment security profile | Role: Use REST Service - Payroll Time Entries Privilege: View Payroll Time Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view payroll time entries for people and assignments in their person and assignment security profile | Role: Use REST Service - Payroll Time Entries Read Only Privilege: View Payroll Time Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view retroactive payment recovery for people and assignments in their person and assignment security profile | Role: Use REST Service - Retroactive Payment Recovery Privilege: View Retroactive Payment Recovery (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view retroactive payment recovery for people and assignments in their person and assignment security profile | Role: Use REST Service - Retroactive Payment Recovery Read Only Privilege: View Retroactive Payment Recovery (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Capital Management Integration Specialist can view year-end documents for themselves | Role: Use REST Service - Year-End Documents Read Only Privilege: View Year-End Documents (Data) Resource: Payroll Relationship |
| Payroll Statutory Unit | A Human Capital Management Integration Specialist can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| Performance Document | A Human Capital Management Integration Specialist can view performance summary for people in their person and assignment security profile | Role: Use REST Service - Performance Evaluations Read Only Privilege: View Performance Summary (Data) Resource: Performance Document |
| Performance Feedback Request | A Human Capital Management Integration Specialist can request feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Human Capital Management Integration Specialist can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests Read Only Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Human Capital Management Integration Specialist can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Goal | A Human Capital Management Integration Specialist can view development goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Development Goals Read Only Privilege: View Development Goal (Data) Resource: Performance Goal |
| Performance Goal | A Human Capital Management Integration Specialist can view performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals Read Only Privilege: View Performance Goal (Data) Resource: Performance Goal |
| Person | A Human Capital Management Integration Specialist can choose person for persons and assignments in their person and assignment security profile | Role: Human Capital Management Integration Specialist Privilege: View Person (Data) Resource: Person |
| Person | A Human Capital Management Integration Specialist can manage person for persons and assignments in their person and assignment security profile | Role: Human Capital Management Integration Specialist Privilege: Manage Person (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|---|--|
| Person | A Human Capital Management Integration Specialist can manage person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Privilege: Manage Person (Data) Resource: Person |
| Person | A Human Capital Management Integration Specialist can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Privilege: View Person (Data) Resource: Person |
| Person | A Human Capital Management Integration Specialist can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Read Only Privilege: View Person (Data) Resource: Person |
| Person Absence Agreements | A Human Capital Management Integration Specialist can choose absence agreements for people and assignments in their person and assignment security profile | Role: Use REST Service - Absence Agreements List of Values Privilege: Choose Absence Agreements (Data) Resource: Person Absence Agreements |
| Person Absence Entry | A Human Capital Management Integration Specialist can maintain absence record for people and assignments in their person and assignment security profile | Role: Use REST Service - Absences Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry |
| Person Absence Entry | A Human Capital Management Integration Specialist can maintain absence record for people and assignments in their person and assignment security profile | Role: Use REST Service - Absences Read Only Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry |
| Person Address | A Human Capital Management Integration Specialist can choose person address for persons and assignments in their person and assignment security profile | Role: Human Capital Management Integration Specialist Privilege: View Person Address (Data) Resource: Person Address |
| Person Address | A Human Capital Management Integration Specialist can manage person private address details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: Manage Person Private Address Details (Data) Resource: Person Address |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|--|
| Person Address | A Human Capital Management Integration Specialist can view person address for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: View Person Address (Data) Resource: Person Address |
| Person Address | A Human Capital Management Integration Specialist can view person address for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Read Only Privilege: View Person Address (Data) Resource: Person Address |
| Person Allocated Checklist | A Human Capital Management Integration Specialist can manage person allocated checklist for persons and assignments in their person and assignment security profile | Role: Use REST Service - Allocated Checklists Privilege: Manage Person Allocated Checklist (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Capital Management Integration Specialist can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access | Role: Use REST Service - Journey Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Capital Management Integration Specialist can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Capital Management Integration Specialist can view person allocated checklist for persons and assignments in their person and assignment security profile | Role: Use REST Service - Allocated Checklists Privilege: View Person Allocated Checklist (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Capital Management Integration Specialist can view person allocated checklist for persons and assignments in their person and assignment security profile | Role: Use REST Service - Allocated Checklists Read Only Privilege: View Person Allocated Checklist (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Capital Management Integration Specialist can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Capital Management Integration Specialist can view worker journey for | Role: Use REST Service - Worker Journeys Read Only |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| | persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Assignment | A Human Capital Management Integration Specialist can access element entries for people and assignments in their person and assignment security profile | Role: Use REST Service - Element Entries Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can access personal payment method for people and assignments in their person and assignment security profile. | Role: Use REST Service - Personal Payment Methods Privilege: Access Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can access personal payment method for people and assignments in their person and assignment security profile. | Role: Use REST Service - Personal Payment Methods Read Only Privilege: Access Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can choose person assignment for persons and assignments in their person and assignment security profile | Role: Human Capital Management Integration Specialist Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can maintain absence record for people and assignments in their person and assignment security profile | Role: Use REST Service - Absences Privilege: Maintain Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can maintain absence record for people and assignments in their person and assignment security profile | Role: Use REST Service - Absences Read Only Privilege: Maintain Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can manage payroll relationship for | Role: Use REST Service - Payroll Relationships |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| | people and assignments in their person and assignment security profile. | Privilege: Manage Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can manage person assignment for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Manage Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Records Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can manage personal payment method for people and assignments in their person and assignment security profile. | Role: Use REST Service - Personal Payment Methods Privilege: Manage Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can request feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view payroll element entry for people and assignments in their person and assignment security profile | Role: Use REST Service - Element Entries Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view payroll element entry for people and assignments in their person and assignment security profile | Role: Use REST Service - Element Entries Read Only Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Use REST Service - Payroll Relationships Privilege: View Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Use REST Service - Payroll Relationships Read Only Privilege: View Payroll Relationship (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| | | Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view person assignment for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view person assignment for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Read Only Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Records Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Records Read Only Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests Read Only Privilege: View Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Human Capital Management Integration Specialist can view worker availability for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Availability Read Only Privilege: View Worker Availability (Data) Resource: Person Assignment |
| Person Availability Patterns | A Human Capital Management Integration Specialist can manage availability patterns for people and assignments in their person and assignment security profile | Role: Use REST Service - Availability Patterns Privilege: Manage Availability Patterns (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| | | Resource: Person Availability Patterns |
| Person Availability Patterns | A Human Capital Management Integration Specialist can view availability patterns for people and assignments in their person and assignment security profile | Role: Use REST Service - Availability Patterns Read Only Privilege: View Availability Patterns (Data) Resource: Person Availability Patterns |
| Person Benefit Balance | A Human Capital Management Integration Specialist can manage person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: Manage Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Human Capital Management Integration Specialist can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Benefit Balance | A Human Capital Management Integration Specialist can view person benefits balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Person Benefit Balances Read Only Privilege: View Person Benefits Balance (Data) Resource: Person Benefit Balance |
| Person Citizenship | A Human Capital Management Integration Specialist can manage person citizenship for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship |
| Person Citizenship | A Human Capital Management Integration Specialist can view person citizenship for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: View Person Citizenship (Data) Resource: Person Citizenship |
| Person Citizenship | A Human Capital Management Integration Specialist can view person citizenship for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Read Only Privilege: View Person Citizenship (Data) Resource: Person Citizenship |
| Person Communication Method | A Human Capital Management Integration Specialist can manage person communication | Role: Use REST Service - Worker PII |

| Business Object | Policy Description | Policy Store Implementation |
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| | method for persons and assignments in their person and assignment security profile | Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method |
| Person Communication Method | A Human Capital Management Integration Specialist can view person communication method for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: View Person Communication Method (Data) Resource: Person Communication Method |
| Person Communication Method | A Human Capital Management Integration Specialist can view person communication method for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Read Only Privilege: View Person Communication Method (Data) Resource: Person Communication Method |
| Person Contact Relationship | A Human Capital Management Integration Specialist can manage person contact details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Contacts Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Human Capital Management Integration Specialist can view person contact details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Contacts Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Human Capital Management Integration Specialist can view person contact details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Contacts Read Only Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Detail | A Human Capital Management Integration Specialist can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can manage contact person pii for the contact of the person in their person and assignment security profile | Role: Use REST Service - Contacts Privilege: Manage Contact Person PII (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can manage contact person pii for the contact of the person in their person and assignment security profile | Role: Use REST Service - Contacts Read Only Privilege: Manage Contact Person PII (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Person Detail | A Human Capital Management Integration Specialist can manage person biographical for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: Manage Person Biographical (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can manage person extra information for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: Manage Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can manage worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can view external candidate sensitive information for all external candidates | Role: View External Candidate Sensitive Information Privilege: View External Candidate Sensitive Information (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can view person biographical for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can view person biographical for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Read Only Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can view person extra information for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: View Person Extra Information (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Detail | A Human Capital Management Integration Specialist can view person extra information for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Read Only Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Read Only Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail |
| Person Detail | A Human Capital Management Integration Specialist can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Read Only Privilege: View Worker Journey (Data) Resource: Person Detail |
| Person Disability | A Human Capital Management Integration Specialist can manage person disability for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Disability | A Human Capital Management Integration Specialist can view person disability for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: View Person Disability (Data) Resource: Person Disability |
| Person Disability | A Human Capital Management Integration Specialist can view person disability for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Read Only Privilege: View Person Disability (Data) Resource: Person Disability |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Documentation | A Human Capital Management Integration Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Records Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Capital Management Integration Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Records Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Capital Management Integration Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Records Read Only Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Driver License | A Human Capital Management Integration Specialist can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Driver License | A Human Capital Management Integration Specialist can view person driver license for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: View Person Driver License (Data) Resource: Person Driver License |
| Person Driver License | A Human Capital Management Integration Specialist can view person driver license for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Read Only Privilege: View Person Driver License (Data) Resource: Person Driver License |
| Person Email | A Human Capital Management Integration Specialist can choose person email for persons and assignments in their person and assignment security profile | Role: Human Capital Management Integration Specialist Privilege: View Person Email (Data) Resource: Person Email |
| Person Email | A Human Capital Management Integration Specialist can manage person email for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: Manage Person Email (Data) Resource: Person Email |
| Person Email | A Human Capital Management Integration Specialist can view person email for persons | Role: Use REST Service - Worker PII |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | and assignments in their person and assignment security profile | Privilege: View Person Email (Data) Resource: Person Email |
| Person Email | A Human Capital Management Integration Specialist can view person email for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Read Only Privilege: View Person Email (Data) Resource: Person Email |
| Person Ethnicity | A Human Capital Management Integration Specialist can manage person ethnicity for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity |
| Person Ethnicity | A Human Capital Management Integration Specialist can view person ethnicity for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity |
| Person Ethnicity | A Human Capital Management Integration Specialist can view person ethnicity for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Read Only Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity |
| Person Identifier for External Applications | A Human Capital Management Integration Specialist can manage person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Use REST Service - Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |
| Person Identifier for External Applications | A Human Capital Management Integration Specialist can view person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Use REST Service - Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |
| Person Identifier for External Applications | A Human Capital Management Integration Specialist can view person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Use REST Service - Person Identifiers for External Applications Read Only Privilege: View Person Identifiers for External Applications (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| | | Resource: Person Identifier for External Applications |
| Person Image | A Human Capital Management Integration Specialist can manage person image for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Privilege: Manage Person Image (Data) Resource: Person Image |
| Person Image | A Human Capital Management Integration Specialist can view person image for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Privilege: View Person Image (Data) Resource: Person Image |
| Person Image | A Human Capital Management Integration Specialist can view person image for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Read Only Privilege: View Person Image (Data) Resource: Person Image |
| Person Legislative Data | A Human Capital Management Integration Specialist can manage person legislative for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data |
| Person Legislative Data | A Human Capital Management Integration Specialist can view person legislative for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: View Person Legislative (Data) Resource: Person Legislative Data |
| Person Legislative Data | A Human Capital Management Integration Specialist can view person legislative for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Read Only Privilege: View Person Legislative (Data) Resource: Person Legislative Data |
| Person Name | A Human Capital Management Integration Specialist can change person name for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Privilege: Change Person Name (Data) Resource: Person Name |
| Person Name | A Human Capital Management Integration Specialist can view person name for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Privilege: View Person Name (Data) Resource: Person Name |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|--|
| Person Name | A Human Capital Management Integration Specialist can view person name for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Details Read Only Privilege: View Person Name (Data) Resource: Person Name |
| Person National Identifier | A Human Capital Management Integration Specialist can manage person national identifier for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | A Human Capital Management Integration Specialist can view person national identifier for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | A Human Capital Management Integration Specialist can view person national identifier for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Read Only Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Person Passport | A Human Capital Management Integration Specialist can manage person passport number for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Passport | A Human Capital Management Integration Specialist can view person passport for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: View Person Passport (Data) Resource: Person Passport |
| Person Passport | A Human Capital Management Integration Specialist can view person passport for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Read Only Privilege: View Person Passport (Data) Resource: Person Passport |
| Person Phone | A Human Capital Management Integration Specialist can choose person phone for persons and assignments in their person and assignment security profile | Role: Human Capital Management Integration Specialist Privilege: View Person Phone (Data) Resource: Person Phone |
| Person Phone | A Human Capital Management Integration Specialist can manage person phone for | Role: Use REST Service - Worker PII Privilege: Manage Person Phone (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|--|
| | persons and assignments in their person and assignment security profile | Resource: Person Phone |
| Person Phone | A Human Capital Management Integration Specialist can view person phone for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: View Person Phone (Data) Resource: Person Phone |
| Person Phone | A Human Capital Management Integration Specialist can view person phone for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Read Only Privilege: View Person Phone (Data) Resource: Person Phone |
| Person Plan Accrual | A Human Capital Management Integration Specialist can view accrual plan balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Absences Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Human Capital Management Integration Specialist can view accrual plan balance for people and assignments in their person and assignment security profile | Role: Use REST Service - Absences Read Only Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Religion | A Human Capital Management Integration Specialist can manage person religion for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: Manage Person Religion (Data) Resource: Person Religion |
| Person Religion | A Human Capital Management Integration Specialist can view person religion for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Privilege: View Person Religion (Data) Resource: Person Religion |
| Person Religion | A Human Capital Management Integration Specialist can view person religion for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Sensitive Details Read Only Privilege: View Person Religion (Data) Resource: Person Religion |
| Person Type | A Human Capital Management Integration Specialist can choose person type for any person type | Role: Human Capital Management Integration Specialist Privilege: Choose Person Type (Data) Resource: Person Type |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Person Type | A Human Capital Management Integration Specialist can choose person type for person types in their person security profile | Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Visa | A Human Capital Management Integration Specialist can manage person visa number or work permit for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa |
| Person Visa | A Human Capital Management Integration Specialist can view person visa for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Privilege: View Person Visa (Data) Resource: Person Visa |
| Person Visa | A Human Capital Management Integration Specialist can view person visa for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker PII Read Only Privilege: View Person Visa (Data) Resource: Person Visa |
| Position | A Human Capital Management Integration Specialist can choose position for positions in their position security profile | Role: Human Capital Management Integration Specialist Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Capital Management Integration Specialist can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Capital Management Integration Specialist can view position for positions in their position security profile | Role: Human Capital Management Integration Specialist Privilege: View Position (Data) Resource: Position |
| Position | A Human Capital Management Integration Specialist can view position for positions in their position security profile | Role: Use REST Service - Position Searches Privilege: View Position (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Position | A Human Capital Management Integration Specialist can view position for positions in their position security profile | Role: Use REST Service - Workforce Structures Privilege: View Position (Data) Resource: Position |
| Position | A Human Capital Management Integration Specialist can view position for positions in their position security profile | Role: Use REST Service - Workforce Structures Read Only Privilege: View Position (Data) Resource: Position |
| Public Assignment | A Human Capital Management Integration Specialist can choose public assignment for persons and assignments in their public person and assignment security profile | Role: Human Capital Management Integration Specialist Privilege: Choose Public Person (Data) Resource: Public Assignment |
| Public Assignment | A Human Capital Management Integration Specialist can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Capital Management Integration Specialist can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Human Capital Management Integration Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Human Capital Management Integration Specialist Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Capital Management Integration Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Capital Management Integration Specialist can compare public skills for persons and assignments in their public person security profile | Role: Use REST Service - Talent Profile Comparisons Read Only Privilege: Compare Public Skills (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Public Person | A Human Capital Management Integration Specialist can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Capital Management Integration Specialist can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Capital Management Integration Specialist can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Capital Management Integration Specialist can view person deferred for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Capital Management Integration Specialist can view person deferred for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Capital Management Integration Specialist can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Capital Management Integration Specialist can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Supervisory Hierarchy Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Salary | A Human Capital Management Integration Specialist can enter salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries Privilege: Enter Salary Details (Data) Resource: Salary |
| Salary | A Human Capital Management Integration Specialist can view salary details for people and | Role: View Salary Data Only |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| | assignments in their person and assignment security profile | Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Capital Management Integration Specialist can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Capital Management Integration Specialist can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Capital Management Integration Specialist can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Secured Payroll Element Type | A Human Capital Management Integration Specialist can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Use REST Service - Element Entries Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Capital Management Integration Specialist can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Use REST Service - Element Entries Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Capital Management Integration Specialist can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Use REST Service - Element Entries Read Only Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Shared Performance Goal | A Human Capital Management Integration Specialist can choose shared performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal |
| Succession Plan Candidate | A Human Capital Management Integration Specialist can view succession plan candidate | Role: Use REST Service - Succession Org Chart Read Only |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| | for people in their person and assignment security profile | Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Detail | A Human Capital Management Integration Specialist can view succession plan for succession plans for which they are an administrator, a viewer or a candidate manager, or where a person in their person and assignment security profile is an incumbent | Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Talent Profile | A Human Capital Management Integration Specialist can compare talent profiles for people and assignments in their person and assignment security profile | Role: Use REST Service - Talent Profile Comparisons Read Only Privilege: Compare Talent Profiles (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can manage talent profile person for persons and assignments in their person security profile | Role: Use REST Service - Talent Person Profiles Privilege: Manage Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can manage team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Privilege: Manage Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view endorsement for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Privilege: View Endorsement (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view endorsement for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Endorsement (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view public skill activity for persons and assignments in their person security profile | Role: Use REST Service - Talent Person Public Skill Activities Read Only Privilege: View Public Skill Activity (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view public skill for persons and | Role: Use REST Service - Talent Person Profiles Privilege: View Public Skill (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|---|--|
| | assignments in their public person security profile | Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view public skill for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Profiles Read Only Privilege: View Public Skill (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view public skill for persons and assignments in their public person security profile | Role: Use REST Service - Talent Person Public Skills Read Only Privilege: View Public Skill (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view talent ratings for persons and assignments in their person and assignment security profile | Role: Use REST Service - Talent Ratings Privilege: View Talent Ratings (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view talent ratings for persons and assignments in their person and assignment security profile | Role: Use REST Service - Talent Ratings Read Only Privilege: View Talent Ratings (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Capital Management Integration Specialist can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Read Only Privilege: View Team Skills (Data) Resource: Talent Profile |
| Tax Reporting Unit | A Human Capital Management Integration Specialist can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Time Record | A Human Capital Management Integration Specialist can manage time records for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Records Read Only Privilege: Manage Time Records (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|---|
| | | Resource: Time Record |
| Time Record Event | A Human Capital Management Integration Specialist can manage time record events for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Record Events Privilege: Manage Time Record Events (Data) Resource: Time Record Event |
| Time Record Event | A Human Capital Management Integration Specialist can manage time record events for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Record Events Read Only Privilege: Manage Time Record Events (Data) Resource: Time Record Event |
| Time Record Group | A Human Capital Management Integration Specialist can manage time record groups for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Record Groups Read Only Privilege: Manage Time Record Groups (Data) Resource: Time Record Group |
| Time Record Group Summary | A Human Capital Management Integration Specialist can manage time cards for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Cards Privilege: Manage Time Cards (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Human Capital Management Integration Specialist can search time cards for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Card Entry Details Read Only Privilege: Search Time Cards (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Human Capital Management Integration Specialist can search time cards for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Card Searches Privilege: Search Time Cards (Data) Resource: Time Record Group Summary |
| Trading Community Organization Party | A Human Capital Management Integration Specialist can view trading community organization for all organizations in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Human Capital Management Integration Specialist can view trading community person for all people in the enterprise | Role: Trading Community Data Security Policies for HCM |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|---|
| | | Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Relationship | A Human Capital Management Integration Specialist can view trading community relationship for all trading community relationships in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| User | A Human Capital Management Integration Specialist can assign user roles for persons and assignments in their person and assignment security profile | Role: Use REST Service - User Accounts Privilege: Assign User Roles (Data) Resource: User |
| User | A Human Capital Management Integration Specialist can link user account for persons and assignments in their person and assignment security profile | Role: Use REST Service - User Accounts Privilege: Link User Account (Data) Resource: User |
| User | A Human Capital Management Integration Specialist can manage user accounts for persons and assignments in their person and assignment security profile | Role: Use REST Service - User Accounts Privilege: Manage User Accounts (Data) Resource: User |
| User | A Human Capital Management Integration Specialist can update password for persons and assignments in their person and assignment security profile | Role: Use REST Service - User Accounts Privilege: Update Password (Data) Resource: User |
| User | A Human Capital Management Integration Specialist can view user accounts for persons and assignments in their person and assignment security profile | Role: Use REST Service - User Accounts Privilege: View User Accounts (Data) Resource: User |
| User | A Human Capital Management Integration Specialist can view user accounts for persons and assignments in their person and assignment security profile | Role: Use REST Service - User Accounts Read Only Privilege: View User Accounts (Data) Resource: User |
| Work Relationship | A Human Capital Management Integration Specialist can cancel work relationship for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Cancel Work Relationship (Data) Resource: Work Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Work Relationship | A Human Capital Management Integration Specialist can change work relationship hire date for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Change Work Relationship Hire Date (Data) Resource: Work Relationship |
| Work Relationship | A Human Capital Management Integration Specialist can change work relationship primary indicator for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Change Work Relationship Primary Indicator (Data) Resource: Work Relationship |
| Work Relationship | A Human Capital Management Integration Specialist can change worker legal employer for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Change Worker Legal Employer (Data) Resource: Work Relationship |
| Work Relationship | A Human Capital Management Integration Specialist can correct employment termination for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Correct Employment Termination (Data) Resource: Work Relationship |
| Work Relationship | A Human Capital Management Integration Specialist can manage work relationship for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Manage Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Capital Management Integration Specialist can reverse employment termination for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Reverse Employment Termination (Data) Resource: Work Relationship |
| Work Relationship | A Human Capital Management Integration Specialist can terminate employment for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Terminate Employment (Data) Resource: Work Relationship |
| Work Relationship | A Human Capital Management Integration Specialist can view work relationship for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: View Work Relationship (Data) Resource: Work Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Work Relationship | A Human Capital Management Integration Specialist can view work relationship for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Read Only Privilege: View Work Relationship (Data) Resource: Work Relationship |
| Work Terms | A Human Capital Management Integration Specialist can manage work term for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Manage Work Term (Data) Resource: Work Terms |
| Work Terms | A Human Capital Management Integration Specialist can view work term for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: View Work Term (Data) Resource: Work Terms |
| Work Terms | A Human Capital Management Integration Specialist can view work term for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Read Only Privilege: View Work Term (Data) Resource: Work Terms |
| Worker | A Human Capital Management Integration Specialist can change worker working hour for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Change Worker Working Hour (Data) Resource: Worker |
| Worker Contract | A Human Capital Management Integration Specialist can manage worker contract for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Manage Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Human Capital Management Integration Specialist can view worker contract for persons and assignments in their person and assignment security profile | Role: Use REST Service - HCM Contracts List of Values Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Human Capital Management Integration Specialist can view worker contract for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Human Capital Management Integration Specialist can view worker contract for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Read Only Privilege: View Worker Contract (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|---|
| | | Resource: Worker Contract |
| Worker Document Delivery Preferences | A Human Capital Management Integration Specialist can manage person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Document Delivery Preferences | A Human Capital Management Integration Specialist can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Document Delivery Preferences | A Human Capital Management Integration Specialist can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - Document Delivery Preferences Read Only Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Journey | A Human Capital Management Integration Specialist can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Worker Journey | A Human Capital Management Integration Specialist can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Read Only Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Worker Supervisor | A Human Capital Management Integration Specialist can change worker manager for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Employment Privilege: Change Worker Manager (Data) Resource: Worker Supervisor |

Human Resource Analyst (Job Role)

Performs duties of a human resources analyst.

Role Hierarchy

The Human Resource Analyst job role directly and indirectly inherits these roles.

- Human Resource Analyst
 - Absence Entitlement Case Transaction Analysis
 - Absence Management Transaction Analysis
 - Business Intelligence Authoring
 - Access Family and Emergency Contacts by HR
 - Access Person Contact Information by HR
 - Access Person Extra Information by HR
 - Access Person Gallery
 - Access Person Identification Information by HR
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Access Personal Details by HR
 - Areas of Responsibility Transaction Analysis
 - Availability Patterns Transaction Analysis
 - Career Development Transaction Analysis
 - Compare HCM Information
 - Documents of Record Transaction Analysis
 - Goal Management Transaction Analysis
 - Business Intelligence Authoring
 - HCM Extract Definition
 - HCM Questionnaires General Survey Responses Transaction Analysis
 - Leave Donation Transaction Analysis
 - Manage Absence Case
 - Manage Contact Person PII
 - Manage Individual Compensation
 - Mass Download Document Records
 - Performance Management Transaction Analysis
 - Business Intelligence Authoring
 - Person Communication Methods View
 - Person Disability Transaction Analysis
 - Person View
 - Process Documents of Record Expiry
 - Submit a Payroll Flow

- Submit a Payroll Process or Report
- Succession Management Transaction Analysis
 - Business Intelligence Authoring
- Talent Review Meeting Real Time Transaction Analysis
- Use REST Service - Guided Journey Responses Read Only
- Use REST Service - Guided Journeys Read Only
- Use REST Service - Legislative Data Groups List of Values
- Use REST Service - Representatives Read Only
- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - View HR Document Types List of Values
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Workers List of Values
- Use REST Service - Workforce Structure List of Values
- Vacancy Transaction Analysis
- View Additional Assignment Info
- View Areas of Responsibility by Person
- View Areas of Responsibility by Responsibility Type
- View Check-In Document
- View Compensation Details for Worker
- View Compensation History
- View Costing for a Person
- View Department
- View Eligible Jobs
- View Employment Information Summary
- View Employment Termination
- View Future Assignment Changes
- View HR Document Type
- View HR Job
- View Location
- View Payroll Element Entry
- View Payroll Relationship
- View Person Address
- View Person Biographical Information
- View Person Citizenship
- View Person Disability by HR
- View Person Document Delivery Preferences
- View Person Documentation

- View Person Driver License
- View Person Ethnicity
- View Person Identifiers for External Applications
- View Person Legislative
- View Person Name
- View Person National Identifier
- View Person Number
- View Person Passport
- View Person Religion
- View Person Visa or Permit
- View Portrait Availability Card
- View Positions
- View Salaries
- View Seniority Dates
- View Total Compensation Statements
- View Work Patterns
- View Work Relationship
- View Work Terms and Assignment
- View Worker Assignment History Details
- View Worker Checklist
- View Worker Contract
- View Worker Journey
 - Use REST Service - Journey Allocations Read Only
 - Use REST Service - Journey Scheduled Allocations Read Only
 - Use REST Service - Journey Task Library Read Only
 - Use REST Service - Journeys Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys Read Only
- Workforce Assignment Salary Transaction Analysis
- Workforce Confidential Reporting
- Workforce Confidential Viewing
- Workforce Modeling Transaction Analysis
- Workforce Profile Transaction Analysis
 - Business Intelligence Authoring
- Workforce Transaction Analysis
 - Business Intelligence Authoring

Duties

This table lists the duties assigned directly and indirectly to the Human Resource Analyst job role.

| Duty Role | Description |
|--|--|
| Absence Entitlement Case Transaction Analysis | Analyses qualified absence entitlement cases |
| Absence Management Transaction Analysis | Analyses Workforce absences transactional information |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Areas of Responsibility Transaction Analysis | Analyses areas of responsibility mapping data |
| Availability Patterns Transaction Analysis | Analyses employee availability pattern transactional information |
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| Career Development Transaction Analysis | Analyses Career Development transactional information |
| Documents of Record Transaction Analysis | Analyses Documents of Records transactional information |
| Goal Management Transaction Analysis | Analyses Workforce Goals transactional information |
| HCM Extract Definition | Grants access to the extract definition duty. |
| HCM Questionnaires General Survey Responses Transaction Analysis | Analyses HCM Questionnaires General Survey Responses |
| Leave Donation Transaction Analysis | Analyses leave donation transactional information |
| Manage Contact Person PII | Manages a contact person's PII data. |
| Performance Management Transaction Analysis | Analyses Workforce Performance Management transactional information |

| Duty Role | Description |
|--|---|
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. |
| Person Disability Transaction Analysis | Analyses person disability transactional information |
| Person View | Searches and views person related information. |
| Succession Management Transaction Analysis | Analyses Succession Management Transactional Information. |
| Talent Review Meeting Real Time Transaction Analysis | Provides real-time transactional analysis on Talent Review meeting information |
| Transactional Analysis | This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users |
| Use REST Service - View HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting view only access to person documentation data. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| Vacancy Transaction Analysis | Analyses Vacancy Transactional Information. |
| View Worker Journey | Allows users to access and view worker journeys. |
| Workforce Assignment Salary Transaction Analysis | Analyses assignment and salary transactional information |
| Workforce Confidential Reporting | Secures workforce PII and other sensitive reporting data. |
| Workforce Confidential Viewing | Secures workforce PII and other sensitive viewing data. |
| Workforce Modeling Transaction Analysis | Analyzes Workforce Modeling transactional information |
| Workforce Profile Transaction Analysis | Analyzes Workforce Profile transactional information |
| Workforce Transaction Analysis | Analyzes Workforce transactional information |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Human Resource Analyst job role.

| Aggregate Privilege | Description |
|--|---|
| Access Family and Emergency Contacts by HR | Allows access to a person's family and emergency contacts. |
| Access Person Contact Information by HR | Allows access to Person contact information such as phones, emails, other communication accounts, and addresses. |
| Access Person Extra Information by HR | Allows access to a person's extensible flexfields. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Access Person Identification Information by HR | Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses. |
| Access Personal Details by HR | Allows access to Person Information such as such as name, national identifier, biographical, demographic, and disability information. |
| Compare HCM Information | Compares workers, jobs, positions, and any combinations of these objects. |
| Manage Absence Case | Views employee related absence accrual data. |
| Manage Individual Compensation | Privilege to manage individual compensation awards for workers within the user's security profile. |
| Mass Download Document Records | Allows mass download of document records for workers. |
| Process Documents of Record Expiry | Allows processing documents of record expiration. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, <code>ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY</code> . |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, <code>ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY</code> . |
| Use REST Service - Guided Journey Responses Read Only | Allows the user to call the GET method associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Journey Allocations Read Only | Allows the user to call the GET method associated with the Journey Allocations REST Service. |
| Use REST Service - Journey Scheduled Allocations Read Only | Allows the user to call the GET method associated with the Journey Scheduled Allocations REST Service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Journey Task Library Read Only | Allows the user to call the GET method associated with the Journey Task Library REST Service. |
| Use REST Service - Journeys Read Only | Allows the user to call the GET method associated with the Journeys REST Service. |
| Use REST Service - Legislative Data Groups List of Values | Allows the user to call the GET method associated with the Legislative Data Groups LOV REST Service. |
| Use REST Service - Public Workers Read Only | Allows the user to call the GET method associated with the Public Workers REST Service. |
| Use REST Service - Representatives Read Only | Allows the user to call the GET method associated with the Representatives REST Service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Journeys Read Only | Allows the user to call the GET method associated with the Worker Journeys REST Service. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| View Additional Assignment Info | Allows viewing of additional assignment info. |
| View Areas of Responsibility by Person | View areas of responsibility for a person. |
| View Areas of Responsibility by Responsibility Type | View the people assigned to a responsibility. |
| View Check-In Document | Allows to view check-in document. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Compensation History | Provides access to view compensation history for workers within the users security profile. |
| View Costing for a Person | Views the costing of a person. |
| View Department | Allows viewing of departments. |

| Aggregate Privilege | Description |
|---|---|
| View Eligible Jobs | Allows viewing of eligible jobs for relief in higher class. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |
| View Employment Termination | Allows viewing of work relationship termination or assignment termination transactions for roles without the termination privilege. |
| View Future Assignment Changes | Allows viewing of future assignment changes for a worker. |
| View HR Document Type | Allows viewing of document types for documents of record. |
| View HR Job | Allows viewing of HR jobs. |
| View Location | Allows viewing of locations. |
| View Payroll Element Entry | Views the allocation and data entry of earnings and deduction elements to a person. |
| View Payroll Relationship | Views an individual's payroll employee model. |
| View Person Address | Grants access to persons to view their own address data. |
| View Person Biographical Information | Allows access to a person's biographical information. |
| View Person Citizenship | Grants access to persons to view their own citizenship. |
| View Person Disability by HR | Allows access to a person's disability information. |
| View Person Document Delivery Preferences | Allows viewing of document delivery preferences for person records. |
| View Person Documentation | Allows viewing of document records. |
| View Person Driver License | Grants access to persons to view their own driver licenses. |
| View Person Ethnicity | Grants access to persons to view their own ethnicity. |
| View Person Identifiers for External Applications | Views person identifiers for external applications. |
| View Person Legislative | Grants access to persons to view their own legislative information. |
| View Person Name | Views persons' name related attributes. |

| Aggregate Privilege | Description |
|--|--|
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Person Number | Allows access to a person's person number. |
| View Person Passport | Grants access to persons to view their own passports. |
| View Person Religion | Grants access to persons to view their own religion. |
| View Person Visa or Permit | Grants access to persons to view their own visas and permits. |
| View Portrait Availability Card | Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information. |
| View Positions | Views positions in the user's position security profile. |
| View Salaries | Provides users view only access to view salaries. |
| View Seniority Dates | Allows viewing of seniority dates. |
| View Total Compensation Statements | Views generated total compensation statements for individuals within their security profile. |
| View Work Patterns | Allows users to view work patterns for a worker. |
| View Work Relationship | View worker work relationships. |
| View Work Terms and Assignment | View worker assignments and work terms. |
| View Worker Assignment History Details | Allows viewing of worker's assignment history details. |
| View Worker Checklist | Views allocated checklists to a worker. |
| View Worker Contract | Allows viewing of worker's employment contract details and contract extensions. |

Privileges

This table lists privileges granted to duties of the Human Resource Analyst job role.

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition Report |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Flow Pattern |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Task |
| Human Resource Analyst | Performs duties of a human resources analyst. | Access HCM Common Components |
| Human Resource Analyst | Performs duties of a human resources analyst. | Enable worker searches using effective dates |
| Human Resource Analyst | Performs duties of a human resources analyst. | Enable worker searches using termination date |
| Human Resource Analyst | Performs duties of a human resources analyst. | Extract Work Structure Model Details |
| Human Resource Analyst | Performs duties of a human resources analyst. | Extract Work Structure Report Details |
| Human Resource Analyst | Performs duties of a human resources analyst. | Extract Worker Model Details |
| Human Resource Analyst | Performs duties of a human resources analyst. | Extract Worker Report Details |
| Human Resource Analyst | Performs duties of a human resources analyst. | Manage Data Exchange Work Area |
| Human Resource Analyst | Performs duties of a human resources analyst. | Manage Extracts Work Area |
| Human Resource Analyst | Performs duties of a human resources analyst. | Manage Payroll Calculation Entries |
| Human Resource Analyst | Performs duties of a human resources analyst. | Manage Person Work Area |
| Human Resource Analyst | Performs duties of a human resources analyst. | Manage Workforce Structures Work Area |
| Human Resource Analyst | Performs duties of a human resources analyst. | Review Calendar Event Coverage |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run Canadian Employment Equity Interface |

| Granted Role | Granted Role Description | Privilege |
|------------------------|---|---|
| Human Resource Analyst | Performs duties of a human resources analyst. | Run HCM Extract |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run HCM Extract Write Process |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run HCM Extracts Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO Consolidated Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO Consolidated Report OBSOLETE |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO Establishment Employment Listing Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO Establishment Employment Listing Report OBSOLETE |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO Headquarters Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO Headquarters Report OBSOLETE |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO Individual Establishment Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO Individual Establishment Report OBSOLETE |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO-1 Exception Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO-1 Job Set |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO-1 Job Set OBSOLETE |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO-4 Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO-4 Report OBSOLETE |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO-5 Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US EEO-5 Report OBSOLETE |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US New Hire State Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US VETS-100 |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|--|
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US VETS-100 Single Establishment Electronic Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US VETS-100A |
| Human Resource Analyst | Performs duties of a human resources analyst. | Run US VETS-100A Single Establishment Electronic Report |
| Human Resource Analyst | Performs duties of a human resources analyst. | Use REST Service - Individual Compensation Lists of Values |
| Human Resource Analyst | Performs duties of a human resources analyst. | View Collective Agreements |
| Human Resource Analyst | Performs duties of a human resources analyst. | View HR Job Family |
| Human Resource Analyst | Performs duties of a human resources analyst. | View Notification Details |
| Human Resource Analyst | Performs duties of a human resources analyst. | View Payroll Flow Based Analytics |
| Human Resource Analyst | Performs duties of a human resources analyst. | View Responsibility Template |
| Human Resource Analyst | Performs duties of a human resources analyst. | View Shifts |
| Human Resource Analyst | Performs duties of a human resources analyst. | View Unpublished Document Records |
| Human Resource Analyst | Performs duties of a human resources analyst. | View Work Pattern Templates |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Communication Method |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Email |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Phone |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Email |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view | Manage Person Phone |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| | the phones, emails and other communication methods in the portrait. | |
| Person View | Searches and views person related information. | Search Person |
| Person View | Searches and views person related information. | View Person |
| Use REST Service - View HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting view only access to person documentation data. | Use REST Service - HR Document Types List of Values |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| View Worker Journey | Allows users to access and view worker journeys. | Configure Journey Dashboard |
| View Worker Journey | Allows users to access and view worker journeys. | Explore Journeys |
| View Worker Journey | Allows users to access and view worker journeys. | Manage Worker Journey By HR |
| View Worker Journey | Allows users to access and view worker journeys. | Use REST Service - Questionnaire Instructions Read Only |
| View Worker Journey | Allows users to access and view worker journeys. | Use REST Service - Worker Journey Tasks Read Only |
| View Worker Journey | Allows users to access and view worker journeys. | View Global Journeys |
| View Worker Journey | Allows users to access and view worker journeys. | View Journey Activity |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Human Resource Analyst job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Absence Case | A Human Resource Analyst can manage absence case for persons and assignments in their person and assignment security profile | Role: Manage Absence Case Privilege: Manage Absence Case (Data) Resource: Absence Case |
| Areas of Responsibility Mapping | A Human Resource Analyst can report areas of responsibility mapping for areas of responsibility for which the subject is in their person and assignment security profile | Role: Areas of Responsibility Transaction Analysis Privilege: Report Areas of Responsibility Mapping (Data) Resource: Areas of Responsibility Mapping |
| Assignment Grade | A Human Resource Analyst can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Career Development Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Goal Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Leave Donation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Performance Management Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Analyst can report assignment grade for all grades in the enterprise | Role: Workforce Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Human Resource Analyst can report assignment grade ladder for all grades in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Human Resource Analyst can report assignment grade ladder for all grades in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Human Resource Analyst can report assignment grade ladder for all grades in the enterprise | Role: Leave Donation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Human Resource Analyst can report assignment grade ladder for all grades in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Human Resource Analyst can report assignment grade ladder for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|---|---|
| | | Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Human Resource Analyst can report assignment grade ladder for all grades in the enterprise | Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Human Resource Analyst can report assignment grade rate for all grades in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Human Resource Analyst can report assignment grade rate for all grades in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Human Resource Analyst can report assignment grade rate for all grades in the enterprise | Role: Leave Donation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Human Resource Analyst can report assignment grade rate for all grades in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Human Resource Analyst can report assignment grade rate for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Human Resource Analyst can report assignment grade rate for all grades in the enterprise | Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Responsibility | A Human Resource Analyst can view areas of responsibility by person for persons and assignments in their person and assignment security profile | Role: View Areas of Responsibility by Person Privilege: View Areas of Responsibility by Person (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|--|---|
| | | Resource: Assignment Responsibility |
| Assignment Responsibility | A Human Resource Analyst can view areas of responsibility by responsibility type for persons and assignments in their person and assignment security profile | Role: View Areas of Responsibility by Responsibility Type Privilege: View Areas of Responsibility by Responsibility Type (Data) Resource: Assignment Responsibility |
| Business Unit | A Human Resource Analyst can choose business unit for business units in their organization security profile | Role: Human Resource Analyst Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Human Resource Analyst can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Check In Document | A Human Resource Analyst can report check-in document for people and assignments in their person and assignment security profile | Role: Performance Management Transaction Analysis Privilege: Report Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Resource Analyst can view check-in document for people in their person and assignment security profile | Role: View Check-In Document Privilege: View Check-In Document (Data) Resource: Check In Document |
| Checklist Role Maps | A Human Resource Analyst can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Read Only Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Resource Analyst can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: View Worker Checklist Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|---|
| Checklist Role Maps | A Human Resource Analyst can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Read Only Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Resource Analyst can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: View Worker Checklist Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Compensation History | A Human Resource Analyst can view compensation history for people and assignments in their person and assignment security profile | Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History |
| Department | A Human Resource Analyst can choose department for departments in their organization security profile | Role: Human Resource Analyst Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Resource Analyst can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Absence Management Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Availability Patterns Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Career Development Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Goal Management Transaction Analysis Privilege: Report Department (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Leave Donation Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Performance Management Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Vacancy Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Human Resource Analyst can report department for departments in their organization security profile | Role: Workforce Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Human Resource Analyst can view department for departments in their organization security profile | Role: View Department Privilege: View Department (Data) Resource: Department |
| General Survey Questionnaire Participants | A Human Resource Analyst can report questionnaire responses for persons and assignments in their person and assignment security profile | Role: HCM Questionnaires General Survey Responses Transaction Analysis Privilege: Report Questionnaire Responses (Data) Resource: General Survey Questionnaire Participants |
| Guided Journey Response | A Human Resource Analyst can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Read Only Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| HCM Extract Definition | A Human Resource Analyst can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition |
| HR Document Type | A Human Resource Analyst can report document type for document types in their document type security profile | Role: Documents of Record Transaction Analysis Privilege: Report Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Analyst can view document type for document types in their document type security profile | Role: Mass Download Document Records Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Analyst can view document type for document types in their document type security profile | Role: View HR Document Type Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Analyst can view document type for document types in their document type security profile | Role: View Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Human Resource Analyst can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Career Development Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Goal Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Leave Donation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Performance Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can report hr job for all jobs in the enterprise | Role: Workforce Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Analyst can view hr job for all jobs in the enterprise | Role: View HR Job Privilege: View HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| Journey | A Human Resource Analyst can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Resource Analyst can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Resource Analyst can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Analyst can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Allocation | A Human Resource Analyst can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Allocations Read Only Privilege: View Journey Allocation (Data) Resource: Journey Allocation |
| Journey Scheduled Allocation | A Human Resource Analyst can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Scheduled Allocations Read Only Privilege: View Journey Allocation (Data) Resource: Journey Scheduled Allocation |
| Journey Task | A Human Resource Analyst can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Read Only Privilege: View Journey Task Library (Data) Resource: Journey Task |
| Legal Employer | A Human Resource Analyst can choose legal employer for legal employers in their organization security profile | Role: Human Resource Analyst Privilege: Choose Legal Employer (Data) Resource: Legal Employer |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| Legal Employer | A Human Resource Analyst can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Human Resource Analyst can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Human Resource Analyst Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Resource Analyst can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Legislative Data Groups List of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Position Attribute | A Human Resource Analyst can view legislative position attribute for countries in their country security profile | Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute |
| Location | A Human Resource Analyst can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Career Development Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Goal Management Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| | | Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Leave Donation Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Performance Management Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can report location for all locations in the enterprise | Role: Workforce Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Human Resource Analyst can view location for all locations in the enterprise | Role: View Location Privilege: View Location (Data) Resource: Location |
| Payroll Checklist | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| Payroll Checklist | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Flow Definition | A Human Resource Analyst can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile | Role: Human Resource Analyst Privilege: Choose Payroll Flow Pattern Data OBSOLETE Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| | | Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Task Action | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Relationship | A Human Resource Analyst can view payroll element entry for people and assignments in their person and assignment security profile. | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| Payroll Relationship | A Human Resource Analyst can view payroll relationship for people and assignments in their person and assignment security profile. | Role: View Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Analyst can view person costing for people and assignments in their person and assignment security profile. | Role: View Costing for a Person Privilege: View Person Costing (Data) Resource: Payroll Relationship |
| Payroll Statutory Unit | A Human Resource Analyst can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task Parameter | A Human Resource Analyst can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Human Resource Analyst can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Performance Document | A Human Resource Analyst can report performance document for people and assignments in their person and assignment security profile | Role: Performance Management Transaction Analysis Privilege: Report Performance Document (Data) Resource: Performance Document |
| Performance Feedback Request | A Human Resource Analyst can report requested feedback for people in their person and assignment security profile | Role: Performance Management Transaction Analysis Privilege: Report Requested Feedback (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Performance Feedback Request |
| Performance Goal | A Human Resource Analyst can report career development for persons and assignments in their person and assignment security profile | Role: Career Development Transaction Analysis Privilege: Report Career Development (Data) Resource: Performance Goal |
| Performance Goal | A Human Resource Analyst can report performance goal for people and assignments in their person and assignment security profile | Role: Goal Management Transaction Analysis Privilege: Report Performance Goal (Data) Resource: Performance Goal |
| Person | A Human Resource Analyst can choose person for persons and assignments in their person and assignment security profile | Role: Human Resource Analyst Privilege: Choose Person (Data) Resource: Person |
| Person | A Human Resource Analyst can manage contact person pii for the contact of the person in their person and assignment security profile | Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data) Resource: Person |
| Person | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Career Development Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Documents of Record Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Goal Management Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Performance Management Transaction Analysis Privilege: Report Person (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| Person | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Human Resource Analyst can search person live for persons and assignments in their person and assignment security profile | Role: Person View Privilege: Search Person Live (Data) Resource: Person |
| Person | A Human Resource Analyst can view person for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person (Data) Resource: Person |
| Person Absence Entry | A Human Resource Analyst can report absence record for people and assignments in their person and assignment security profile | Role: Absence Management Transaction Analysis Privilege: Report Absence Record (Data) Resource: Person Absence Entry |
| Person Address | A Human Resource Analyst can report person address for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Address (Data) Resource: Person Address |
| Person Address | A Human Resource Analyst can report person contact address for contacts of the persons in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Contact Address (Data) Resource: Person Address |
| Person Address | A Human Resource Analyst can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Privilege: View Person Address (Data) Resource: Person Address |
| Person Address | A Human Resource Analyst can view person address for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person Address (Data) Resource: Person Address |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Allocated Checklist | A Human Resource Analyst can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Read Only Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Assignment | A Human Resource Analyst can access person contact information for persons and assignments in their person and assignment security profile | Role: Access Person Contact Information by HR Privilege: Access Person Contact Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can access person identification information for persons and assignments in their person and assignment security profile | Role: Access Person Identification Information by HR Privilege: Access Person Identification Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can access personal details for persons and assignments in their person and assignment security profile | Role: Access Personal Details by HR Privilege: Access Personal Details (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can choose person assignment for persons and assignments in their person and assignment security profile | Role: Human Resource Analyst Privilege: Choose Person (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can report assignment for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can report person assignment for persons and assignments in their person and assignment security profile | Role: Human Resource Analyst Privilege: Report Assignment (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| Person Assignment | A Human Resource Analyst can report person assignment for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can report person assignment for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can report seniority date for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Seniority Date (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can report worker documents of record for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Documents of Record Transaction Analysis Privilege: Report Worker Documents of Record (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can search person live for persons and assignments in their person and assignment security profile | Role: Person View Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view assignment summary for persons and assignments in their person and assignment security profile | Role: View Future Assignment Changes Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view assignment summary for persons and assignments in their person and assignment security profile | Role: View Payroll Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view assignment summary for persons and assignments in their person and assignment security profile | Role: View Work Relationship Privilege: View Assignment Summary (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| | | Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view assignment summary for persons and assignments in their person and assignment security profile | Role: View Worker Assignment History Details Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view eligible jobs for persons and assignments in their person and assignment security profile | Role: View Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view future assignment changes for persons and assignments in their person and assignment security profile | Role: View Future Assignment Changes Privilege: View Future Assignment Changes (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view payroll element entry for people and assignments in their person and assignment security profile. | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view payroll relationship for people and assignments in their person and assignment security profile. | Role: View Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view person allocated checklist for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: View Worker Checklist Privilege: View Person Allocated Checklist (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view person assignment for persons and assignments in their person and assignment security profile | Role: View Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view person assignment for persons and assignments in their person and assignment security profile | Role: View Work Terms and Assignment Privilege: View Person Assignment (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Human Resource Analyst can view person contact details for persons and assignments in their person and assignment security profile | Role: Access Family and Emergency Contacts by HR Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view person costing for people and assignments in their person and assignment security profile. | Role: View Costing for a Person Privilege: View Person Costing (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: View Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: View Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view person extra information for persons and assignments in their person and assignment security profile | Role: Access Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: View Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view seniority dates for persons and assignments in their person and assignment security profile | Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Analyst can view worker assignment history details for persons and assignments in their person and assignment security profile | Role: View Worker Assignment History Details Privilege: View Worker Assignment History Details (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| Person Availability Patterns | A Human Resource Analyst can report availability patterns for people and assignments in their person and assignment security profile | Role: Availability Patterns Transaction Analysis Privilege: Report Availability Patterns (Data) Resource: Person Availability Patterns |
| Person Checklist | A Human Resource Analyst can report person checklist for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Person Checklist (Data) Resource: Person Checklist |
| Person Checklist | A Human Resource Analyst can view person allocated checklist for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: View Worker Checklist Privilege: View Person Allocated Checklist (Data) Resource: Person Checklist |
| Person Communication Method | A Human Resource Analyst can report person communication method for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Communication Method (Data) Resource: Person Communication Method |
| Person Communication Method | A Human Resource Analyst can view person communication method for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person Communication Method (Data) Resource: Person Communication Method |
| Person Contact | A Human Resource Analyst can report person contact for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Contact (Data) Resource: Person Contact |
| Person Contact | A Human Resource Analyst can view person contact for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person Contact (Data) Resource: Person Contact |
| Person Contact | A Human Resource Analyst can view person contact for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person Contact (Data) Resource: Person Contact |
| Person Contact Relationship | A Human Resource Analyst can view person contact details for persons and assignments in their person and assignment security profile | Role: Access Family and Emergency Contacts by HR Privilege: View Person Contact Details (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Resource: Person Contact Relationship |
| Person Detail | A Human Resource Analyst can access person contact information for persons and assignments in their person and assignment security profile | Role: Access Person Contact Information by HR Privilege: Access Person Contact Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can access person identification information for persons and assignments in their person and assignment security profile | Role: Access Person Identification Information by HR Privilege: Access Person Identification Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can access personal details for persons and assignments in their person and assignment security profile | Role: Access Personal Details by HR Privilege: Access Personal Details (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Absence Management Transaction Analysis Privilege: Report Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Availability Patterns Transaction Analysis Privilege: Report Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can report person for persons and assignments in their person and assignment security profile | Role: Leave Donation Transaction Analysis Privilege: Report Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can report succession plan incumbent for persons and assignments in their person and assignment security profile | Role: Succession Management Transaction Analysis Privilege: Report Succession Plan Incumbent (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Resource: Person Detail |
| Person Detail | A Human Resource Analyst can view person biographical for persons and assignments in their person and assignment security profile | Role: View Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can view person extra information for persons and assignments in their person and assignment security profile | Role: Access Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can view person number for persons and assignments in their person and assignment security profile | Role: View Person Number Privilege: View Person Number (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can view seniority dates for persons and assignments in their person and assignment security profile | Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Detail |
| Person Detail | A Human Resource Analyst can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Read Only Privilege: View Worker Journey (Data) Resource: Person Detail |
| Person Disability | A Human Resource Analyst can report person contact disability for contacts of the persons in their person security profile | Role: Person Disability Transaction Analysis Privilege: Report Person Contact Disability (Data) Resource: Person Disability |
| Person Disability | A Human Resource Analyst can report person disability for persons in their person security profile | Role: Person Disability Transaction Analysis Privilege: Report Person Disability (Data) Resource: Person Disability |
| Person Disability | A Human Resource Analyst can view person disability for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person Disability (Data) Resource: Person Disability |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Disability | A Human Resource Analyst can view person disability for persons and assignments in their person and assignment security profile | Role: View Person Disability by HR Privilege: View Person Disability (Data) Resource: Person Disability |
| Person Documentation | A Human Resource Analyst can process documents of record expiry for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Process Documents of Record Expiry Privilege: Process Documents of Record Expiry (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Analyst can report worker documents of record for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Documents of Record Transaction Analysis Privilege: Report Worker Documents of Record (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Analyst can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Mass Download Document Records Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Analyst can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - View HR Document Types List of Values Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Analyst can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: View Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Driver License | A Human Resource Analyst can report driver license for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Driver License (Data) Resource: Person Driver License |
| Person Driver License | A Human Resource Analyst can view person driver license for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person Driver License (Data) Resource: Person Driver License |
| Person Email | A Human Resource Analyst can report person contact email for contacts of the persons in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Contact Email (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: Person Email |
| Person Email | A Human Resource Analyst can report person email for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Email (Data) Resource: Person Email |
| Person Email | A Human Resource Analyst can view person email for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person Email (Data) Resource: Person Email |
| Person Identifier for External Applications | A Human Resource Analyst can view person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: View Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |
| Person Legislative Data | A Human Resource Analyst can view person legislative for persons and assignments in their person and assignment security profile | Role: View Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data |
| Person National Identifier | A Human Resource Analyst can report person contact national identifier for contacts of the persons in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Contact National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | A Human Resource Analyst can report person national identifier for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | A Human Resource Analyst can view person national identifier for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Person Passport | A Human Resource Analyst can report person contact passport for contacts of the persons in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Contact Passport (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|---|---|
| | | Resource: Person Passport |
| Person Passport | A Human Resource Analyst can report person passport for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Passport (Data) Resource: Person Passport |
| Person Passport | A Human Resource Analyst can view person passport for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person Passport (Data) Resource: Person Passport |
| Person Phone | A Human Resource Analyst can report person contact phone for work phone numbers and private phone numbers granted for contacts of the persons in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Contact Phone (Data) Resource: Person Phone |
| Person Phone | A Human Resource Analyst can report person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Phone (Data) Resource: Person Phone |
| Person Phone | A Human Resource Analyst can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person Phone (Data) Resource: Person Phone |
| Person Plan Accrual | A Human Resource Analyst can report donations for people and assignments in their person and assignment security profile | Role: Leave Donation Transaction Analysis Privilege: Report Donations (Data) Resource: Person Plan Accrual |
| Person Type | A Human Resource Analyst can choose person type for person types in their person type security profile | Role: View Work Terms and Assignment Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Visa | A Human Resource Analyst can report person contact visa for contacts of the persons in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Contact Visa (Data) Resource: Person Visa |
| Person Visa | A Human Resource Analyst can report person visa for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Reporting Privilege: Report Person Visa (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Resource: Person Visa |
| Person Visa | A Human Resource Analyst can view person visa for persons and assignments in their person and assignment security profile | Role: Workforce Confidential Viewing Privilege: View Person Visa (Data) Resource: Person Visa |
| Position | A Human Resource Analyst can choose position for positions in their position security profile | Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Resource Analyst can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Absence Management Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Availability Patterns Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Career Development Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Goal Management Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Leave Donation Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Performance Management Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Vacancy Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can report position for positions in their position security profile | Role: Workforce Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Human Resource Analyst can view position for positions in their position security profile | Role: View Positions Privilege: View Position (Data) Resource: Position |
| Public Assignment | A Human Resource Analyst can choose public assignment for persons and assignments in their public person and assignment security profile | Role: Human Resource Analyst Privilege: Choose Public Person (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Analyst can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Analyst can search person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Analyst can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Public Assignment | A Human Resource Analyst can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Analyst can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Human Resource Analyst can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Analyst can choose public person for persons and assignments in their public person and assignment security profile | Role: Human Resource Analyst Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Analyst can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Analyst can report public person for persons and assignments in their public person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Analyst can report public person for persons and assignments in their public person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Analyst can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|---|
| Public Person | A Human Resource Analyst can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Resource Analyst can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Salary | A Human Resource Analyst can report salary for people and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Salary (Data) Resource: Salary |
| Salary | A Human Resource Analyst can view salary details for people and assignments in their person and assignment security profile | Role: View Salaries Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Analyst can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Analyst can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Salary | A Human Resource Analyst can view worker compensation portrait card for people in their person and assignment security profile | Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary |
| Schedule Assignment | A Human Resource Analyst can report work schedule assignment for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Work Schedule Assignment (Data) Resource: Schedule Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| Secured Payroll Element Type | A Human Resource Analyst can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: View Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Shared Performance Goal | A Human Resource Analyst can report shared performance goal for people and assignments in their person and assignment security profile | Role: Goal Management Transaction Analysis Privilege: Report Shared Performance Goal (Data) Resource: Shared Performance Goal |
| Succession Plan Candidate | A Human Resource Analyst can report succession plan candidacy for all public succession plans | Role: Succession Management Transaction Analysis Privilege: Report Succession Plan Candidacy (Data) Resource: Succession Plan Candidate |
| Succession Plan Candidate | A Human Resource Analyst can report succession plan candidacy for private succession plans for which they are an administrator or a viewer or a candidate manager | Role: Succession Management Transaction Analysis Privilege: Report Succession Plan Candidacy (Data) Resource: Succession Plan Candidate |
| Succession Plan Detail | A Human Resource Analyst can report succession plan for all public succession plans | Role: Succession Management Transaction Analysis Privilege: Report Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Analyst can report succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager | Role: Succession Management Transaction Analysis Privilege: Report Succession Plan (Data) Resource: Succession Plan Detail |
| Talent Pool | A Human Resource Analyst can report talent pool for talent pools for which they are owner | Role: Talent Review Meeting Real Time Transaction Analysis Privilege: Report Talent Pool (Data) Resource: Talent Pool |
| Talent Pool | A Human Resource Analyst can report talent pool for talent pools that they own or are in their talent pools security profile | Role: Succession Management Transaction Analysis Privilege: Report Talent Pool (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|---|
| | | Resource: Talent Pool |
| Talent Profile | A Human Resource Analyst can report talent profile for people and assignments in their person and assignment security profile | Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile (Data) Resource: Talent Profile |
| Talent Profile Item | A Human Resource Analyst can report talent profile item for jobs in their job security profile | Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile Item (Data) Resource: Talent Profile Item |
| Talent Profile Item | A Human Resource Analyst can report talent profile item for people and assignments in their person and assignment security profile | Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile Item (Data) Resource: Talent Profile Item |
| Tax Reporting Unit | A Human Resource Analyst can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Total Compensation Statement | A Human Resource Analyst can view total compensation statement already generated for people and assignments in their person and assignment security profile | Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement |
| Vacancy Requisition | A Human Resource Analyst can report vacancy for persons and assignments in their person and assignment security profile | Role: Vacancy Transaction Analysis Privilege: Report Vacancy (Data) Resource: Vacancy Requisition |
| Variable Compensation Allocation | A Human Resource Analyst can enter variable compensation allocation for people and assignments in their person and assignment security profile | Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation |
| Work Relationship | A Human Resource Analyst can report work relationship for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Work Relationship (Data) Resource: Work Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Work Relationship | A Human Resource Analyst can view employment information summary for persons and assignments in their person and assignment security profile | Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Analyst can view employment termination for persons and assignments in their person and assignment security profile | Role: View Employment Termination Privilege: View Employment Termination (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Analyst can view work relationship for persons and assignments in their person and assignment security profile | Role: View Work Relationship Privilege: View Work Relationship (Data) Resource: Work Relationship |
| Worker | A Human Resource Analyst can search worker for persons and assignments in their person and assignment security profile | Role: View Additional Assignment Info Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Analyst can search worker for persons and assignments in their person and assignment security profile | Role: View Eligible Jobs Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Analyst can search worker for persons and assignments in their person and assignment security profile | Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Analyst can search worker for persons and assignments in their person and assignment security profile | Role: View Seniority Dates Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Analyst can search worker for persons and assignments in their person and assignment security profile | Role: View Work Relationship Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Analyst can search worker for persons and assignments in their person and assignment security profile | Role: View Work Terms and Assignment Privilege: Search Worker (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Worker | A Human Resource Analyst can search worker for persons and assignments in their person and assignment security profile | Role: View Worker Contract Privilege: Search Worker (Data) Resource: Worker |
| Worker Contract | A Human Resource Analyst can report worker contract for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Human Resource Analyst can view worker contract for persons and assignments in their person and assignment security profile | Role: View Work Terms and Assignment Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Human Resource Analyst can view worker contract for persons and assignments in their person and assignment security profile | Role: View Worker Contract Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Document Delivery Preferences | A Human Resource Analyst can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: View Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Journey | A Human Resource Analyst can view worker journey for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: View Worker Checklist Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Worker Journey | A Human Resource Analyst can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Read Only Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Workforce Model Plan | A Human Resource Analyst can report workforce model plan for plans that they own or those owned by persons in their person security profile | Role: Workforce Modeling Transaction Analysis Privilege: Report Workforce Model Plan (Data) Resource: Workforce Model Plan |

Human Resource Help Desk Administrator (Job Role)

Individual responsible for managing all aspects of human resource help desk service requests. In addition, can manage queues and administer the human resource help desk service application, including setup.

Role Hierarchy

The Human Resource Help Desk Administrator job role directly and indirectly inherits these roles.

- Human Resource Help Desk Administrator
 - HR Help Desk Administration
 - Application Deployment Administration
 - Application Implementation Management
 - Functional Setups
 - Resource Administration
 - Application World Reference Administration
 - Manage Users
 - Use User Details Service
 - Resource Organization Administration
 - Resource Team Administration
 - Knowledge Home for HCM

Duties

This table lists the duties assigned directly and indirectly to the Human Resource Help Desk Administrator job role.

| Duty Role | Description |
|--|---|
| Application Deployment Administration | Manages application instance configurations and enterprise applications. |
| Application Implementation Management | Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks. |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |

| Duty Role | Description |
|--------------------------------------|--|
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. |
| Knowledge Home for HCM | Knowledge Home duty role strictly for HCM access |
| Manage Users | Creates and updates users and assigns roles to users. |
| Resource Administration | Administers resource information. |
| Resource Organization Administration | Administers resource organizations. |
| Resource Team Administration | Defines resource teams. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Human Resource Help Desk Administrator job role.

| Aggregate Privilege | Description |
|--------------------------|--|
| Use User Details Service | Creates or updates users during person synchronizations. |

Privileges

This table lists privileges granted to duties of the Human Resource Help Desk Administrator job role.

| Granted Role | Granted Role Description | Privilege |
|---------------------------------------|--|--|
| Application Deployment Administration | Manages application instance configurations and enterprise applications. | Activate Optional Enterprise Application |
| Application Deployment Administration | Manages application instance configurations and enterprise applications. | Manage Application Instance |
| Application Deployment Administration | Manages application instance configurations and enterprise applications. | Manage Application Portlet Registration |
| Application Deployment Administration | Manages application instance configurations and enterprise applications. | Manage Database |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Application Deployment Administration | Manages application instance configurations and enterprise applications. | Manage Deployed Domain |
| Application Deployment Administration | Manages application instance configurations and enterprise applications. | Manage Enterprise Environment |
| Application Deployment Administration | Manages application instance configurations and enterprise applications. | Review Topology Hierarchy |
| Application Deployment Administration | Manages application instance configurations and enterprise applications. | Setup and Maintain Applications |
| Application Implementation Management | Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks. | Configure Oracle Fusion Applications Offering |
| Application Implementation Management | Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks. | Gather Implementation Requirements |
| Application Implementation Management | Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks. | Manage Implementation Project |
| Application Implementation Management | Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks. | Review Applications Offering |
| Application Implementation Management | Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks. | Review Implementation Project Overview |
| Application Implementation Management | Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks. | Setup and Maintain Applications |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Currency |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference ISO Language |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Industry |

| Granted Role | Granted Role Description | Privilege |
|--|--|---|
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Language |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Natural Language |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Territory |
| Application World Reference Administration | Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language. | Manage Application Reference Timezone |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Access Partner Media Toolbar |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Add Attachment |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Assign Service Request |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Assign Service Request to Queue |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage | Compose Customer Message |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|--|--|
| | queues and administer the HCM help desk service application, including setup. | |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Compose Internal Note |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Compose Response |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Configure Setup UI |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Create Activity |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Create Article |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Create Service Request |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Customize Service UI |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Delete Activity |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Delete Service Request |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Download Attachment of an SR or SR Message |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|--|--|
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Edit Service Request |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Forward Service Request |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | HR Help Desk Agent Action |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage Comparison Processes |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage Configuration Packages |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage Extensible Object |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage Omnichannel Capacities |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage Omnichannel Presence and Availability |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage Product Groups |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage SR Team Member |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage | Manage Scheduled Processes |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|--|--|
| | queues and administer the HCM help desk service application, including setup. | |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage Service Queues |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage Setup Data Export and Import Processes |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Manage SmartText |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Perform Quick Setup |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Publish SmartText |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Run CRM Export Process |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Run File Import Scheduler |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Run Purge Batch Assignment Information Process |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Schedule Service Jobs |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Set Up CRM Objects for Export |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|--|---------------------------------------|
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Set Up File Import Activity |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Set Up File Import Object and Mapping |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Setup Omnichannel |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Setup Service |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Setup Service Assignment |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Submit Export Setup Data Process |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Submit Import Setup Data Process |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Update Activity |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Update Primary Contact |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | Use SmartText |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage | View Activity |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|--|--|
| | queues and administer the HCM help desk service application, including setup. | |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Administration Link |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Attachment |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Contextual pop up for a Person |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View HR Help Desk Service Request List |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Help Desk Service Request |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Interactions |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Knowledge within Service Request |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Service Request Activities |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Service Request Audit History |
| HR Help Desk Administration | Manage all aspects of the HCM help desk service requests. In addition can manage queues and administer the HCM help desk service application, including setup. | View Service Request Team |

| Granted Role | Granted Role Description | Privilege |
|-------------------------|---|---|
| Knowledge Home for HCM | Knowledge Home duty role strictly for HCM access | Access Knowledge Home in HCM |
| Manage Users | Creates and updates users and assigns roles to users. | Manage User Details |
| Resource Administration | Administers resource information. | Add Trading Community Resource to My Social Network |
| Resource Administration | Administers resource information. | Administer Sandbox |
| Resource Administration | Administers resource information. | Contact Trading Community Resource |
| Resource Administration | Administers resource information. | Edit Trading Community Resource Profile |
| Resource Administration | Administers resource information. | Enter Trading Community Resource Information |
| Resource Administration | Administers resource information. | Identify Trading Community Person as a Trading Community Resource |
| Resource Administration | Administers resource information. | Manage All Application Profile Values |
| Resource Administration | Administers resource information. | Manage Application Attachment Category |
| Resource Administration | Administers resource information. | Manage Application Attachment Entity |
| Resource Administration | Administers resource information. | Manage Application Common Lookup |
| Resource Administration | Administers resource information. | Manage Application Data Security Policy |
| Resource Administration | Administers resource information. | Manage Application Database Resource |
| Resource Administration | Administers resource information. | Manage Application Descriptive Flexfield |
| Resource Administration | Administers resource information. | Manage Application Extensible Flexfield |
| Resource Administration | Administers resource information. | Manage Application Flexfield Value Set |
| Resource Administration | Administers resource information. | Manage Application Message |
| Resource Administration | Administers resource information. | Manage Application Profile Category |

| Granted Role | Granted Role Description | Privilege |
|-------------------------|-----------------------------------|---|
| Resource Administration | Administers resource information. | Manage Application Profile Option |
| Resource Administration | Administers resource information. | Manage Application Reference Data Set |
| Resource Administration | Administers resource information. | Manage Application Reference Data Set Assignment |
| Resource Administration | Administers resource information. | Manage Application Set-Enabled Lookup |
| Resource Administration | Administers resource information. | Manage Application Standard Lookup |
| Resource Administration | Administers resource information. | Manage Application Taxonomy |
| Resource Administration | Administers resource information. | Manage Customer Data Management Foundation Custom Objects |
| Resource Administration | Administers resource information. | Manage Goal Management Notifications |
| Resource Administration | Administers resource information. | Manage My Application Profile Values |
| Resource Administration | Administers resource information. | Manage Person Talent Profile |
| Resource Administration | Administers resource information. | Manage Talent Education Establishment |
| Resource Administration | Administers resource information. | Manage Talent Notifications |
| Resource Administration | Administers resource information. | Manage Talent Profile Content Item |
| Resource Administration | Administers resource information. | Manage Talent Profile Rating Model |
| Resource Administration | Administers resource information. | Manage Talent Profile Sources |
| Resource Administration | Administers resource information. | Manage Trading Community Resource |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Address |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Contact Information |
| Resource Administration | Administers resource information. | Manage Trading Community Resource History |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Lookups |

| Granted Role | Granted Role Description | Privilege |
|-------------------------|-----------------------------------|--|
| Resource Administration | Administers resource information. | Manage Trading Community Resource Note |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Note Descriptive Flexfields |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Note Type |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Note Type Mapping |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Organization Memberships |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Role Assignments |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Sales Representative Information |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Skills |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Social Network |
| Resource Administration | Administers resource information. | Manage Trading Community Resource Team Memberships |
| Resource Administration | Administers resource information. | Remove Trading Community Resource |
| Resource Administration | Administers resource information. | Reset Password |
| Resource Administration | Administers resource information. | Search Trading Community Resource |
| Resource Administration | Administers resource information. | Upload Trading Community Resource Picture |
| Resource Administration | Administers resource information. | View Administration Link |
| Resource Administration | Administers resource information. | View Trading Community Resource Address |
| Resource Administration | Administers resource information. | View Trading Community Resource Administration Detail Information |
| Resource Administration | Administers resource information. | View Trading Community Resource Collaboration Information |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------------|-------------------------------------|--|
| | | |
| Resource Administration | Administers resource information. | View Trading Community Resource Contact Information |
| Resource Administration | Administers resource information. | View Trading Community Resource Details |
| Resource Administration | Administers resource information. | View Trading Community Resource History |
| Resource Administration | Administers resource information. | View Trading Community Resource Note |
| Resource Administration | Administers resource information. | View Trading Community Resource Organization Memberships |
| Resource Administration | Administers resource information. | View Trading Community Resource Overview Information |
| Resource Administration | Administers resource information. | View Trading Community Resource Profile |
| Resource Administration | Administers resource information. | View Trading Community Resource Role Assignments |
| Resource Administration | Administers resource information. | View Trading Community Resource Sales Representative Information |
| Resource Administration | Administers resource information. | View Trading Community Resource Skills |
| Resource Administration | Administers resource information. | View Trading Community Resource Social Network |
| Resource Administration | Administers resource information. | View Trading Community Resource Team Memberships |
| Resource Organization Administration | Administers resource organizations. | Manage Application Tree |
| Resource Organization Administration | Administers resource organizations. | Manage Application Tree Label |
| Resource Organization Administration | Administers resource organizations. | Manage Application Tree Structure |
| Resource Organization Administration | Administers resource organizations. | Manage Resource Organization Member Descriptive Flexfields |
| Resource Organization Administration | Administers resource organizations. | Manage Trading Community Resource Organization |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------------|-------------------------------------|--|
| Resource Organization Administration | Administers resource organizations. | Manage Trading Community Resource Organization Hierarchy |
| Resource Organization Administration | Administers resource organizations. | Manage Trading Community Resource Organization Members |
| Resource Organization Administration | Administers resource organizations. | Run Trading Community Resource Reporting Hierarchy Generation |
| Resource Organization Administration | Administers resource organizations. | Search Trading Community Resource Organization |
| Resource Organization Administration | Administers resource organizations. | Search Trading Community Resource Organization Hierarchies |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Organization Resource Members |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Resource Organization |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Resource Organization Details |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Resource Organization Hierarchies |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Resource Organization Hierarchy |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Resource Organization Hierarchy Details |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Resource Organization Team Memberships |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Resource Organization Usage Information |
| Resource Organization Administration | Administers resource organizations. | View Trading Community Resource Overview Information |
| Resource Team Administration | Defines resource teams. | Edit Trading Community Resource Team Basic Information |
| Resource Team Administration | Defines resource teams. | Enter Trading Community Resource Team Information |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|--------------------------|--|
| Resource Team Administration | Defines resource teams. | Manage Resource Team Descriptive Flexfields |
| Resource Team Administration | Defines resource teams. | Manage Resource Team Member Descriptive Flexfields |
| Resource Team Administration | Defines resource teams. | Manage Trading Community Resource Team |
| Resource Team Administration | Defines resource teams. | Manage Trading Community Resource Team Members |
| Resource Team Administration | Defines resource teams. | Manage Trading Community Resource Team Usages |
| Resource Team Administration | Defines resource teams. | Remove Trading Community Resource Team |
| Resource Team Administration | Defines resource teams. | Search Trading Community Resource Team |
| Resource Team Administration | Defines resource teams. | View Trading Community Resource Overview Information |
| Resource Team Administration | Defines resource teams. | View Trading Community Resource Team |
| Resource Team Administration | Defines resource teams. | View Trading Community Resource Team Details |
| Resource Team Administration | Defines resource teams. | View Trading Community Resource Team Members |
| Resource Team Administration | Defines resource teams. | View Trading Community Resource Team Usages |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Human Resource Help Desk Administrator job role.

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Activity | A Human Resource Help Desk Administrator can delete activity where they are either the owner or a delegator of an activity. | Role: Human Resource Help Desk Administrator Privilege: Delete Activity (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| | | Resource: Activity |
| Activity | A Human Resource Help Desk Administrator can update activity where they are either a resource or a delegator of a task or an owner or a delegator of an appointment or an owner or a delegator of a call report activity. | Role: Human Resource Help Desk Administrator Privilege: Update Activity (Data) Resource: Activity |
| Activity | A Human Resource Help Desk Administrator can view activity for all activities in the enterprise | Role: Human Resource Help Desk Administrator Privilege: View Activity (Data) Resource: Activity |
| Activity | A Human Resource Help Desk Administrator can view activity where they are either a resource or a delegator of an activity. | Role: Human Resource Help Desk Administrator Privilege: View Activity (Data) Resource: Activity |
| Activity | A Human Resource Help Desk Administrator can view activity where they are in the management chain of an activity resource. | Role: Human Resource Help Desk Administrator Privilege: View Activity (Data) Resource: Activity |
| Activity Note | A Human Resource Help Desk Administrator can manage activity note where they are the author of the note or the note is not a private note | Role: Human Resource Help Desk Administrator Privilege: Manage Activity Note (Data) Resource: Activity Note |
| Activity Resource | A Human Resource Help Desk Administrator can update activity resource where they are a resource for an activity. | Role: Human Resource Help Desk Administrator Privilege: Update Activity (Data) Resource: Activity Resource |
| Application Attachment Category | A Human Resource Help Desk Administrator can delete application attachment for all application attachments of categories including service request internal and miscellaneous documents | Role: HR Help Desk Administration Privilege: Delete Application Attachment Resource: Application Attachment Category |
| Application Attachment Category | A Human Resource Help Desk Administrator can read application attachment for all application attachments of categories including service request internal and miscellaneous documents | Role: HR Help Desk Administration Privilege: Read Application Attachment Resource: Application Attachment Category |
| Application Attachment Category | A Human Resource Help Desk Administrator can update application attachment for all application attachments of categories including | Role: HR Help Desk Administration Privilege: Update Application Attachment |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| | service request internal and miscellaneous documents | Resource: Application Attachment Category |
| Business Unit | A Human Resource Help Desk Administrator can choose business unit organization for business units in their organization security profile | Role: Resource Administration Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Department | A Human Resource Help Desk Administrator can choose department for departments in their organization security profile | Role: Resource Organization Administration Privilege: Choose Department (Data) Resource: Department |
| Employee Resource File Import Activity | A Human Resource Help Desk Administrator can view employee resource file import activity object type for all employee resource file import activities of object type 'employee resource' | Role: Resource Administration Privilege: View Employee Resource File Import Activity Object Type (Data) Resource: Employee Resource File Import Activity |
| Employee Resource File Import Mapping | A Human Resource Help Desk Administrator can view employee resource file import mapping object type for all employee resource file import mappings of object type 'employee resource' | Role: Resource Administration Privilege: View Employee Resource File Import Mapping Object Type (Data) Resource: Employee Resource File Import Mapping |
| Employee Resource File Import Object | A Human Resource Help Desk Administrator can view employee resource file import object type for all employee resource file import objects of object type 'employee resource' | Role: Resource Administration Privilege: View Employee Resource File Import Object Type (Data) Resource: Employee Resource File Import Object |
| File Export Batch | A Human Resource Help Desk Administrator can view file export batch for all export batches | Role: HR Help Desk Administration Privilege: View File Export Batch (Data) Resource: File Export Batch |
| HR Job | A Human Resource Help Desk Administrator can choose hr job for all jobs in the enterprise | Role: Resource Administration Privilege: Choose HR Job (Data) Resource: HR Job |
| Inbound Message Detail | A Human Resource Help Desk Administrator can manage inbound message for all inbound messages sent to a human resource channel | Role: HR Help Desk Administration Privilege: Manage Inbound Message (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------------------|---|--|
| | | Resource: Inbound Message Detail |
| Legal Employer | A Human Resource Help Desk Administrator can choose legal employer for legal employers in their organization security profile | Role: Resource Administration Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Partner File Import Activity | A Human Resource Help Desk Administrator can view partner file import activity object type for all partner file import activities of object type 'partner company' | Role: Resource Administration Privilege: View Partner File Import Activity Object Type (Data) Resource: Partner File Import Activity |
| Partner File Import Mapping | A Human Resource Help Desk Administrator can view partner file import mapping object type for all partner file import mappings of object type 'partner company' | Role: Resource Administration Privilege: View Partner File Import Mapping Object Type (Data) Resource: Partner File Import Mapping |
| Partner File Import Object | A Human Resource Help Desk Administrator can view partner file import object type for all partner file import objects of object type 'partner company' | Role: Resource Administration Privilege: View Partner File Import Object Type (Data) Resource: Partner File Import Object |
| Partner Member File Import Activity | A Human Resource Help Desk Administrator can view partner member file import activity object type for all partner member file import activities of object type 'partner member' | Role: Resource Administration Privilege: View Partner Member File Import Activity Object Type (Data) Resource: Partner Member File Import Activity |
| Partner Member File Import Mapping | A Human Resource Help Desk Administrator can view partner member file import mapping object type for all partner member file import mappings of object type 'partner member' | Role: Resource Administration Privilege: View Partner Member File Import Mapping Object Type (Data) Resource: Partner Member File Import Mapping |
| Partner Member File Import Object | A Human Resource Help Desk Administrator can view partner member file import object type for all partner member file import objects of object type 'partner member' | Role: Resource Administration Privilege: View Partner Member File Import Object Type (Data) Resource: Partner Member File Import Object |
| Person Assignment | A Human Resource Help Desk Administrator can search worker for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: Search Worker (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|--|---|
| | | Resource: Person Assignment |
| Person Assignment | A Human Resource Help Desk Administrator can view person assignment for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Type | A Human Resource Help Desk Administrator can choose person type for person types in their person type security profile | Role: Manage Users Privilege: Choose Person Type (Data) Resource: Person Type |
| Public Person | A Human Resource Help Desk Administrator can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |
| Resource Team File Import Activity | A Human Resource Help Desk Administrator can view resource team file import activity object type for all resource team file import activities of object type 'resource team' | Role: Resource Team Administration Privilege: View Resource Team File Import Activity Object Type (Data) Resource: Resource Team File Import Activity |
| Resource Team File Import Mapping | A Human Resource Help Desk Administrator can view resource team file import mapping object type for all resource team file import mappings of object type 'resource team' | Role: Resource Team Administration Privilege: View Resource Team File Import Mapping Object Type (Data) Resource: Resource Team File Import Mapping |
| Resource Team File Import Object | A Human Resource Help Desk Administrator can view resource team file import object type for all resource team file import objects of object type 'resource team' | Role: Resource Team Administration Privilege: View Resource Team File Import Object Type (Data) Resource: Resource Team File Import Object |
| Service Assignment Queue | A Human Resource Help Desk Administrator can manage service queue for all human resource service queues | Role: HR Help Desk Administration Privilege: Manage Service Queue (Data) Resource: Service Assignment Queue |
| Service Category | A Human Resource Help Desk Administrator can manage service category for all human resource service categories | Role: HR Help Desk Administration Privilege: Manage Service Category (Data) Resource: Service Category |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Service Request Export Object | A Human Resource Help Desk Administrator can view service request export object for all service requests export objects | Role: HR Help Desk Administration Privilege: View Service Request Export Object (Data) Resource: Service Request Export Object |
| Service Request File Import Activity | A Human Resource Help Desk Administrator can view service request file import activity object type for all service request file import activities | Role: HR Help Desk Administration Privilege: View Service Request File Import Activity Object Type (Data) Resource: Service Request File Import Activity |
| Service Request File Import Mapping | A Human Resource Help Desk Administrator can view service request file import mapping object type for all service request file import mappings | Role: HR Help Desk Administration Privilege: View Service Request File Import Mapping Object Type (Data) Resource: Service Request File Import Mapping |
| Service Request File Import Object | A Human Resource Help Desk Administrator can view service request file import object type for all service request file import objects | Role: HR Help Desk Administration Privilege: View Service Request File Import Object Type (Data) Resource: Service Request File Import Object |
| Service Request Header | A Human Resource Help Desk Administrator can manage service request header for all human resource service requests | Role: HR Help Desk Administration Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Message | A Human Resource Help Desk Administrator can manage service request message for all service request messages | Role: HR Help Desk Administration Privilege: Manage Service Request Message (Data) Resource: Service Request Message |
| Service Request Resource | A Human Resource Help Desk Administrator can manage service request resource for all service request resources | Role: HR Help Desk Administration Privilege: Manage Service Request Resource (Data) Resource: Service Request Resource |
| Tag Table | A Human Resource Help Desk Administrator can access tag table the internal user group | Role: Human Resource Help Desk Administrator Privilege: Access Content with Usergroup Resource: Tag Table |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Trading Community Org Address Email Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Phone Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference |
| Trading Community Organization Address Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference |
| Trading Community Organization Email Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Party | A Human Resource Help Desk Administrator can view trading community organization for all organizations in the enterprise | Role: Resource Administration Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Phone Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Party | A Human Resource Help Desk Administrator can view trading community person for all people in the enterprise | Role: Resource Administration Privilege: View Trading Community Person (Data) Resource: Trading Community Party |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Trading Community Party | A Human Resource Help Desk Administrator can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | Role: Resource Administration Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Human Resource Help Desk Administrator can view trading community person for all resources in the enterprise | Role: Resource Administration Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Person Address Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Address Phone Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference |
| Trading Community Person Email Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference |
| Trading Community Person Phone Contact Preference | A Human Resource Help Desk Administrator can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Resource Administration Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference |
| Trading Community Relationship | A Human Resource Help Desk Administrator can view trading community relationship for all trading community relationships in the enterprise | Role: Resource Administration Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Resource Note | A Human Resource Help Desk Administrator can manage trading community resource notes for all resource notes | Role: Resource Administration |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|--|--|
| | | Privilege: Manage Trading Community Resource Notes (Data) Resource: Trading Community Resource Note |
| Trading Community Resource Note | A Human Resource Help Desk Administrator can manage trading community resource notes for the resource notes for which they are the owner | Role: Resource Administration Privilege: Manage Trading Community Resource Notes (Data) Resource: Trading Community Resource Note |
| Trading Community Resource Note | A Human Resource Help Desk Administrator can view trading community resource notes for all resource notes | Role: Resource Administration Privilege: View Trading Community Resource Notes (Data) Resource: Trading Community Resource Note |
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can manage trading community resource contact point information for all resource contacts in the enterprise | Role: Resource Administration Privilege: Manage Trading Community Resource Contact Point Information (Data) Resource: Trading Community Resource Profile |
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can manage trading community resource skill for all resource skills | Role: Resource Administration Privilege: Manage Trading Community Resource Skill (Data) Resource: Trading Community Resource Profile |
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can manage trading community resource skill for the resource skills of persons who they manage | Role: Resource Administration Privilege: Manage Trading Community Resource Skill (Data) Resource: Trading Community Resource Profile |
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can manage trading community resource skill for their resource skills | Role: Resource Administration Privilege: Manage Trading Community Resource Skill (Data) Resource: Trading Community Resource Profile |
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can remove trading community resource for all resources in the enterprise | Role: Resource Administration Privilege: Remove Trading Community Resource (Data) Resource: Trading Community Resource Profile |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|--|
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can update trading community resource for all resources in the enterprise | Role: Resource Administration Privilege: Update Trading Community Resource (Data) Resource: Trading Community Resource Profile |
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can update trading community resource for their resource record | Role: Resource Administration Privilege: Update Trading Community Resource (Data) Resource: Trading Community Resource Profile |
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can view trading community resource contact point information for all resource contacts in the enterprise | Role: Resource Administration Privilege: View Trading Community Resource Contact Point Information (Data) Resource: Trading Community Resource Profile |
| Trading Community Resource Profile | A Human Resource Help Desk Administrator can view trading community resource contact point information for their contacts | Role: Resource Administration Privilege: View Trading Community Resource Contact Point Information (Data) Resource: Trading Community Resource Profile |
| Trading Community Resource Sales Representative Setup | A Human Resource Help Desk Administrator can manage trading community salesperson setup for the reference data sets for which they are authorized | Role: Resource Administration Privilege: Manage Trading Community Salesperson Setup (Data) Resource: Trading Community Resource Sales Representative Setup |
| Trading Community Resource Sales Representative Setup | A Human Resource Help Desk Administrator can view trading community salesperson setup for the reference data sets for which they are authorized | Role: Resource Administration Privilege: View Trading Community Salesperson Setup (Data) Resource: Trading Community Resource Sales Representative Setup |

Privacy

This table lists data security policies for privacy for the Human Resource Help Desk Administrator job role.

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| Trading Community Person Phone | A Human Resource Help Desk Administrator can manage trading community person phone for all trading community person mobile phone numbers | Role: Human Resource Help Desk Administrator Privilege: Manage Trading Community Person Mobile Phone Number Resource: Trading Community Person Phone |
| Trading Community Person Phone | A Human Resource Help Desk Administrator can view trading community person phone for all trading community person mobile phone numbers | Role: Human Resource Help Desk Administrator Privilege: View Trading Community Person Mobile Phone Number Resource: Trading Community Person Phone |

Human Resource Help Desk Agent (Job Role)

Individual responsible for managing and resolving workforce service requests for an organization.

Role Hierarchy

The Human Resource Help Desk Agent job role directly and indirectly inherits these roles.

- Human Resource Help Desk Agent
 - HR Help Desk Service Request Management
 - Knowledge Authoring
 - Knowledge Home for HCM

Duties

This table lists the duties assigned directly and indirectly to the Human Resource Help Desk Agent job role.

| Duty Role | Description |
|---|--|
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. |
| Knowledge Authoring | Provides for the ability to participate in the life cycle of a knowledge article from creation to deletion |

| Duty Role | Description |
|------------------------|--|
| Knowledge Home for HCM | Knowledge Home duty role strictly for HCM access |

Privileges

This table lists privileges granted to duties of the Human Resource Help Desk Agent job role.

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Access Partner Media Toolbar |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Add Attachment |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Assign Service Request |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Assign Service Request to Queue |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Compose Customer Message |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Compose Internal Note |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Compose Response |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Create Activity |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Create Article |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Create Service Request |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Delete Activity |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Download Attachment of an SR or SR Message |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Edit Service Request |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Forward Service Request |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | HR Help Desk Agent Action |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Manage Omnichannel Presence and Availability |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Manage SR Team Member |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Manage SmartText |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Update Activity |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Update Primary Contact |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | Use SmartText |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Activity |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Attachment |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Contextual pop up for a Person |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View HR Help Desk Agent Dashboard |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View HR Help Desk Service Request List |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Help Desk Service Request |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Interactions |

| Granted Role | Granted Role Description | Privilege |
|---|--|---------------------------------------|
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Knowledge within Service Request |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Service Request Activities |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Service Request Audit History |
| HR Help Desk Service Request Management | Manages all aspects of the HR Help Desk Service Request object. | View Service Request Team |
| Knowledge Authoring | Provides for the ability to participate in the life cycle of a knowledge article from creation to deletion | Knowledge Authoring |
| Knowledge Home for HCM | Knowledge Home duty role strictly for HCM access | Access Knowledge Home in HCM |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Human Resource Help Desk Agent job role.

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Activity | A Human Resource Help Desk Agent can delete activity where they are either the owner or a delegator of an activity. | Role: Human Resource Help Desk Agent Privilege: Delete Activity (Data) Resource: Activity |
| Activity | A Human Resource Help Desk Agent can update activity where they are either a resource or a delegator of a task or an owner or a delegator of an appointment or an owner or a delegator of a call report activity. | Role: Human Resource Help Desk Agent Privilege: Update Activity (Data) Resource: Activity |
| Activity | A Human Resource Help Desk Agent can view activity for all activities in the enterprise | Role: Human Resource Help Desk Agent Privilege: View Activity (Data) Resource: Activity |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Activity | A Human Resource Help Desk Agent can view activity where they are either a resource or a delegator of an activity. | Role: Human Resource Help Desk Agent Privilege: View Activity (Data) Resource: Activity |
| Activity Note | A Human Resource Help Desk Agent can manage activity note where they are the author of the note or the note is not a private note | Role: Human Resource Help Desk Agent Privilege: Manage Activity Note (Data) Resource: Activity Note |
| Activity Resource | A Human Resource Help Desk Agent can update activity resource where they are a resource for an activity. | Role: Human Resource Help Desk Agent Privilege: Update Activity (Data) Resource: Activity Resource |
| Application Attachment Category | A Human Resource Help Desk Agent can delete application attachment for all application attachments of categories including service request internal and miscellaneous documents | Role: HR Help Desk Service Request Management Privilege: Delete Application Attachment Resource: Application Attachment Category |
| Application Attachment Category | A Human Resource Help Desk Agent can read application attachment for all application attachments of categories including service request internal and miscellaneous documents | Role: HR Help Desk Service Request Management Privilege: Read Application Attachment Resource: Application Attachment Category |
| Application Attachment Category | A Human Resource Help Desk Agent can update application attachment for all application attachments of categories including service request internal and miscellaneous documents | Role: HR Help Desk Service Request Management Privilege: Update Application Attachment Resource: Application Attachment Category |
| Content Type Table | A Human Resource Help Desk Agent can update content type table hcm content types | Role: Human Resource Help Desk Agent Privilege: Update Article of a content type Resource: Content Type Table |
| Content Type Table | A Human Resource Help Desk Agent can view content type table hcm content types | Role: Human Resource Help Desk Agent Privilege: View Article of a content type Resource: Content Type Table |
| Inbound Message Detail | A Human Resource Help Desk Agent can manage inbound message for all inbound messages sent to a human resource channel | Role: HR Help Desk Service Request Management Privilege: Manage Inbound Message (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|--|--|
| | | Resource: Inbound Message Detail |
| Service Assignment Queue | A Human Resource Help Desk Agent can manage service queue for all human resource service queues | Role: HR Help Desk Service Request Management Privilege: Manage Service Queue (Data) Resource: Service Assignment Queue |
| Service Category | A Human Resource Help Desk Agent can manage service category for all human resource service categories | Role: HR Help Desk Service Request Management Privilege: Manage Service Category (Data) Resource: Service Category |
| Service Request Header | A Human Resource Help Desk Agent can manage service request header where the human resource service request is assigned to a queue that they are a member of | Role: HR Help Desk Service Request Management Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Header | A Human Resource Help Desk Agent can manage service request header where the human resource service request is assigned to them | Role: HR Help Desk Service Request Management Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Header | A Human Resource Help Desk Agent can manage service request header where they are a member of human resource service request team | Role: HR Help Desk Service Request Management Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Header | A Human Resource Help Desk Agent can manage service request header where they are the primary contact of the human resource service request | Role: HR Help Desk Service Request Management Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Header | A Human Resource Help Desk Agent can manage service request header where they created the human resource service request | Role: HR Help Desk Service Request Management Privilege: Manage Service Request Header (Data) Resource: Service Request Header |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|--|--|
| Service Request Message | A Human Resource Help Desk Agent can manage service request message for all service request messages | Role: HR Help Desk Service Request Management Privilege: Manage Service Request Message (Data) Resource: Service Request Message |
| Service Request Resource | A Human Resource Help Desk Agent can manage service request resource for all service request resources | Role: HR Help Desk Service Request Management Privilege: Manage Service Request Resource (Data) Resource: Service Request Resource |
| Site Table | A Human Resource Help Desk Agent can access site table the hcm department | Role: Human Resource Help Desk Agent Privilege: Access Content with Department Resource: Site Table |
| Tag Table | A Human Resource Help Desk Agent can access tag table the internal user group | Role: Human Resource Help Desk Agent Privilege: Access Content with Usergroup Resource: Tag Table |

Privacy

This table lists data security policies for privacy for the Human Resource Help Desk Agent job role.

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| Trading Community Person Phone | A Human Resource Help Desk Agent can manage trading community person phone for all trading community person mobile phone numbers | Role: Human Resource Help Desk Agent Privilege: Manage Trading Community Person Mobile Phone Number Resource: Trading Community Person Phone |
| Trading Community Person Phone | A Human Resource Help Desk Agent can view trading community person phone for all trading community person mobile phone numbers | Role: Human Resource Help Desk Agent Privilege: View Trading Community Person Mobile Phone Number Resource: Trading Community Person Phone |

Human Resource Help Desk Manager (Job Role)

Individual responsible for managing help desk operations and personnel, dealing with escalated issues, and analyzing help desk performance and quality.

Role Hierarchy

The Human Resource Help Desk Manager job role directly and indirectly inherits these roles.

- Human Resource Help Desk Manager
 - HR Help Desk Analysis
 - Knowledge Authoring
 - Knowledge Home for HCM

Duties

This table lists the duties assigned directly and indirectly to the Human Resource Help Desk Manager job role.

| Duty Role | Description |
|------------------------|--|
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. |
| Knowledge Authoring | Provides for the ability to participate in the life cycle of a knowledge article from creation to deletion |
| Knowledge Home for HCM | Knowledge Home duty role strictly for HCM access |

Privileges

This table lists privileges granted to duties of the Human Resource Help Desk Manager job role.

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|------------------------------|
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall | Access Partner Media Toolbar |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---------------------------------|
| | resource balancing, critical service requests, SLA's. | |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Add Attachment |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Assign Service Request |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Assign Service Request to Queue |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Compose Customer Message |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Compose Internal Note |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Compose Response |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Create Activity |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Create Article |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall | Create Service Request |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| | resource balancing, critical service requests, SLA's. | |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Delete Activity |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Download Attachment of an SR or SR Message |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Edit Service Request |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Forward Service Request |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | HR Help Desk Agent Action |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Manage Omnichannel Presence and Availability |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Manage SR Team Member |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Manage SmartText |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall | Update Activity |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| | resource balancing, critical service requests, SLA's. | |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Update Primary Contact |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | Use SmartText |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View Activity |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View Attachment |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View Contextual pop up for a Person |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View HR Help Desk Manager Dashboard |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View HR Help Desk Service Request List |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View Help Desk Service Request |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall | View Interactions |

| Granted Role | Granted Role Description | Privilege |
|------------------------|--|---------------------------------------|
| | resource balancing, critical service requests, SLA's. | |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View Knowledge within Service Request |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View Service Request Activities |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View Service Request Audit History |
| HR Help Desk Analysis | Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall resource balancing, critical service requests, SLA's. | View Service Request Team |
| Knowledge Authoring | Provides for the ability to participate in the life cycle of a knowledge article from creation to deletion | Knowledge Authoring |
| Knowledge Home for HCM | Knowledge Home duty role strictly for HCM access | Access Knowledge Home in HCM |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Human Resource Help Desk Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Activity | A Human Resource Help Desk Manager can delete activity where they are either the owner or a delegator of an activity. | Role: Human Resource Help Desk Manager Privilege: Delete Activity (Data) Resource: Activity |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Activity | A Human Resource Help Desk Manager can update activity where they are either a resource or a delegator of a task or an owner or a delegator of an appointment or an owner or a delegator of a call report activity. | Role: Human Resource Help Desk Manager Privilege: Update Activity (Data) Resource: Activity |
| Activity | A Human Resource Help Desk Manager can view activity for all activities in the enterprise | Role: Human Resource Help Desk Manager Privilege: View Activity (Data) Resource: Activity |
| Activity | A Human Resource Help Desk Manager can view activity where they are either a resource or a delegator of an activity. | Role: Human Resource Help Desk Manager Privilege: View Activity (Data) Resource: Activity |
| Activity | A Human Resource Help Desk Manager can view activity where they are in the management chain of an activity resource. | Role: Human Resource Help Desk Manager Privilege: View Activity (Data) Resource: Activity |
| Activity Note | A Human Resource Help Desk Manager can manage activity note where they are the author of the note or the note is not a private note | Role: Human Resource Help Desk Manager Privilege: Manage Activity Note (Data) Resource: Activity Note |
| Activity Resource | A Human Resource Help Desk Manager can update activity resource where they are a resource for an activity. | Role: Human Resource Help Desk Manager Privilege: Update Activity (Data) Resource: Activity Resource |
| Application Attachment Category | A Human Resource Help Desk Manager can delete application attachment for all application attachments of categories including service request internal and miscellaneous documents | Role: HR Help Desk Analysis Privilege: Delete Application Attachment Resource: Application Attachment Category |
| Application Attachment Category | A Human Resource Help Desk Manager can read application attachment for all application attachments of categories including service request internal and miscellaneous documents | Role: HR Help Desk Analysis Privilege: Read Application Attachment Resource: Application Attachment Category |
| Application Attachment Category | A Human Resource Help Desk Manager can update application attachment for all application attachments of categories including service request internal and miscellaneous documents | Role: HR Help Desk Analysis Privilege: Update Application Attachment Resource: Application Attachment Category |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|--|---|
| Content Type Table | A Human Resource Help Desk Manager can update content type table hcm content types | Role: Human Resource Help Desk Manager Privilege: Update Article of a content type Resource: Content Type Table |
| Content Type Table | A Human Resource Help Desk Manager can view content type table hcm content types | Role: Human Resource Help Desk Manager Privilege: View Article of a content type Resource: Content Type Table |
| Inbound Message Detail | A Human Resource Help Desk Manager can manage inbound message for all inbound messages sent to a human resource channel | Role: HR Help Desk Analysis Privilege: Manage Inbound Message (Data) Resource: Inbound Message Detail |
| Service Assignment Queue | A Human Resource Help Desk Manager can manage service queue for all human resource service queues | Role: HR Help Desk Analysis Privilege: Manage Service Queue (Data) Resource: Service Assignment Queue |
| Service Category | A Human Resource Help Desk Manager can manage service category for all human resource service categories | Role: HR Help Desk Analysis Privilege: Manage Service Category (Data) Resource: Service Category |
| Service Request Header | A Human Resource Help Desk Manager can manage service request header where the human resource service request is assigned to a queue that they or their subordinate is a member of | Role: HR Help Desk Analysis Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Header | A Human Resource Help Desk Manager can manage service request header where the human resource service request is assigned to them or their subordinate | Role: HR Help Desk Analysis Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Header | A Human Resource Help Desk Manager can manage service request header where they are the primary contact of the human resource service request | Role: HR Help Desk Analysis Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Header | A Human Resource Help Desk Manager can manage service request header where they created the human resource service request | Role: HR Help Desk Analysis Privilege: Manage Service Request Header (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|---|--|
| | | Resource: Service Request Header |
| Service Request Header | A Human Resource Help Desk Manager can manage service request header where they or their subordinate is a member of human resource service request team | Role: HR Help Desk Analysis Privilege: Manage Service Request Header (Data) Resource: Service Request Header |
| Service Request Message | A Human Resource Help Desk Manager can manage service request message for all service request messages | Role: HR Help Desk Analysis Privilege: Manage Service Request Message (Data) Resource: Service Request Message |
| Service Request Resource | A Human Resource Help Desk Manager can manage service request resource for all service request resources | Role: HR Help Desk Analysis Privilege: Manage Service Request Resource (Data) Resource: Service Request Resource |
| Site Table | A Human Resource Help Desk Manager can access site table the hcm department | Role: Human Resource Help Desk Manager Privilege: Access Content with Department Resource: Site Table |
| Tag Table | A Human Resource Help Desk Manager can access tag table the internal user group | Role: Human Resource Help Desk Manager Privilege: Access Content with Usergroup Resource: Tag Table |

Privacy

This table lists data security policies for privacy for the Human Resource Help Desk Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| Trading Community Person Phone | A Human Resource Help Desk Manager can manage trading community person phone for all trading community person mobile phone numbers | Role: Human Resource Help Desk Manager Privilege: Manage Trading Community Person Mobile Phone Number Resource: Trading Community Person Phone |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| Trading Community Person Phone | A Human Resource Help Desk Manager can view trading community person phone for all trading community person mobile phone numbers | Role: Human Resource Help Desk Manager Privilege: View Trading Community Person Mobile Phone Number Resource: Trading Community Person Phone |

Human Resource Manager (Job Role)

Performs duties of a human resources manager.

Role Hierarchy

The Human Resource Manager job role directly and indirectly inherits these roles.

- Human Resource Manager
 - Human Resource Specialist
 - Access Change Legal Employer Dashboard
 - Access Family and Emergency Contacts by HR
 - Access HCM Spreadsheet Data Loader Templates
 - Access Person Contact Information by HR
 - Access Person Extra Information by HR
 - Access Person Gallery
 - Access Person Identification Information by HR
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Access Personal Details by HR
 - Access Talent Pool Overview
 - Accrual Type Absence Plan Balance Adjustment
 - Add Worker Assignment
 - Address Job Offer
 - Administer Individual Compensation
 - Cancel Work Relationship
 - Change Employment Start Dates
 - Change Person Address
 - Change Person Marital Status
 - Change Worker Assignment

- Change Worker Assignment and Position by HR
- Change Worker Location
- Change Worker Location and Position by HR
- Change Worker Manager
- Change Worker Working Hour
- Change Worker Working Hour and Position by HR
- Compare HCM Information
- Contingent Worker Addition
- Correct Employment Termination
- Correct Worker Assignment
- Correct Worker Salary
- Create Person Assignment
- Create Succession Plan for Worker
- Create Work Relationship
- Create Work Terms
- Delete HCM Person Note
- Delete Worker Date Effective Assignment
- Delete Worker Latest Salary
- Edit Person Career Planning
- Edit Person Skills and Qualifications
- Edit Work Relationship
- Employee Bank Account Management
- Employee Hire
- End Work Terms
- Enroll Worker On Accrual Type Absence Plan
- HCM Extract Definition
- Hide HCM Person Public Note
- Load Data using HCM Spreadsheet Data Loader
- Maintain Workers Absence Records
- Manage Absence Case
- Manage Accrual Type Absence Plan Enrollment Events
- Manage Additional Assignment Info
- Manage Approval Delegations
- Manage Areas of Responsibility by Person
- Manage Areas of Responsibility by Responsibility Type
- Manage Cash Disbursements
- Manage Contact Person PII
- Manage Contextual Journey by HR
 - o Use REST Service - HR Document Types List of Values
 - o Use REST Service - Journeys Read Only
 - o Use REST Service - Public Workers Read Only
 - o Use REST Service - Worker Journeys
 - o Use REST Service - Workers List of Values
- Manage Costing of Position in Employment Processes

- Manage Development Goal by HR
- Manage Direct Report
- Manage Eligible Jobs
- Manage Employee Payroll in Employment Processes
- Manage HCM Rates
- Manage HR Document Type
- Manage Individual Compensation
- Manage Journey By HR
 - o Use REST Service - HR Document Types List of Values
 - o Use REST Service - Journey Allocations
 - o Use REST Service - Journey Categories List of Values
 - o Use REST Service - Journey Scheduled Allocations
 - o Use REST Service - Journey Task Library
 - o Use REST Service - Journeys
 - o Use REST Service - Public Workers Read Only
 - o Use REST Service - Worker Journeys
 - o Use REST Service - Workers List of Values
- Manage Onboarding
- Manage Payroll Element Entry
- Manage Payroll Relationship
- Manage Performance Goal by HR
- Manage Person Biographical Information
- Manage Person Citizenship
- Manage Person Contact Details
- Manage Person Disability by HR
- Manage Person Document Delivery Preferences
- Manage Person Documentation
- Manage Person Driver License
- Manage Person Ethnicity
- Manage Person Extra Information by HR
- Manage Person Identifiers for External Applications
- Manage Person Image by HR
- Manage Person Legislative
- Manage Person Name
- Manage Person National Identifier
- Manage Person Number
- Manage Person Passport
- Manage Person Religion
- Manage Person Visa or Permit
- Manage Role Delegations
- Manage Salaries
- Manage Salary History
- Manage Schedules and Exceptions Assignment

- Manage Seniority Dates
- Manage Talent Pool
- Manage User Account
 - o Edit User Name
 - o Manage User Roles
- Manage Users
- Manage Vacancy
- Manage Work Patterns
- Manage Work Relationship
- Manage Work Terms and Assignment
- Manage Worker Checklist
- Manage Worker Contract
- Manage Worker Information Sharing
- Manage Worker Personal Payment Method
- Mass Download Document Records
- Nonworker Addition
- Nudge Configuration
- Payroll Common HCM Implementation
 - o Employee Bank Account Management
 - o Manage Fast Formula
 - o Manage HCM Rates
 - o Manage Payroll Element Entry
 - o Manage Value Defined by Criteria
- Pending Worker Addition and Hire
- Pending Worker Quick Hire
- Perform Worker Local and Global Transfers
- Perform Worker Mass Legal Employer Change
- Performance Management HR Specialist
 - o Administer Requested Feedback
 - o Create Anytime Performance Document
 - o Evaluate Performance Document as Manager
 - o Evaluate Performance Document as Worker
 - o Manage Check-In Document
 - o Process Mass Actions For Performance Documents
 - o Submit a Payroll Process or Report
 - o View Check-In Document
 - o View Performance Summary
 - o View Requested Feedback by HR
- Person Communication Methods Management
- Person Communication Methods View
- Person Configuration

- Manage Journey
- Use REST Service - Journey Categories List of Values
- Person Management
 - Use REST Service - Worker Searches V2
 - View Person Address Data Only
 - View Person National Identifier
- Portrait Benefits
- Portrait Current and Completed Tasks
- Print Worker Portrait
- Promote Worker
- Promote Worker and Change Position by HR
- Report Human Resources Transaction Dashboard
- Reverse Employment Termination
- Schedule Talent Review Meeting
- Share Personal Data Access
- Share Personal Information
- Simulate Salary Ranges
- Submit a Payroll Flow
- Submit a Payroll Process or Report
- Succession Plan Management
 - Edit Succession Plan and Manage Candidates
 - View Succession Plan
- Terminate Employment
- Terminate Enrollment from Accrual Type Absence Plan
- Trading Community Data Security Policies for HCM
- Transfer Accrual Type Absence Plan Balance
- Transfer Worker
- Transfer Worker and Change Position by HR
- Use REST Service - Eligible Contacts List of Values
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - HCM Countries List of Values
- Use REST Service - HR Document Types List of Values
- Use REST Service - Legislative Data Groups List of Values
- Use REST Service - Nudge Cards
- Use REST Service - Performance Goals List of Values
- Use REST Service - Person Reference Data Lists of Values
- Use REST Service - Recruiting Hierarchy Lists of Values
- Use REST Service - Representatives Read Only
- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - Succession Management Lists of Values
- Use REST Service - Talent Review Managers List of Values
- Use REST Service - Worker Assignments List of Values

- Use REST Service - Worker Bank Accounts
- Use REST Service - Worker Bank Accounts Read Only
- Use REST Service - Workers List of Values
- Use REST Service - Workforce Structure List of Values
- Use User Details Service
- View Accrual Type Absence Plan Balance
- View Compensation Details for Worker
- View Compensation History
- View Costing of Position in Employment Processes
- View Development Goal by HR
- View Employee Payroll in Employment Processes
- View Employment Information Summary
- View Future Assignment Changes
- View Future Salary Changes
- View HCM Person Note
- View Market Composites Summary
- View Person Biographical Information
- View Person Citizenship
- View Person Disability by HR
- View Person Driver License
- View Person Ethnicity
- View Person National Identifier
- View Person Number
- View Person Passport
- View Person Religion
- View Person Visa or Permit
- View Portrait Availability Card
- View Portrait Contact Card
- View Portrait Employment Information Card
- View Portrait Personal Information Card
- View Portrait User Account Details Card
- View Seniority Dates
- View Succession Org Chart by HR
 - o Use REST Service - Succession Org Chart Read Only
- View Talent Ratings
- View Team Skills as HR
 - o Use REST Service - Manager Connections Read Only
 - o Use REST Service - Person Skills Searches
 - o Use REST Service - Talent Skill Assignments
 - o Use REST Service - Talent Skill Assignments Read Only
 - o Use REST Service - Team Skills Searches
- View Total Compensation Statements
- View Worker Assignment History Details
- View Worker Contract

- View Worker Personal Payment Method
- View Workforce Predictions as HR Specialist
- Workforce Model Plan HR Specialist
 - o View Salary Data Only
- Workforce Modeling Transaction Analysis
- Workforce Profile Specialist
- Workforce Structures Management
 - o Compare HCM Information
 - o Load Data using HCM Spreadsheet Data Loader
 - o Maintain Positions
 - o Manage Departments
 - o Manage Divisions
 - o Manage Worker Unions
 - o Request a Position Change
 - o View Positions
- o Use REST Service - Guided Journey Responses
- o Use REST Service - Guided Journeys Read Only

Duties

This table lists the duties assigned directly and indirectly to the Human Resource Manager job role.

| Duty Role | Description |
|---|---|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Access Talent Pool Overview | Allows access to the talent pools page that lists the available talent pools. |
| Address Job Offer | Address job offers of persons. |
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |
| Contingent Worker Addition | Adds contingent workers. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| Employee Hire | Hires employees. |
| FSCM Load Interface Administration | Manages load interface file for import |
| HCM Extract Definition | Grants access to the extract definition duty. |

| Duty Role | Description |
|--|--|
| Manage Contact Person PII | Manages a contact person's PII data. |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. |
| Manage Talent Pool | Allows to view, edit talent pools and add workers to the Talent Pools. |
| Manage User Account | Manages user roles. |
| Manage Users | Creates and updates users and assigns roles to users. |
| Nonworker Addition | Adds nonworkers. |
| Nudge Configuration | Allows the user to configure nudges. |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. |
| Pending Worker Addition and Hire | Adds and hires pending workers. |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. |
| Person Configuration | Manages person types, name formats, checklists, and document types. |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. |
| Portrait Current and Completed Tasks | Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests. |
| Schedule Talent Review Meeting | Allows management of talent review meetings. |
| Succession Plan Management | Manages succession plans. |
| Trading Community Data Security Policies for HCM | Contains data security policies that allow HCM roles to access Trading Community organizations, people and relationships |

| Duty Role | Description |
|--|--|
| Use REST Service - Eligible Contacts List of Values | Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service. |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. |
| Use REST Service - Succession Management Lists of Values | Allows the user to call the GET method associated with the Succession Management list of values REST Services. |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View Person Address Data Only | Grants access to persons to view address data. |
| View Succession Org Chart by HR | Allows an HR specialist to view the succession org chart. |
| View Team Skills as HR | Allows an HR Specialist to view team skills. |
| Workforce Model Plan HR Specialist | Manages workforce model plans, for example, creating, editing, and reviewing the plans. |
| Workforce Modeling Transaction Analysis | Analyzes Workforce Modeling transactional information |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Human Resource Manager job role.

| Aggregate Privilege | Description |
|--|---|
| Access Change Legal Employer Dashboard | Provides access to the change legal employer dashboard. |

| Aggregate Privilege | Description |
|--|---|
| Access Family and Emergency Contacts by HR | Allows access to a person's family and emergency contacts. |
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Access Person Contact Information by HR | Allows access to Person contact information such as phones, emails, other communication accounts, and addresses. |
| Access Person Extra Information by HR | Allows access to a person's extensible flexfields. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Access Person Identification Information by HR | Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses. |
| Access Personal Details by HR | Allows access to Person Information such as such as name, national identifier, biographical, demographic, and disability information. |
| Accrual Type Absence Plan Balance Adjustment | Allows administrator to enter adjustments for workers in their absence type accrual plans. |
| Add Worker Assignment | Allows adding of a worker assignment. |
| Administer Individual Compensation | Allows administration of individual compensation awards for workers within the user's security profile. |
| Administer Requested Feedback | Allows to administer requested feedback |
| Cancel Work Relationship | Cancels work relationships. |
| Change Employment Start Dates | Allows changing of employment start dates for workers. |
| Change Person Address | Grants access to persons to manage their own address data. |
| Change Person Marital Status | Grants access to a person to manage their own marital status and related data. |
| Change Worker Assignment | Change assignment of persons. |
| Change Worker Assignment and Position by HR | Allows HR specialists to change worker assignments and change positions. |
| Change Worker Location | Changes persons' locations. |

| Aggregate Privilege | Description |
|---|---|
| Change Worker Location and Position by HR | Allows HR specialists to change worker assignment locations and change positions. |
| Change Worker Manager | Changes persons' managers. |
| Change Worker Working Hour | Changes the working hours of persons. |
| Change Worker Working Hour and Position by HR | Allows HR specialists to change worker assignment working hours and change positions. |
| Compare HCM Information | Compares workers, jobs, positions, and any combinations of these objects. |
| Correct Employment Termination | Corrects workers' termination details. |
| Correct Worker Assignment | Allows correction of a worker's assignment. |
| Correct Worker Salary | Allows correction of a worker's salary on responsive pages. |
| Create Anytime Performance Document | Allows creation of anytime performance documents |
| Create Person Assignment | Creates workers' secondary assignments. |
| Create Succession Plan for Worker | Create succession plans. |
| Create Work Relationship | Adds work relationships to persons. |
| Create Work Terms | Creates secondary work terms. |
| Delete HCM Person Note | Deletes HCM person notes |
| Delete Worker Date Effective Assignment | Allows deletion of a worker's date effective assignment. |
| Delete Worker Latest Salary | Allows deletion of a worker's latest salary on responsive pages. |
| Edit Person Career Planning | Allows editing the Person Career Planning. |
| Edit Person Skills and Qualifications | Allows editing the Person Skills and Qualifications. |
| Edit Succession Plan and Manage Candidates | Manages succession plan candidates. |
| Edit User Name | Updates the user name associated with a person. |

| Aggregate Privilege | Description |
|---|---|
| Edit Work Relationship | Allows editing of work relationships. |
| End Work Terms | Ends work terms. |
| Enroll Worker On Accrual Type Absence Plan | Allows administrator to manually enroll worker into an accrual type absence plan. |
| Evaluate Performance Document as Manager | Allows evaluation of the performance document on behalf of the manager |
| Evaluate Performance Document as Worker | Allows evaluation of the performance document on behalf of the worker |
| Hide HCM Person Public Note | Allows hiding or not hiding HCM public person notes. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Maintain Positions | Updates and deletes positions in the user's position security profile. This role cannot create new positions. |
| Maintain Workers Absence Records | Allows the administrator to maintain workers absence records. |
| Manage Absence Case | Views employee related absence accrual data. |
| Manage Accrual Type Absence Plan Enrollment Events | Allows administrator to process Employment Events for workers to determine eligibility and participation in accrual type absence plans. |
| Manage Additional Assignment Info | Allows management of additional assignment info. |
| Manage Approval Delegations | Allows management of user approval delegations. |
| Manage Areas of Responsibility by Person | Assign responsibilities to a person and specify the scope for those responsibilities. |
| Manage Areas of Responsibility by Responsibility Type | Reassign responsibilities from one person to another. |
| Manage Cash Disbursements | Allows administrator to dispense part of an accrual plan balance for payment. |
| Manage Check-In Document | Allows to create, view, edit and delete check-in document. |
| Manage Costing of Position in Employment Processes | Allows user to manage costing at position level within employment processes. |

| Aggregate Privilege | Description |
|---|--|
| Manage Departments | Manages departments in the user's organization security profile. |
| Manage Development Goal by HR | Manages development goals of workers by HR. |
| Manage Direct Report | Manages direct reports. |
| Manage Divisions | Manages divisions in the user's organization security profile. |
| Manage Eligible Jobs | Allows managing of eligible jobs for relief in higher class. |
| Manage Employee Payroll in Employment Processes | Allows user to manage employee's payroll within employment processes. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage HCM Rates | Manages derived rates and values defined by criteria. |
| Manage HR Document Type | Allows management of document types for documents of record. |
| Manage Individual Compensation | Privilege to manage individual compensation awards for workers within the user's security profile. |
| Manage Journey | Allows the user to manage the journeys to which they have been granted access. |
| Manage Onboarding | Allows HR Specialist to manage the onboarding tasks. |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage Payroll Relationship | Manages workers' assigned payrolls and other details associated with their payroll relationships. |
| Manage Performance Goal by HR | Manages performance goals of workers by HR. |
| Manage Person Biographical Information | Allows management of a person's biographical information. |
| Manage Person Citizenship | Grants access to persons to manage their own citizenship. |
| Manage Person Contact Details | Allows management of a person's contacts. |
| Manage Person Disability by HR | Manages disability information. |
| Manage Person Document Delivery Preferences | Allows management of document delivery preferences for person records. |

| Aggregate Privilege | Description |
|---|--|
| Manage Person Documentation | Manages documents. |
| Manage Person Driver License | Grants access to persons to manage their own driver licenses. |
| Manage Person Ethnicity | Grants access to persons to manage their own ethnicity. |
| Manage Person Extra Information by HR | Allows access to a person's extensible flexfields. |
| Manage Person Identifiers for External Applications | Manages person identifiers for external applications. |
| Manage Person Image by HR | Grants access to manage a person's image. |
| Manage Person Legislative | Grants access to persons to manage their own legislative information. |
| Manage Person Name | Maintains persons' name related attributes. |
| Manage Person National Identifier | Grants access to persons to manage their own national identifier. |
| Manage Person Number | Allows management of a person's person number. |
| Manage Person Passport | Grants access to persons to manage their own passports. |
| Manage Person Religion | Grants access to persons to manage their own religion. |
| Manage Person Visa or Permit | Grants access to persons to manage their own visas and permits. |
| Manage Role Delegations | Allows management of user roles delegations. |
| Manage Salaries | Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer. |
| Manage Salary History | Allows the user to view and manage salary history. |
| Manage Schedules and Exceptions Assignment | Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist. |
| Manage Seniority Dates | Allows management of seniority dates. |
| Manage User Roles | Allows management of user roles assignments. |
| Manage Vacancy | Allows management of vacancies. |

| Aggregate Privilege | Description |
|--|--|
| Manage Value Defined by Criteria | Manages values defined by criteria. |
| Manage Work Patterns | Allows users to create, edit and delete work patterns for a worker. |
| Manage Work Relationship | Updates work relationships. |
| Manage Work Terms and Assignment | Manages work terms and assignment records. |
| Manage Worker Checklist | Manages checklist definitions. |
| Manage Worker Contract | Allows update of worker's employment contract details and add, update and delete of contract extensions. |
| Manage Worker Information Sharing | Allows sharing of person information with internal and external recipients. Used in the non-responsive UI. |
| Manage Worker Personal Payment Method | Allows the user to manage worker's personal payment methods. |
| Manage Worker Unions | Manages worker unions in the user's organization security profile. |
| Mass Download Document Records | Allows mass download of document records for workers. |
| Pending Worker Quick Hire | Quick-hires pending workers. |
| Perform Worker Local and Global Transfers | Allows transfer of workers within the legal employer and also across legal employers. |
| Perform Worker Mass Legal Employer Change | Allows mass changing of the legal employer for selected workers. |
| Portrait Benefits | Views benefits data for a worker in the portrait. |
| Print Worker Portrait | Grants access to the portrait maintenance duties for the portrait cards. |
| Process Mass Actions For Performance Documents | Allows mass processing of performance documents |
| Promote Worker | Promotes persons. |
| Promote Worker and Change Position by HR | Allows HR specialists to promote workers and change positions. |
| Report Human Resources Transaction Dashboard | Reports Human Resources Transaction Dashboard |

| Aggregate Privilege | Description |
|--|---|
| Request a Position Change | Allows requesting a position change. |
| Reverse Employment Termination | Reverses terminations of work relationships or assignments. |
| Share Personal Data Access | Allows sharing of access to personal data. |
| Share Personal Information | Allows sharing of personal information. |
| Simulate Salary Ranges | Allows the user to inspect and troubleshoot salary ranges and differential calculations. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Terminate Employment | Terminates work relationships or assignments. |
| Terminate Enrollment from Accrual Type Absence Plan | Allows manual termination from an enrollment in an accrual plan. |
| Transfer Accrual Type Absence Plan Balance | Allows administrator to transfer accrual balance from one accrual type absence plan to another. |
| Transfer Worker | Transfers persons. |
| Transfer Worker and Change Position by HR | Allows HR specialists to transfer workers and change positions. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - HCM Countries List of Values | Allows the user to call the GET method associated with the HCM Countries list of values REST Service. |
| Use REST Service - Journey Allocations | Allows the user to call all methods associated with the Journey Allocations REST Service. |
| Use REST Service - Journey Categories List of Values | Allows the user to call the GET method associated with the Journey Categories List of Values REST Service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Journey Scheduled Allocations | Allows the user to call all methods associated with the Journey Scheduled Allocations REST Service. |
| Use REST Service - Journey Task Library | Allows the user to call all methods associated with the Journey Task Library REST Service. |
| Use REST Service - Journeys | Allows the user to call all methods associated with the Journeys REST Service. |
| Use REST Service - Journeys Read Only | Allows the user to call the GET method associated with the Journeys REST Service. |
| Use REST Service - Legislative Data Groups List of Values | Allows the user to call the GET method associated with the Legislative Data Groups LOV REST Service. |
| Use REST Service - Manager Connections Read Only | Allows the user to call the GET method associated with the Manager Connections REST Service. |
| Use REST Service - Nudge Cards | Allows the user to call all methods associated with the Nudge Cards REST service. |
| Use REST Service - Performance Goals List of Values | Allows the user to call the GET method associated with the Performance Goals List of Values REST Service. |
| Use REST Service - Person Reference Data Lists of Values | Allows the user to call the GET method associated with the person reference data lists of values REST services. |
| Use REST Service - Person Skills Searches | Allows the user to call the Person Skills Searches REST Services. |
| Use REST Service - Public Workers Read Only | Allows the user to call the GET method associated with the Public Workers REST Service. |
| Use REST Service - Recruiting Hierarchy Lists of Values | Allows the user to call the GET method associated with the Recruiting hierarchy lists of values REST Services. |
| Use REST Service - Representatives Read Only | Allows the user to call the GET method associated with the Representatives REST Service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Succession Org Chart Read Only | Allows the user to call the GET method associated with the Succession Org Chart REST Service. |
| Use REST Service - Talent Review Managers List of Values | Allows the user to call the GET method associated with the Talent Review Managers list of values REST Service. |
| Use REST Service - Talent Skill Assignments | Allows the user to call all methods associated with the Talent Skill Assignments REST Service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Talent Skill Assignments Read Only | Allows the user to call the GET method associated with the Talent Skill Assignments REST Service. |
| Use REST Service - Team Skills Searches | Allows the user to call the Team Skills Searches REST Services. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Journeys | Allows the user to call all methods associated with the Worker Journeys REST Service. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| Use User Details Service | Creates or updates users during person synchronizations. |
| View Accrual Type Absence Plan Balance | Allows workers to view balances of the accrual type absence plans. |
| View Check-In Document | Allows to view check-in document. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Compensation History | Provides access to view compensation history for workers within the users security profile. |
| View Costing of Position in Employment Processes | Allows user to view costing at position level within employment processes. |
| View Development Goal by HR | View development goals of workers by HR. |
| View Employee Payroll in Employment Processes | Allows user to view employee's payroll within employment processes. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |
| View Future Assignment Changes | Allows viewing of future assignment changes for a worker. |
| View Future Salary Changes | Allows viewing of future salary changes for a worker on responsive pages. |
| View HCM Person Note | Views HCM person notes. |
| View Market Composites Summary | Allows viewing of market composite summary. |

| Aggregate Privilege | Description |
|---|--|
| View Performance Summary | Allows viewing of workers performance summary information. |
| View Person Biographical Information | Allows access to a person's biographical information. |
| View Person Citizenship | Grants access to persons to view their own citizenship. |
| View Person Disability by HR | Allows access to a person's disability information. |
| View Person Driver License | Grants access to persons to view their own driver licenses. |
| View Person Ethnicity | Grants access to persons to view their own ethnicity. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Person Number | Allows access to a person's person number. |
| View Person Passport | Grants access to persons to view their own passports. |
| View Person Religion | Grants access to persons to view their own religion. |
| View Person Visa or Permit | Grants access to persons to view their own visas and permits. |
| View Portrait Availability Card | Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information. |
| View Portrait Contact Card | Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers. |
| View Portrait Employment Information Card | Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist. |
| View Portrait Personal Information Card | Grants access to a person's own personal and employment information in the portrait. |
| View Portrait User Account Details Card | Views the User Account Details card in the Person Gallery. |
| View Positions | Views positions in the user's position security profile. |
| View Requested Feedback by HR | Allows HR users to view requested feedback |
| View Salary Data Only | Views salary data embedded or used in non-compensation product pages or processes. |
| View Seniority Dates | Allows viewing of seniority dates. |

| Aggregate Privilege | Description |
|---|--|
| View Succession Plan | Views succession plans. |
| View Talent Ratings | Grants access to view the talent ratings. |
| View Total Compensation Statements | Views generated total compensation statements for individuals within their security profile. |
| View Worker Assignment History Details | Allows viewing of worker's assignment history details. |
| View Worker Contract | Allows viewing of worker's employment contract details and contract extensions. |
| View Worker Personal Payment Method | Allows the user to view workers personal payment methods. |
| View Workforce Predictions as HR Specialist | Allows Human Resource Specialist to view worker predictions. |

Privileges

This table lists privileges granted to duties of the Human Resource Manager job role.

| Granted Role | Granted Role Description | Privilege |
|---|---|----------------------------------|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| Access Talent Pool Overview | Allows access to the talent pools page that lists the available talent pools. | Access Talent Pool Overview |
| Address Job Offer | Address job offers of persons. | Address Job Offer |
| Address Job Offer | Address job offers of persons. | Cancel Job Offer |
| Address Job Offer | Address job offers of persons. | Change Job Offer Start Date |
| Address Job Offer | Address job offers of persons. | Redraft Job Offer After HR Phase |
| Contingent Worker Addition | Adds contingent workers. | Add Contingent Worker |
| Contingent Worker Addition | Adds contingent workers. | Create User |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|---|--|
| | | |
| Contingent Worker Addition | Adds contingent workers. | Renew Placement |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| Employee Hire | Hires employees. | Create User |
| Employee Hire | Hires employees. | Hire Employee |
| Employee Hire | Hires employees. | Rehire Employee |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition Report |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Flow Pattern |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Task |
| Human Resource Manager | Performs duties of a human resources manager. | Access HCM Common Components |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Manager | Performs duties of a human resources manager. | Manage Extracts Work Area |
| Human Resource Manager | Performs duties of a human resources manager. | Run HCM Extract |
| Human Resource Manager | Performs duties of a human resources manager. | Run HCM Extract Write Process |
| Human Resource Manager | Performs duties of a human resources manager. | Run HCM Extracts Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Absence Administration Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Absence Entry Using Calendar |
| Human Resource Specialist | Performs duties of a human resources specialist. | Access HCM Common Components |
| Human Resource Specialist | Performs duties of a human resources specialist. | Access Oracle Taleo Recruiting Cloud Service |
| Human Resource Specialist | Performs duties of a human resources specialist. | Add New Task for Worker |
| Human Resource Specialist | Performs duties of a human resources specialist. | Add Task for Worker from Task Library |
| Human Resource Specialist | Performs duties of a human resources specialist. | Add Worker Performance Document Content |
| Human Resource Specialist | Performs duties of a human resources specialist. | Allocate Checklist to Worker |
| Human Resource Specialist | Performs duties of a human resources specialist. | Approve Transactions |
| Human Resource Specialist | Performs duties of a human resources specialist. | Assign Workers Goals Mass Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Conduct Talent Review |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|---|
| Human Resource Specialist | Performs duties of a human resources specialist. | Configure Absence Batch Parameter |
| Human Resource Specialist | Performs duties of a human resources specialist. | Configure Talent Review |
| Human Resource Specialist | Performs duties of a human resources specialist. | Copy Personal Data to LDAP for All Users |
| Human Resource Specialist | Performs duties of a human resources specialist. | Create Performance Document by Manager |
| Human Resource Specialist | Performs duties of a human resources specialist. | Create Talent Pool |
| Human Resource Specialist | Performs duties of a human resources specialist. | Enable worker searches using effective dates |
| Human Resource Specialist | Performs duties of a human resources specialist. | Enable worker searches using termination date |
| Human Resource Specialist | Performs duties of a human resources specialist. | Extract Work Structure Model Details |
| Human Resource Specialist | Performs duties of a human resources specialist. | Extract Work Structure Report Details |
| Human Resource Specialist | Performs duties of a human resources specialist. | Extract Worker Model Details |
| Human Resource Specialist | Performs duties of a human resources specialist. | Extract Worker Report Details |
| Human Resource Specialist | Performs duties of a human resources specialist. | Flatten HCM Position Hierarchy |
| Human Resource Specialist | Performs duties of a human resources specialist. | Flatten Manager Hierarchy |
| Human Resource Specialist | Performs duties of a human resources specialist. | Generate Default Connection Lists |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Category |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Certification |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Plan |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Reason |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Types |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage All Application Profile Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Common Lookup |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Descriptive Flexfield |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Extensible Flexfield |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Flexfield Value Set |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Set-Enabled Lookup |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Standard Lookup |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Benefit Eligibility Profile |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Calendar Event |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Data Exchange Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Development Goal in Goal Library |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Extracts Work Area |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|---|
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Geography Tree |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Goal Eligibility Profiles |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Goal Management Notifications |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage HCM Predictive Models |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Leave Agreements |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Mass Updates Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Payroll Calculation Entries |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Performance Goal in Goal Library |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Person Eligibility Derived Factor |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Person Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Questionnaire Templates |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Questionnaires |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Questions |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Repeating Time Periods |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Schedule Assignment Administration |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Shifts |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Talent Notifications |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Talent Review Content |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Work Pattern Templates |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Work Schedule |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Work Shift |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Work Workday Pattern |
| Human Resource Specialist | Performs duties of a human resources specialist. | Mass Assign Development Goals to Workers Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Monitor Absence Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | New Person Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Perform Worker Mass Transfer |
| Human Resource Specialist | Performs duties of a human resources specialist. | Populate Seniority Dates |
| Human Resource Specialist | Performs duties of a human resources specialist. | Print Performance Document |
| Human Resource Specialist | Performs duties of a human resources specialist. | Process Absence Certification |
| Human Resource Specialist | Performs duties of a human resources specialist. | Process Worker Prediction Data Collection |
| Human Resource Specialist | Performs duties of a human resources specialist. | Process Worker Prediction Data Mining |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Review Calendar Event Coverage |
| Human Resource Specialist | Performs duties of a human resources specialist. | Roll Back Last Absence Accrual Run |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Absence Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Accrual Plan Enrollment Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Australian HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Australian TFN Declaration E-file and Listing Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Australian Workplace Gender Profile Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Autoconvert Pending Workers Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Brazilian HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Canadian HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Chinese HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch First Day Notification Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Gatekeeper Law Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Long-Term Sickness Recovery Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Long-Term Sickness Report |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Sickness Recovery Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Sickness Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch WAZO Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Emirati Disabled Workers Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Emirati HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Access to Training Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Disability Employment Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Manpower Movement Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Personnel Register |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Social Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Unique Statement of Employment Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Work Certificate |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run German Annual Leave Certificate Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run German Disability Report |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Run German HR reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Goals Batch Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run HCM Extract |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run HCM Extract Write Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run HCM Extracts Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Hong Kong HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Indian HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Irish HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Kuwaiti Disabled Workers Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Kuwaiti HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Mass Updates Apply Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Mass Updates Data Validation Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Mexican HR Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Person Absence Entry Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Qatari HR Reports |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Reassign Pending Approvals for Terminations and Correct Invalid Supervisor Assignments Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Regenerate HCM Data Security Grants Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Retrieve Latest LDAP Changes Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Saudi Disabled Workers Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Saudi HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Send Pending LDAP Requests Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Singaporean HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Talent Profile Summary Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run UK HR reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run US Employee Verification Service Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run US HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run US New Hire State Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Worker Data Validation Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Schedule Absence Certification Evaluation |
| Human Resource Specialist | Performs duties of a human resources specialist. | Schedule Absence Evaluation Process |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Schedule Absence Plan Participation Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Schedule Accrual Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Synchronize Line Manager Hierarchy |
| Human Resource Specialist | Performs duties of a human resources specialist. | Update Person Profile Evaluation Type |
| Human Resource Specialist | Performs duties of a human resources specialist. | Update Stored Manager Hierarchy |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Address Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Benefits Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Collective Agreements List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Content Items List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Individual Compensation Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Model Profiles List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Responsibility Templates List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Review Periods List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Salary Bases List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Scheduling Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Users and Roles Lists of Values |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---|
| Human Resource Specialist | Performs duties of a human resources specialist. | View Payroll Flow Based Analytics |
| Human Resource Specialist | Performs duties of a human resources specialist. | View Unpublished Document Records |
| Human Resource Specialist | Performs duties of a human resources specialist. | Worker Mass Assignment Change |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Communication Method |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Email |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Phone |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. | Bypass Contextual Journeys |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. | Manage Assigned Journey Advanced Settings |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. | Manage Assigned Task Advanced Settings |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Explore Journeys |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Assigned Journey Advanced Settings |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Assigned Task Advanced Settings |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Personal Journey |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Personal Journey Advanced Settings |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Worker Journey By HR |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|---|
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Use REST Service - Worker Journey Tasks |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | View Global Journeys |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | View Journey Activity |
| Manage Talent Pool | Allows to view, edit talent pools and add workers to the Talent Pools. | Manage Talent Pool |
| Manage User Account | Manages user roles. | Copy Personal Data to LDAP |
| Manage User Account | Manages user roles. | Manage User Account |
| Manage User Account | Manages user roles. | Manage User Account and My Account |
| Manage User Account | Manages user roles. | Reset Password |
| Manage Users | Creates and updates users and assigns roles to users. | Manage User Details |
| Nonworker Addition | Adds nonworkers. | Create Person Nonworker |
| Nonworker Addition | Adds nonworkers. | Create User |
| Nudge Configuration | Allows the user to configure nudges. | Configure Nudges |
| Nudge Configuration | Allows the user to configure nudges. | Use REST Service - Alert Templates List of Values |
| Nudge Configuration | Allows the user to configure nudges. | Use REST Service - Nudge Definitions |
| Nudge Configuration | Allows the user to configure nudges. | Use REST Service - Nudge Templates Read Only |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage HCM User-Defined Table |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Organization Payment Method |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|--|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Exception |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group Usage |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Consolidation Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Element Classification |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Event Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Object Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Run Type |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third Parties |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Time Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Account |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Branch |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------------|--|---|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Payroll Payment Type |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Add Worker Pending Hire |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Correct Oracle Taleo Recruiting Candidate Import Errors |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Edit Pending Worker |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Hire Pending Worker |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Acknowledge Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Acknowledge Performance Review Meeting |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Add Worker Performance Document Content |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Cancel Worker Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Change Performance Document Collaboration Status |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Change Performance Document Due Dates |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Complete Worker Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Create Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Create Performance Document by Manager |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------------|--|--|
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Create Worker Performance Document Mass Process |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Delete Participant Feedback |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Delete Worker Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Manage Worker Eligibility |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Monitor Performance Document Missing |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Monitor Performance Evaluation Section Step Late Tasks |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Print Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Reopen Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Reset Worker Performance Evaluation Status |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Restore Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Search for My Organization Performance Documents |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Send Performance Document E-Mail Notifications |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Transfer Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Update Competency Sections in Performance Documents |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Use REST Service - Performance Management Lists of Values |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Use REST Service - Performance Template Document Names List of Values |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | View Worker Performance Management Document |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Email |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Phone |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Email |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Phone |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Person Configuration | Manages person types, name formats, checklists, and document types. | Apply Name Formats to Person Names Keywords and LDAP |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage HR Name Format |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Name Style |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Type |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Keyword Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Relevance Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Calculate Relationship Strength |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Person Keyword Crawler |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Manage Person |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Search Person |
| Schedule Talent Review Meeting | Allows management of talent review meetings. | Schedule Talent Review Meeting |
| Succession Plan Management | Manages succession plans. | Manage Succession Plan |
| Use REST Service - Eligible Contacts List of Values | Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service. | Use REST Service - Eligible Contacts List of Values |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. | Use REST Service - HR Document Types List of Values |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| Use REST Service - Succession Management Lists of Values | Allows the user to call the GET method associated with the Succession Management list of values REST Services. | Use REST Service - Succession Management Lists of Values |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage External Payee Payment Details |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Payment Instrument Assignment |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Third Party Bank Account |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account Assignment |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| View Succession Org Chart by HR | Allows an HR specialist to view the succession org chart. | Use REST Service - Workers List of Values |
| View Succession Org Chart by HR | Allows an HR specialist to view the succession org chart. | View Succession Org Chart |
| View Team Skills as HR | Allows an HR Specialist to view team skills. | View Team Skills as HR |
| Workforce Model Plan HR Specialist | Manages workforce model plans, for example, creating, editing, and reviewing the plans. | Edit Workforce Model Plan |
| Workforce Model Plan HR Specialist | Manages workforce model plans, for example, creating, editing, and reviewing the plans. | Manage Workforce Model Plan as HR Specialist |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Define Talent Profile |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---------------------------------------|
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Define Talent Profile Item |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Application Common Lookup |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Application Set-Enabled Lookup |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Application Standard Lookup |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Best Fit Batch Process |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Careers of Interest |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Model Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Person Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Match Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Search Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Update Talent Profile Item |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | View Talent Profile |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Job Profile |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Position |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|-------------------------------------|
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Position Profile |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Application Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Application Tree Label |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Flexfield Mapping |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade Ladder |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade Rate |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is | Manage Collective Agreements |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|-----------------------------------|
| | associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Department Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Disability Organization |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Enterprise |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Enterprise HCM Information |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HCM Position Hierarchy |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HR Job |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HR Job Family |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits | Manage Legislative Data Group |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---------------------------------------|
| | privileges from other duty roles. This role is associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Location |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Organization Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Position Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Reporting Establishment |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Workforce Structures Work Area |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Departments |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Divisions |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have | Mass Create Jobs |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---|
| | any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Legal Entity HCM Information |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Locations |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Reporting Establishments |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Request a New Position |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Use REST Service - Job Requisition Templates List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Human Resource Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|--|--|
| Absence Enrollment Event | A Human Resource Manager can manage absence plan enrollment event for people and | Role: Manage Accrual Type Absence Plan Enrollment Events |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| | assignments in their person and assignment security profile | Privilege: Manage Absence Plan Enrollment Event (Data) Resource: Absence Enrollment Event |
| Application Objects | A Human Resource Manager can manage application objects for the journey, journey category and worker journey application objects | Role: Manage Journey Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Application Reference Territory | A Human Resource Manager can choose application reference territory for all application reference territories in the enterprise | Role: Human Resource Specialist Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Human Resource Manager can choose application reference territory for countries in their country security profile | Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Human Resource Manager can choose application reference territory for countries in their country security profile | Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Assignment Grade | A Human Resource Manager can choose assignment grade for all grades in the enterprise | Role: Human Resource Specialist Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Manager can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Manager can manage assignment grade for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Manager can manage assignment grade for all reference data sets in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|--|---|
| | | Resource: Assignment Grade |
| Assignment Grade | A Human Resource Manager can view human resource specialist transaction dashboard for all grades in the enterprise | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Human Resource Manager can manage assignment grade ladder for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Human Resource Manager can manage assignment grade rate for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Responsibility | A Human Resource Manager can manage areas of responsibility by person for persons and assignments in their person and assignment security profile | Role: Manage Areas of Responsibility by Person Privilege: Manage Areas of Responsibility by Person (Data) Resource: Assignment Responsibility |
| Assignment Responsibility | A Human Resource Manager can manage areas of responsibility by responsibility type for persons and assignments in their person and assignment security profile | Role: Manage Areas of Responsibility by Responsibility Type Privilege: Manage Areas of Responsibility by Responsibility Type (Data) Resource: Assignment Responsibility |
| Beneficiary Organization | A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization |
| Benefit Covered Dependent | A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|--|---|
| Benefit Participant Enrollment Action | A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Action |
| Benefit Participant Enrollment Result | A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Rate | A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate |
| Business Unit | A Human Resource Manager can choose business unit organization for business units in their organization security profile | Role: Human Resource Specialist Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Human Resource Manager can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Check In Document | A Human Resource Manager can manage check-in document for people in their person and assignment security profile | Role: Manage Check-In Document Privilege: Manage Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Resource Manager can view check-in document for people in their person and assignment security profile | Role: View Check-In Document Privilege: View Check-In Document (Data) Resource: Check In Document |
| Checklist Role Maps | A Human Resource Manager can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Manage Worker Checklist Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|---|
| Checklist Role Maps | A Human Resource Manager can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Resource Manager can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Manage Worker Checklist Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Resource Manager can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Compensation History | A Human Resource Manager can view compensation history for people and assignments in their person and assignment security profile | Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History |
| Delegated Role | A Human Resource Manager can manage role delegations for persons and assignments in their person and assignment security profile | Role: Manage Role Delegations Privilege: Manage Role Delegations (Data) Resource: Delegated Role |
| Delegated Role | A Human Resource Manager can view role delegations for persons and assignments in their person and assignment security profile | Role: Manage Role Delegations Privilege: View Role Delegations (Data) Resource: Delegated Role |
| Department | A Human Resource Manager can choose department for departments in their organization security profile | Role: Human Resource Specialist Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Resource Manager can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Resource Manager can manage department for all reference data sets in the enterprise | Role: Manage Departments Privilege: Manage Department (Data) Resource: Department |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|--|--|
| Department | A Human Resource Manager can manage department for departments in their organization security profile | Role: Manage Departments Privilege: Manage Department (Data) Resource: Department |
| Department | A Human Resource Manager can view department for departments in their organization security profile | Role: Manage Departments Privilege: View Department (Data) Resource: Department |
| Department | A Human Resource Manager can view human resource specialist transaction dashboard for departments in their organization security profile | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Department |
| Division | A Human Resource Manager can manage division for divisions in their organization security profile | Role: Manage Divisions Privilege: Manage Division (Data) Resource: Division |
| Fast Formula | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| | | Resource: Fast Formula Function |
| Fast Formula Function | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|--|--|
| | | Resource: Fast Formula User Entity |
| Guided Journey Response | A Human Resource Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Human Resource Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Extract Definition | A Human Resource Manager can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition |
| HCM Person Note Shared with Peers | A Human Resource Manager can view hcm person note shared with peers for person notes shared with peers of the note recipient | Role: View HCM Person Note Privilege: View HCM Person Note Shared with Peers (Data) Resource: HCM Person Note Shared with Peers |
| HCM Person Public Note | A Human Resource Manager can view hcm person public note for public person notes that are about people in their public person security profile | Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Rate | A Human Resource Manager can manage hcm rate for legislative data groups in their legislative data group security profile | Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate |
| HCM Spreadsheet Loader Data Set | A Human Resource Manager can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Human Resource Manager can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Human Resource Manager can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM User-Defined Table | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table User Column | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column Instance | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Row | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| | | Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HR Document Type | A Human Resource Manager can manage document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: Manage Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Manager can view document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Manager can view document type for document types in their document type security profile | Role: Manage Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Manager can view document type for document types in their document type security profile | Role: Mass Download Document Records Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Human Resource Manager can choose hr job for all jobs in the enterprise | Role: Human Resource Specialist Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Manager can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Manager can manage hr job for all jobs in the enterprise | Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Manager can manage hr job for all reference data sets in the enterprise | Role: Workforce Structures Management |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Privilege: Manage HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Manager can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Manager can view human resource specialist transaction dashboard for all jobs in the enterprise | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: HR Job |
| HR Name Format | A Human Resource Manager can manage hr name format for countries in their country security profile | Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format |
| Job Offer | A Human Resource Manager can address job offer for persons and assignments in their person and assignment security profile | Role: Address Job Offer Privilege: Address Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Resource Manager can cancel job offer for persons and assignments in their person and assignment security profile | Role: Address Job Offer Privilege: Cancel Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Resource Manager can change job offer start date for persons and assignments in their person and assignment security profile | Role: Address Job Offer Privilege: Change Job Offer Start Date (Data) Resource: Job Offer |
| Job Offer | A Human Resource Manager can redraft job offer after hr phase for persons and assignments in their person and assignment security profile | Role: Address Job Offer Privilege: Redraft Job Offer After HR Phase (Data) Resource: Job Offer |
| Journey | A Human Resource Manager can assign journey for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Assign Journey (Data) Resource: Journey |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Journey | A Human Resource Manager can assign journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Resource Manager can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Resource Manager can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Resource Manager can assign journey to self for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Resource Manager can assign journey to self for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Resource Manager can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Resource Manager can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Resource Manager can manage journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Manage Journey (Data) Resource: Journey |
| Journey | A Human Resource Manager can manage journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Manage Journey (Data) Resource: Journey |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| Journey | A Human Resource Manager can view journey for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Manager can view journey for journeys to which they have been granted access | Role: Manage Journey Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Allocation | A Human Resource Manager can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Allocations Privilege: View Journey Allocation (Data) Resource: Journey Allocation |
| Journey Category | A Human Resource Manager can choose journey category for journey categories to which they have been granted access | Role: Use REST Service - Journey Categories List of Values Privilege: Choose Journey Category (Data) Resource: Journey Category |
| Journey Scheduled Allocation | A Human Resource Manager can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Scheduled Allocations Privilege: View Journey Allocation (Data) Resource: Journey Scheduled Allocation |
| Journey Task | A Human Resource Manager can manage journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Privilege: Manage Journey Task Library (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| | | Resource: Journey Task |
| Journey Task | A Human Resource Manager can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Privilege: View Journey Task Library (Data) Resource: Journey Task |
| Legal Employer | A Human Resource Manager can choose legal employer for legal employers in their organization security profile | Role: Human Resource Specialist Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Human Resource Manager can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Human Resource Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Human Resource Specialist Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Resource Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Legislative Data Groups List of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Position Attribute | A Human Resource Manager can manage legislative position attribute for countries in their country security profile | Role: Maintain Positions Privilege: Manage Legislative Position Attribute (Data) Resource: Legislative Position Attribute |
| Legislative Position Attribute | A Human Resource Manager can view legislative position attribute for countries in their country security profile | Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute |
| Location | A Human Resource Manager can choose location for all locations in the enterprise | Role: Human Resource Specialist Privilege: Choose Location (Data) Resource: Location |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|--|--|
| Location | A Human Resource Manager can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location |
| Location | A Human Resource Manager can manage location for all locations in the enterprise | Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location |
| Location | A Human Resource Manager can manage location for all reference data sets in the enterprise | Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location |
| Location | A Human Resource Manager can view human resource specialist transaction dashboard for all locations in the enterprise | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Location |
| Organization | A Human Resource Manager can choose recruiting organization for organizations in their organization security profile | Role: Use REST Service - Recruiting Hierarchy Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Organization | A Human Resource Manager can manage worker union for worker unions in their organization security profile | Role: Manage Worker Unions Privilege: Manage Worker Union (Data) Resource: Organization |
| Organization Payment Method | A Human Resource Manager can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method Usage | A Human Resource Manager can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Payroll Balance Category | A Human Resource Manager can manage payroll balance definition for legislative data | Role: Payroll Common HCM Implementation |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| | groups in their legislative data group security profile | Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Classification | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Definition | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Dimension | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension Usage | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Exception | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception Report | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Feed | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Group | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Balance Group | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |
| Payroll Balance Group Attribute | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute Default | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Definition | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Inclusion | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Balance Group Inclusion | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Usage | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage Item | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item |
| Payroll Balance Type | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Checklist | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Resource Manager can view payroll flow for legislative data groups in their | Role: Submit a Payroll Flow |

| Business Object | Policy Description | Policy Store Implementation |
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| | legislative data group security profile and payroll flows in their payroll flow security profile | Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Consolidation Group | A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Context Usage | A Human Resource Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Context Usage | A Human Resource Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Database Item Group | A Human Resource Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Human Resource Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Deduction Allow Override | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Autoindirect | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Calculation | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Deduction Calculation Group | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Method | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Part | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Type | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Unit | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Deduction Calculation Unit | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Context Usage | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Range Item | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Range Item | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Report Use | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Type | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|---|
| Payroll Definition | A Human Resource Manager can choose payroll for payrolls in their payroll security profile | Role: Human Resource Specialist Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Classification | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Criteria | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Link | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Element Run Result | A Human Resource Manager can view payroll element for legal employers in their organization security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |
| Payroll Element Status Processing Rule | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Subclassification Rule | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Type | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Event | A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|---|
| Payroll Event | A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event Definition | A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Group | A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Qualifier | A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Value Change | A Human Resource Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Human Resource Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition | A Human Resource Manager can choose payroll flow pattern data obsolete for payroll flow patterns in their payroll flow pattern security profile | Role: Human Resource Specialist Privilege: Choose Payroll Flow Pattern Data OBSOLETE Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Task Action | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Frequency Rule | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule Period | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Iterative Rule | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Object Group | A Human Resource Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| Payroll Object Group | A Human Resource Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group Rule Type | A Human Resource Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Human Resource Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Period | A Human Resource Manager can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Human Resource Manager can view payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Processing Rule | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Relationship | A Human Resource Manager can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Relationship | A Human Resource Manager can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can manage employee payroll in employment processes for assignments within their person and assignment security profile | Role: Manage Employee Payroll in Employment Processes Privilege: Manage Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can view employee payroll in employment processes for assignments within their person and assignment security profile | Role: Manage Employee Payroll in Employment Processes Privilege: View Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can view employee payroll in employment processes for assignments within their person and assignment security profile | Role: View Employee Payroll in Employment Processes Privilege: View Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Manager can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship Group | A Human Resource Manager can manage payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Relationship Group | A Human Resource Manager can view payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Retropay Component Usage | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Element Span Usage | A Human Resource Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Human Resource Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Run Type | A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Run Type | A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type Classification Rule | A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Element Type Usage | A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Organization Method | A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Usage | A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Statutory Unit | A Human Resource Manager can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Human Resource Specialist Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Human Resource Manager can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task Parameter | A Human Resource Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Human Resource Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Taxability Rule | A Human Resource Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Human Resource Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |
| Payroll Template Rule Group | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Template Rule Group |
| Payroll Template Rule Group Usage | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Solution | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution Classification Usage | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Column Information | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Instance | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Design Pattern | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Entity Rule Usage | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Functional Area | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Template Solution Pattern Entity Usage | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Rule Usage | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Selection | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Row Instance | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Rule | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule Dependency | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Table Information | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Relation | A Human Resource Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Time Definition | A Human Resource Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Human Resource Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Usage | A Human Resource Manager can manage payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage |
| Payroll Usage | A Human Resource Manager can view payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage |
| Pending Worker Import Error | A Human Resource Manager can correct oracle taleo recruiting cloud service candidate import errors for persons and assignments in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Correct Oracle Taleo Recruiting Cloud Service Candidate Import Errors (Data) Resource: Pending Worker Import Error |
| Performance Document | A Human Resource Manager can create anytime performance document for people in their person and assignment security profile | Role: Create Anytime Performance Document Privilege: Create Anytime Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Resource Manager can create performance document for people and assignments in their person and assignment security profile | Role: Performance Management HR Specialist Privilege: Create Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Resource Manager can evaluate performance document as manager for people and assignments in their person and assignment security profile | Role: Evaluate Performance Document as Manager Privilege: Evaluate Performance Document as Manager (Data) Resource: Performance Document |

| Business Object | Policy Description | Policy Store Implementation |
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| Performance Document | A Human Resource Manager can evaluate performance document as worker for people and assignments in their person and assignment security profile | Role: Evaluate Performance Document as Worker Privilege: Evaluate Performance Document as Worker (Data) Resource: Performance Document |
| Performance Document | A Human Resource Manager can manage performance document for people and assignments in their person and assignment security profile | Role: Performance Management HR Specialist Privilege: Manage Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Resource Manager can manage performance document for people and assignments in their person and assignment security profile | Role: Process Mass Actions For Performance Documents Privilege: Manage Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Resource Manager can monitor performance document missing for people and assignments in their person and assignment security profile | Role: Performance Management HR Specialist Privilege: Monitor Performance Document Missing (Data) Resource: Performance Document |
| Performance Document | A Human Resource Manager can view performance summary for people and assignments in their person and assignment security profile | Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document |
| Performance Feedback Request | A Human Resource Manager can administer requested feedback for people in their person and assignment security profile | Role: Administer Requested Feedback Privilege: Administer Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Human Resource Manager can view requested feedback by hr for people in their person and assignment security profile | Role: View Requested Feedback by HR Privilege: View Requested Feedback by HR (Data) Resource: Performance Feedback Request |
| Performance Goal | A Human Resource Manager can manage performance goal by hr for people and assignments in their person and assignment security profile | Role: Manage Performance Goal by HR Privilege: Manage Performance Goal by HR (Data) Resource: Performance Goal |

| Business Object | Policy Description | Policy Store Implementation |
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| Person | A Human Resource Manager can add contingent worker for persons and assignments in their person and assignment security profile | Role: Contingent Worker Addition Privilege: Add Contingent Worker (Data) Resource: Person |
| Person | A Human Resource Manager can add pending worker for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Add Pending Worker (Data) Resource: Person |
| Person | A Human Resource Manager can add pending worker for persons and assignments in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person |
| Person | A Human Resource Manager can add person nonworker for persons and assignments in their person and assignment security profile | Role: Nonworker Addition Privilege: Add Person Nonworker (Data) Resource: Person |
| Person | A Human Resource Manager can choose person for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Person (Data) Resource: Person |
| Person | A Human Resource Manager can compare person for persons and assignments in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person |
| Person | A Human Resource Manager can edit pending worker for persons and assignments in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Edit Pending Worker (Data) Resource: Person |
| Person | A Human Resource Manager can hire pending worker for persons and assignments in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Hire Pending Worker (Data) Resource: Person |
| Person | A Human Resource Manager can manage contact person pii for the contact of the person in their person and assignment security profile | Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Person | A Human Resource Manager can manage person for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person (Data) Resource: Person |
| Person | A Human Resource Manager can manage worker public portrait for themselves | Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person |
| Person | A Human Resource Manager can pending worker quick hire for persons and assignments in their person and assignment security profile. | Role: Pending Worker Quick Hire Privilege: Pending Worker Quick Hire (Data) Resource: Person |
| Person | A Human Resource Manager can print worker portrait for persons and assignments in their person and assignment security profile | Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person |
| Person | A Human Resource Manager can rehire employee for persons and assignments in their person and assignment security profile | Role: Employee Hire Privilege: Rehire Employee (Data) Resource: Person |
| Person | A Human Resource Manager can renew placement for persons and assignments in their person and assignment security profile | Role: Contingent Worker Addition Privilege: Renew Placement (Data) Resource: Person |
| Person | A Human Resource Manager can search person live for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Search Person Live (Data) Resource: Person |
| Person | A Human Resource Manager can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person |
| Person | A Human Resource Manager can share worker information for persons and assignments in their person and assignment security profile | Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
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| Person | A Human Resource Manager can view human resource specialist transaction dashboard for persons and assignments in their person and assignment security profile | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Person |
| Person | A Human Resource Manager can view worker availability portrait card for persons and assignments in their person and assignment security profile | Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person |
| Person | A Human Resource Manager can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile | Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person |
| Person | A Human Resource Manager can view worker employment information portrait card for persons and assignments in their person and assignment security profile | Role: View Portrait Employment Information Card Privilege: View Worker Employment Information Portrait Card (Data) Resource: Person |
| Person Absence Entry | A Human Resource Manager can maintain absence record for people and assignments in their person and assignment security profile | Role: Maintain Workers Absence Records Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry |
| Person Address | A Human Resource Manager can manage person private address details for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | A Human Resource Manager can manage person private address details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | A Human Resource Manager can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Person Address |
| Person Allocated Checklist | A Human Resource Manager can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access | Role: Use REST Service - Journey Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Resource Manager can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access | Role: Use REST Service - Journey Scheduled Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Resource Manager can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Resource Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Assignment | A Human Resource Manager can access change legal employer dashboard for persons and assignments in their person and assignment security profile | Role: Access Change Legal Employer Dashboard Privilege: Access Change Legal Employer Dashboard (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can access person contact information for persons and assignments in their person and assignment security profile | Role: Access Person Contact Information by HR Privilege: Access Person Contact Information (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Human Resource Manager can access person identification information for persons and assignments in their person and assignment security profile | Role: Access Person Identification Information by HR Privilege: Access Person Identification Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can access personal details for persons and assignments in their person and assignment security profile | Role: Access Personal Details by HR Privilege: Access Personal Details (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can add worker assignment for persons and assignments in their person and assignment security profile | Role: Add Worker Assignment Privilege: Add Worker Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can administer requested feedback for people in their person and assignment security profile | Role: Administer Requested Feedback Privilege: Administer Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can change employment start dates for persons and assignments in their person and assignment security profile | Role: Change Employment Start Dates Privilege: Change Employment Start Dates (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can change worker assignment for persons and assignments in their person and assignment security profile | Role: Change Worker Assignment Privilege: Change Worker Assignment (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | A Human Resource Manager can change worker assignment for persons and assignments in their person and assignment security profile | Role: Change Worker Assignment and Position by HR Privilege: Change Worker Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can change worker location for persons and assignments in their person and assignment security profile | Role: Change Worker Location and Position by HR Privilege: Change Worker Location (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can change worker working hour for persons and assignments in their person and assignment security profile | Role: Change Worker Working Hour and Position by HR Privilege: Change Worker Working Hour (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can choose assignment grade for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Choose Assignment Grade (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can choose person for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Person (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can correct worker assignment for persons and assignments in their person and assignment security profile | Role: Correct Worker Assignment Privilege: Correct Worker Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can delete worker date effective assignment for persons and assignments in their person and assignment security profile | Role: Delete Worker Date Effective Assignment Privilege: Delete Worker Date Effective Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can edit person skills and qualifications for people and | Role: Edit Person Skills and Qualifications |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| | assignments in their person and assignment security profile | Privilege: Edit Person Skills and Qualifications (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can maintain absence record for people and assignments in their person and assignment security profile | Role: Maintain Workers Absence Records Privilege: Maintain Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile | Role: Manage Costing of Position in Employment Processes Privilege: Manage Costing of Position in Employment Processes (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage eligible jobs for persons and assignments in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: Manage Eligible Jobs (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage person allocated checklist for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Manage Person Allocated Checklist (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage person assignment for persons and assignments in their person and assignment security profile | Role: Manage Additional Assignment Info Privilege: Manage Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage person assignment for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Manage Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage person documentation for document types in their document types security profile belonging | Role: Manage Person Documentation |

| Business Object | Policy Description | Policy Store Implementation |
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| | to persons and assignments in their person and assignment security profile | Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage person image for persons and assignments in their person and assignment security profile | Role: Manage Person Image by HR Privilege: Manage Person Image (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage seniority dates for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: Manage Seniority Dates (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can perform worker local and global transfers for persons and assignments in their person and assignment security profile | Role: Perform Worker Local and Global Transfers Privilege: Perform Worker Local and Global Transfers (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can promote worker for persons and assignments in their person and assignment security profile | Role: Promote Worker Privilege: Promote Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can promote worker for persons and assignments in their person and assignment security profile | Role: Promote Worker and Change Position by HR Privilege: Promote Worker (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Human Resource Manager can search person live for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Assignment and Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Location and Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Working Hour and Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Promote Worker Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Promote Worker and Change Position by HR Privilege: Search Worker (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Transfer Worker Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Transfer Worker and Change Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can transfer worker for persons and assignments in their person and assignment security profile | Role: Transfer Worker Privilege: Transfer Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can transfer worker for persons and assignments in their person and assignment security profile | Role: Transfer Worker and Change Position by HR Privilege: Transfer Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view assignment summary for persons and assignments in their person and assignment security profile | Role: Cancel Work Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view assignment summary for persons and assignments in their person and assignment security profile | Role: Change Employment Start Dates Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view assignment summary for persons and assignments in their person and assignment security profile | Role: Edit Work Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view assignment summary for persons and assignments in their person and assignment security profile | Role: Manage Payroll Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Human Resource Manager can view assignment summary for persons and assignments in their person and assignment security profile | Role: View Future Assignment Changes Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile | Role: Manage Costing of Position in Employment Processes Privilege: View Costing of Position in Employment Processes (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile | Role: View Costing of Position in Employment Processes Privilege: View Costing of Position in Employment Processes (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view eligible jobs for persons and assignments in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view future assignment changes for persons and assignments in their person and assignment security profile | Role: View Future Assignment Changes Privilege: View Future Assignment Changes (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view person assignment for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: View Person Assignment (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Human Resource Manager can view person assignment for persons and assignments in their person and assignment security profile | Role: Manage Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view person assignment for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view person contact details for persons and assignments in their person and assignment security profile | Role: Access Family and Emergency Contacts by HR Privilege: View Person Contact Details (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view person extra information for persons and assignments in their person and assignment security profile | Role: Access Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view person extra information for persons and assignments in their person and assignment security profile | Role: Manage Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Assignment | A Human Resource Manager can view requested feedback by hr for people in their person and assignment security profile | Role: View Requested Feedback by HR Privilege: View Requested Feedback by HR (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Manager can view seniority dates for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Assignment |
| Person Checklist | A Human Resource Manager can manage person allocated checklist for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Manage Person Allocated Checklist (Data) Resource: Person Checklist |
| Person Citizenship | A Human Resource Manager can manage person citizenship for persons and assignments in their person and assignment security profile | Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship |
| Person Communication Method | A Human Resource Manager can manage person communication method for persons and assignments in their person and assignment security profile | Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method |
| Person Contact | A Human Resource Manager can manage person contact for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact |
| Person Contact Relationship | A Human Resource Manager can manage person contact details for persons and assignments in their person and assignment security profile | Role: Manage Person Contact Details Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Human Resource Manager can manage person contact details for persons and assignments in their person and assignment security profile | Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Human Resource Manager can manage person private contact details for themselves | Role: View Portrait Personal Information Card |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Privilege: Manage Person Private Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Human Resource Manager can view person contact details for persons and assignments in their person and assignment security profile | Role: Access Family and Emergency Contacts by HR Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Detail | A Human Resource Manager can access person contact information for persons and assignments in their person and assignment security profile | Role: Access Person Contact Information by HR Privilege: Access Person Contact Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can access person identification information for persons and assignments in their person and assignment security profile | Role: Access Person Identification Information by HR Privilege: Access Person Identification Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can access personal details for persons and assignments in their person and assignment security profile | Role: Access Personal Details by HR Privilege: Access Personal Details (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can manage approval delegations for themselves | Role: Manage Approval Delegations Privilege: Manage Approval Delegations (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can manage person biographical for persons and | Role: Manage Person Biographical Information Privilege: Manage Person Biographical (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | assignments in their person and assignment security profile | Resource: Person Detail |
| Person Detail | A Human Resource Manager can manage person extra information for persons and assignments in their person and assignment security profile | Role: Manage Person Extra Information by HR Privilege: Manage Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can manage person number for persons and assignments in their person and assignment security profile | Role: Manage Person Number Privilege: Manage Person Number (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can manage seniority dates for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: Manage Seniority Dates (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can manage worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can manage worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can share personal data access for persons and assignments in their person and assignment security profile | Role: Share Personal Data Access Privilege: Share Personal Data Access (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can share personal information for persons and assignments in their person and assignment security profile | Role: Share Personal Information Privilege: Share Personal Information (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Detail | A Human Resource Manager can view approval delegations for persons and assignments in their person and assignment security profile | Role: Manage Approval Delegations Privilege: View Approval Delegations (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view person extra information for persons and assignments in their person and assignment security profile | Role: Access Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view person extra information for persons and assignments in their person and assignment security profile | Role: Manage Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view person number for persons and assignments in their person and assignment security profile | Role: Manage Person Number Privilege: View Person Number (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view person number for persons and assignments in their person and assignment security profile | Role: View Person Number Privilege: View Person Number (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view seniority dates for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: View Worker Bank Account (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|--|
| Person Detail | A Human Resource Manager can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Read Only Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view worker bank account for people and assignments in their person and assignment security profile | Role: View Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail |
| Person Disability | A Human Resource Manager can manage person disability for persons and assignments in their person and assignment security profile | Role: Manage Person Disability by HR Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Disability | A Human Resource Manager can manage person disability for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Disability | A Human Resource Manager can view person disability for persons and assignments in their person and assignment security profile | Role: View Person Disability by HR Privilege: View Person Disability (Data) Resource: Person Disability |
| Person Documentation | A Human Resource Manager can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Manager can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Manager can view person documentation for document types in their document types security profile belonging to | Role: Mass Download Document Records Privilege: View Person Documentation (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | persons and assignments in their person and assignment security profile | Resource: Person Documentation |
| Person Driver License | A Human Resource Manager can manage person driver license for persons and assignments in their person and assignment security profile | Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person Driver License |
| Person Driver License | A Human Resource Manager can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Manage Person Driver License Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Driver License | A Human Resource Manager can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Email | A Human Resource Manager can manage person email for persons and assignments in their person and assignment security profile | Role: Person Communication Methods Management Privilege: Manage Person Email (Data) Resource: Person Email |
| Person Identifier for External Applications | A Human Resource Manager can manage person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |
| Person Identifier for External Applications | A Human Resource Manager can view person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |
| Person Image | A Human Resource Manager can manage person image for persons and assignments in their person and assignment security profile | Role: Manage Person Image by HR Privilege: Manage Person Image (Data) Resource: Person Image |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|--|
| Person Image | A Human Resource Manager can view person image for persons and assignments in their person and assignment security profile | Role: Manage Person Image by HR Privilege: View Person Image (Data) Resource: Person Image |
| Person Legislative Data | A Human Resource Manager can manage person legislative for persons and assignments in their person and assignment security profile | Role: Manage Person Legislative Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data |
| Person Legislative Data | A Human Resource Manager can view person legislative for persons and assignments in their person and assignment security profile | Role: Manage Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data |
| Person Name | A Human Resource Manager can change person name for persons and assignments in their person and assignment security profile | Role: Manage Person Name Privilege: Change Person Name (Data) Resource: Person Name |
| Person National Identifier | A Human Resource Manager can manage person national identifier for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier |
| Person Passport | A Human Resource Manager can manage person passport for persons and assignments in their person and assignment security profile | Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person Passport |
| Person Passport | A Human Resource Manager can manage person passport number for persons and assignments in their person and assignment security profile | Role: Manage Person Passport Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Passport | A Human Resource Manager can manage person passport number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Phone | A Human Resource Manager can manage person phone for persons and assignments in their person and assignment security profile | Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| | | Resource: Person Phone |
| Person Plan Accrual | A Human Resource Manager can adjust accrual plan balance for people and assignments in their person and assignment security profile | Role: Accrual Type Absence Plan Balance Adjustment Privilege: Adjust Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Human Resource Manager can transfer accrual plan balance for people and assignments in their person and assignment security profile | Role: Transfer Accrual Type Absence Plan Balance Privilege: Transfer Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Enrollment | A Human Resource Manager can create accrual plan enrollment for people and assignments in their person and assignment security profile | Role: Enroll Worker On Accrual Type Absence Plan Privilege: Create Accrual Plan Enrollment (Data) Resource: Person Plan Enrollment |
| Person Plan Enrollment | A Human Resource Manager can terminate accrual plan enrollment for people and assignments in their person and assignment security profile | Role: Terminate Enrollment from Accrual Type Absence Plan Privilege: Terminate Accrual Plan Enrollment (Data) Resource: Person Plan Enrollment |
| Person Type | A Human Resource Manager can choose person type for any person type | Role: Manage Vacancy Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Manager can choose person type for person types in their person security profile | Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Manager can choose person type for person types in their person type security profile | Role: Contingent Worker Addition Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Manager can choose person type for person types in their person type security profile | Role: Employee Hire Privilege: Choose Person Type (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Resource: Person Type |
| Person Type | A Human Resource Manager can choose person type for person types in their person type security profile | Role: Human Resource Specialist Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Manager can choose person type for person types in their person type security profile | Role: Manage Users Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Manager can choose person type for person types in their person type security profile | Role: Manage Work Terms and Assignment Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Manager can choose person type for person types in their person type security profile | Role: Nonworker Addition Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Manager can choose person type for person types in their person type security profile | Role: Pending Worker Addition and Hire Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Manager can view person type for any person type | Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type |
| Person Visa | A Human Resource Manager can manage person visa number or work permit for persons and assignments in their person and assignment security profile | Role: Manage Person Visa or Permit Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa |
| Person Visa | A Human Resource Manager can manage person visa number or work permit for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa |
| Person Visa | A Human Resource Manager can manage person visa or permit for persons and | Role: Manage Person Visa or Permit |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| | assignments in their person and assignment security profile | Privilege: Manage Person Visa or Permit (Data) Resource: Person Visa |
| Personal Payment Method | A Human Resource Manager can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Manager can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Manager can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Manager can manage payroll relationship for legislative data groups in their legislative data groups security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Manager can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Manager can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Manager can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Plan Beneficiary Designation | A Human Resource Manager can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Resource: Plan Beneficiary Designation |
| Position | A Human Resource Manager can choose position for positions in their position security profile | Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Resource Manager can choose position for positions in their position security profile | Role: Human Resource Specialist Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Resource Manager can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Resource Manager can maintain position for positions in their position security profile | Role: Maintain Positions Privilege: Maintain Position (Data) Resource: Position |
| Position | A Human Resource Manager can request a position change for positions in their position security profile | Role: Change Worker Assignment and Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Manager can request a position change for positions in their position security profile | Role: Change Worker Location and Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Manager can request a position change for positions in their position security profile | Role: Change Worker Working Hour and Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Manager can request a position change for positions in their position security profile | Role: Promote Worker and Change Position by HR Privilege: Request a Position Change (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Position | A Human Resource Manager can request a position change for positions in their position security profile | Role: Request a Position Change Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Manager can request a position change for positions in their position security profile | Role: Transfer Worker and Change Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Manager can view human resource specialist transaction dashboard for positions in their position security profile | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Position |
| Position | A Human Resource Manager can view position for positions in their position security profile | Role: Change Worker Assignment and Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Manager can view position for positions in their position security profile | Role: Change Worker Location and Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Manager can view position for positions in their position security profile | Role: Change Worker Working Hour and Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Manager can view position for positions in their position security profile | Role: Maintain Positions Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Manager can view position for positions in their position security profile | Role: Promote Worker and Change Position by HR Privilege: View Position (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Position | A Human Resource Manager can view position for positions in their position security profile | Role: Request a Position Change Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Manager can view position for positions in their position security profile | Role: Transfer Worker and Change Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Manager can view position for positions in their position security profile | Role: View Positions Privilege: View Position (Data) Resource: Position |
| Professional Body | A Human Resource Manager can manage professional body information organization for organizations in their organization security profile | Role: Workforce Structures Management Privilege: Manage Professional Body Information Organization (Data) Resource: Professional Body |
| Public Assignment | A Human Resource Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Public Person (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Manager can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Manager Connections Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Manager can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Manager can view hcm person public note for public person notes that are about people in their public person security profile | Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Manager can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Manager can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Manager Connections Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Manager can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Human Resource Manager can choose proxy for role delegation for persons and assignments in their public person and assignment security profile | Role: Manage Role Delegations Privilege: Choose Proxy for Role Delegation (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Public Person (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Resource: Public Person |
| Public Person | A Human Resource Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Talent Review Managers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Workforce Model Plan HR Specialist Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can compare hcm information for persons and assignments in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare HCM Information (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Resource Manager can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| Public Person | A Human Resource Manager can view worker contact portrait card for persons and assignments in their public person and assignment security profile | Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person |
| Reporting Establishment | A Human Resource Manager can manage reporting establishment for organizations in their organization security profile | Role: Workforce Structures Management Privilege: Manage Reporting Establishment (Data) Resource: Reporting Establishment |
| Salary | A Human Resource Manager can manage salary history for persons and assignments in their person and assignment security profile | Role: Manage Salary History Privilege: Manage Salary History (Data) Resource: Salary |
| Salary | A Human Resource Manager can view salary details for people and assignments in their person and assignment security profile | Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Manager can view salary details for persons and assignments in their person and assignment security profile | Role: Simulate Salary Ranges Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Manager can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Manager can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Salary | A Human Resource Manager can view worker compensation portrait card for people in their person and assignment security profile | Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Secured Payroll Element Type | A Human Resource Manager can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Resource Manager can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Resource Manager can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Resource Manager can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Shared Performance Goal | A Human Resource Manager can choose shared performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal |
| Succession Plan Candidate | A Human Resource Manager can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager | Role: Edit Succession Plan and Manage Candidates Privilege: Manage Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Candidate | A Human Resource Manager can view succession plan candidate for all public succession plans | Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Candidate | A Human Resource Manager can view succession plan candidate for people in their person and assignment security profile | Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|--|--|
| Succession Plan Candidate | A Human Resource Manager can view succession plan candidate for private succession plans for which they are an administrator or a viewer or a candidate manager | Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Detail | A Human Resource Manager can choose succession plan for people in their person and assignment security profile and for succession plans for which they are an administrator or a candidate manager | Role: Use REST Service - Succession Management Lists of Values Privilege: Choose Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Manager can manage succession plan for succession plans for which they are an administrator | Role: Edit Succession Plan and Manage Candidates Privilege: Manage Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Manager can manage succession plan for succession plans for which they are an administrator | Role: Succession Plan Management Privilege: Manage Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Manager can view succession plan for all public succession plans | Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Manager can view succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager | Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Manager can view succession plan for succession plans for which they are an administrator, a viewer or a candidate manager, or where a person in their person and assignment security profile is an incumbent | Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Talent Pool | A Human Resource Manager can choose talent pool for talent pools that they own or are in their talent pools security profile | Role: Use REST Service - Succession Management Lists of Values Privilege: Choose Talent Pool (Data) Resource: Talent Pool |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Talent Pool | A Human Resource Manager can manage talent pool for talent pools that they own or are in their talent pools security profile | Role: Access Talent Pool Overview Privilege: Manage Talent Pool (Data) Resource: Talent Pool |
| Talent Pool | A Human Resource Manager can manage talent pool for talent pools that they own or are in their talent pools security profile | Role: Manage Talent Pool Privilege: Manage Talent Pool (Data) Resource: Talent Pool |
| Talent Profile | A Human Resource Manager can edit person career planning for people and assignments in their person and assignment security profile | Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can edit person skills and qualifications for people and assignments in their person and assignment security profile | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can manage team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Privilege: Manage Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can match talent profile person for people and assignments in their person and assignment security profile | Role: Workforce Profile Specialist Privilege: Match Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can view talent profile model for jobs in their job security profile | Role: Workforce Profile Specialist Privilege: View Talent Profile Model (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can view talent profile person for people and assignments in their person and assignment security profile | Role: Workforce Profile Specialist Privilege: View Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can view talent ratings for persons and assignments in their person and assignment security profile | Role: View Talent Ratings Privilege: View Talent Ratings (Data) Resource: Talent Profile |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| Talent Profile | A Human Resource Manager can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Person Skills Searches Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Read Only Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Manager can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Team Skills Searches Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile Interest | A Human Resource Manager can view careers of interest for people and assignments in their person and assignment security profile | Role: Workforce Profile Specialist Privilege: View Careers of Interest (Data) Resource: Talent Profile Interest |
| Talent Profile Item | A Human Resource Manager can view talent profile item hr specialist for people and assignments in their person and assignment security profile | Role: Workforce Profile Specialist Privilege: View Talent Profile Item HR Specialist (Data) Resource: Talent Profile Item |
| Talent Review Meeting | A Human Resource Manager can schedule talent review meeting for the meetings for which they are the facilitator | Role: Schedule Talent Review Meeting Privilege: Schedule Talent Review Meeting (Data) Resource: Talent Review Meeting |
| Tax Reporting Unit | A Human Resource Manager can choose tax reporting unit for tax reporting units in their organization security profile | Role: Human Resource Specialist Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|---|
| Tax Reporting Unit | A Human Resource Manager can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Total Compensation Statement | A Human Resource Manager can view total compensation statement already generated for people and assignments in their person and assignment security profile | Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement |
| Trading Community Organization Party | A Human Resource Manager can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Human Resource Manager can view trading community organization for all organizations in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Human Resource Manager can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Human Resource Manager can view trading community person for all people in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Relationship | A Human Resource Manager can view trading community relationship for all trading community relationships in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| User | A Human Resource Manager can edit user name for persons in their person security profile. | Role: Edit User Name Privilege: Edit User Name (Data) Resource: User |
| User | A Human Resource Manager can link user account for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: Link User Account (Data) Resource: User |
| User | A Human Resource Manager can manage user accounts for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: Manage User Accounts (Data) Resource: User |
| User | A Human Resource Manager can view user accounts for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: View User Accounts (Data) Resource: User |
| Vacancy Requisition | A Human Resource Manager can manage vacancy for persons and assignments in their person and assignment security profile | Role: Manage Vacancy Privilege: Manage Vacancy (Data) Resource: Vacancy Requisition |
| Vacancy Requisition | A Human Resource Manager can view vacancy for persons and assignments in their person and assignment security profile | Role: Manage Vacancy Privilege: View Vacancy (Data) Resource: Vacancy Requisition |
| Variable Compensation Allocation | A Human Resource Manager can administer individual compensation for people and assignments in their person and assignment security profile | Role: Administer Individual Compensation Privilege: Administer Individual Compensation (Data) Resource: Variable Compensation Allocation |
| Variable Compensation Allocation | A Human Resource Manager can enter variable compensation allocation for people and assignments in their person and assignment security profile | Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation |
| Work Relationship | A Human Resource Manager can cancel work relationship for persons and assignments in their person and assignment security profile | Role: Cancel Work Relationship Privilege: Cancel Work Relationship (Data) Resource: Work Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Work Relationship | A Human Resource Manager can change work relationship hire date for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Change Work Relationship Hire Date (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Manager can correct employment termination for persons and assignments in their person and assignment security profile | Role: Correct Employment Termination Privilege: Correct Employment Termination (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Manager can create work relationship for persons and assignments in their person and assignment security profile | Role: Create Work Relationship Privilege: Create Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Manager can edit work relationship for persons and assignments in their person and assignment security profile | Role: Edit Work Relationship Privilege: Edit Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Manager can manage work relationship for persons and assignments in their person and assignment security profile | Role: Edit Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Manager can manage work relationship for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Manager can reverse employment termination for persons and assignments in their person and assignment security profile | Role: Reverse Employment Termination Privilege: Reverse Employment Termination (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Manager can terminate employment for persons and assignments in their person and assignment security profile | Role: Terminate Employment Privilege: Terminate Employment (Data) Resource: Work Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| Work Relationship | A Human Resource Manager can view work relationship for persons and assignments in their person and assignment security profile | Role: Edit Work Relationship Privilege: View Work Relationship (Data) Resource: Work Relationship |
| Work Terms | A Human Resource Manager can create work terms for persons and assignments in their person and assignment security profile | Role: Create Work Terms Privilege: Create Work Terms (Data) Resource: Work Terms |
| Work Terms | A Human Resource Manager can end work terms for persons and assignments in their person and assignment security profile | Role: End Work Terms Privilege: End Work Terms (Data) Resource: Work Terms |
| Work Terms | A Human Resource Manager can manage work term for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Manage Work Term (Data) Resource: Work Terms |
| Worker | A Human Resource Manager can change worker location for persons and assignments in their person and assignment security profile | Role: Change Worker Location Privilege: Change Worker Location (Data) Resource: Worker |
| Worker | A Human Resource Manager can change worker manager for persons and assignments in their person and assignment security profile | Role: Change Worker Manager Privilege: Change Worker Manager (Data) Resource: Worker |
| Worker | A Human Resource Manager can change worker working hour for persons and assignments in their person and assignment security profile | Role: Change Worker Working Hour Privilege: Change Worker Working Hour (Data) Resource: Worker |
| Worker | A Human Resource Manager can choose worker for people and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can compare worker employment information for persons and assignments in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Worker | A Human Resource Manager can create person assignment for persons and assignments in their person and assignment security profile | Role: Create Person Assignment Privilege: Create Person Assignment (Data) Resource: Worker |
| Worker | A Human Resource Manager can review worker availability for persons and assignments in their person and assignment security profile | Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Add Worker Assignment Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Employment Start Dates Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Assignment Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Location Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Manager Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Working Hour Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Create Person Assignment Privilege: Search Worker (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Manage Additional Assignment Info Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: Perform Worker Local and Global Transfers Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search worker for persons and assignments in their person and assignment security profile | Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Manager can search workers for mass legal employer change for persons and assignments in their person and assignment security profile | Role: Perform Worker Mass Legal Employer Change Privilege: Search Workers for Mass Legal Employer Change (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Worker Contract | A Human Resource Manager can view worker contract for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Document Delivery Preferences | A Human Resource Manager can manage person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Document Delivery Preferences | A Human Resource Manager can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Journey | A Human Resource Manager can view worker journey for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Worker Journey | A Human Resource Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Worker Prediction | A Human Resource Manager can view worker prediction for persons and assignments in their person and assignment security profile | Role: View Workforce Predictions as HR Specialist Privilege: View Worker Prediction (Data) Resource: Worker Prediction |
| Worker Supervisor | A Human Resource Manager can manage direct reports for persons and assignments in their person and assignment security profile | Role: Manage Direct Report Privilege: Manage Direct Reports (Data) Resource: Worker Supervisor |
| Workforce Model Plan | A Human Resource Manager can manage workforce model plan for plans that they approve | Role: Workforce Model Plan HR Specialist Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|---|
| Workforce Model Plan | A Human Resource Manager can manage workforce model plan for plans that they own | Role: Workforce Model Plan HR Specialist Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan |

Human Resource Specialist (Job Role)

Performs duties of a human resources specialist.

Role Hierarchy

The Human Resource Specialist job role directly and indirectly inherits these roles.

- Human Resource Specialist
 - Access Change Legal Employer Dashboard
 - Access Family and Emergency Contacts by HR
 - Access HCM Spreadsheet Data Loader Templates
 - Access Person Contact Information by HR
 - Access Person Extra Information by HR
 - Access Person Gallery
 - Access Person Identification Information by HR
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Access Personal Details by HR
 - Access Talent Pool Overview
 - Accrual Type Absence Plan Balance Adjustment
 - Add Worker Assignment
 - Address Job Offer
 - Administer Individual Compensation
 - Cancel Work Relationship
 - Change Employment Start Dates
 - Change Person Address
 - Change Person Marital Status
 - Change Worker Assignment
 - Change Worker Assignment and Position by HR
 - Change Worker Location
 - Change Worker Location and Position by HR
 - Change Worker Manager
 - Change Worker Working Hour
 - Change Worker Working Hour and Position by HR
 - Compare HCM Information
 - Contingent Worker Addition
 - Correct Employment Termination
 - Correct Worker Assignment
 - Correct Worker Salary

- Create Person Assignment
- Create Succession Plan for Worker
- Create Work Relationship
- Create Work Terms
- Delete HCM Person Note
- Delete Worker Date Effective Assignment
- Delete Worker Latest Salary
- Edit Person Career Planning
- Edit Person Skills and Qualifications
- Edit Work Relationship
- Employee Bank Account Management
- Employee Hire
- End Work Terms
- Enroll Worker On Accrual Type Absence Plan
- HCM Extract Definition
- Hide HCM Person Public Note
- Load Data using HCM Spreadsheet Data Loader
- Maintain Workers Absence Records
- Manage Absence Case
- Manage Accrual Type Absence Plan Enrollment Events
- Manage Additional Assignment Info
- Manage Approval Delegations
- Manage Areas of Responsibility by Person
- Manage Areas of Responsibility by Responsibility Type
- Manage Cash Disbursements
- Manage Contact Person PII
- Manage Contextual Journey by HR
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journeys Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
- Manage Costing of Position in Employment Processes
- Manage Development Goal by HR
- Manage Direct Report
- Manage Eligible Jobs
- Manage Employee Payroll in Employment Processes
- Manage HCM Rates

- Manage HR Document Type
- Manage Individual Compensation
- Manage Journey By HR
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journey Allocations
 - Use REST Service - Journey Categories List of Values
 - Use REST Service - Journey Scheduled Allocations
 - Use REST Service - Journey Task Library
 - Use REST Service - Journeys
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
- Manage Onboarding
- Manage Payroll Element Entry
- Manage Payroll Relationship
- Manage Performance Goal by HR
- Manage Person Biographical Information
- Manage Person Citizenship
- Manage Person Contact Details
- Manage Person Disability by HR
- Manage Person Document Delivery Preferences
- Manage Person Documentation
- Manage Person Driver License
- Manage Person Ethnicity
- Manage Person Extra Information by HR
- Manage Person Identifiers for External Applications
- Manage Person Image by HR
- Manage Person Legislative
- Manage Person Name
- Manage Person National Identifier
- Manage Person Number
- Manage Person Passport
- Manage Person Religion
- Manage Person Visa or Permit
- Manage Role Delegations
- Manage Salaries
- Manage Salary History
- Manage Schedules and Exceptions Assignment
- Manage Seniority Dates

- Manage Talent Pool
- Manage User Account
 - Edit User Name
 - Manage User Roles
- Manage Users
- Manage Vacancy
- Manage Work Patterns
- Manage Work Relationship
- Manage Work Terms and Assignment
- Manage Worker Checklist
- Manage Worker Contract
- Manage Worker Information Sharing
- Manage Worker Personal Payment Method
- Mass Download Document Records
- Nonworker Addition
- Nudge Configuration
- Payroll Common HCM Implementation
 - Employee Bank Account Management
 - Manage Fast Formula
 - Manage HCM Rates
 - Manage Payroll Element Entry
 - Manage Value Defined by Criteria
- Pending Worker Addition and Hire
- Pending Worker Quick Hire
- Perform Worker Local and Global Transfers
- Perform Worker Mass Legal Employer Change
- Performance Management HR Specialist
 - Administer Requested Feedback
 - Create Anytime Performance Document
 - Evaluate Performance Document as Manager
 - Evaluate Performance Document as Worker
 - Manage Check-In Document
 - Process Mass Actions For Performance Documents
 - Submit a Payroll Process or Report
 - View Check-In Document
 - View Performance Summary
 - View Requested Feedback by HR
- Person Communication Methods Management
- Person Communication Methods View
- Person Configuration
 - Manage Journey

- Use REST Service - Journey Categories List of Values
- o Person Management
 - Use REST Service - Worker Searches V2
 - View Person Address Data Only
 - View Person National Identifier
- o Portrait Benefits
- o Portrait Current and Completed Tasks
- o Print Worker Portrait
- o Promote Worker
- o Promote Worker and Change Position by HR
- o Report Human Resources Transaction Dashboard
- o Reverse Employment Termination
- o Schedule Talent Review Meeting
- o Share Personal Data Access
- o Share Personal Information
- o Simulate Salary Ranges
- o Submit a Payroll Flow
- o Submit a Payroll Process or Report
- o Succession Plan Management
 - Edit Succession Plan and Manage Candidates
 - View Succession Plan
- o Terminate Employment
- o Terminate Enrollment from Accrual Type Absence Plan
- o Trading Community Data Security Policies for HCM
- o Transfer Accrual Type Absence Plan Balance
- o Transfer Worker
- o Transfer Worker and Change Position by HR
- o Use REST Service - Eligible Contacts List of Values
- o Use REST Service - Guided Journey Responses
- o Use REST Service - Guided Journeys Read Only
- o Use REST Service - HCM Countries List of Values
- o Use REST Service - HR Document Types List of Values
- o Use REST Service - Legislative Data Groups List of Values
- o Use REST Service - Nudge Cards
- o Use REST Service - Performance Goals List of Values
- o Use REST Service - Person Reference Data Lists of Values
- o Use REST Service - Recruiting Hierarchy Lists of Values
- o Use REST Service - Representatives Read Only

- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - Succession Management Lists of Values
- Use REST Service - Talent Review Managers List of Values
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Worker Bank Accounts
- Use REST Service - Worker Bank Accounts Read Only
- Use REST Service - Workers List of Values
- Use REST Service - Workforce Structure List of Values
- Use User Details Service
- View Accrual Type Absence Plan Balance
- View Compensation Details for Worker
- View Compensation History
- View Costing of Position in Employment Processes
- View Development Goal by HR
- View Employee Payroll in Employment Processes
- View Employment Information Summary
- View Future Assignment Changes
- View Future Salary Changes
- View HCM Person Note
- View Market Composites Summary
- View Person Biographical Information
- View Person Citizenship
- View Person Disability by HR
- View Person Driver License
- View Person Ethnicity
- View Person National Identifier
- View Person Number
- View Person Passport
- View Person Religion
- View Person Visa or Permit
- View Portrait Availability Card
- View Portrait Contact Card
- View Portrait Employment Information Card
- View Portrait Personal Information Card
- View Portrait User Account Details Card
- View Seniority Dates
- View Succession Org Chart by HR

- Use REST Service - Succession Org Chart Read Only
- o View Talent Ratings
- o View Team Skills as HR
 - Use REST Service - Manager Connections Read Only
 - Use REST Service - Person Skills Searches
 - Use REST Service - Talent Skill Assignments
 - Use REST Service - Talent Skill Assignments Read Only
 - Use REST Service - Team Skills Searches
- o View Total Compensation Statements
- o View Worker Assignment History Details
- o View Worker Contract
- o View Worker Personal Payment Method
- o View Workforce Predictions as HR Specialist
- o Workforce Model Plan HR Specialist
 - View Salary Data Only
- o Workforce Modeling Transaction Analysis
- o Workforce Profile Specialist
- o Workforce Structures Management
 - Compare HCM Information
 - Load Data using HCM Spreadsheet Data Loader
 - Maintain Positions
 - Manage Departments
 - Manage Divisions
 - Manage Worker Unions
 - Request a Position Change
 - View Positions

Duties

This table lists the duties assigned directly and indirectly to the Human Resource Specialist job role.

| Duty Role | Description |
|---|---|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Access Talent Pool Overview | Allows access to the talent pools page that lists the available talent pools. |
| Address Job Offer | Address job offers of persons. |
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |

| Duty Role | Description |
|---|--|
| Contingent Worker Addition | Adds contingent workers. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| Employee Hire | Hires employees. |
| FSCM Load Interface Administration | Manages load interface file for import |
| HCM Extract Definition | Grants access to the extract definition duty. |
| Manage Contact Person PII | Manages a contact person's PII data. |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. |
| Manage Talent Pool | Allows to view, edit talent pools and add workers to the Talent Pools. |
| Manage User Account | Manages user roles. |
| Manage Users | Creates and updates users and assigns roles to users. |
| Nonworker Addition | Adds nonworkers. |
| Nudge Configuration | Allows the user to configure nudges. |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. |
| Pending Worker Addition and Hire | Adds and hires pending workers. |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. |
| Person Configuration | Manages person types, name formats, checklists, and document types. |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. |

| Duty Role | Description |
|--|--|
| Portrait Current and Completed Tasks | Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests. |
| Schedule Talent Review Meeting | Allows management of talent review meetings. |
| Succession Plan Management | Manages succession plans. |
| Trading Community Data Security Policies for HCM | Contains data security policies that allow HCM roles to access Trading Community organizations, people and relationships |
| Use REST Service - Eligible Contacts List of Values | Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service. |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. |
| Use REST Service - Succession Management Lists of Values | Allows the user to call the GET method associated with the Succession Management list of values REST Services. |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View Person Address Data Only | Grants access to persons to view address data. |
| View Succession Org Chart by HR | Allows an HR specialist to view the succession org chart. |
| View Team Skills as HR | Allows an HR Specialist to view team skills. |
| Workforce Model Plan HR Specialist | Manages workforce model plans, for example, creating, editing, and reviewing the plans. |
| Workforce Modeling Transaction Analysis | Analyzes Workforce Modeling transactional information |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Human Resource Specialist job role.

| Aggregate Privilege | Description |
|--|---|
| Access Change Legal Employer Dashboard | Provides access to the change legal employer dashboard. |
| Access Family and Emergency Contacts by HR | Allows access to a person's family and emergency contacts. |
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Access Person Contact Information by HR | Allows access to Person contact information such as phones, emails, other communication accounts, and addresses. |
| Access Person Extra Information by HR | Allows access to a person's extensible flexfields. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Access Person Identification Information by HR | Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses. |
| Access Personal Details by HR | Allows access to Person Information such as such as name, national identifier, biographical, demographic, and disability information. |
| Accrual Type Absence Plan Balance Adjustment | Allows administrator to enter adjustments for workers in their absence type accrual plans. |
| Add Worker Assignment | Allows adding of a worker assignment. |
| Administer Individual Compensation | Allows administration of individual compensation awards for workers within the user's security profile. |
| Administer Requested Feedback | Allows to administer requested feedback |
| Cancel Work Relationship | Cancels work relationships. |
| Change Employment Start Dates | Allows changing of employment start dates for workers. |
| Change Person Address | Grants access to persons to manage their own address data. |
| Change Person Marital Status | Grants access to a person to manage their own marital status and related data. |

| Aggregate Privilege | Description |
|---|---|
| Change Worker Assignment | Change assignment of persons. |
| Change Worker Assignment and Position by HR | Allows HR specialists to change worker assignments and change positions. |
| Change Worker Location | Changes persons' locations. |
| Change Worker Location and Position by HR | Allows HR specialists to change worker assignment locations and change positions. |
| Change Worker Manager | Changes persons' managers. |
| Change Worker Working Hour | Changes the working hours of persons. |
| Change Worker Working Hour and Position by HR | Allows HR specialists to change worker assignment working hours and change positions. |
| Compare HCM Information | Compares workers, jobs, positions, and any combinations of these objects. |
| Correct Employment Termination | Corrects workers' termination details. |
| Correct Worker Assignment | Allows correction of a worker's assignment. |
| Correct Worker Salary | Allows correction of a worker's salary on responsive pages. |
| Create Anytime Performance Document | Allows creation of anytime performance documents |
| Create Person Assignment | Creates workers' secondary assignments. |
| Create Succession Plan for Worker | Create succession plans. |
| Create Work Relationship | Adds work relationships to persons. |
| Create Work Terms | Creates secondary work terms. |
| Delete HCM Person Note | Deletes HCM person notes |
| Delete Worker Date Effective Assignment | Allows deletion of a worker's date effective assignment. |
| Delete Worker Latest Salary | Allows deletion of a worker's latest salary on responsive pages. |
| Edit Person Career Planning | Allows editing the Person Career Planning. |

| Aggregate Privilege | Description |
|---|---|
| Edit Person Skills and Qualifications | Allows editing the Person Skills and Qualifications. |
| Edit Succession Plan and Manage Candidates | Manages succession plan candidates. |
| Edit User Name | Updates the user name associated with a person. |
| Edit Work Relationship | Allows editing of work relationships. |
| End Work Terms | Ends work terms. |
| Enroll Worker On Accrual Type Absence Plan | Allows administrator to manually enroll worker into an accrual type absence plan. |
| Evaluate Performance Document as Manager | Allows evaluation of the performance document on behalf of the manager |
| Evaluate Performance Document as Worker | Allows evaluation of the performance document on behalf of the worker |
| Hide HCM Person Public Note | Allows hiding or not hiding HCM public person notes. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Maintain Positions | Updates and deletes positions in the user's position security profile. This role cannot create new positions. |
| Maintain Workers Absence Records | Allows the administrator to maintain workers absence records. |
| Manage Absence Case | Views employee related absence accrual data. |
| Manage Accrual Type Absence Plan Enrollment Events | Allows administrator to process Employment Events for workers to determine eligibility and participation in accrual type absence plans. |
| Manage Additional Assignment Info | Allows management of additional assignment info. |
| Manage Approval Delegations | Allows management of user approval delegations. |
| Manage Areas of Responsibility by Person | Assign responsibilities to a person and specify the scope for those responsibilities. |
| Manage Areas of Responsibility by Responsibility Type | Reassign responsibilities from one person to another. |

| Aggregate Privilege | Description |
|--|--|
| Manage Cash Disbursements | Allows administrator to dispense part of an accrual plan balance for payment. |
| Manage Check-In Document | Allows to create, view, edit and delete check-in document. |
| Manage Costing of Position in Employment Processes | Allows user to manage costing at position level within employment processes. |
| Manage Departments | Manages departments in the user's organization security profile. |
| Manage Development Goal by HR | Manages development goals of workers by HR. |
| Manage Direct Report | Manages direct reports. |
| Manage Divisions | Manages divisions in the user's organization security profile. |
| Manage Eligible Jobs | Allows managing of eligible jobs for relief in higher class. |
| Manage Employee Payroll in Employment Processes | Allows user to manage employee's payroll within employment processes. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage HCM Rates | Manages derived rates and values defined by criteria. |
| Manage HR Document Type | Allows management of document types for documents of record. |
| Manage Individual Compensation | Privilege to manage individual compensation awards for workers within the user's security profile. |
| Manage Journey | Allows the user to manage the journeys to which they have been granted access. |
| Manage Onboarding | Allows HR Specialist to manage the onboarding tasks. |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage Payroll Relationship | Manages workers' assigned payrolls and other details associated with their payroll relationships. |
| Manage Performance Goal by HR | Manages performance goals of workers by HR. |
| Manage Person Biographical Information | Allows management of a person's biographical information. |
| Manage Person Citizenship | Grants access to persons to manage their own citizenship. |

| Aggregate Privilege | Description |
|---|--|
| Manage Person Contact Details | Allows management of a person's contacts. |
| Manage Person Disability by HR | Manages disability information. |
| Manage Person Document Delivery Preferences | Allows management of document delivery preferences for person records. |
| Manage Person Documentation | Manages documents. |
| Manage Person Driver License | Grants access to persons to manage their own driver licenses. |
| Manage Person Ethnicity | Grants access to persons to manage their own ethnicity. |
| Manage Person Extra Information by HR | Allows access to a person's extensible flexfields. |
| Manage Person Identifiers for External Applications | Manages person identifiers for external applications. |
| Manage Person Image by HR | Grants access to manage a person's image. |
| Manage Person Legislative | Grants access to persons to manage their own legislative information. |
| Manage Person Name | Maintains persons' name related attributes. |
| Manage Person National Identifier | Grants access to persons to manage their own national identifier. |
| Manage Person Number | Allows management of a person's person number. |
| Manage Person Passport | Grants access to persons to manage their own passports. |
| Manage Person Religion | Grants access to persons to manage their own religion. |
| Manage Person Visa or Permit | Grants access to persons to manage their own visas and permits. |
| Manage Role Delegations | Allows management of user roles delegations. |
| Manage Salaries | Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer. |
| Manage Salary History | Allows the user to view and manage salary history. |
| Manage Schedules and Exceptions Assignment | Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist. |

| Aggregate Privilege | Description |
|--|--|
| | |
| Manage Seniority Dates | Allows management of seniority dates. |
| Manage User Roles | Allows management of user roles assignments. |
| Manage Vacancy | Allows management of vacancies. |
| Manage Value Defined by Criteria | Manages values defined by criteria. |
| Manage Work Patterns | Allows users to create, edit and delete work patterns for a worker. |
| Manage Work Relationship | Updates work relationships. |
| Manage Work Terms and Assignment | Manages work terms and assignment records. |
| Manage Worker Checklist | Manages checklist definitions. |
| Manage Worker Contract | Allows update of worker's employment contract details and add, update and delete of contract extensions. |
| Manage Worker Information Sharing | Allows sharing of person information with internal and external recipients. Used in the non-responsive UI. |
| Manage Worker Personal Payment Method | Allows the user to manage worker's personal payment methods. |
| Manage Worker Unions | Manages worker unions in the user's organization security profile. |
| Mass Download Document Records | Allows mass download of document records for workers. |
| Pending Worker Quick Hire | Quick-hires pending workers. |
| Perform Worker Local and Global Transfers | Allows transfer of workers within the legal employer and also across legal employers. |
| Perform Worker Mass Legal Employer Change | Allows mass changing of the legal employer for selected workers. |
| Portrait Benefits | Views benefits data for a worker in the portrait. |
| Print Worker Portrait | Grants access to the portrait maintenance duties for the portrait cards. |
| Process Mass Actions For Performance Documents | Allows mass processing of performance documents |

| Aggregate Privilege | Description |
|---|---|
| Promote Worker | Promotes persons. |
| Promote Worker and Change Position by HR | Allows HR specialists to promote workers and change positions. |
| Report Human Resources Transaction Dashboard | Reports Human Resources Transaction Dashboard |
| Request a Position Change | Allows requesting a position change. |
| Reverse Employment Termination | Reverses terminations of work relationships or assignments. |
| Share Personal Data Access | Allows sharing of access to personal data. |
| Share Personal Information | Allows sharing of personal information. |
| Simulate Salary Ranges | Allows the user to inspect and troubleshoot salary ranges and differential calculations. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, <code>ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY</code> . |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, <code>ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY</code> . |
| Terminate Employment | Terminates work relationships or assignments. |
| Terminate Enrollment from Accrual Type Absence Plan | Allows manual termination from an enrollment in an accrual plan. |
| Transfer Accrual Type Absence Plan Balance | Allows administrator to transfer accrual balance from one accrual type absence plan to another. |
| Transfer Worker | Transfers persons. |
| Transfer Worker and Change Position by HR | Allows HR specialists to transfer workers and change positions. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - HCM Countries List of Values | Allows the user to call the GET method associated with the HCM Countries list of values REST Service. |
| Use REST Service - Journey Allocations | Allows the user to call all methods associated with the Journey Allocations REST Service. |
| Use REST Service - Journey Categories List of Values | Allows the user to call the GET method associated with the Journey Categories List of Values REST Service. |
| Use REST Service - Journey Scheduled Allocations | Allows the user to call all methods associated with the Journey Scheduled Allocations REST Service. |
| Use REST Service - Journey Task Library | Allows the user to call all methods associated with the Journey Task Library REST Service. |
| Use REST Service - Journeys | Allows the user to call all methods associated with the Journeys REST Service. |
| Use REST Service - Journeys Read Only | Allows the user to call the GET method associated with the Journeys REST Service. |
| Use REST Service - Legislative Data Groups List of Values | Allows the user to call the GET method associated with the Legislative Data Groups LOV REST Service. |
| Use REST Service - Manager Connections Read Only | Allows the user to call the GET method associated with the Manager Connections REST Service. |
| Use REST Service - Nudge Cards | Allows the user to call all methods associated with the Nudge Cards REST service. |
| Use REST Service - Performance Goals List of Values | Allows the user to call the GET method associated with the Performance Goals List of Values REST Service. |
| Use REST Service - Person Reference Data Lists of Values | Allows the user to call the GET method associated with the person reference data lists of values REST services. |
| Use REST Service - Person Skills Searches | Allows the user to call the Person Skills Searches REST Services. |
| Use REST Service - Public Workers Read Only | Allows the user to call the GET method associated with the Public Workers REST Service. |
| Use REST Service - Recruiting Hierarchy Lists of Values | Allows the user to call the GET method associated with the Recruiting hierarchy lists of values REST Services. |
| Use REST Service - Representatives Read Only | Allows the user to call the GET method associated with the Representatives REST Service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Succession Org Chart Read Only | Allows the user to call the GET method associated with the Succession Org Chart REST Service. |
| Use REST Service - Talent Review Managers List of Values | Allows the user to call the GET method associated with the Talent Review Managers list of values REST Service. |
| Use REST Service - Talent Skill Assignments | Allows the user to call all methods associated with the Talent Skill Assignments REST Service. |
| Use REST Service - Talent Skill Assignments Read Only | Allows the user to call the GET method associated with the Talent Skill Assignments REST Service. |
| Use REST Service - Team Skills Searches | Allows the user to call the Team Skills Searches REST Services. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Journeys | Allows the user to call all methods associated with the Worker Journeys REST Service. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| Use User Details Service | Creates or updates users during person synchronizations. |
| View Accrual Type Absence Plan Balance | Allows workers to view balances of the accrual type absence plans. |
| View Check-In Document | Allows to view check-in document. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Compensation History | Provides access to view compensation history for workers within the users security profile. |
| View Costing of Position in Employment Processes | Allows user to view costing at position level within employment processes. |
| View Development Goal by HR | View development goals of workers by HR. |
| View Employee Payroll in Employment Processes | Allows user to view employee's payroll within employment processes. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |

| Aggregate Privilege | Description |
|---|--|
| View Future Assignment Changes | Allows viewing of future assignment changes for a worker. |
| View Future Salary Changes | Allows viewing of future salary changes for a worker on responsive pages. |
| View HCM Person Note | Views HCM person notes. |
| View Market Composites Summary | Allows viewing of market composite summary. |
| View Performance Summary | Allows viewing of workers performance summary information. |
| View Person Biographical Information | Allows access to a person's biographical information. |
| View Person Citizenship | Grants access to persons to view their own citizenship. |
| View Person Disability by HR | Allows access to a person's disability information. |
| View Person Driver License | Grants access to persons to view their own driver licenses. |
| View Person Ethnicity | Grants access to persons to view their own ethnicity. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Person Number | Allows access to a person's person number. |
| View Person Passport | Grants access to persons to view their own passports. |
| View Person Religion | Grants access to persons to view their own religion. |
| View Person Visa or Permit | Grants access to persons to view their own visas and permits. |
| View Portrait Availability Card | Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information. |
| View Portrait Contact Card | Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers. |
| View Portrait Employment Information Card | Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist. |
| View Portrait Personal Information Card | Grants access to a person's own personal and employment information in the portrait. |
| View Portrait User Account Details Card | Views the User Account Details card in the Person Gallery. |

| Aggregate Privilege | Description |
|---|--|
| View Positions | Views positions in the user's position security profile. |
| View Requested Feedback by HR | Allows HR users to view requested feedback |
| View Salary Data Only | Views salary data embedded or used in non-compensation product pages or processes. |
| View Seniority Dates | Allows viewing of seniority dates. |
| View Succession Plan | Views succession plans. |
| View Talent Ratings | Grants access to view the talent ratings. |
| View Total Compensation Statements | Views generated total compensation statements for individuals within their security profile. |
| View Worker Assignment History Details | Allows viewing of worker's assignment history details. |
| View Worker Contract | Allows viewing of worker's employment contract details and contract extensions. |
| View Worker Personal Payment Method | Allows the user to view workers personal payment methods. |
| View Workforce Predictions as HR Specialist | Allows Human Resource Specialist to view worker predictions. |

Privileges

This table lists privileges granted to duties of the Human Resource Specialist job role.

| Granted Role | Granted Role Description | Privilege |
|---|---|-----------------------------|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| Access Talent Pool Overview | Allows access to the talent pools page that lists the available talent pools. | Access Talent Pool Overview |
| Address Job Offer | Address job offers of persons. | Address Job Offer |
| Address Job Offer | Address job offers of persons. | Cancel Job Offer |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|---|--|
| | | |
| Address Job Offer | Address job offers of persons. | Change Job Offer Start Date |
| Address Job Offer | Address job offers of persons. | Redraft Job Offer After HR Phase |
| Contingent Worker Addition | Adds contingent workers. | Add Contingent Worker |
| Contingent Worker Addition | Adds contingent workers. | Create User |
| Contingent Worker Addition | Adds contingent workers. | Renew Placement |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| Employee Hire | Hires employees. | Create User |
| Employee Hire | Hires employees. | Hire Employee |
| Employee Hire | Hires employees. | Rehire Employee |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| | | |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition Report |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Flow Pattern |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Task |
| Human Resource Specialist | Performs duties of a human resources specialist. | Absence Administration Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Absence Entry Using Calendar |
| Human Resource Specialist | Performs duties of a human resources specialist. | Access HCM Common Components |
| Human Resource Specialist | Performs duties of a human resources specialist. | Access Oracle Taleo Recruiting Cloud Service |
| Human Resource Specialist | Performs duties of a human resources specialist. | Add New Task for Worker |
| Human Resource Specialist | Performs duties of a human resources specialist. | Add Task for Worker from Task Library |
| Human Resource Specialist | Performs duties of a human resources specialist. | Add Worker Performance Document Content |
| Human Resource Specialist | Performs duties of a human resources specialist. | Allocate Checklist to Worker |
| Human Resource Specialist | Performs duties of a human resources specialist. | Approve Transactions |
| Human Resource Specialist | Performs duties of a human resources specialist. | Assign Workers Goals Mass Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Conduct Talent Review |
| Human Resource Specialist | Performs duties of a human resources specialist. | Configure Absence Batch Parameter |
| Human Resource Specialist | Performs duties of a human resources specialist. | Configure Talent Review |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|---|
| Human Resource Specialist | Performs duties of a human resources specialist. | Copy Personal Data to LDAP for All Users |
| Human Resource Specialist | Performs duties of a human resources specialist. | Create Performance Document by Manager |
| Human Resource Specialist | Performs duties of a human resources specialist. | Create Talent Pool |
| Human Resource Specialist | Performs duties of a human resources specialist. | Enable worker searches using effective dates |
| Human Resource Specialist | Performs duties of a human resources specialist. | Enable worker searches using termination date |
| Human Resource Specialist | Performs duties of a human resources specialist. | Extract Work Structure Model Details |
| Human Resource Specialist | Performs duties of a human resources specialist. | Extract Work Structure Report Details |
| Human Resource Specialist | Performs duties of a human resources specialist. | Extract Worker Model Details |
| Human Resource Specialist | Performs duties of a human resources specialist. | Extract Worker Report Details |
| Human Resource Specialist | Performs duties of a human resources specialist. | Flatten HCM Position Hierarchy |
| Human Resource Specialist | Performs duties of a human resources specialist. | Flatten Manager Hierarchy |
| Human Resource Specialist | Performs duties of a human resources specialist. | Generate Default Connection Lists |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Category |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Certification |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Plan |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Reason |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Absence Types |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage All Application Profile Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Common Lookup |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Descriptive Flexfield |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Extensible Flexfield |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Flexfield Value Set |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Set-Enabled Lookup |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Application Standard Lookup |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Benefit Eligibility Profile |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Calendar Event |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Data Exchange Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Development Goal in Goal Library |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Extracts Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Geography Tree |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Goal Eligibility Profiles |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|---|
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Goal Management Notifications |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage HCM Predictive Models |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Leave Agreements |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Mass Updates Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Payroll Calculation Entries |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Performance Goal in Goal Library |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Person Eligibility Derived Factor |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Person Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Questionnaire Templates |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Questionnaires |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Questions |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Repeating Time Periods |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Schedule Assignment Administration |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Shifts |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Talent Notifications |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Talent Review Content |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Work Pattern Templates |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Work Schedule |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Work Shift |
| Human Resource Specialist | Performs duties of a human resources specialist. | Manage Work Workday Pattern |
| Human Resource Specialist | Performs duties of a human resources specialist. | Mass Assign Development Goals to Workers Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Monitor Absence Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | New Person Work Area |
| Human Resource Specialist | Performs duties of a human resources specialist. | Perform Worker Mass Transfer |
| Human Resource Specialist | Performs duties of a human resources specialist. | Populate Seniority Dates |
| Human Resource Specialist | Performs duties of a human resources specialist. | Print Performance Document |
| Human Resource Specialist | Performs duties of a human resources specialist. | Process Absence Certification |
| Human Resource Specialist | Performs duties of a human resources specialist. | Process Worker Prediction Data Collection |
| Human Resource Specialist | Performs duties of a human resources specialist. | Process Worker Prediction Data Mining |
| Human Resource Specialist | Performs duties of a human resources specialist. | Review Calendar Event Coverage |
| Human Resource Specialist | Performs duties of a human resources specialist. | Roll Back Last Absence Accrual Run |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Absence Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Accrual Plan Enrollment Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Australian HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Australian TFN Declaration E-file and Listing Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Australian Workplace Gender Profile Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Autoconvert Pending Workers Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Brazilian HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Canadian HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Chinese HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch First Day Notification Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Gatekeeper Law Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Long-Term Sickness Recovery Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Long-Term Sickness Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Sickness Recovery Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch Sickness Report |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Dutch WAZO Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Emirati Disabled Workers Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Emirati HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Access to Training Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Disability Employment Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Manpower Movement Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Personnel Register |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Social Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Unique Statement of Employment Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run French Work Certificate |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run German Annual Leave Certificate Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run German Disability Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run German HR reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Goals Batch Process |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Run HCM Extract |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run HCM Extract Write Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run HCM Extracts Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Hong Kong HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Indian HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Irish HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Kuwaiti Disabled Workers Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Kuwaiti HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Mass Updates Apply Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Mass Updates Data Validation Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Mexican HR Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Person Absence Entry Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Qatari HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Reassign Pending Approvals for Terminations and Correct Invalid Supervisor Assignments Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Regenerate HCM Data Security Grants Process |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|---|
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Retrieve Latest LDAP Changes Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Saudi Disabled Workers Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Saudi HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Send Pending LDAP Requests Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Singaporean HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Talent Profile Summary Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run UK HR reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run US Employee Verification Service Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run US HR Reports |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run US New Hire State Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Run Worker Data Validation Report |
| Human Resource Specialist | Performs duties of a human resources specialist. | Schedule Absence Certification Evaluation |
| Human Resource Specialist | Performs duties of a human resources specialist. | Schedule Absence Evaluation Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Schedule Absence Plan Participation Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Schedule Accrual Process |
| Human Resource Specialist | Performs duties of a human resources specialist. | Synchronize Line Manager Hierarchy |

| Granted Role | Granted Role Description | Privilege |
|---------------------------|--|--|
| Human Resource Specialist | Performs duties of a human resources specialist. | Update Person Profile Evaluation Type |
| Human Resource Specialist | Performs duties of a human resources specialist. | Update Stored Manager Hierarchy |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Address Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Benefits Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Collective Agreements List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Content Items List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Individual Compensation Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Model Profiles List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Responsibility Templates List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Review Periods List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Salary Bases List of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Scheduling Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | Use REST Service - Users and Roles Lists of Values |
| Human Resource Specialist | Performs duties of a human resources specialist. | View Payroll Flow Based Analytics |
| Human Resource Specialist | Performs duties of a human resources specialist. | View Unpublished Document Records |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---|
| Human Resource Specialist | Performs duties of a human resources specialist. | Worker Mass Assignment Change |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Communication Method |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Email |
| Manage Contact Person PII | Manages a contact person's PII data. | Manage Person Phone |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. | Bypass Contextual Journeys |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. | Manage Assigned Journey Advanced Settings |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. | Manage Assigned Task Advanced Settings |
| Manage Contextual Journey by HR | Allows HR specialists to access and manage worker contextual journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Explore Journeys |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Assigned Journey Advanced Settings |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Assigned Task Advanced Settings |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Personal Journey |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Personal Journey Advanced Settings |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Manage Worker Journey By HR |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | Use REST Service - Worker Journey Tasks |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|---|
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | View Global Journeys |
| Manage Journey By HR | Allows HR specialists to access and manage worker journeys. | View Journey Activity |
| Manage Talent Pool | Allows to view, edit talent pools and add workers to the Talent Pools. | Manage Talent Pool |
| Manage User Account | Manages user roles. | Copy Personal Data to LDAP |
| Manage User Account | Manages user roles. | Manage User Account |
| Manage User Account | Manages user roles. | Manage User Account and My Account |
| Manage User Account | Manages user roles. | Reset Password |
| Manage Users | Creates and updates users and assigns roles to users. | Manage User Details |
| Nonworker Addition | Adds nonworkers. | Create Person Nonworker |
| Nonworker Addition | Adds nonworkers. | Create User |
| Nudge Configuration | Allows the user to configure nudges. | Configure Nudges |
| Nudge Configuration | Allows the user to configure nudges. | Use REST Service - Alert Templates List of Values |
| Nudge Configuration | Allows the user to configure nudges. | Use REST Service - Nudge Definitions |
| Nudge Configuration | Allows the user to configure nudges. | Use REST Service - Nudge Templates Read Only |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage HCM User-Defined Table |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Exception |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|--|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group Usage |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Consolidation Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Element Classification |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Event Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Object Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Run Type |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third Parties |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Time Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Account |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Branch |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Payroll Payment Type |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Add Worker Pending Hire |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------------|--|---|
| Pending Worker Addition and Hire | Adds and hires pending workers. | Correct Oracle Taleo Recruiting Candidate Import Errors |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Edit Pending Worker |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Hire Pending Worker |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Acknowledge Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Acknowledge Performance Review Meeting |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Add Worker Performance Document Content |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Cancel Worker Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Change Performance Document Collaboration Status |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Change Performance Document Due Dates |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Complete Worker Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Create Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Create Performance Document by Manager |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Create Worker Performance Document Mass Process |

| Granted Role | Granted Role Description | Privilege |
|--------------------------------------|--|--|
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Delete Participant Feedback |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Delete Worker Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Manage Worker Eligibility |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Monitor Performance Document Missing |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Monitor Performance Evaluation Section Step Late Tasks |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Print Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Reopen Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Reset Worker Performance Evaluation Status |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Restore Performance Document |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Search for My Organization Performance Documents |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Send Performance Document E-Mail Notifications |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Transfer Performance Document |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Update Competency Sections in Performance Documents |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Use REST Service - Performance Management Lists of Values |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | Use REST Service - Performance Template Document Names List of Values |
| Performance Management HR Specialist | Manages performance documents to for example, create, cancel, delete, and transfer them. | View Worker Performance Management Document |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Email |
| Person Communication Methods Management | Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait. | Manage Person Phone |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Communication Method |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Email |
| Person Communication Methods View | Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait. | Manage Person Phone |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Apply Name Formats to Person Names Keywords and LDAP |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage HR Name Format |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | | |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Name Style |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Manage Person Type |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Keyword Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Run Person Relevance Refresh Process |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Calculate Relationship Strength |
| Person Configuration | Manages person types, name formats, checklists, and document types. | Schedule Person Keyword Crawler |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Manage Person |
| Person Management | Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist. | Search Person |
| Schedule Talent Review Meeting | Allows management of talent review meetings. | Schedule Talent Review Meeting |
| Succession Plan Management | Manages succession plans. | Manage Succession Plan |
| Use REST Service - Eligible Contacts List of Values | Allows the user to call the GET method associated with the Eligible Contacts list of values REST Service. | Use REST Service - Eligible Contacts List of Values |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. | Use REST Service - HR Document Types List of Values |
| Use REST Service - Succession Management Lists of Values | Allows the user to call the GET method associated with the Succession Management list of values REST Services. | Use REST Service - Succession Management Lists of Values |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage External Payee Payment Details |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Payment Instrument Assignment |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Third Party Bank Account |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account Assignment |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| View Succession Org Chart by HR | Allows an HR specialist to view the succession org chart. | Use REST Service - Workers List of Values |
| View Succession Org Chart by HR | Allows an HR specialist to view the succession org chart. | View Succession Org Chart |
| View Team Skills as HR | Allows an HR Specialist to view team skills. | View Team Skills as HR |
| Workforce Model Plan HR Specialist | Manages workforce model plans, for example, creating, editing, and reviewing the plans. | Edit Workforce Model Plan |
| Workforce Model Plan HR Specialist | Manages workforce model plans, for example, creating, editing, and reviewing the plans. | Manage Workforce Model Plan as HR Specialist |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Define Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Define Talent Profile Item |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Application Common Lookup |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---------------------------------------|
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Application Set-Enabled Lookup |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Application Standard Lookup |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Best Fit Batch Process |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Careers of Interest |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Model Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Manage Person Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Match Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Search Talent Profile |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | Update Talent Profile Item |
| Workforce Profile Specialist | Performs workforce profile duties as a human resources specialist. | View Talent Profile |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Job Profile |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Position |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Create Position Profile |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|-------------------------------------|
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Application Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Application Tree Label |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Flexfield Mapping |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade Ladder |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Assignment Grade Rate |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Collective Agreements |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is | Manage Department Tree |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|-----------------------------------|
| | associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Disability Organization |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Enterprise |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Enterprise HCM Information |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HCM Position Hierarchy |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HR Job |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage HR Job Family |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Legislative Data Group |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits | Manage Location |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|--|
| | privileges from other duty roles. This role is associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Organization Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Position Tree |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Reporting Establishment |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Manage Workforce Structures Work Area |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Departments |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Divisions |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Jobs |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have | Mass Create Legal Entity HCM Information |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|--|---|
| | any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Locations |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Mass Create Reporting Establishments |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Request a New Position |
| Workforce Structures Management | Manages positions, locations, jobs, grades, and HR organizations. This role does not have any privileges associated directly but inherits privileges from other duty roles. This role is associated with the HR specialist or manager typically. | Use REST Service - Job Requisition Templates List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Human Resource Specialist job role.

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|---|---|
| Absence Enrollment Event | A Human Resource Specialist can manage absence plan enrollment event for people and assignments in their person and assignment security profile | <p>Role: Manage Accrual Type Absence Plan Enrollment Events</p> <p>Privilege: Manage Absence Plan Enrollment Event (Data)</p> <p>Resource: Absence Enrollment Event</p> |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Application Objects | A Human Resource Specialist can manage application objects for the journey, journey category and worker journey application objects | Role: Manage Journey Privilege: Manage Application Objects (Data) Resource: Application Objects |
| Application Reference Territory | A Human Resource Specialist can choose application reference territory for all application reference territories in the enterprise | Role: Human Resource Specialist Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Human Resource Specialist can choose application reference territory for countries in their country security profile | Role: Person Management Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Human Resource Specialist can choose application reference territory for countries in their country security profile | Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Assignment Grade | A Human Resource Specialist can choose assignment grade for all grades in the enterprise | Role: Human Resource Specialist Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Specialist can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Specialist can manage assignment grade for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Human Resource Specialist can manage assignment grade for all reference data sets in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade (Data) Resource: Assignment Grade |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|---|---|
| Assignment Grade | A Human Resource Specialist can view human resource specialist transaction dashboard for all grades in the enterprise | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Human Resource Specialist can manage assignment grade ladder for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Human Resource Specialist can manage assignment grade rate for all grades in the enterprise | Role: Workforce Structures Management Privilege: Manage Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Responsibility | A Human Resource Specialist can manage areas of responsibility by person for persons and assignments in their person and assignment security profile | Role: Manage Areas of Responsibility by Person Privilege: Manage Areas of Responsibility by Person (Data) Resource: Assignment Responsibility |
| Assignment Responsibility | A Human Resource Specialist can manage areas of responsibility by responsibility type for persons and assignments in their person and assignment security profile | Role: Manage Areas of Responsibility by Responsibility Type Privilege: Manage Areas of Responsibility by Responsibility Type (Data) Resource: Assignment Responsibility |
| Beneficiary Organization | A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Beneficiary Organization |
| Benefit Covered Dependent | A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Covered Dependent |
| Benefit Participant Enrollment Action | A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|---|---|
| | | Resource: Benefit Participant Enrollment Action |
| Benefit Participant Enrollment Result | A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Enrollment Result |
| Benefit Participant Rate | A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Benefit Participant Rate |
| Business Unit | A Human Resource Specialist can choose business unit for business units in their organization security profile | Role: Human Resource Specialist Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Human Resource Specialist can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Check In Document | A Human Resource Specialist can manage check-in document for people in their person and assignment security profile | Role: Manage Check-In Document Privilege: Manage Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Human Resource Specialist can view check-in document for people in their person and assignment security profile | Role: View Check-In Document Privilege: View Check-In Document (Data) Resource: Check In Document |
| Checklist Role Maps | A Human Resource Specialist can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Manage Worker Checklist Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Resource Specialist can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|---|
| | | Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Resource Specialist can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Manage Worker Checklist Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Human Resource Specialist can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Compensation History | A Human Resource Specialist can view compensation history for people and assignments in their person and assignment security profile | Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History |
| Compensation Market Composites | A Human Resource Specialist can view market composites for persons and assignments in their person and assignment security profile | Role: View Market Composites Summary Privilege: View Market Composites (Data) Resource: Compensation Market Composites |
| Delegated Role | A Human Resource Specialist can manage role delegations for persons and assignments in their person and assignment security profile | Role: Manage Role Delegations Privilege: Manage Role Delegations (Data) Resource: Delegated Role |
| Delegated Role | A Human Resource Specialist can view role delegations for persons and assignments in their person and assignment security profile | Role: Manage Role Delegations Privilege: View Role Delegations (Data) Resource: Delegated Role |
| Department | A Human Resource Specialist can choose department for departments in their organization security profile | Role: Human Resource Specialist Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Resource Specialist can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Human Resource Specialist can manage department for all reference data sets in the enterprise | Role: Manage Departments Privilege: Manage Department (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|--|
| | | Resource: Department |
| Department | A Human Resource Specialist can manage department for departments in their organization security profile | Role: Manage Departments Privilege: Manage Department (Data) Resource: Department |
| Department | A Human Resource Specialist can view department for departments in their organization security profile | Role: Manage Departments Privilege: View Department (Data) Resource: Department |
| Department | A Human Resource Specialist can view human resource specialist transaction dashboard for departments in their organization security profile | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Department |
| Division | A Human Resource Specialist can manage division for divisions in their organization security profile | Role: Manage Divisions Privilege: Manage Division (Data) Resource: Division |
| Fast Formula | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Fast Formula Function | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|--|--|
| Fast Formula User Entity | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Human Resource Specialist can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Human Resource Specialist can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Extract Definition | A Human Resource Specialist can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition |
| HCM Person Note | A Human Resource Specialist can delete hcm person note for person notes that are about people in their person security profile | Role: Delete HCM Person Note Privilege: Delete HCM Person Note (Data) Resource: HCM Person Note |
| HCM Person Note Shared with Peers | A Human Resource Specialist can view hcm person note shared with peers for person notes shared with peers of the note recipient | Role: View HCM Person Note Privilege: View HCM Person Note Shared with Peers (Data) Resource: HCM Person Note Shared with Peers |
| HCM Person Public Note | A Human Resource Specialist can hide hcm person public note for public notes that are about people in their person security profile | Role: Hide HCM Person Public Note Privilege: Hide HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Public Note | A Human Resource Specialist can view hcm person public note for public person notes that are about people in their public person security profile | Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Shared Note | A Human Resource Specialist can view hcm person shared note for shared person notes | Role: View HCM Person Note |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|---|--|
| | that are about people in their person security profile | Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note |
| HCM Rate | A Human Resource Specialist can manage hcm rate for legislative data groups in their legislative data group security profile | Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate |
| HCM Spreadsheet Loader Data Set | A Human Resource Specialist can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Human Resource Specialist can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Human Resource Specialist can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM User-Defined Table | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table User Column | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column Instance | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Row | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HR Document Type | A Human Resource Specialist can manage document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: Manage Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Specialist can view document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Specialist can view document type for document types in their document type security profile | Role: Manage Person Documentation Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Human Resource Specialist can view document type for document types in their document type security profile | Role: Mass Download Document Records Privilege: View Document Type (Data) Resource: HR Document Type |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| HR Job | A Human Resource Specialist can choose hr job for all jobs in the enterprise | Role: Human Resource Specialist Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Specialist can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Specialist can manage hr job for all jobs in the enterprise | Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Specialist can manage hr job for all reference data sets in the enterprise | Role: Workforce Structures Management Privilege: Manage HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Specialist can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| HR Job | A Human Resource Specialist can view human resource specialist transaction dashboard for all jobs in the enterprise | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: HR Job |
| HR Name Format | A Human Resource Specialist can manage hr name format for countries in their country security profile | Role: Person Configuration Privilege: Manage HR Name Format (Data) Resource: HR Name Format |
| Job Offer | A Human Resource Specialist can address job offer for persons and assignments in their person and assignment security profile | Role: Address Job Offer Privilege: Address Job Offer (Data) Resource: Job Offer |
| Job Offer | A Human Resource Specialist can cancel job offer for persons and assignments in their person and assignment security profile | Role: Address Job Offer Privilege: Cancel Job Offer (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Resource: Job Offer |
| Job Offer | A Human Resource Specialist can change job offer start date for persons and assignments in their person and assignment security profile | Role: Address Job Offer Privilege: Change Job Offer Start Date (Data) Resource: Job Offer |
| Job Offer | A Human Resource Specialist can redraft job offer after hr phase for persons and assignments in their person and assignment security profile | Role: Address Job Offer Privilege: Redraft Job Offer After HR Phase (Data) Resource: Job Offer |
| Journey | A Human Resource Specialist can assign journey for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can assign journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can assign journey to self for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Resource Specialist can assign journey to self for journeys to which they have been granted access | Role: Manage Journey Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Resource Specialist can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Assign Journey to Self (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|--|--|
| | | Resource: Journey |
| Journey | A Human Resource Specialist can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Human Resource Specialist can manage journey for journeys to which they have been granted access | Role: Manage Journey Privilege: Manage Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can manage journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Manage Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can view journey for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can view journey for journeys to which they have been granted access | Role: Manage Journey Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: View Journey (Data) Resource: Journey |
| Journey | A Human Resource Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Allocation | A Human Resource Specialist can view journey allocation for allocations of journey templates | Role: Use REST Service - Journey Allocations |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| | to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Privilege: View Journey Allocation (Data) Resource: Journey Allocation |
| Journey Category | A Human Resource Specialist can choose journey category for journey categories to which they have been granted access | Role: Use REST Service - Journey Categories List of Values Privilege: Choose Journey Category (Data) Resource: Journey Category |
| Journey Scheduled Allocation | A Human Resource Specialist can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Scheduled Allocations Privilege: View Journey Allocation (Data) Resource: Journey Scheduled Allocation |
| Journey Task | A Human Resource Specialist can manage journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Privilege: Manage Journey Task Library (Data) Resource: Journey Task |
| Journey Task | A Human Resource Specialist can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Privilege: View Journey Task Library (Data) Resource: Journey Task |
| Legal Employer | A Human Resource Specialist can choose legal employer for legal employers in their organization security profile | Role: Human Resource Specialist Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Human Resource Specialist can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Human Resource Specialist can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Human Resource Specialist Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Human Resource Specialist can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Legislative Data Groups List of Values Privilege: Choose Legislative Data Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| | | Resource: Legislative Data Group |
| Legislative Position Attribute | A Human Resource Specialist can manage legislative position attribute for countries in their country security profile | Role: Maintain Positions Privilege: Manage Legislative Position Attribute (Data) Resource: Legislative Position Attribute |
| Legislative Position Attribute | A Human Resource Specialist can view legislative position attribute for countries in their country security profile | Role: View Positions Privilege: View Legislative Position Attribute (Data) Resource: Legislative Position Attribute |
| Location | A Human Resource Specialist can choose location for all locations in the enterprise | Role: Human Resource Specialist Privilege: Choose Location (Data) Resource: Location |
| Location | A Human Resource Specialist can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location |
| Location | A Human Resource Specialist can manage location for all locations in the enterprise | Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location |
| Location | A Human Resource Specialist can manage location for all reference data sets in the enterprise | Role: Workforce Structures Management Privilege: Manage Location (Data) Resource: Location |
| Location | A Human Resource Specialist can view human resource specialist transaction dashboard for all locations in the enterprise | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Location |
| Organization | A Human Resource Specialist can choose recruiting organization for organizations in their organization security profile | Role: Use REST Service - Recruiting Hierarchy Lists of Values Privilege: Choose Recruiting Organization (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|--|--|
| | | Resource: Organization |
| Organization | A Human Resource Specialist can manage worker union for worker unions in their organization security profile | Role: Manage Worker Unions Privilege: Manage Worker Union (Data) Resource: Organization |
| Organization Payment Method | A Human Resource Specialist can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method Usage | A Human Resource Specialist can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Payroll Balance Category | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Classification | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Definition | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| Payroll Balance Definition | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Dimension | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension Usage | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Exception | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception Report | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Human Resource Specialist can view payroll balance for legislative data groups in their | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | legislative data group security profile and for payrolls in their payroll security profile | Resource: Payroll Balance Exception Report |
| Payroll Balance Feed | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Group | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |
| Payroll Balance Group Attribute | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute Default | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Definition | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Inclusion | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Usage | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage Item | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item |
| Payroll Balance Type | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Balance Type |
| Payroll Balance Type | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Checklist | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Checklist Annotation |
| Payroll Consolidation Group | A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Context Usage | A Human Resource Specialist can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Human Resource Specialist can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Database Item Group | A Human Resource Specialist can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Human Resource Specialist can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Deduction Allow Override | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Deduction Autoindirect | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Calculation | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation Group | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Method | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Part | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Deduction Calculation Part | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Type | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Unit | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Context Usage | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Range Item | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Range Item | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Deduction Report Use | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Type | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |
| Payroll Definition | A Human Resource Specialist can choose payroll definition for payrolls in their payroll security profile | Role: Human Resource Specialist Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Classification | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Element Criteria | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Link | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Run Result | A Human Resource Specialist can view payroll element for legal employers in their organization security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |
| Payroll Element Status Processing Rule | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Subclassification Rule | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Subclassification Rule |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Element Subclassification Rule | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Type | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Event | A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event Definition | A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Group | A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Event Qualifier | A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Value Change | A Human Resource Specialist can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Human Resource Specialist can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Flow Definition | A Human Resource Specialist can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile | Role: Human Resource Specialist Privilege: Choose Payroll Flow Pattern Data OBSOLETE Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task Parameter | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Task Action | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Frequency Rule | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule Period | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Frequency Rule Period | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Iterative Rule | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Object Group | A Human Resource Specialist can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Human Resource Specialist can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group Rule Type | A Human Resource Specialist can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Human Resource Specialist can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Period | A Human Resource Specialist can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Human Resource Specialist can view payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Processing Rule | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Relationship | A Human Resource Specialist can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can manage employee payroll in employment processes for assignments within their person and assignment security profile | Role: Manage Employee Payroll in Employment Processes Privilege: Manage Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Relationship | A Human Resource Specialist can view employee payroll in employment processes for assignments within their person and assignment security profile | Role: Manage Employee Payroll in Employment Processes Privilege: View Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can view employee payroll in employment processes for assignments within their person and assignment security profile | Role: View Employee Payroll in Employment Processes Privilege: View Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Human Resource Specialist can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship Group | A Human Resource Specialist can manage payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Relationship Group | A Human Resource Specialist can view payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Retropay Component Usage | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Retropay Component Usage | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Element Span Usage | A Human Resource Specialist can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Run Type | A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type Classification Rule | A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Element Type Usage | A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Run Type Organization Method | A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Usage | A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Statutory Unit | A Human Resource Specialist can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Human Resource Specialist Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Human Resource Specialist can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task Parameter | A Human Resource Specialist can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Human Resource Specialist can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Taxability Rule | A Human Resource Specialist can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Human Resource Specialist can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |
| Payroll Template Rule Group | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group Usage | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Solution | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution Classification Usage | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Column Information | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Template Solution Column Instance | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Design Pattern | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Entity Rule Usage | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Functional Area | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Pattern Entity Usage | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Rule Usage | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Selection | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Row Instance | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Payroll Template Solution Rule | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule Dependency | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Table Information | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Relation | A Human Resource Specialist can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Time Definition | A Human Resource Specialist can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Human Resource Specialist can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Usage | A Human Resource Specialist can manage payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage |
| Payroll Usage | A Human Resource Specialist can view payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage |
| Pending Worker Import Error | A Human Resource Specialist can correct oracle taleo recruiting cloud service candidate import | Role: Pending Worker Addition and Hire |

| Business Object | Policy Description | Policy Store Implementation |
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| | errors for persons and assignments in their person and assignment security profile | Privilege: Correct Oracle Taleo Recruiting Cloud Service Candidate Import Errors (Data) Resource: Pending Worker Import Error |
| Performance Document | A Human Resource Specialist can create anytime performance document for people in their person and assignment security profile | Role: Create Anytime Performance Document Privilege: Create Anytime Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Resource Specialist can create performance document for people and assignments in their person and assignment security profile | Role: Performance Management HR Specialist Privilege: Create Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Resource Specialist can evaluate performance document as manager for people and assignments in their person and assignment security profile | Role: Evaluate Performance Document as Manager Privilege: Evaluate Performance Document as Manager (Data) Resource: Performance Document |
| Performance Document | A Human Resource Specialist can evaluate performance document as worker for people and assignments in their person and assignment security profile | Role: Evaluate Performance Document as Worker Privilege: Evaluate Performance Document as Worker (Data) Resource: Performance Document |
| Performance Document | A Human Resource Specialist can manage performance document for people and assignments in their person and assignment security profile | Role: Performance Management HR Specialist Privilege: Manage Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Resource Specialist can manage performance document for people and assignments in their person and assignment security profile | Role: Process Mass Actions For Performance Documents Privilege: Manage Performance Document (Data) Resource: Performance Document |
| Performance Document | A Human Resource Specialist can monitor performance document missing for people and assignments in their person and assignment security profile | Role: Performance Management HR Specialist Privilege: Monitor Performance Document Missing (Data) Resource: Performance Document |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| Performance Document | A Human Resource Specialist can view performance summary for people and assignments in their person and assignment security profile | Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document |
| Performance Feedback Request | A Human Resource Specialist can administer requested feedback for people in their person and assignment security profile | Role: Administer Requested Feedback Privilege: Administer Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Human Resource Specialist can view requested feedback by hr for people in their person and assignment security profile | Role: View Requested Feedback by HR Privilege: View Requested Feedback by HR (Data) Resource: Performance Feedback Request |
| Performance Goal | A Human Resource Specialist can manage development goal by hr for people and assignments in their person and assignment security profile | Role: Manage Development Goal by HR Privilege: Manage Development Goal by HR (Data) Resource: Performance Goal |
| Performance Goal | A Human Resource Specialist can manage performance goal by hr for people and assignments in their person and assignment security profile | Role: Manage Performance Goal by HR Privilege: Manage Performance Goal by HR (Data) Resource: Performance Goal |
| Performance Goal | A Human Resource Specialist can view development goal by hr for people and assignments in their person and assignment security profile | Role: View Development Goal by HR Privilege: View Development Goal by HR (Data) Resource: Performance Goal |
| Person | A Human Resource Specialist can add contingent worker for persons and assignments in their person and assignment security profile | Role: Contingent Worker Addition Privilege: Add Contingent Worker (Data) Resource: Person |
| Person | A Human Resource Specialist can add pending worker for persons and assignments in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person |
| Person | A Human Resource Specialist can add person for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Add Pending Worker (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Resource: Person |
| Person | A Human Resource Specialist can add person nonworker for persons and assignments in their person and assignment security profile | Role: Nonworker Addition Privilege: Add Person Nonworker (Data) Resource: Person |
| Person | A Human Resource Specialist can change person address for people and assignments in their person and assignment security profile | Role: Change Person Address Privilege: Change Person Address (Data) Resource: Person |
| Person | A Human Resource Specialist can change person marital status for people and assignments in their person and assignment security profile | Role: Change Person Marital Status Privilege: Change Person Marital Status (Data) Resource: Person |
| Person | A Human Resource Specialist can choose person for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Person (Data) Resource: Person |
| Person | A Human Resource Specialist can compare person for persons and assignments in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person |
| Person | A Human Resource Specialist can edit pending worker for persons and assignments in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Edit Pending Worker (Data) Resource: Person |
| Person | A Human Resource Specialist can hire pending worker for persons and assignments in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Hire Pending Worker (Data) Resource: Person |
| Person | A Human Resource Specialist can manage contact person pii for the contact of the person in their person and assignment security profile | Role: Manage Contact Person PII Privilege: Manage Contact Person PII (Data) Resource: Person |
| Person | A Human Resource Specialist can manage person for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Resource: Person |
| Person | A Human Resource Specialist can manage worker public portrait for themselves | Role: View Portrait Personal Information Card Privilege: Manage Worker Public Portrait (Data) Resource: Person |
| Person | A Human Resource Specialist can pending worker quick hire for persons and assignments in their person and assignment security profile. | Role: Pending Worker Quick Hire Privilege: Pending Worker Quick Hire (Data) Resource: Person |
| Person | A Human Resource Specialist can print worker portrait for persons and assignments in their person and assignment security profile | Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person |
| Person | A Human Resource Specialist can rehire employee for persons and assignments in their person and assignment security profile | Role: Employee Hire Privilege: Rehire Employee (Data) Resource: Person |
| Person | A Human Resource Specialist can renew placement for persons and assignments in their person and assignment security profile | Role: Contingent Worker Addition Privilege: Renew Placement (Data) Resource: Person |
| Person | A Human Resource Specialist can search person for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Search Person Live (Data) Resource: Person |
| Person | A Human Resource Specialist can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person |
| Person | A Human Resource Specialist can share worker information for persons and assignments in their person and assignment security profile | Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person |
| Person | A Human Resource Specialist can view human resource specialist transaction dashboard for | Role: Report Human Resources Transaction Dashboard |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|---|
| | persons and assignments in their person and assignment security profile | Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Person |
| Person | A Human Resource Specialist can view worker availability portrait card for persons and assignments in their person and assignment security profile | Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person |
| Person | A Human Resource Specialist can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile | Role: Portrait Current and Completed Tasks Privilege: View Worker Current and Completed Tasks Portrait Card (Data) Resource: Person |
| Person | A Human Resource Specialist can view worker employment information portrait card for persons and assignments in their person and assignment security profile | Role: View Portrait Employment Information Card Privilege: View Worker Employment Information Portrait Card (Data) Resource: Person |
| Person Absence Entry | A Human Resource Specialist can maintain absence record for people and assignments in their person and assignment security profile | Role: Maintain Workers Absence Records Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry |
| Person Address | A Human Resource Specialist can manage person private address details for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | A Human Resource Specialist can manage person private address details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Private Address Details (Data) Resource: Person Address |
| Person Address | A Human Resource Specialist can view person address for people and assignments in their person and assignment security profile | Role: Change Person Address Privilege: View Person Address (Data) Resource: Person Address |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|---|
| Person Address | A Human Resource Specialist can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) Resource: Person Address |
| Person Allocated Checklist | A Human Resource Specialist can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access | Role: Use REST Service - Journey Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Resource Specialist can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access | Role: Use REST Service - Journey Scheduled Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Resource Specialist can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Human Resource Specialist can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Assignment | A Human Resource Specialist can access change legal employer dashboard for persons and assignments in their person and assignment security profile | Role: Access Change Legal Employer Dashboard Privilege: Access Change Legal Employer Dashboard (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can access person contact information for persons and assignments in their person and assignment security profile | Role: Access Person Contact Information by HR Privilege: Access Person Contact Information (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can access person identification information for persons and assignments in their person and assignment security profile | Role: Access Person Identification Information by HR Privilege: Access Person Identification Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can access personal details for persons and assignments in their person and assignment security profile | Role: Access Personal Details by HR Privilege: Access Personal Details (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can add worker assignment for persons and assignments in their person and assignment security profile | Role: Add Worker Assignment Privilege: Add Worker Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can add worker to succession plan for people in their person and assignment security profile | Role: Edit Succession Plan and Manage Candidates Privilege: Add Worker to Succession Plan (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can administer requested feedback for people in their person and assignment security profile | Role: Administer Requested Feedback Privilege: Administer Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can assign user roles for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: Assign User Roles (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| | | Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can change employment start dates for persons and assignments in their person and assignment security profile | Role: Change Employment Start Dates Privilege: Change Employment Start Dates (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can change worker assignment for persons and assignments in their person and assignment security profile | Role: Change Worker Assignment Privilege: Change Worker Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can change worker assignment for persons and assignments in their person and assignment security profile | Role: Change Worker Assignment and Position by HR Privilege: Change Worker Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can change worker location for persons and assignments in their person and assignment security profile | Role: Change Worker Location and Position by HR Privilege: Change Worker Location (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can change worker working hour for persons and assignments in their person and assignment security profile | Role: Change Worker Working Hour and Position by HR Privilege: Change Worker Working Hour (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can choose assignment grade for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Choose Assignment Grade (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can choose person assignment for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Person (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can choose person assignment for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: View Person Assignment (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | A Human Resource Specialist can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can correct worker assignment for persons and assignments in their person and assignment security profile | Role: Correct Worker Assignment Privilege: Correct Worker Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can create succession plan for worker for people in their person and assignment security profile | Role: Create Succession Plan for Worker Privilege: Create Succession Plan for Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can delete worker date effective assignment for persons and assignments in their person and assignment security profile | Role: Delete Worker Date Effective Assignment Privilege: Delete Worker Date Effective Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can edit person skills and qualifications for people and assignments in their person and assignment security profile | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can maintain absence record for people and assignments in their person and assignment security profile | Role: Maintain Workers Absence Records Privilege: Maintain Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile | Role: Manage Costing of Position in Employment Processes Privilege: Manage Costing of Position in Employment Processes (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage eligible jobs for persons and assignments in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: Manage Eligible Jobs (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | A Human Resource Specialist can manage person allocated checklist for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Manage Person Allocated Checklist (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage person assignment for persons and assignments in their person and assignment security profile | Role: Manage Additional Assignment Info Privilege: Manage Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage person assignment for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Manage Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage person image for persons and assignments in their person and assignment security profile | Role: Manage Person Image by HR Privilege: Manage Person Image (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage seniority dates for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: Manage Seniority Dates (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Human Resource Specialist can manage work schedule assignment for persons and assignments in their person and assignment security profile | Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can perform worker local and global transfers for persons and assignments in their person and assignment security profile | Role: Perform Worker Local and Global Transfers Privilege: Perform Worker Local and Global Transfers (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can promote worker for persons and assignments in their person and assignment security profile | Role: Promote Worker Privilege: Promote Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can promote worker for persons and assignments in their person and assignment security profile | Role: Promote Worker and Change Position by HR Privilege: Promote Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search person assignment for persons and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search person live for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Assignment and Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Location and Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Working Hour and Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Promote Worker Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Promote Worker and Change Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Transfer Worker Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Transfer Worker and Change Position by HR Privilege: Search Worker (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| Person Assignment | A Human Resource Specialist can transfer worker for persons and assignments in their person and assignment security profile | Role: Transfer Worker Privilege: Transfer Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can transfer worker for persons and assignments in their person and assignment security profile | Role: Transfer Worker and Change Position by HR Privilege: Transfer Worker (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view assignment summary for persons and assignments in their person and assignment security profile | Role: Cancel Work Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view assignment summary for persons and assignments in their person and assignment security profile | Role: Change Employment Start Dates Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view assignment summary for persons and assignments in their person and assignment security profile | Role: Edit Work Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view assignment summary for persons and assignments in their person and assignment security profile | Role: Manage Payroll Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view assignment summary for persons and assignments in their person and assignment security profile | Role: View Future Assignment Changes Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view assignment summary for persons and assignments in their person and assignment security profile | Role: View Worker Assignment History Details Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group | Role: Manage Costing of Position in Employment Processes Privilege: View Costing of Position in Employment Processes (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | security profile and positions within their position security profile | Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile | Role: View Costing of Position in Employment Processes Privilege: View Costing of Position in Employment Processes (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view eligible jobs for persons and assignments in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view future assignment changes for persons and assignments in their person and assignment security profile | Role: View Future Assignment Changes Privilege: View Future Assignment Changes (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view person assignment for persons and assignments in their person and assignment security profile | Role: Manage Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view person assignment for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view person contact details for persons and assignments in their person and assignment security profile | Role: Access Family and Emergency Contacts by HR Privilege: View Person Contact Details (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | A Human Resource Specialist can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view person extra information for persons and assignments in their person and assignment security profile | Role: Access Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view person extra information for persons and assignments in their person and assignment security profile | Role: Manage Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view requested feedback by hr for people in their person and assignment security profile | Role: View Requested Feedback by HR Privilege: View Requested Feedback by HR (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view seniority dates for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view seniority dates for persons and assignments in their person and assignment security profile | Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Assignment |
| Person Assignment | A Human Resource Specialist can view worker assignment history details for persons and | Role: View Worker Assignment History Details |

| Business Object | Policy Description | Policy Store Implementation |
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| | assignments in their person and assignment security profile | Privilege: View Worker Assignment History Details (Data) Resource: Person Assignment |
| Person Checklist | A Human Resource Specialist can manage onboarding for persons and assignments in their person and assignment security profile | Role: Manage Onboarding Privilege: Manage Onboarding (Data) Resource: Person Checklist |
| Person Checklist | A Human Resource Specialist can manage person allocated checklist for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Manage Person Allocated Checklist (Data) Resource: Person Checklist |
| Person Citizenship | A Human Resource Specialist can manage person citizenship for persons and assignments in their person and assignment security profile | Role: Manage Person Citizenship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship |
| Person Communication Method | A Human Resource Specialist can manage person communication method for persons and assignments in their person and assignment security profile | Role: Person Communication Methods Management Privilege: Manage Person Communication Method (Data) Resource: Person Communication Method |
| Person Contact | A Human Resource Specialist can manage person contact for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Contact (Data) Resource: Person Contact |
| Person Contact Relationship | A Human Resource Specialist can manage person contact details for persons and assignments in their person and assignment security profile | Role: Manage Person Contact Details Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Human Resource Specialist can manage person contact details for persons and assignments in their person and assignment security profile | Role: View Portrait Personal Information Card Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Contact Relationship | A Human Resource Specialist can manage person private contact details for themselves | Role: View Portrait Personal Information Card Privilege: Manage Person Private Contact Details (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Person Contact Relationship |
| Person Contact Relationship | A Human Resource Specialist can view person contact details for persons and assignments in their person and assignment security profile | Role: Access Family and Emergency Contacts by HR Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship |
| Person Detail | A Human Resource Specialist can access person contact information for persons and assignments in their person and assignment security profile | Role: Access Person Contact Information by HR Privilege: Access Person Contact Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can access person identification information for persons and assignments in their person and assignment security profile | Role: Access Person Identification Information by HR Privilege: Access Person Identification Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can access personal details for persons and assignments in their person and assignment security profile | Role: Access Personal Details by HR Privilege: Access Personal Details (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can manage approval delegations for themselves | Role: Manage Approval Delegations Privilege: Manage Approval Delegations (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can manage person biographical for persons and assignments in their person and assignment security profile | Role: Manage Person Biographical Information Privilege: Manage Person Biographical (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Person Detail | A Human Resource Specialist can manage person extra information for persons and assignments in their person and assignment security profile | Role: Manage Person Extra Information by HR Privilege: Manage Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can manage person number for persons and assignments in their person and assignment security profile | Role: Manage Person Number Privilege: Manage Person Number (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can manage seniority dates for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: Manage Seniority Dates (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can manage worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can manage worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can share personal data access for persons and assignments in their person and assignment security profile | Role: Share Personal Data Access Privilege: Share Personal Data Access (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can share personal information for persons and assignments in their person and assignment security profile | Role: Share Personal Information Privilege: Share Personal Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view approval delegations for persons and assignments in their person and assignment security profile | Role: Manage Approval Delegations Privilege: View Approval Delegations (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Detail | A Human Resource Specialist can view person biographical for persons and assignments in their person and assignment security profile | Role: Manage Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view person biographical for persons and assignments in their person and assignment security profile | Role: View Person Biographical Information Privilege: View Person Biographical (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view person extra information for persons and assignments in their person and assignment security profile | Role: Access Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view person extra information for persons and assignments in their person and assignment security profile | Role: Manage Person Extra Information by HR Privilege: View Person Extra Information (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view person number for persons and assignments in their person and assignment security profile | Role: Manage Person Number Privilege: View Person Number (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view person number for persons and assignments in their person and assignment security profile | Role: View Person Number Privilege: View Person Number (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view seniority dates for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view seniority dates for persons and assignments in their person and assignment security profile | Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Detail | A Human Resource Specialist can view worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Read Only Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view worker bank account for people and assignments in their person and assignment security profile | Role: View Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Human Resource Specialist can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail |
| Person Disability | A Human Resource Specialist can manage person disability for persons and assignments in their person and assignment security profile | Role: Manage Person Disability by HR Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Disability | A Human Resource Specialist can manage person disability for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Disability (Data) Resource: Person Disability |
| Person Disability | A Human Resource Specialist can view person disability for persons and assignments in their person and assignment security profile | Role: View Person Disability by HR Privilege: View Person Disability (Data) Resource: Person Disability |
| Person Documentation | A Human Resource Specialist can manage person documentation for document types in their document types security profile belonging | Role: Manage Person Documentation |

| Business Object | Policy Description | Policy Store Implementation |
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| | to persons and assignments in their person and assignment security profile | Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Specialist can manage person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Documentation Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Mass Download Document Records Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Human Resource Specialist can view person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Driver License | A Human Resource Specialist can manage person driver license for persons and assignments in their person and assignment security profile | Role: Manage Person Driver License Privilege: Manage Person Driver License (Data) Resource: Person Driver License |
| Person Driver License | A Human Resource Specialist can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Manage Person Driver License Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Driver License | A Human Resource Specialist can manage person driver license number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Driver License Number (Data) Resource: Person Driver License |
| Person Email | A Human Resource Specialist can manage person email for persons and assignments in their person and assignment security profile | Role: Person Communication Methods Management |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Privilege: Manage Person Email (Data) Resource: Person Email |
| Person Identifier for External Applications | A Human Resource Specialist can manage person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |
| Person Identifier for External Applications | A Human Resource Specialist can view person identifiers for external applications for persons and assignments in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |
| Person Image | A Human Resource Specialist can manage person image for persons and assignments in their person and assignment security profile | Role: Manage Person Image by HR Privilege: Manage Person Image (Data) Resource: Person Image |
| Person Image | A Human Resource Specialist can view person image for persons and assignments in their person and assignment security profile | Role: Manage Person Image by HR Privilege: View Person Image (Data) Resource: Person Image |
| Person Legislative Data | A Human Resource Specialist can manage person legislative for persons and assignments in their person and assignment security profile | Role: Manage Person Legislative Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data |
| Person Legislative Data | A Human Resource Specialist can view person legislative for persons and assignments in their person and assignment security profile | Role: Manage Person Legislative Privilege: View Person Legislative (Data) Resource: Person Legislative Data |
| Person Name | A Human Resource Specialist can change person name for persons and assignments in their person and assignment security profile | Role: Manage Person Name Privilege: Change Person Name (Data) Resource: Person Name |
| Person National Identifier | A Human Resource Specialist can manage person national identifier for persons and | Role: Person Management |

| Business Object | Policy Description | Policy Store Implementation |
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| | assignments in their person and assignment security profile | Privilege: Manage Person National Identifier (Data) Resource: Person National Identifier |
| Person National Identifier | A Human Resource Specialist can view person national identifier for persons and assignments in their person and assignment security profile | Role: View Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Person Passport | A Human Resource Specialist can manage person passport for persons and assignments in their person and assignment security profile | Role: Manage Person Passport Privilege: Manage Person Passport (Data) Resource: Person Passport |
| Person Passport | A Human Resource Specialist can manage person passport number for persons and assignments in their person and assignment security profile | Role: Manage Person Passport Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Passport | A Human Resource Specialist can manage person passport number for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Passport Number (Data) Resource: Person Passport |
| Person Phone | A Human Resource Specialist can manage person phone for persons and assignments in their person and assignment security profile | Role: Person Communication Methods Management Privilege: Manage Person Phone (Data) Resource: Person Phone |
| Person Plan Accrual | A Human Resource Specialist can adjust accrual plan balance for people and assignments in their person and assignment security profile | Role: Accrual Type Absence Plan Balance Adjustment Privilege: Adjust Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Human Resource Specialist can manage cash disbursements for people and assignments in their person and assignment security profile | Role: Manage Cash Disbursements Privilege: Manage Cash Disbursements (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Human Resource Specialist can transfer accrual plan balance for people and assignments in their person and assignment security profile | Role: Transfer Accrual Type Absence Plan Balance Privilege: Transfer Accrual Plan Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Person Plan Accrual |
| Person Plan Accrual | A Human Resource Specialist can view accrual plan balance for people and assignments in their person and assignment security profile | Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Enrollment | A Human Resource Specialist can create accrual plan enrollment for people and assignments in their person and assignment security profile | Role: Enroll Worker On Accrual Type Absence Plan Privilege: Create Accrual Plan Enrollment (Data) Resource: Person Plan Enrollment |
| Person Plan Enrollment | A Human Resource Specialist can terminate accrual plan enrollment for people and assignments in their person and assignment security profile | Role: Terminate Enrollment from Accrual Type Absence Plan Privilege: Terminate Accrual Plan Enrollment (Data) Resource: Person Plan Enrollment |
| Person Type | A Human Resource Specialist can choose person type for any person type | Role: Manage Vacancy Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Specialist can choose person type for person types in their person security profile | Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Specialist can choose person type for person types in their person type security profile | Role: Contingent Worker Addition Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Specialist can choose person type for person types in their person type security profile | Role: Employee Hire Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Specialist can choose person type for person types in their person type security profile | Role: Human Resource Specialist Privilege: Choose Person Type (Data) Resource: Person Type |

| Business Object | Policy Description | Policy Store Implementation |
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| Person Type | A Human Resource Specialist can choose person type for person types in their person type security profile | Role: Manage Users Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Specialist can choose person type for person types in their person type security profile | Role: Manage Work Terms and Assignment Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Specialist can choose person type for person types in their person type security profile | Role: Nonworker Addition Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Specialist can choose person type for person types in their person type security profile | Role: Pending Worker Addition and Hire Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Human Resource Specialist can view person type for any person type | Role: Person Configuration Privilege: View Person Type (Data) Resource: Person Type |
| Person Visa | A Human Resource Specialist can manage person visa number or work permit for persons and assignments in their person and assignment security profile | Role: Manage Person Visa or Permit Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa |
| Person Visa | A Human Resource Specialist can manage person visa number or work permit for persons and assignments in their person and assignment security profile | Role: Person Management Privilege: Manage Person Visa Number or Work Permit (Data) Resource: Person Visa |
| Person Visa | A Human Resource Specialist can manage person visa or permit for persons and assignments in their person and assignment security profile | Role: Manage Person Visa or Permit Privilege: Manage Person Visa or Permit (Data) Resource: Person Visa |
| Personal Payment Method | A Human Resource Specialist can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |

| Business Object | Policy Description | Policy Store Implementation |
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| Personal Payment Method | A Human Resource Specialist can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Specialist can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Specialist can manage payroll relationship for legislative data groups in their legislative data groups security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Specialist can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Specialist can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Human Resource Specialist can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Plan Beneficiary Designation | A Human Resource Specialist can view worker benefits portrait card for people and assignments in their person and assignment security profile | Role: Portrait Benefits Privilege: View Worker Benefits Portrait Card (Data) Resource: Plan Beneficiary Designation |
| Position | A Human Resource Specialist can choose position for positions in their position security profile | Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Position | A Human Resource Specialist can choose position for positions in their position security profile | Role: Human Resource Specialist Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Resource Specialist can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Human Resource Specialist can maintain position for positions in their position security profile | Role: Maintain Positions Privilege: Maintain Position (Data) Resource: Position |
| Position | A Human Resource Specialist can request a position change for positions in their position security profile | Role: Change Worker Assignment and Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Specialist can request a position change for positions in their position security profile | Role: Change Worker Location and Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Specialist can request a position change for positions in their position security profile | Role: Change Worker Working Hour and Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Specialist can request a position change for positions in their position security profile | Role: Promote Worker and Change Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Specialist can request a position change for positions in their position security profile | Role: Request a Position Change Privilege: Request a Position Change (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Position | A Human Resource Specialist can request a position change for positions in their position security profile | Role: Transfer Worker and Change Position by HR Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Human Resource Specialist can view human resource specialist transaction dashboard for positions in their position security profile | Role: Report Human Resources Transaction Dashboard Privilege: View Human Resource Specialist Transaction Dashboard (Data) Resource: Position |
| Position | A Human Resource Specialist can view position for positions in their position security profile | Role: Change Worker Assignment and Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Specialist can view position for positions in their position security profile | Role: Change Worker Location and Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Specialist can view position for positions in their position security profile | Role: Change Worker Working Hour and Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Specialist can view position for positions in their position security profile | Role: Maintain Positions Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Specialist can view position for positions in their position security profile | Role: Promote Worker and Change Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Specialist can view position for positions in their position security profile | Role: Request a Position Change Privilege: View Position (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Position | A Human Resource Specialist can view position for positions in their position security profile | Role: Transfer Worker and Change Position by HR Privilege: View Position (Data) Resource: Position |
| Position | A Human Resource Specialist can view position for positions in their position security profile | Role: View Positions Privilege: View Position (Data) Resource: Position |
| Professional Body | A Human Resource Specialist can manage professional body information organization for organizations in their organization security profile | Role: Workforce Structures Management Privilege: Manage Professional Body Information Organization (Data) Resource: Professional Body |
| Public Assignment | A Human Resource Specialist can choose public assignment for persons and assignments in their public person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Public Person (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Specialist can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Specialist can search person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Specialist can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Manager Connections Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Specialist can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Specialist can view hcm person public note for public person notes that | Role: View HCM Person Note |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| | are about people in their public person security profile | Privilege: View HCM Person Public Note (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Specialist can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Specialist can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Manager Connections Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Human Resource Specialist can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Human Resource Specialist can choose proxy for role delegation for persons and assignments in their public person and assignment security profile | Role: Manage Role Delegations Privilege: Choose Proxy for Role Delegation (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Eligible Contacts List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Talent Review Managers List of Values Privilege: Choose Public Person (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Resource: Public Person |
| Public Person | A Human Resource Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can choose public person for persons and assignments in their public person and assignment security profile | Role: Workforce Model Plan HR Specialist Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can compare hcm information for persons and assignments in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare HCM Information (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Human Resource Specialist can view worker contact portrait card for persons and assignments in their public person and assignment security profile | Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| Reporting Establishment | A Human Resource Specialist can manage reporting establishment for organizations in their organization security profile | Role: Workforce Structures Management Privilege: Manage Reporting Establishment (Data) Resource: Reporting Establishment |
| Salary | A Human Resource Specialist can enter salary details for people and assignments in their person and assignment security profile | Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Specialist can manage salary history for persons and assignments in their person and assignment security profile | Role: Manage Salary History Privilege: Manage Salary History (Data) Resource: Salary |
| Salary | A Human Resource Specialist can view salary details for people and assignments in their person and assignment security profile | Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Specialist can view salary details for persons and assignments in their person and assignment security profile | Role: Simulate Salary Ranges Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Specialist can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Human Resource Specialist can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Salary | A Human Resource Specialist can view worker compensation portrait card for people in their person and assignment security profile | Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary |
| Schedule Assignment | A Human Resource Specialist can manage work schedule assignment for persons and | Role: Manage Schedules and Exceptions Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| | assignments in their person and assignment security profile | Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment |
| Secured Payroll Element Type | A Human Resource Specialist can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Resource Specialist can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Resource Specialist can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Human Resource Specialist can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Shared Performance Goal | A Human Resource Specialist can choose shared performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal |
| Succession Plan Candidate | A Human Resource Specialist can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager | Role: Edit Succession Plan and Manage Candidates Privilege: Manage Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Candidate | A Human Resource Specialist can view succession plan candidate for all public succession plans | Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|---|--|
| Succession Plan Candidate | A Human Resource Specialist can view succession plan candidate for people in their person and assignment security profile | Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Candidate | A Human Resource Specialist can view succession plan candidate for private succession plans for which they are an administrator or a viewer or a candidate manager | Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Detail | A Human Resource Specialist can add worker to succession plan for people in their person and assignment security profile | Role: Edit Succession Plan and Manage Candidates Privilege: Add Worker to Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Specialist can choose succession plan for people in their person and assignment security profile and for succession plans for which they are an administrator or a candidate manager | Role: Use REST Service - Succession Management Lists of Values Privilege: Choose Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Specialist can create succession plan for worker for people in their person and assignment security profile | Role: Create Succession Plan for Worker Privilege: Create Succession Plan for Worker (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Specialist can manage succession plan for succession plans for which they are an administrator | Role: Edit Succession Plan and Manage Candidates Privilege: Manage Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Specialist can manage succession plan for succession plans for which they are an administrator | Role: Succession Plan Management Privilege: Manage Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Specialist can view succession plan for all public succession plans | Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|---|
| Succession Plan Detail | A Human Resource Specialist can view succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager | Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Human Resource Specialist can view succession plan for succession plans for which they are an administrator, a viewer or a candidate manager, or where a person in their person and assignment security profile is an incumbent | Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Talent Pool | A Human Resource Specialist can choose talent pool for talent pools that they own or are in their talent pools security profile | Role: Use REST Service - Succession Management Lists of Values Privilege: Choose Talent Pool (Data) Resource: Talent Pool |
| Talent Pool | A Human Resource Specialist can manage talent pool for talent pools that they own or are in their talent pools security profile | Role: Access Talent Pool Overview Privilege: Manage Talent Pool (Data) Resource: Talent Pool |
| Talent Pool | A Human Resource Specialist can manage talent pool for talent pools that they own or are in their talent pools security profile | Role: Manage Talent Pool Privilege: Manage Talent Pool (Data) Resource: Talent Pool |
| Talent Profile | A Human Resource Specialist can edit person career planning for people and assignments in their person and assignment security profile | Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can edit person skills and qualifications for people and assignments in their person and assignment security profile | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can manage team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Privilege: Manage Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can match talent profile person for people and assignments in their person and assignment security profile | Role: Workforce Profile Specialist Privilege: Match Talent Profile Person (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| | | Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can view talent profile model for jobs in their job security profile | Role: Workforce Profile Specialist Privilege: View Talent Profile Model (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can view talent profile person for people and assignments in their person and assignment security profile | Role: Workforce Profile Specialist Privilege: View Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can view talent ratings for persons and assignments in their person and assignment security profile | Role: View Talent Ratings Privilege: View Talent Ratings (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Person Skills Searches Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Read Only Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Human Resource Specialist can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Team Skills Searches Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile Interest | A Human Resource Specialist can view careers of interest for people and assignments in their person and assignment security profile | Role: Workforce Profile Specialist Privilege: View Careers of Interest (Data) Resource: Talent Profile Interest |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|---|
| Talent Profile Item | A Human Resource Specialist can view talent profile item hr specialist for people and assignments in their person and assignment security profile | Role: Workforce Profile Specialist Privilege: View Talent Profile Item HR Specialist (Data) Resource: Talent Profile Item |
| Talent Review Meeting | A Human Resource Specialist can schedule talent review meeting for the meetings for which they are the facilitator | Role: Schedule Talent Review Meeting Privilege: Schedule Talent Review Meeting (Data) Resource: Talent Review Meeting |
| Tax Reporting Unit | A Human Resource Specialist can choose tax reporting unit for tax reporting units in their organization security profile | Role: Human Resource Specialist Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Tax Reporting Unit | A Human Resource Specialist can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Total Compensation Statement | A Human Resource Specialist can view total compensation statement already generated for people and assignments in their person and assignment security profile | Role: View Total Compensation Statements Privilege: View Total Compensation Statement Already Generated (Data) Resource: Total Compensation Statement |
| Trading Community Organization Party | A Human Resource Specialist can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Human Resource Specialist can view trading community organization for all organizations in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Human Resource Specialist can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|---|
| | | Resource: Trading Community Party |
| Trading Community Party | A Human Resource Specialist can view trading community person for all people in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Relationship | A Human Resource Specialist can view trading community relationship for all trading community relationships in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| User | A Human Resource Specialist can edit user name for persons in their person security profile. | Role: Edit User Name Privilege: Edit User Name (Data) Resource: User |
| User | A Human Resource Specialist can link user account for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: Link User Account (Data) Resource: User |
| User | A Human Resource Specialist can manage user accounts for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: Manage User Accounts (Data) Resource: User |
| User | A Human Resource Specialist can manage users for persons and assignments in their person and assignment security profile | Role: Manage Users Privilege: Manage Users (Data) Resource: User |
| User | A Human Resource Specialist can view user accounts for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: View User Accounts (Data) Resource: User |
| User Role | A Human Resource Specialist can assign user roles for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: Assign User Roles (Data) Resource: User Role |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| User Role | A Human Resource Specialist can view person account details for persons and assignments in their person and assignment security profile | Role: View Portrait User Account Details Card Privilege: View Person Account Details (Data) Resource: User Role |
| Vacancy Requisition | A Human Resource Specialist can manage vacancy for persons and assignments in their person and assignment security profile | Role: Manage Vacancy Privilege: Manage Vacancy (Data) Resource: Vacancy Requisition |
| Vacancy Requisition | A Human Resource Specialist can view vacancy for persons and assignments in their person and assignment security profile | Role: Manage Vacancy Privilege: View Vacancy (Data) Resource: Vacancy Requisition |
| Variable Compensation Allocation | A Human Resource Specialist can administer individual compensation for people and assignments in their person and assignment security profile | Role: Administer Individual Compensation Privilege: Administer Individual Compensation (Data) Resource: Variable Compensation Allocation |
| Variable Compensation Allocation | A Human Resource Specialist can enter variable compensation allocation for people and assignments in their person and assignment security profile | Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation |
| Work Patterns | A Human Resource Specialist can manage work patterns for people and assignments in their person and assignment security profile | Role: Manage Work Patterns Privilege: Manage Work Patterns (Data) Resource: Work Patterns |
| Work Patterns | A Human Resource Specialist can view work patterns for people and assignments in their person and assignment security profile | Role: Manage Work Patterns Privilege: View Work Patterns (Data) Resource: Work Patterns |
| Work Relationship | A Human Resource Specialist can cancel work relationship for persons and assignments in their person and assignment security profile | Role: Cancel Work Relationship Privilege: Cancel Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can change work relationship hire date for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Change Work Relationship Hire Date (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| | | Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can correct employment termination for persons and assignments in their person and assignment security profile | Role: Correct Employment Termination Privilege: Correct Employment Termination (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can create work relationship for persons and assignments in their person and assignment security profile | Role: Create Work Relationship Privilege: Create Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can edit work relationship for persons and assignments in their person and assignment security profile | Role: Edit Work Relationship Privilege: Edit Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can manage work relationship for persons and assignments in their person and assignment security profile | Role: Edit Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can manage work relationship for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Manage Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can reverse employment termination for persons and assignments in their person and assignment security profile | Role: Reverse Employment Termination Privilege: Reverse Employment Termination (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can terminate employment for persons and assignments in their person and assignment security profile | Role: Terminate Employment Privilege: Terminate Employment (Data) Resource: Work Relationship |
| Work Relationship | A Human Resource Specialist can view employment information summary for persons and assignments in their person and assignment security profile | Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| Work Relationship | A Human Resource Specialist can view work relationship for persons and assignments in their person and assignment security profile | Role: Edit Work Relationship Privilege: View Work Relationship (Data) Resource: Work Relationship |
| Work Terms | A Human Resource Specialist can create work terms for persons and assignments in their person and assignment security profile | Role: Create Work Terms Privilege: Create Work Terms (Data) Resource: Work Terms |
| Work Terms | A Human Resource Specialist can end work terms for persons and assignments in their person and assignment security profile | Role: End Work Terms Privilege: End Work Terms (Data) Resource: Work Terms |
| Work Terms | A Human Resource Specialist can manage work term for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Manage Work Term (Data) Resource: Work Terms |
| Worker | A Human Resource Specialist can change worker location for persons and assignments in their person and assignment security profile | Role: Change Worker Location Privilege: Change Worker Location (Data) Resource: Worker |
| Worker | A Human Resource Specialist can change worker manager for persons and assignments in their person and assignment security profile | Role: Change Worker Manager Privilege: Change Worker Manager (Data) Resource: Worker |
| Worker | A Human Resource Specialist can change worker working hour for persons and assignments in their person and assignment security profile | Role: Change Worker Working Hour Privilege: Change Worker Working Hour (Data) Resource: Worker |
| Worker | A Human Resource Specialist can choose worker for people and assignments in their person and assignment security profile | Role: Human Resource Specialist Privilege: Choose Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can compare worker employment information for persons and assignments in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Worker | A Human Resource Specialist can create person assignment for persons and assignments in their person and assignment security profile | Role: Create Person Assignment Privilege: Create Person Assignment (Data) Resource: Worker |
| Worker | A Human Resource Specialist can review worker availability for persons and assignments in their person and assignment security profile | Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Add Worker Assignment Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Change Employment Start Dates Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Assignment Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Location Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Manager Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Working Hour Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Create Person Assignment Privilege: Search Worker (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Manage Additional Assignment Info Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Manage Seniority Dates Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Manage Work Relationship Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Manage Worker Contract Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: Perform Worker Local and Global Transfers Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: View Seniority Dates Privilege: Search Worker (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| | | Resource: Worker |
| Worker | A Human Resource Specialist can search worker for persons and assignments in their person and assignment security profile | Role: View Worker Contract Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Human Resource Specialist can search workers for mass legal employer change for persons and assignments in their person and assignment security profile | Role: Perform Worker Mass Legal Employer Change Privilege: Search Workers for Mass Legal Employer Change (Data) Resource: Worker |
| Worker Contract | A Human Resource Specialist can manage worker contract for persons and assignments in their person and assignment security profile | Role: Manage Worker Contract Privilege: Manage Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Human Resource Specialist can view worker contract for persons and assignments in their person and assignment security profile | Role: Manage Work Terms and Assignment Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Human Resource Specialist can view worker contract for persons and assignments in their person and assignment security profile | Role: View Worker Contract Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Document Delivery Preferences | A Human Resource Specialist can manage person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Document Delivery Preferences | A Human Resource Specialist can view person document delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Journey | A Human Resource Specialist can view worker journey for persons and assignments in their person and assignment security profile and | Role: Manage Worker Checklist Privilege: View Worker Journey (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|--|
| | checklists to which they have been granted access | Resource: Worker Journey |
| Worker Journey | A Human Resource Specialist can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Worker Prediction | A Human Resource Specialist can view worker prediction for persons and assignments in their person and assignment security profile | Role: View Workforce Predictions as HR Specialist Privilege: View Worker Prediction (Data) Resource: Worker Prediction |
| Worker Supervisor | A Human Resource Specialist can manage direct reports for persons and assignments in their person and assignment security profile | Role: Manage Direct Report Privilege: Manage Direct Reports (Data) Resource: Worker Supervisor |
| Workforce Model Plan | A Human Resource Specialist can manage workforce model plan for plans that they approve | Role: Workforce Model Plan HR Specialist Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan |
| Workforce Model Plan | A Human Resource Specialist can manage workforce model plan for plans that they own | Role: Workforce Model Plan HR Specialist Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan |
| Workforce Model Plan | A Human Resource Specialist can report workforce model plan for plans that they own or those owned by persons in their person security profile | Role: Workforce Modeling Transaction Analysis Privilege: Report Workforce Model Plan (Data) Resource: Workforce Model Plan |

IT Auditor (Job Role)

Individual responsible for analyzing and assessing for an organization its information technology infrastructure, policies, and operations.

Role Hierarchy

The IT Auditor job role directly and indirectly inherits these roles.

- IT Auditor
 - Security Reporting
 - Separation of Duties Role Analysis

Duties

This table lists the duties assigned directly and indirectly to the IT Auditor job role.

| Duty Role | Description |
|------------------------------------|---|
| Security Reporting | Reviews and reports security information, including user access and role design. |
| Separation of Duties Role Analysis | Allows user to analyze separation of duty violations on a new or existing role in security. |

Privileges

This table lists privileges granted to duties of the IT Auditor job role.

| Granted Role | Granted Role Description | Privilege |
|--------------------|---|---------------------------------------|
| IT Auditor | Individual responsible for analyzing and assessing for an organization its information technology infrastructure, policies, and operations. | View Sensitive Data Access Audit |
| Security Reporting | Reviews and reports security information, including user access and role design. | Analyze Security |
| Security Reporting | Reviews and reports security information, including user access and role design. | Import User Login History |
| Security Reporting | Reviews and reports security information, including user access and role design. | Manage All Application Profile Values |
| Security Reporting | Reviews and reports security information, including user access and role design. | Manage Reports and Analytics |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|---|--|
| Security Reporting | Reviews and reports security information, including user access and role design. | Manage Scheduled Processes |
| Security Reporting | Reviews and reports security information, including user access and role design. | Run Inactive Users Report |
| Security Reporting | Reviews and reports security information, including user access and role design. | Run Privilege Discoverer Report |
| Security Reporting | Reviews and reports security information, including user access and role design. | Run Role Hierarchy Optimization Report |
| Security Reporting | Reviews and reports security information, including user access and role design. | Run User Access Audit Report |
| Security Reporting | Reviews and reports security information, including user access and role design. | Run User Password Changes Audit Report |
| Security Reporting | Reviews and reports security information, including user access and role design. | Run User Role Membership Report |
| Security Reporting | Reviews and reports security information, including user access and role design. | View Role |
| Security Reporting | Reviews and reports security information, including user access and role design. | View User Account |
| Separation of Duties Role Analysis | Allows user to analyze separation of duty violations on a new or existing role in security. | Use REST Service for Advanced Access Control Role Analysis |
| Separation of Duties Role Analysis | Allows user to analyze separation of duty violations on a new or existing role in security. | Use REST Service for GRC Server Status |
| Separation of Duties Role Analysis | Allows user to analyze separation of duty violations on a new or existing role in security. | View Access Provisioning Rules |

Knowledge Author HCM (Job Role)

Provides for the ability to author HR articles

Role Hierarchy

The Knowledge Author HCM job role directly and indirectly inherits these roles.

- Knowledge Author HCM
 - Knowledge Authoring

Duties

This table lists the duties assigned directly and indirectly to the Knowledge Author HCM job role.

| Duty Role | Description |
|---------------------|--|
| Knowledge Authoring | Provides for the ability to participate in the life cycle of a knowledge article from creation to deletion |

Privileges

This table lists privileges granted to duties of the Knowledge Author HCM job role.

| Granted Role | Granted Role Description | Privilege |
|---------------------|--|---------------------|
| Knowledge Authoring | Provides for the ability to participate in the life cycle of a knowledge article from creation to deletion | Knowledge Authoring |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Knowledge Author HCM job role.

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|--|---|
| Content Type Table | A Knowledge Author Hcm can update content type table hcm content types | Role: Knowledge Author HCM Privilege: Update Article of a content type Resource: Content Type Table |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|--|---|
| Content Type Table | A Knowledge Author Hcm can view content type table hcm content types | Role: Knowledge Author HCM Privilege: View Article of a content type Resource: Content Type Table |
| Site Table | A Knowledge Author Hcm can access site table the hcm department | Role: Knowledge Author HCM Privilege: Access Content with Department Resource: Site Table |
| Tag Table | A Knowledge Author Hcm can access tag table the internal user group | Role: Knowledge Author HCM Privilege: Access Content with Usergroup Resource: Tag Table |

Knowledge Search HCM (Job Role)

Provides for the ability to search HR Knowledge articles

Role Hierarchy

The Knowledge Search HCM job role directly and indirectly inherits these roles.

- Knowledge Search HCM
 - Knowledge Home for HCM

Duties

This table lists the duties assigned directly and indirectly to the Knowledge Search HCM job role.

| Duty Role | Description |
|------------------------|--|
| Knowledge Home for HCM | Knowledge Home duty role strictly for HCM access |

Privileges

This table lists privileges granted to duties of the Knowledge Search HCM job role.

| Granted Role | Granted Role Description | Privilege |
|------------------------|--|------------------------------|
| Knowledge Home for HCM | Knowledge Home duty role strictly for HCM access | Access Knowledge Home in HCM |
| Knowledge Search HCM | Provides for the ability to search HR Knowledge articles | View Articles |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Knowledge Search HCM job role.

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Site Table | A Knowledge Search Hcm can access site table the hcm department | Role: Knowledge Search HCM Privilege: Access Content with Department Resource: Site Table |
| Tag Table | A Knowledge Search Hcm can access tag table the internal user group | Role: Knowledge Search HCM Privilege: Access Content with Usergroup Resource: Tag Table |

Learning Specialist (Job Role)

Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.

Role Hierarchy

The Learning Specialist job role directly and indirectly inherits these roles.

- Learning Specialist
 - Access Learning Administration
 - Access Learning Common Components
 - Learner REST Services
 - Use REST Service - Learner Learning Catalog
 - Use REST Service - Learner Learning Catalog Read Only
 - Use REST Service - Learner Learning Record
 - Use REST Service - Learner Learning Tutorial
 - Use REST Service - Learner Learning Video
 - Use REST Service - Learning Catalog List of Values
 - Use REST Service - Learning Communities
 - Use REST Service - Learning Recommendation
 - Use REST Service - Learning Record Searches by Learner
 - Learning Specialist REST Services
 - Use REST Service - Learning Classroom
 - Use REST Service - Learning Course
 - Use REST Service - Learning Instructor
 - Use REST Service - Learning Record Searches by Administrator
 - Use REST Service - Learning Specialization
 - Use REST Service - Learning Virtual Classroom
 - Use REST Service - eLearning Content
 - Learning Transaction Analysis
 - Load Data using HCM Spreadsheet Data Loader
 - Manage All Digital Learning
 - Manage All Learning Organizations
 - Manage Catalog Learning Communities
 - Manage Catalog Learning Courses
 - Manage Catalog Learning Offerings
 - Manage Catalog Learning Specializations
 - Manage Global Access Groups
 - Manage Learning Community Required Members
 - Manage Learning Organizations
 - Manage Learning Plan Profile
 - Manage Learning Program
 - Manage Recommended Learning Initiative by Administrator
 - Manage Required Learning Initiative by Administrator

- Manage Training Resources
- Manage Voluntary Learning Initiative by Administrator
- Manage eLearning Content
- Moderate Administrator Generated Learning
- Moderate User Generated Learning
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- View Catalog Learning Communities
- View Catalog Learning Courses
- View Catalog Learning Item Access
- View Catalog Learning Offerings
- View Catalog Learning Specializations
- View Global Access Groups
- View Learning Assignments by Administrator
- View Learning Program
- View Learning Recommendations by Administrator

Duties

This table lists the duties assigned directly and indirectly to the Learning Specialist job role.

| Duty Role | Description |
|-----------------------------------|--|
| Access Learning Administration | Access to the learning administration work area. |
| Access Learning Common Components | Access common learning components. |
| Learner REST Services | Allows learners to access REST services |
| Learning Specialist REST Services | Allows specialists to access REST services |
| Learning Transaction Analysis | Analyses learning transactional information |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Learning Specialist job role.

| Aggregate Privilege | Description |
|---|--|
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Manage All Digital Learning | Allows the user to view and manage all digital learning. |
| Manage All Learning Organizations | Allows the user to view and manage all learning organizations. |
| Manage Catalog Learning Communities | Allows administrators to create and manage learning catalog communities. |
| Manage Catalog Learning Courses | Allows administrators to create and manage learning catalog courses. |
| Manage Catalog Learning Offerings | Allows administrators to create and manage learning catalog course offerings. |
| Manage Catalog Learning Specializations | Allows administrators to create and manage learning catalog specializations. |
| Manage Global Access Groups | Allows management of global access groups in the administrator work area |
| Manage Learning Community Required Members | Allows adding required members to a community. |
| Manage Learning Organizations | Allows the user to view open learning organizations, or view and manage private ones they are named managers of. |
| Manage Learning Plan Profile | Allows creation and management of learning plan profiles in the learning administrator work area. |
| Manage Learning Program | Allows users to manage learning programs. |
| Manage Recommended Learning Initiative by Administrator | Allows creation and management of recommended learning initiatives in the learning administrator work area. |
| Manage Required Learning Initiative by Administrator | Allows creation and management of required learning initiatives in the learning administrator work area. |
| Manage Training Resources | Allows administrators to create and manage training resources. |
| Manage Voluntary Learning Initiative by Administrator | Allows creation and management of voluntary learning initiatives in the learning administrator work area. |
| Manage eLearning Content | Allows administrators to create and manage eLearning content. |
| Moderate Administrator Generated Learning | Allows access to moderate and approve catalog learning items. |
| Moderate User Generated Learning | Allows access to moderate and approve self-service learning items. |

| Aggregate Privilege | Description |
|--|---|
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Learner Learning Catalog | Allows the user to call all methods associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Catalog Read Only | Allows the user to call the GET method associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Record | Allows the user to call all methods associated with the Learner Learning Record REST Service. |
| Use REST Service - Learner Learning Tutorial | Allows the user to call all methods associated with the Learner Learning Tutorial REST Service. |
| Use REST Service - Learner Learning Video | Allows the user to call all methods associated with the Learner Learning Video REST Service. |
| Use REST Service - Learning Catalog List of Values | Allows the user to call the GET method associated with the Learning Catalog List of Values REST service |
| Use REST Service - Learning Classroom | Allows the user to call all methods associated with the Learning Classroom REST service |
| Use REST Service - Learning Communities | Allows the user to call all methods associated with the Learner Learning Communities REST Service. |
| Use REST Service - Learning Course | Allows the user to call all methods associated with the Learning Course REST service |
| Use REST Service - Learning Instructor | Allows the user to call all methods associated with the Learning Instructor REST service |
| Use REST Service - Learning Recommendation | Allows the user to call all methods associated with the Learning Recommendation REST Service. |
| Use REST Service - Learning Record Searches by Administrator | Allows the user to search learning records as a learning administrator. |
| Use REST Service - Learning Record Searches by Learner | Allows learner to search learning records as a learner. |
| Use REST Service - Learning Specialization | Allows the user to call all methods associated with the Learning Specialization REST service |
| Use REST Service - Learning Virtual Classroom | Allows the user to call all methods associated with the Learning Virtual Classroom REST service |

| Aggregate Privilege | Description |
|--|---|
| Use REST Service - eLearning Content | Allows the user to call all methods associated with the eLearning Content REST Service. |
| View Catalog Learning Communities | Allows searching and viewing communities in the administrator work area. |
| View Catalog Learning Courses | Allows searching and viewing courses in the administrator work area. |
| View Catalog Learning Item Access | Allows administrators to view learner access details on catalog learning items. |
| View Catalog Learning Offerings | Allows searching and viewing course offerings in the administrator work area. |
| View Catalog Learning Specializations | Allows searching and viewing specializations in the administrator work area. |
| View Global Access Groups | Allows viewing of global access groups in the administrator work area |
| View Learning Assignments by Administrator | Allows searching and viewing learning assignments in the administrator work area. |
| View Learning Program | Allows users to view learning programs. |
| View Learning Recommendations by Administrator | Allows searching and viewing learning recommendations in the administrator work area. |

Privileges

This table lists privileges granted to duties of the Learning Specialist job role.

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|--|
| Access Learning Administration | Access to the learning administration work area. | Access Learning Administration |
| Access Learning Common Components | Access common learning components. | Access Learning Common Components |
| Learner REST Services | Allows learners to access REST services | Use REST Service - Learning Descriptive Flex Field Value Sets List of Values |
| Learner REST Services | Allows learners to access REST services | Use REST Service - My Learning Assignments Read Only |

| Granted Role | Granted Role Description | Privilege |
|---------------------|---|---|
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Access Bulk Skills Advisor for Learning |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Access HCM Common Components |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Create Learning Organizations |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Create Recommended Learning Assignment by Administrator |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Create Required Learning Assignment by Administrator |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Create Voluntary Learning Assignment by Administrator |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Delete Catalog Learning Item |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Catalog Learning Item Access |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Catalog Learning Item Access Group |

| Granted Role | Granted Role Description | Privilege |
|---------------------|---|--|
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage External eLearning Content |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Learning Assignment Record Activities |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Learning Community Members using OTBI |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Learning Community Required Learning |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Learning Media Platform |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Learning Plan |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Learning Plan Record |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Learning Setup |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Learning Web Plugins |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|---|
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Questionnaire Templates |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Questionnaires |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Questions |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Recommended Learning Assignment Records by Administrator |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Required Learning Assignment Records by Administrator |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Manage Voluntary Learning Assignment Records by Administrator |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | Perform Mass Actions on Learning Assignments |
| Learning Specialist | Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes. | View Learning Plan Record |
| Learning Specialist REST Services | Allows specialists to access REST services | Use REST Service - Learning Administrator Lists of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Learning Specialist job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|---|
| Catalog Learning Item | A Learning Specialist can report catalog learning item for catalog learning items accessible to them | Role: Learning Transaction Analysis Privilege: Report Catalog Learning Item (Data) Resource: Catalog Learning Item |
| Catalog Learning Item | A Learning Specialist can view catalog learning items by administrator for catalog learning items accessible to them | Role: Access Learning Administration Privilege: View Catalog Learning Items by Administrator (Data) Resource: Catalog Learning Item |
| Catalog Learning Item | A Learning Specialist can view catalog learning items by administrator for catalog learning items accessible to them | Role: Use REST Service - Learning Catalog List of Values Privilege: View Catalog Learning Items by Administrator (Data) Resource: Catalog Learning Item |
| Guided Journey Response | A Learning Specialist can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Learning Specialist can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Spreadsheet Loader Data Set | A Learning Specialist can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| HCM Spreadsheet Loader Data Set | A Learning Specialist can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| Journey | A Learning Specialist can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Learning Assignment | A Learning Specialist can manage recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Learning Specialist can manage required learning for required learning assignments made by me or people in my person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Learning Specialist can manage voluntary learning for voluntary learning assignments they have received or have been made by them or people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Learning Specialist can view learning recommendations by administrator for learning recommendations assigned to persons in their person security profile | Role: View Learning Recommendations by Administrator Privilege: View Learning Recommendations by Administrator (Data) Resource: Learning Assignment |
| Learning Assignment | A Learning Specialist can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Learning Specialist can view required learning for required learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Required Learning (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|---|
| | | Resource: Learning Assignment |
| Learning Assignment | A Learning Specialist can view voluntary learning for voluntary learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Content Item | A Learning Specialist can manage learning content items by administrator for learning content items created by persons in their person security profile | Role: Manage eLearning Content Privilege: Manage Learning Content Items by Administrator (Data) Resource: Learning Content Item |
| Learning Content Item | A Learning Specialist can manage learning content items by administrator for learning content items created by persons in their person security profile | Role: Use REST Service - eLearning Content Privilege: Manage Learning Content Items by Administrator (Data) Resource: Learning Content Item |
| Learning Content Item | A Learning Specialist can report elearning content for learning content items created by persons in their person security profile | Role: Learning Transaction Analysis Privilege: Report eLearning Content (Data) Resource: Learning Content Item |
| Learning Content Item | A Learning Specialist can view learning content items by administrator for learning content items created by persons in their person security profile | Role: Access Learning Administration Privilege: View Learning Content Items by Administrator (Data) Resource: Learning Content Item |
| Learning Content Item | A Learning Specialist can view learning content items by administrator for learning content items created by persons in their person security profile | Role: Use REST Service - eLearning Content Privilege: View Learning Content Items by Administrator (Data) Resource: Learning Content Item |
| Learning Initiative | A Learning Specialist can manage learning initiative for recommended learning initiatives created by persons in their person security profile | Role: Manage Recommended Learning Initiative by Administrator Privilege: Manage Learning Initiative (Data) Resource: Learning Initiative |
| Learning Initiative | A Learning Specialist can manage learning initiative for required learning initiatives created by persons in their person security profile | Role: Manage Required Learning Initiative by Administrator Privilege: Manage Learning Initiative (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|---|--|
| | | Resource: Learning Initiative |
| Learning Initiative | A Learning Specialist can manage learning initiative for voluntary learning initiatives created by persons in their person security profile | Role: Manage Voluntary Learning Initiative by Administrator Privilege: Manage Learning Initiative (Data) Resource: Learning Initiative |
| Learning Item | A Learning Specialist can choose catalog learning course for catalog courses visible to them in learning administration | Role: Manage Catalog Learning Offerings Privilege: Choose Catalog Learning Course (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage catalog learning communities for catalog communities they are a manager of | Role: Manage Catalog Learning Communities Privilege: Manage Catalog Learning Communities (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage catalog learning courses for catalog courses they are a manager of | Role: Manage Catalog Learning Courses Privilege: Manage Catalog Learning Courses (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage catalog learning courses for courses created by persons in their person security profile | Role: Use REST Service - Learning Course Privilege: Manage Catalog Learning Courses (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage catalog learning offerings for catalog course offerings they are a manager of | Role: Manage Catalog Learning Offerings Privilege: Manage Catalog Learning Offerings (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage catalog learning specializations for catalog specializations they are a manager of | Role: Manage Catalog Learning Specializations Privilege: Manage Catalog Learning Specializations (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage catalog learning specializations for specializations | Role: Use REST Service - Learning Specialization |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | created by persons in their person security profile | Privilege: Manage Catalog Learning Specializations (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage digital learning for all digital learning items in the enterprise | Role: Manage All Digital Learning Privilege: Manage Digital Learning (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage global access group for global access groups created by persons in their person security profile | Role: Manage Global Access Groups Privilege: Manage Global Access Group (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage learning communities for self-service communities they created | Role: Use REST Service - Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage learning organizations for all learning organizations in the enterprise | Role: Manage All Learning Organizations Privilege: Manage Learning Organizations (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage learning organizations for learning organizations that they are a manager of | Role: Manage Learning Organizations Privilege: Manage Learning Organizations (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage learning self-service tutorials for self-service tutorials they created | Role: Use REST Service - Learner Learning Tutorial Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can manage learning self-service videos for self-service videos they created | Role: Use REST Service - Learner Learning Video Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Learning Item | A Learning Specialist can moderate administrator generated learning for catalog items managed managed by persons in their person security profile | Role: Moderate Administrator Generated Learning Privilege: Moderate Administrator Generated Learning (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can moderate user generated learning for self-service learning items managed by persons in their person security profile | Role: Moderate User Generated Learning Privilege: Moderate User Generated Learning (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view catalog learning items by administrator for catalog items visible to them in learning administration | Role: View Catalog Learning Communities Privilege: View Catalog Learning Items by Administrator (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view catalog learning items by administrator for catalog items visible to them in learning administration | Role: View Catalog Learning Courses Privilege: View Catalog Learning Items by Administrator (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view catalog learning items by administrator for catalog items visible to them in learning administration | Role: View Catalog Learning Offerings Privilege: View Catalog Learning Items by Administrator (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view catalog learning items by administrator for catalog items visible to them in learning administration | Role: View Catalog Learning Specializations Privilege: View Catalog Learning Items by Administrator (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view catalog learning items by administrator for courses created by persons in their person security profile | Role: Use REST Service - Learning Course Privilege: View Catalog Learning Items by Administrator (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view catalog learning items by administrator for specializations created by persons in their person security profile | Role: Use REST Service - Learning Specialization Privilege: View Catalog Learning Items by Administrator (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Resource: Learning Item |
| Learning Item | A Learning Specialist can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view global access group for global access groups created by persons in their person security profile | Role: Manage Catalog Learning Courses Privilege: View Global Access Group (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view global access group for global access groups created by persons in their person security profile | Role: Manage Catalog Learning Offerings Privilege: View Global Access Group (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view global access group for global access groups created by persons in their person security profile | Role: Manage Catalog Learning Specializations Privilege: View Global Access Group (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view global access group for global access groups created by persons in their person security profile | Role: View Global Access Groups Privilege: View Global Access Group (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view learning organizations for learning organizations that are open to all administrators or learning organizations they are a manager of | Role: Manage Learning Organizations Privilege: View Learning Organizations (Data) Resource: Learning Item |
| Learning Item | A Learning Specialist can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|--|---|
| Learning Item | A Learning Specialist can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Plan Profile | A Learning Specialist can manage learning plan profile for learning plan profiles created by persons in their person security profile | Role: Manage Learning Plan Profile Privilege: Manage Learning Plan Profile (Data) Resource: Learning Plan Profile |
| Learning Program | A Learning Specialist can manage learning program for learning programs they are a manager of | Role: Manage Learning Program Privilege: Manage Learning Program (Data) Resource: Learning Program |
| Learning Program | A Learning Specialist can view learning program for learning programs visible to them in learning administration | Role: View Learning Program Privilege: View Learning Program (Data) Resource: Learning Program |
| Learning Record | A Learning Specialist can report learning record for persons in their person security profile | Role: Learning Transaction Analysis Privilege: Report Learning Record (Data) Resource: Learning Record |
| Learning Record | A Learning Specialist can view learning records by administrator for learning records assigned to persons in their person security profile | Role: Use REST Service - Learning Record Searches by Administrator Privilege: View Learning Records by Administrator (Data) Resource: Learning Record |
| Learning Record | A Learning Specialist can view learning records by learner for their own learning records | Role: Use REST Service - Learning Record Searches by Learner Privilege: View Learning Records by Learner (Data) Resource: Learning Record |
| Learning Resource | A Learning Specialist can manage training resources for classrooms created by persons in their person security profile | Role: Use REST Service - Learning Classroom Privilege: Manage Training Resources (Data) Resource: Learning Resource |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Learning Resource | A Learning Specialist can manage training resources for instructors created by persons in their person security profile | Role: Use REST Service - Learning Instructor Privilege: Manage Training Resources (Data) Resource: Learning Resource |
| Learning Resource | A Learning Specialist can manage training resources for instructors created by persons in their person security profile | Role: Use REST Service - Learning Virtual Classroom Privilege: Manage Training Resources (Data) Resource: Learning Resource |
| Learning Resource | A Learning Specialist can manage training resources for training resources visible to them in learning administration | Role: Manage Training Resources Privilege: Manage Training Resources (Data) Resource: Learning Resource |
| Learning Resource | A Learning Specialist can view training resources for classrooms created by persons in their person security profile | Role: Use REST Service - Learning Classroom Privilege: View Training Resources (Data) Resource: Learning Resource |
| Learning Resource | A Learning Specialist can view training resources for instructors created by persons in their person security profile | Role: Use REST Service - Learning Instructor Privilege: View Training Resources (Data) Resource: Learning Resource |
| Learning Resource | A Learning Specialist can view training resources for instructors created by persons in their person security profile | Role: Use REST Service - Learning Virtual Classroom Privilege: View Training Resources (Data) Resource: Learning Resource |
| Learning Resource | A Learning Specialist can view training resources for training resources visible to them in learning administration | Role: Access Learning Administration Privilege: View Training Resources (Data) Resource: Learning Resource |
| Person Detail | A Learning Specialist can choose learner access for persons in their person security profile | Role: Manage Global Access Groups Privilege: Choose Learner Access (Data) Resource: Person Detail |
| Person Detail | A Learning Specialist can choose learner access for persons in their person security profile | Role: View Catalog Learning Item Access Privilege: Choose Learner Access (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Person Detail | A Learning Specialist can choose learner for persons in their person security profile | Role: Manage Learning Program Privilege: Choose Learner (Data) Resource: Person Detail |
| Person Detail | A Learning Specialist can choose learner for persons in their person security profile | Role: View Learning Assignments by Administrator Privilege: Choose Learner (Data) Resource: Person Detail |
| Person Detail | A Learning Specialist can choose learning administrator for persons in their person security profile | Role: View Catalog Learning Communities Privilege: Choose Learning Administrator (Data) Resource: Person Detail |
| Person Detail | A Learning Specialist can choose learning administrator for persons in their person security profile | Role: View Catalog Learning Courses Privilege: Choose Learning Administrator (Data) Resource: Person Detail |
| Person Detail | A Learning Specialist can choose learning administrator for persons in their person security profile | Role: View Catalog Learning Offerings Privilege: Choose Learning Administrator (Data) Resource: Person Detail |
| Person Detail | A Learning Specialist can choose learning administrator for persons in their person security profile | Role: View Catalog Learning Specializations Privilege: Choose Learning Administrator (Data) Resource: Person Detail |
| Person Detail | A Learning Specialist can choose run as for persons in their person security profile | Role: Access Learning Administration Privilege: Choose Run As (Data) Resource: Person Detail |
| Public Person | A Learning Specialist can choose learner public person for persons in their public person security profile | Role: View Learning Assignments by Administrator Privilege: Choose Learner Public Person (Data) Resource: Public Person |
| Public Person | A Learning Specialist can choose learner public person for persons in their public person security profile | Role: View Learning Recommendations by Administrator |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Privilege: Choose Learner Public Person (Data) Resource: Public Person |
| Public Person | A Learning Specialist can choose learning instructor public person for persons in their public person security profile | Role: Manage Catalog Learning Courses Privilege: Choose Learning Instructor Public Person (Data) Resource: Public Person |
| Public Person | A Learning Specialist can choose learning instructor public person for persons in their public person security profile | Role: Manage Catalog Learning Offerings Privilege: Choose Learning Instructor Public Person (Data) Resource: Public Person |
| Public Person | A Learning Specialist can choose learning instructor public person for persons in their public person security profile | Role: Manage Training Resources Privilege: Choose Learning Instructor Public Person (Data) Resource: Public Person |
| Public Person | A Learning Specialist can choose offering coordinator public person for persons in their public person security profile | Role: Manage Catalog Learning Offerings Privilege: Choose Offering Coordinator Public Person (Data) Resource: Public Person |

Line Manager (Abstract Role)

Identifies the person as a line manager.

Role Hierarchy

The Line Manager abstract role directly and indirectly inherits these roles.

- Line Manager
 - Absence Management Transaction Analysis
 - Business Intelligence Authoring
 - Absence and Leave Accrual Analysis

- Business Intelligence Authoring
- Employee Data Security
- Human Resources Analysis Currency Preference
- Supervisor Hierarchy Data Security
- o Access Learning Common Components
- o Access Person Gallery
- o Access Touchpoints by Manager
 - Use REST Service - Development Goals Read Only
 - Use REST Service - Feedback Requests by Worker or Manager
 - Use REST Service - Manager Connections Read Only
 - Use REST Service - Performance Goals Read Only
 - Use REST Service - Person Notes
 - Use REST Service - Talent Worker Check-Ins
 - Use REST Service - Talent Worker Engagements by Manager Read Only
- o Add Worker Assignment
- o Availability Patterns Transaction Analysis
- o Career Development Transaction Analysis
- o Change Employment Start Dates
- o Change Worker Location
- o Change Worker Location and Position by Manager
- o Change Worker Manager
- o Change Worker Working Hour
- o Change Worker Working Hour and Position by Manager
- o Compare HCM Information
- o Compensation Analysis
 - Business Intelligence Authoring
 - Employee Data Security
 - Human Resources Analysis Currency Preference
 - Supervisor Hierarchy Data Security
- o Compensation Transaction Analysis
 - Business Intelligence Authoring
- o Contingent Worker Addition
- o Create Non-Catalog Learning Request by Learner Manager
- o Create Succession Plan for Worker
- o Create Work Relationship
- o Documents of Record Transaction Analysis
- o Edit Person Career Planning
- o Edit Person Skills and Qualifications
- o Edit Succession Plan and Manage Candidates
- o Edit Time Zone Overrides

- Employee Hire
- Expense Approval
- Goal Management Transaction Analysis
 - Business Intelligence Authoring
- HCM Questionnaires General Survey Responses Transaction Analysis
- Individual Compensation Transaction Analysis
- Learner REST Services
 - Use REST Service - Learner Learning Catalog
 - Use REST Service - Learner Learning Catalog Read Only
 - Use REST Service - Learner Learning Record
 - Use REST Service - Learner Learning Tutorial
 - Use REST Service - Learner Learning Video
 - Use REST Service - Learning Catalog List of Values
 - Use REST Service - Learning Communities
 - Use REST Service - Learning Recommendation
 - Use REST Service - Learning Record Searches by Learner
- Line Manager Expense Analysis
 - Business Intelligence Authoring
 - Employee Expense Business Unit Data Security
 - Financial Analysis Currency Preference
 - Procurement Analysis Currency Preference
- Line Manager Workforce Compensation Management
- Maintain Absence Records
- Manage Availability Patterns
- Manage Cash Disbursements
- Manage Contextual Journey by Manager
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journeys Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
- Manage Costing of Position in Employment Processes
- Manage Development Goal by Manager
- Manage Direct Report
- Manage Donations
- Manage Eligible Jobs
- Manage Employee Payroll in Employment Processes
- Manage Individual Compensation
- Manage Journey By Manager
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journey Allocations
 - Use REST Service - Journey Categories List of Values

- Use REST Service - Journey Scheduled Allocations
- Use REST Service - Journey Task Library
- Use REST Service - Journeys
- Use REST Service - Public Workers Read Only
- Use REST Service - Worker Journeys
- Use REST Service - Workers List of Values
- o Manage Learning Communities
- o Manage Learning Community Required Members
- o Manage Learning Self-Service Tutorials
- o Manage Learning Self-Service Videos
- o Manage My Vacancies
- o Manage Offline Learning
- o Manage Onboarding by Manager
- o Manage Performance Goal by Manager
- o Manage Person Document Delivery Preferences
- o Manage Person Documentation by Manager
- o Manage Person Identifiers for External Applications
- o Manage Recommended Learning
- o Manage Required Learning by Learner Manager
- o Manage Salaries
- o Manage Schedules and Exceptions Assignment
- o Manage Talent Pool
- o Manage Time Cards by Line Manager
 - Use REST Service - Time Card Entry Details by Line Manager Read Only
 - Use REST Service - Time Card Searches by Line Manager
 - Use REST Service - Time Cards by Line Manager
- o Manage Time Change Requests by Line Manager
- o Manage User Account
 - Edit User Name
 - Manage User Roles
- o Manage Vacancy
- o Manage Voluntary Learning by Learner Manager
- o Manage Work Patterns
- o Manage Worker Checklist
- o Manage Worker Contract
- o Manage Worker Information Sharing
- o Manage Workforce Compensation Budgets by Line Manager
- o Moderate User Generated Learning
- o Nonworker Addition

- Pending Worker Addition and Hire
- Performance Management Line Manager
 - Create Anytime Performance Document
 - Manage Check-In Document
 - Mass Evaluate Performance Documents by Manager
 - Use REST Service - Talent Performance Mass Evaluations
 - Use REST Service - Talent Performance Mass Evaluations Read Only
 - Request Feedback
 - View Check-In Document
 - View Performance Summary
 - View Requested Feedback
- Performance Management Transaction Analysis
 - Business Intelligence Authoring
- Plan Absences by Manager
- Print Worker Portrait
- Promote Worker
- Promote Worker and Change Position by Manager
- Record External Learning by Learner Manager
- Report Manager Transaction Dashboard
- Report My Vacancies
- Request a Position Change
- Share Personal Data Access
- Share Personal Information
- Submit Absence Bid by Manager
- Submit a Payroll Flow
- Terminate Employment
- Time and Labor Transaction Analysis
- Transfer Worker
- Transfer Worker and Change Position by Manager
- Use REST Service - Absence Business Titles List of Values
- Use REST Service - Absence Types List of Values
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - HR Document Types List of Values
- Use REST Service - Legislative Data Groups List of Values
- Use REST Service - Nudge Cards
- Use REST Service - Performance Goals List of Values
- Use REST Service - Person Reference Data Lists of Values
- Use REST Service - Representatives Read Only

- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - Succession Management Lists of Values
- Use REST Service - Talent Review Managers List of Values
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Workers List of Values
- Use REST Service - Workforce Structure List of Values
- Vacancy Transaction Analysis
- View Accrual Type Absence Plan Balance
- View Additional Assignment Info
- View Compensation Change Statement
- View Compensation Details for Worker
- View Compensation History
- View Costing of Position in Employment Processes
- View Development Goal by Manager
- View Employee Payroll in Employment Processes
- View Employment Information Summary
- View HCM Person Note
- View Learner Contributions
- View Learning Assignment
- View Learning Communities
- View Market Composites Summary
- View Portrait Availability Card
- View Portrait Contact Card
- View Portrait Employment Information Card
- View Portrait User Account Details Card
- View Positions
- View Public Learning Communities
- View Recommended Learning by Learner Manager
- View Required Learning by Learner Manager
- View Seniority Dates
- View Succession Org Chart by Manager
 - Use REST Service - Succession Org Chart Read Only
- View Succession Plan
- View Talent Ratings
- View Team Schedule by Line Manager
- View Team Skills as Manager
 - Use REST Service - Manager Connections Read Only
 - Use REST Service - Person Skills Searches

- Use REST Service - Talent Skill Assignments
- Use REST Service - Talent Skill Assignments Read Only
- Use REST Service - Team Skills Searches
- o View Time Zone Overrides
- o View Total Compensation Statement Feedback by Line Manager
- o View Voluntary Learning by Learner Manager
- o View Worker Assignment History Details
- o View Worker Calendar by Manager
- o View Worker Contract
- o View Workforce Predictions as Line Manager
- o View Workforce Schedule by Line Manager
- o Workforce Assignment Salary Transaction Analysis
- o Workforce Deployment Analysis
 - Business Intelligence Authoring
 - Employee Data Security
 - Human Resources Analysis Currency Preference
 - Supervisor Hierarchy Data Security
- o Workforce Model Plan Line Manager
 - View Salary Data Only
- o Workforce Modeling Transaction Analysis
- o Workforce Profile Line Manager
- o Workforce Profile Transaction Analysis
 - Business Intelligence Authoring
- o Workforce Scheduling Transaction Analysis
- o Workforce Transaction Analysis
 - Business Intelligence Authoring

Duties

This table lists the duties assigned directly and indirectly to the Line Manager abstract role.

| Duty Role | Description |
|---|--|
| Absence Management Transaction Analysis | Analyzes Workforce absences transactional information |
| Absence and Leave Accrual Analysis | This duty role is used for analyzing employee historical and future planned absence trends and employee leave accrual balances |
| Access Learning Common Components | Access common learning components. |

| Duty Role | Description |
|--|--|
| Access Touchpoints by Manager | Allows managers to access touchpoints for the workers who report to them. |
| Availability Patterns Transaction Analysis | Analyzes employee availability pattern transactional information |
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| Career Development Transaction Analysis | Analyzes Career Development transactional information |
| Compensation Analysis | This duty role is used for analyzing employee salary, salary range penetration and the correlation of pay and performance |
| Compensation Transaction Analysis | Analyzes Compensation transactional information |
| Contingent Worker Addition | Adds contingent workers. |
| Documents of Record Transaction Analysis | Analyzes Documents of Records transactional information |
| Employee Data Security | This role is used for Employee dimension data security in the data warehouse |
| Employee Expense Business Unit Data Security | This role is used for Employee Expense Business Unit data security in the data warehouse |
| Employee Hire | Hires employees. |
| Expense Approval | Approves expense reports of Oracle Fusion Expenses users. |
| Financial Analysis Currency Preference | This role is used to get the supported currencies in Financial Analysis module. |
| Goal Management Transaction Analysis | Analyzes Workforce Goals transactional information |
| HCM Questionnaires General Survey Responses Transaction Analysis | Analyses HCM Questionnaires General Survey Responses |
| Human Resources Analysis Currency Preference | This role is used get the supported currencies in Human Resources Analysis module. |
| Individual Compensation Transaction Analysis | Analyzes individual compensation transactional information |
| Learner REST Services | Allows learners to access REST services |

| Duty Role | Description |
|--|--|
| Line Manager Expense Analysis | BI Duty role for Line Managers to review and analyze team expenses. This duty role includes visibility to employee expenses, credit card expenses, and expense violation data. For managers with multiple reporting levels, the ability to drill down along the employee hierarchy is provided |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. |
| Manage Contextual Journey by Manager | Allows managers to access and manage worker contextual journeys. |
| Manage Journey By Manager | Allows managers to access and manage worker journeys. |
| Manage Offline Learning | Allows download and management of learning item content on mobile device in learning self-service |
| Manage Talent Pool | Allows to view, edit talent pools and add workers to the Talent Pools. |
| Manage Time Cards by Line Manager | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. |
| Manage User Account | Manages user roles. |
| Mass Evaluate Performance Documents by Manager | Allows mass manager evaluation of performance documents. |
| Nonworker Addition | Adds nonworkers. |
| Pending Worker Addition and Hire | Adds and hires pending workers. |
| Performance Management Line Manager | Views performance documents from line manager dashboard. |
| Performance Management Transaction Analysis | Analyzes Workforce Performance Management transactional information |
| Procurement Analysis Currency Preference | This role is used to get the supported currencies in Procurement and Spend Analysis module. |
| Supervisor Hierarchy Data Security | This role is used for Supervisor Hierarchy data security in the data warehouse |
| Time and Labor Transaction Analysis | Analyzes Time and Labor transactional information. |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. |
| Use REST Service - Succession Management Lists of Values | Allows the user to call the GET method associated with the Succession Management list of values REST Services. |

| Duty Role | Description |
|--|---|
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| Vacancy Transaction Analysis | Analyses Vacancy Transactional Information. |
| View Succession Org Chart by Manager | Allows a manager to view the succession org chart. |
| View Team Skills as Manager | Allows a manager to view team skills. |
| Workforce Assignment Salary Transaction Analysis | Analyses assignment and salary transactional information |
| Workforce Deployment Analysis | This duty role is used for analyzing headcount staffing, employee turnover, workforce diversity, internal mobility and employee performance |
| Workforce Model Plan Line Manager | Manages workforce model plans, including creating and editing the plans. |
| Workforce Modeling Transaction Analysis | Analyses Workforce Modeling transactional information |
| Workforce Profile Line Manager | Performs workforce profile duties as a line manager. |
| Workforce Profile Transaction Analysis | Analyses Workforce Profile transactional information |
| Workforce Scheduling Transaction Analysis | Analyses workforce scheduling transactional information |
| Workforce Transaction Analysis | Analyses Workforce transactional information |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Line Manager abstract role.

| Aggregate Privilege | Description |
|-------------------------------|--|
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Add Worker Assignment | Allows adding of a worker assignment. |
| Change Employment Start Dates | Allows changing of employment start dates for workers. |

| Aggregate Privilege | Description |
|--|---|
| Change Worker Location | Changes persons' locations. |
| Change Worker Location and Position by Manager | Allows managers to change worker assignment locations and change positions. |
| Change Worker Manager | Changes persons' managers. |
| Change Worker Working Hour | Changes the working hours of persons. |
| Change Worker Working Hour and Position by Manager | Allows managers to change worker assignment working hours and change positions. |
| Compare HCM Information | Compares workers, jobs, positions, and any combinations of these objects. |
| Create Anytime Performance Document | Allows creation of anytime performance documents |
| Create Non-Catalog Learning Request by Learner Manager | null |
| Create Succession Plan for Worker | Create succession plans. |
| Create Work Relationship | Adds work relationships to persons. |
| Edit Person Career Planning | Allows editing the Person Career Planning. |
| Edit Person Skills and Qualifications | Allows editing the Person Skills and Qualifications. |
| Edit Succession Plan and Manage Candidates | Manages succession plan candidates. |
| Edit Time Zone Overrides | Allows users to edit time zone overrides for a worker. |
| Edit User Name | Updates the user name associated with a person. |
| Maintain Absence Records | Allows workers to enter, update and delete their absence records. |
| Manage Availability Patterns | Allows users to create, delete, and update availability patterns. |
| Manage Cash Disbursements | Allows administrator to dispense part of an accrual plan balance for payment. |
| Manage Check-In Document | Allows to create, view, edit and delete check-in document. |

| Aggregate Privilege | Description |
|---|--|
| Manage Costing of Position in Employment Processes | Allows user to manage costing at position level within employment processes. |
| Manage Development Goal by Manager | Manages development goals of subordinates. |
| Manage Direct Report | Manages direct reports. |
| Manage Donations | Allows creation and viewing of absence donations. |
| Manage Eligible Jobs | Allows managing of eligible jobs for relief in higher class. |
| Manage Employee Payroll in Employment Processes | Allows user to manage employee's payroll within employment processes. |
| Manage Individual Compensation | Privilege to manage individual compensation awards for workers within the user's security profile. |
| Manage Learning Communities | Allows users to create learning communities. |
| Manage Learning Community Required Members | Allows adding required members to a community. |
| Manage Learning Self-Service Tutorials | Allows users to author tutorials. |
| Manage Learning Self-Service Videos | Allows users to publish and edit videos. |
| Manage My Vacancies | Allows management of vacancies that report to the logged in user. |
| Manage Onboarding by Manager | Allows manager to manage the onboarding tasks. |
| Manage Performance Goal by Manager | Manages performance goals of subordinates. |
| Manage Person Document Delivery Preferences | Allows management of document delivery preferences for person records. |
| Manage Person Documentation by Manager | Allows management of document records by manager. |
| Manage Person Identifiers for External Applications | Manages person identifiers for external applications. |
| Manage Recommended Learning | Allows users to recommend learning and view recommendations received. |
| Manage Required Learning by Learner Manager | Allows managers to create and manage required assignments. |

| Aggregate Privilege | Description |
|---|--|
| Manage Salaries | Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer. |
| Manage Schedules and Exceptions Assignment | Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist. |
| Manage Time Change Requests by Line Manager | Allows the line manager to see and approve time change requests data for workers. |
| Manage User Roles | Allows management of user roles assignments. |
| Manage Vacancy | Allows management of vacancies. |
| Manage Voluntary Learning by Learner Manager | Allows managers to create and manage voluntary assignments. |
| Manage Work Patterns | Allows users to create, edit and delete work patterns for a worker. |
| Manage Worker Checklist | Manages checklist definitions. |
| Manage Worker Contract | Allows update of worker's employment contract details and add, update and delete of contract extensions. |
| Manage Worker Information Sharing | Allows sharing of person information with internal and external recipients. Used in the non-responsive UI. |
| Manage Workforce Compensation Budgets by Line Manager | Manages compensation budgets by distributing and publishing budgets to lower manager. |
| Moderate User Generated Learning | Allows access to moderate and approve self-service learning items. |
| Plan Absences by Manager | Allows managers to plan absences for their reports. |
| Print Worker Portrait | Grants access to the portrait maintenance duties for the portrait cards. |
| Promote Worker | Promotes persons. |
| Promote Worker and Change Position by Manager | Allows managers to promote workers and change positions. |
| Record External Learning by Learner Manager | Allows to record external learning completion by learner manager |
| Report Manager Transaction Dashboard | Reports Manager Transaction Dashboard |

| Aggregate Privilege | Description |
|---|---|
| | |
| Report My Vacancies | Allows reporting of vacancies that report to the logged in user. |
| Request Feedback | Allows to request feedback |
| Request a Position Change | Allows requesting a position change. |
| Share Personal Data Access | Allows sharing of access to personal data. |
| Share Personal Information | Allows sharing of personal information. |
| Submit Absence Bid by Manager | Allows managers to submit absence bids. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Terminate Employment | Terminates work relationships or assignments. |
| Transfer Worker | Transfers persons. |
| Transfer Worker and Change Position by Manager | Allows managers to transfer workers and change positions. |
| Use REST Service - Absence Business Titles List of Values | Allows users to call the GET method associated with the Absence Business Titles REST service. |
| Use REST Service - Absence Types List of Values | Allows users to call the GET method associated with the Absence Types REST service. |
| Use REST Service - Development Goals Read Only | Allows users to call GET and describe methods with the Development Goals REST service. |
| Use REST Service - Feedback Requests by Worker or Manager | Allows the user to call the POST method associated with the Feedback Requests REST service. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Journey Allocations | Allows the user to call all methods associated with the Journey Allocations REST Service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Journey Categories List of Values | Allows the user to call the GET method associated with the Journey Categories List of Values REST Service. |
| Use REST Service - Journey Scheduled Allocations | Allows the user to call all methods associated with the Journey Scheduled Allocations REST Service. |
| Use REST Service - Journey Task Library | Allows the user to call all methods associated with the Journey Task Library REST Service. |
| Use REST Service - Journeys | Allows the user to call all methods associated with the Journeys REST Service. |
| Use REST Service - Journeys Read Only | Allows the user to call the GET method associated with the Journeys REST Service. |
| Use REST Service - Learner Learning Catalog | Allows the user to call all methods associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Catalog Read Only | Allows the user to call the GET method associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Record | Allows the user to call all methods associated with the Learner Learning Record REST Service. |
| Use REST Service - Learner Learning Tutorial | Allows the user to call all methods associated with the Learner Learning Tutorial REST Service. |
| Use REST Service - Learner Learning Video | Allows the user to call all methods associated with the Learner Learning Video REST Service. |
| Use REST Service - Learning Catalog List of Values | Allows the user to call the GET method associated with the Learning Catalog List of Values REST service |
| Use REST Service - Learning Communities | Allows the user to call all methods associated with the Learner Learning Communities REST Service. |
| Use REST Service - Learning Recommendation | Allows the user to call all methods associated with the Learning Recommendation REST Service. |
| Use REST Service - Learning Record Searches by Learner | Allows learner to search learning records as a learner. |
| Use REST Service - Legislative Data Groups List of Values | Allows the user to call the GET method associated with the Legislative Data Groups LOV REST Service. |
| Use REST Service - Manager Connections Read Only | Allows the user to call the GET method associated with the Manager Connections REST Service. |
| Use REST Service - Nudge Cards | Allows the user to call all methods associated with the Nudge Cards REST service. |

| Aggregate Privilege | Description |
|---|--|
| Use REST Service - Performance Goals List of Values | Allows the user to call the GET method associated with the Performance Goals List of Values REST Service. |
| Use REST Service - Performance Goals Read Only | Allows the user to call the GET method associated with the Performance Goals REST service. |
| Use REST Service - Person Notes | Allows the user to call the GET, DESCRIBE, POST, PATCH and DELETE methods associated with the Person Notes REST service. |
| Use REST Service - Person Reference Data Lists of Values | Allows the user to call the GET method associated with the person reference data lists of values REST services. |
| Use REST Service - Person Skills Searches | Allows the user to call the Person Skills Searches REST Services. |
| Use REST Service - Public Workers Read Only | Allows the user to call the GET method associated with the Public Workers REST Service. |
| Use REST Service - Representatives Read Only | Allows the user to call the GET method associated with the Representatives REST Service. |
| Use REST Service - Salaries With Analytics Read Only | Allows the user to call the GET method associated with the worker salaries REST Service, that returns salary along with analytical attributes. |
| Use REST Service - Succession Org Chart Read Only | Allows the user to call the GET method associated with the Succession Org Chart REST Service. |
| Use REST Service - Talent Performance Mass Evaluations | Allows users to call all methods to get and update performance evaluations with the Talent Performance Mass Evaluations REST service. |
| Use REST Service - Talent Performance Mass Evaluations Read Only | Allows users to call GET methods to access performance evaluations with the Talent Performance Mass Evaluations REST service. |
| Use REST Service - Talent Review Managers List of Values | Allows the user to call the GET method associated with the Talent Review Managers list of values REST Service. |
| Use REST Service - Talent Skill Assignments | Allows the user to call all methods associated with the Talent Skill Assignments REST Service. |
| Use REST Service - Talent Skill Assignments Read Only | Allows the user to call the GET method associated with the Talent Skill Assignments REST Service. |
| Use REST Service - Talent Worker Check-Ins | Allows users to call all methods with the Talent Worker Check-Ins REST service. |
| Use REST Service - Talent Worker Engagements by Manager Read Only | Allows the user to call the GET method associated with the Talent Worker Engagements REST Service as a manager. |

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Team Skills Searches | Allows the user to call the Team Skills Searches REST Services. |
| Use REST Service - Time Card Entry Details by Line Manager Read Only | Lets the line manager call the Time Card Entry Details REST Service. |
| Use REST Service - Time Card Searches by Line Manager | Lets the line manager call the Time Card Searches REST Service. |
| Use REST Service - Time Cards by Line Manager | Lets the line manager call the Time Cards REST Service. |
| Use REST Service - Worker Assignments List of Values | Allows the user to call the GET method associated with the Assignments list of values REST Service. |
| Use REST Service - Worker Journeys | Allows the user to call all methods associated with the Worker Journeys REST Service. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| View Accrual Type Absence Plan Balance | Allows workers to view balances of the accrual type absence plans. |
| View Additional Assignment Info | Allows viewing of additional assignment info. |
| View Check-In Document | Allows to view check-in document. |
| View Compensation Change Statement | Allows workers to view compensation change statements after the workforce compensation cycle. |
| View Compensation Details for Worker | Views compensation data for a worker. |
| View Compensation History | Provides access to view compensation history for workers within the users security profile. |
| View Costing of Position in Employment Processes | Allows user to view costing at position level within employment processes. |
| View Development Goal by Manager | View development goals of subordinates. |
| View Employee Payroll in Employment Processes | Allows user to view employee's payroll within employment processes. |
| View Employment Information Summary | Grants access to view a worker's employment information summary. |
| View HCM Person Note | Views HCM person notes. |
| View Learner Contributions | Allows users to view a person's learning contributions. |

| Aggregate Privilege | Description |
|--|--|
| | |
| View Learning Assignment | Views information about a person's learning assignment. |
| View Learning Communities | Allows users to view learning communities they are members of. |
| View Market Composites Summary | Allows viewing of market composite summary. |
| View Performance Summary | Allows viewing of workers performance summary information. |
| View Portrait Availability Card | Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information. |
| View Portrait Contact Card | Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers. |
| View Portrait Employment Information Card | Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist. |
| View Portrait User Account Details Card | Views the User Account Details card in the Person Gallery. |
| View Positions | Views positions in the user's position security profile. |
| View Public Learning Communities | Allows users to view the learning communities a person is a member of. |
| View Recommended Learning by Learner Manager | Allows managers to view recommendations received by people in their person security profile, and learning items recommended for people in their public person security profile. |
| View Requested Feedback | Allows workers and line managers to view requested feedback |
| View Required Learning by Learner Manager | Allows managers to view required learning assignments assigned to people in their person security profile. |
| View Salary Data Only | Views salary data embedded or used in non-compensation product pages or processes. |
| View Seniority Dates | Allows viewing of seniority dates. |
| View Succession Plan | Views succession plans. |
| View Talent Ratings | Grants access to view the talent ratings. |
| View Team Schedule by Line Manager | Allows line manager to view team schedule. |
| View Time Zone Overrides | Allows users to view time zone overrides for a worker. |

| Aggregate Privilege | Description |
|--|---|
| View Total Compensation Statement Feedback by Line Manager | Allows viewing total compensation statement feedback survey by line manager. |
| View Voluntary Learning by Learner Manager | Allows managers to view voluntary learning assignments assigned to people in their person security profile. |
| View Worker Assignment History Details | Allows viewing of worker's assignment history details. |
| View Worker Calendar by Manager | Allows managers to view a worker calendar. |
| View Worker Contract | Allows viewing of worker's employment contract details and contract extensions. |
| View Workforce Predictions as Line Manager | Allows Line Manager to view worker predictions. |
| View Workforce Schedule by Line Manager | Allows line managers to view workforce schedules for the people in their management hierarchy. |

Privileges

This table lists privileges granted to duties of the Line Manager abstract role.

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|---|--|
| Access Learning Common Components | Access common learning components. | Access Learning Common Components |
| Access Touchpoints by Manager | Allows managers to access touchpoints for the workers who report to them. | Access Touchpoints by Manager |
| Access Touchpoints by Manager | Allows managers to access touchpoints for the workers who report to them. | Use REST Service - Feedback Templates List of Values |
| Access Touchpoints by Manager | Allows managers to access touchpoints for the workers who report to them. | Use REST Service - Feedback Templates Read Only |
| Access Touchpoints by Manager | Allows managers to access touchpoints for the workers who report to them. | Use REST Service - HCM Surveys List of Values |
| Access Touchpoints by Manager | Allows managers to access touchpoints for the workers who report to them. | Use REST Service - Nudges |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------|---|---|
| Access Touchpoints by Manager | Allows managers to access touchpoints for the workers who report to them. | Use REST Service - Talent Check-In Templates Read Only |
| Contingent Worker Addition | Adds contingent workers. | Add Contingent Worker |
| Contingent Worker Addition | Adds contingent workers. | Create User |
| Contingent Worker Addition | Adds contingent workers. | Renew Placement |
| Employee Hire | Hires employees. | Create User |
| Employee Hire | Hires employees. | Hire Employee |
| Employee Hire | Hires employees. | Rehire Employee |
| Expense Approval | Approves expense reports of Oracle Fusion Expenses users. | Approve Expense Report |
| Expense Approval | Approves expense reports of Oracle Fusion Expenses users. | Approve Travel Authorization or Cash Advance |
| Learner REST Services | Allows learners to access REST services | Use REST Service - Learning Descriptive Flex Field Value Sets List of Values |
| Learner REST Services | Allows learners to access REST services | Use REST Service - My Learning Assignments Read Only |
| Line Manager | Identifies the person as a line manager. | Absence Entry Using Calendar |
| Line Manager | Identifies the person as a line manager. | Access FUSE My Team Page |
| Line Manager | Identifies the person as a line manager. | Access FUSE Team Talent Page |
| Line Manager | Identifies the person as a line manager. | Access HCM Common Components |
| Line Manager | Identifies the person as a line manager. | Access Learner Manager Self-Service Work Area |
| Line Manager | Identifies the person as a line manager. | Access Oracle Taleo Recruiting Cloud Service |
| Line Manager | Identifies the person as a line manager. | Access Tap Application |
| Line Manager | Identifies the person as a line manager. | Access Time Work Area |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|---|
| Line Manager | Identifies the person as a line manager. | Add New Task for Worker |
| Line Manager | Identifies the person as a line manager. | Add Task for Worker from Task Library |
| Line Manager | Identifies the person as a line manager. | Allocate Checklist to Worker |
| Line Manager | Identifies the person as a line manager. | Analytical view of team's compliance violations |
| Line Manager | Identifies the person as a line manager. | Analyze Team Compensation |
| Line Manager | Identifies the person as a line manager. | Approve Individual Compensation Award |
| Line Manager | Identifies the person as a line manager. | Approve Salary Updates |
| Line Manager | Identifies the person as a line manager. | Assign Workers Goals Mass Process |
| Line Manager | Identifies the person as a line manager. | Change Manager Mobile |
| Line Manager | Identifies the person as a line manager. | Create Position Profile |
| Line Manager | Identifies the person as a line manager. | Enable worker searches using effective dates |
| Line Manager | Identifies the person as a line manager. | Manage Goal Management Notifications |
| Line Manager | Identifies the person as a line manager. | Manage Learning Community Members using OTBI |
| Line Manager | Identifies the person as a line manager. | Manage Learning Community Required Learning |
| Line Manager | Identifies the person as a line manager. | Manage Outstanding Corporate Card Transaction |
| Line Manager | Identifies the person as a line manager. | Manage Questionnaires |
| Line Manager | Identifies the person as a line manager. | Manage Questions |
| Line Manager | Identifies the person as a line manager. | Manage Salary Mobile |
| Line Manager | Identifies the person as a line manager. | Manage Social Network Connections |
| Line Manager | Identifies the person as a line manager. | Manage Talent Review Content |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|---|
| Line Manager | Identifies the person as a line manager. | Manage Team Compensation |
| Line Manager | Identifies the person as a line manager. | Manage Team Compliance Violations List View |
| Line Manager | Identifies the person as a line manager. | Manage Team Reputation Scores List View |
| Line Manager | Identifies the person as a line manager. | Manage Team Reputation Tasks |
| Line Manager | Identifies the person as a line manager. | Manager Suggest Mentorship Relationships |
| Line Manager | Identifies the person as a line manager. | Manager's View of Employee's Reputation Scores |
| Line Manager | Identifies the person as a line manager. | Manager's View of Employee's Social Roles |
| Line Manager | Identifies the person as a line manager. | New Person Work Area As Line Manager |
| Line Manager | Identifies the person as a line manager. | Perform Performance Evaluations Mobile |
| Line Manager | Identifies the person as a line manager. | Promote Worker Mobile |
| Line Manager | Identifies the person as a line manager. | Request a New Position |
| Line Manager | Identifies the person as a line manager. | Run Talent Profile Summary Report |
| Line Manager | Identifies the person as a line manager. | Search and Review Skills |
| Line Manager | Identifies the person as a line manager. | Use Assignment Status Type Service |
| Line Manager | Identifies the person as a line manager. | Use Position lookup Service |
| Line Manager | Identifies the person as a line manager. | Use REST Service - Collective Agreements List of Values |
| Line Manager | Identifies the person as a line manager. | Use REST Service - Content Items List of Values |
| Line Manager | Identifies the person as a line manager. | Use REST Service - Individual Compensation Lists of Values |
| Line Manager | Identifies the person as a line manager. | Use REST Service - Job Requisition Templates List of Values |
| Line Manager | Identifies the person as a line manager. | Use REST Service - Model Profiles List of Values |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Line Manager | Identifies the person as a line manager. | Use REST Service - Salary Bases List of Values |
| Line Manager | Identifies the person as a line manager. | Use REST Service - Scheduling Lists of Values |
| Line Manager | Identifies the person as a line manager. | Use REST Service - Users and Roles Lists of Values |
| Line Manager | Identifies the person as a line manager. | View Calendar by Line Manager |
| Line Manager | Identifies the person as a line manager. | View Career Overview by Manager |
| Line Manager | Identifies the person as a line manager. | View Employee Social Connections |
| Line Manager | Identifies the person as a line manager. | View Notification Details |
| Line Manager | Identifies the person as a line manager. | View Performance Overview by Manager |
| Line Manager | Identifies the person as a line manager. | View Team Compliance Outlier Reports |
| Line Manager | Identifies the person as a line manager. | View Team Reputation Outlier Reports |
| Line Manager | Identifies the person as a line manager. | View Team Reputation Scores Analytic View |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Allocate Compensation Person Rate by Line Manager |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Approve and Submit Compensation Allocation by Line Manager |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Assign Compensation Performance Rating by Line Manager |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Award Compensation Promotion by Line Manager |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Create Compensation Distribution Model for Allocation by Line Manager |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Export Compensation Allocation Details to Spreadsheet by Line Manager |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Generate Compensation Allocation Statements by Line Manager |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Print Performance Document |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | Run Group Compensation Line Manager Reports by Line Manager |
| Line Manager Workforce Compensation Management | Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis. | View Worker Performance Management Document |
| Manage Contextual Journey by Manager | Allows managers to access and manage worker contextual journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Manage Journey By Manager | Allows managers to access and manage worker journeys. | Explore Journeys |
| Manage Journey By Manager | Allows managers to access and manage worker journeys. | Manage Personal Journey |
| Manage Journey By Manager | Allows managers to access and manage worker journeys. | Manage Worker Journey By Manager |
| Manage Journey By Manager | Allows managers to access and manage worker journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Manage Journey By Manager | Allows managers to access and manage worker journeys. | Use REST Service - Worker Journey Tasks |
| Manage Journey By Manager | Allows managers to access and manage worker journeys. | View Global Journeys |
| Manage Journey By Manager | Allows managers to access and manage worker journeys. | View Journey Activity |
| Manage Offline Learning | Allows download and management of learning item content on mobile device in learning self-service | Manage Offline Learning |

| Granted Role | Granted Role Description | Privilege |
|--|---|---|
| Manage Talent Pool | Allows to view, edit talent pools and add workers to the Talent Pools. | Manage Talent Pool |
| Manage Time Cards by Line Manager | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. | Manage Time Cards by Line Manager |
| Manage Time Cards by Line Manager | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. | Use REST Service - Time Card Field Values Read Only |
| Manage User Account | Manages user roles. | Copy Personal Data to LDAP |
| Manage User Account | Manages user roles. | Manage User Account |
| Manage User Account | Manages user roles. | Manage User Account and My Account |
| Manage User Account | Manages user roles. | Reset Password |
| Mass Evaluate Performance Documents by Manager | Allows mass manager evaluation of performance documents. | Mass Evaluate Performance Documents by Manager |
| Mass Evaluate Performance Documents by Manager | Allows mass manager evaluation of performance documents. | Use REST Service - Performance Template Document Names List of Values |
| Mass Evaluate Performance Documents by Manager | Allows mass manager evaluation of performance documents. | Use REST Service - Review Periods List of Values |
| Nonworker Addition | Adds nonworkers. | Create Person Nonworker |
| Nonworker Addition | Adds nonworkers. | Create User |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Add Worker Pending Hire |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Correct Oracle Taleo Recruiting Candidate Import Errors |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Edit Pending Worker |
| Pending Worker Addition and Hire | Adds and hires pending workers. | Hire Pending Worker |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Approve Worker Performance Document |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Cancel Worker Performance Document by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Change Participant Due Date by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Complete Worker Performance Document by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Create Performance Document by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Delete Worker Performance Document by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Print Performance Document |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Reopen Performance Document by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Reset Worker Performance Evaluation Status by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Restore Performance Document by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Select Feedback Participants |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Track Participant Feedback Status |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | Transfer Performance Document by Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | View Performance Information on Manager Dashboard |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | View Performance Information on Worker Dashboard for Manager |
| Performance Management Line Manager | Views performance documents from line manager dashboard. | View Performance and Potential |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list | Use REST Service - HR Document Types List of Values |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | of values REST service. Use this duty role when granting manage access to person documentation data. | |
| Use REST Service - Succession Management Lists of Values | Allows the user to call the GET method associated with the Succession Management list of values REST Services. | Use REST Service - Succession Management Lists of Values |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| View Succession Org Chart by Manager | Allows a manager to view the succession org chart. | Use REST Service - Workers List of Values |
| View Succession Org Chart by Manager | Allows a manager to view the succession org chart. | View Succession Org Chart |
| View Team Skills as Manager | Allows a manager to view team skills. | View Team Skills as Manager |
| Workforce Model Plan Line Manager | Manages workforce model plans, including creating and editing the plans. | Manage Workforce Model Plan as Line Manager |
| Workforce Profile Line Manager | Performs workforce profile duties as a line manager. | Define Talent Profile |
| Workforce Profile Line Manager | Performs workforce profile duties as a line manager. | Define Talent Profile Item |
| Workforce Profile Line Manager | Performs workforce profile duties as a line manager. | Manage Careers of Interest |
| Workforce Profile Line Manager | Performs workforce profile duties as a line manager. | Manage Person Talent Profile |
| Workforce Profile Line Manager | Performs workforce profile duties as a line manager. | Match Talent Profile |
| Workforce Profile Line Manager | Performs workforce profile duties as a line manager. | Update Talent Profile Item |
| Workforce Profile Line Manager | Performs workforce profile duties as a line manager. | View Talent Profile |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Line Manager abstract role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Absence Type | A Line Manager can choose absence types for subordinates in their person and assignment security profile | Role: Maintain Absence Records Privilege: Choose Absence Types (Data) Resource: Absence Type |
| Absence Type | A Line Manager can choose absence types for subordinates in their person and assignment security profile | Role: Submit Absence Bid by Manager Privilege: Choose Absence Types (Data) Resource: Absence Type |
| Absence Type | A Line Manager can choose absence types for subordinates in their person and assignment security profile | Role: Use REST Service - Absence Types List of Values Privilege: Choose Absence Types (Data) Resource: Absence Type |
| Application Reference Territory | A Line Manager can choose application reference territory for all application reference territories in the enterprise | Role: Line Manager Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Applied Cash Advance | A Line Manager can view applied cash advance for the employees for whom they are responsible | Role: Line Manager Privilege: View Employee Expense (Data) Resource: Applied Cash Advance |
| Assignment Grade | A Line Manager can choose assignment grade for all grades in the enterprise | Role: Line Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|---|---|
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Career Development Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Goal Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Performance Management Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Line Manager can report assignment grade for all grades in the enterprise | Role: Workforce Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Line Manager can report assignment grade ladder for all grades in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Line Manager can report assignment grade ladder for all grades in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Line Manager can report assignment grade ladder for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Line Manager can report assignment grade ladder for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Line Manager can report assignment grade ladder for all grades in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Line Manager can report assignment grade ladder for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Line Manager can report assignment grade ladder for all grades in the enterprise | Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise | Role: Workforce Transaction Analysis Privilege: Report Assignment Grade Rate (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Resource: Assignment Grade Rate |
| Business Unit | A Line Manager can choose business unit for business units in their organization security profile | Role: Line Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Line Manager can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Cash Advance | A Line Manager can view cash advance for the employees for whom they are responsible | Role: Line Manager Privilege: View Employee Expense (Data) Resource: Cash Advance |
| Check In Document | A Line Manager can create check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Privilege: Create Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Line Manager can manage check-in document for subordinates in their person and assignment security profile | Role: Manage Check-In Document Privilege: Manage Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Line Manager can report check-in document for people and assignments in their person and assignment security profile | Role: Performance Management Transaction Analysis Privilege: Report Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Line Manager can view check-in document for people in their person and assignment security profile | Role: Use REST Service - Talent Worker Check-Ins Privilege: View Check-In Document (Data) Resource: Check In Document |
| Check In Document | A Line Manager can view check-in document for people in their person and assignment security profile | Role: View Check-In Document Privilege: View Check-In Document (Data) Resource: Check In Document |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| Checklist Role Maps | A Line Manager can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Manage Worker Checklist Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Line Manager can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Line Manager can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Manage Worker Checklist Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Line Manager can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |
| Compensation Allocation | A Line Manager can allocate compensation person rate by line manager for subordinates in their person and assignment security profile | Role: Line Manager Workforce Compensation Management Privilege: Allocate Compensation Person Rate by Line Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Line Manager can approve and submit compensation allocation by line manager for subordinates in their person and assignment security profile | Role: Line Manager Workforce Compensation Management Privilege: Approve and Submit Compensation Allocation by Line Manager (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Line Manager can report compensation allocation for subordinates in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Compensation Allocation (Data) Resource: Compensation Allocation |
| Compensation Allocation | A Line Manager can view compensation change statement for subordinates in their person and assignment security profile | Role: View Compensation Change Statement Privilege: View Compensation Change Statement (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|---|
| | | Resource: Compensation Allocation |
| Compensation History | A Line Manager can view compensation history for subordinates in their person and assignment security profile | Role: View Compensation History Privilege: View Compensation History (Data) Resource: Compensation History |
| Compensation Market Composites | A Line Manager can view market composites for subordinates in their person and assignment security profile | Role: View Market Composites Summary Privilege: View Market Composites (Data) Resource: Compensation Market Composites |
| Compensation Note | A Line Manager can manage compensation note for public compensation notes for subordinates in their person and assignment security profile and for private compensation notes that they own | Role: Line Manager Workforce Compensation Management Privilege: Manage Compensation Note (Data) Resource: Compensation Note |
| Compensation Promotion | A Line Manager can award compensation promotion by line manager for subordinates in their person and assignment security profile | Role: Line Manager Workforce Compensation Management Privilege: Award Compensation Promotion by Line Manager (Data) Resource: Compensation Promotion |
| Compensation Stock Grant | A Line Manager can report compensation stock grant for subordinates in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Compensation Stock Grant (Data) Resource: Compensation Stock Grant |
| Compensation Stock Grant | A Line Manager can view compensation stock grant by line manager for subordinates in their person and assignment security profile | Role: Line Manager Workforce Compensation Management Privilege: View Compensation Stock Grant by Line Manager (Data) Resource: Compensation Stock Grant |
| Corporate Card Transaction | A Line Manager can view corporate card transaction for the employees for whom they are responsible | Role: Line Manager Privilege: Manage Outstanding Corporate Card Transaction (Data) Resource: Corporate Card Transaction |
| Department | A Line Manager can choose department for departments in their organization security profile | Role: Line Manager Privilege: Choose Department (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Resource: Department |
| Department | A Line Manager can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Absence Management Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Availability Patterns Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Career Development Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Goal Management Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Performance Management Transaction Analysis Privilege: Report Department (Data) Resource: Department |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Department | A Line Manager can report department for departments in their organization security profile | Role: Time and Labor Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Vacancy Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Line Manager can report department for departments in their organization security profile | Role: Workforce Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Expense | A Line Manager can view expense for the employees for whom they are responsible | Role: Line Manager Privilege: View Employee Expense (Data) Resource: Expense |
| Expense Report | A Line Manager can view expense report for the employees for whom they are responsible | Role: Line Manager Privilege: View Employee Expense (Data) Resource: Expense Report |
| Expense Report Approval Note | A Line Manager can manage expense report approval note for the employees for whom they are responsible | Role: Expense Approval Privilege: Manage Expense Report Approval Note (Data) Resource: Expense Report Approval Note |
| General Survey Questionnaire Participants | A Line Manager can report questionnaire responses for subordinates in their person and assignment security profile | Role: HCM Questionnaires General Survey Responses Transaction Analysis Privilege: Report Questionnaire Responses (Data) Resource: General Survey Questionnaire Participants |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|--|--|
| Guided Journey Response | A Line Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Line Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Person Note | A Line Manager can view hcm person note for all types of person notes that they created | Role: Use REST Service - Person Notes Privilege: View HCM Person Note (Data) Resource: HCM Person Note |
| HCM Person Note Shared with Peers | A Line Manager can view hcm person note shared with peers for person notes shared with peers of the note recipient | Role: View HCM Person Note Privilege: View HCM Person Note Shared with Peers (Data) Resource: HCM Person Note Shared with Peers |
| HCM Person Public Note | A Line Manager can view hcm person public note for public person notes that are about people in their public person security profile | Role: Use REST Service - Person Notes Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Public Note | A Line Manager can view hcm person public note for public person notes that are about people in their public person security profile | Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: HCM Person Public Note |
| HCM Person Shared Note | A Line Manager can view hcm person shared note for shared person notes that are about people in their person security profile | Role: Use REST Service - Person Notes Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note |
| HCM Person Shared Note | A Line Manager can view hcm person shared note for shared person notes that are about subordinates in their person security profile | Role: View HCM Person Note Privilege: View HCM Person Shared Note (Data) Resource: HCM Person Shared Note |
| HR Document Type | A Line Manager can report document type for document types in their document type security profile | Role: Documents of Record Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|--|
| | | Privilege: Report Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Line Manager can view document type for document types in their document type security profile | Role: Manage Person Documentation by Manager Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Line Manager can choose hr job for all jobs in the enterprise | Role: Line Manager Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Career Development Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Goal Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Performance Management Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can report hr job for all jobs in the enterprise | Role: Workforce Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Line Manager can view hr job for all jobs in the enterprise | Role: View Employment Information Summary Privilege: View HR Job (Data) Resource: HR Job |
| Journey | A Line Manager can assign journey for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Line Manager can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Assign Journey (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Resource: Journey |
| Journey | A Line Manager can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Line Manager can assign journey to self for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Line Manager can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Line Manager can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Line Manager can manage journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: Manage Journey (Data) Resource: Journey |
| Journey | A Line Manager can view journey for checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: View Journey (Data) Resource: Journey |
| Journey | A Line Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey | A Line Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Privilege: View Journey (Data) Resource: Journey |
| Journey | A Line Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| | | Resource: Journey |
| Journey Allocation | A Line Manager can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Allocations Privilege: View Journey Allocation (Data) Resource: Journey Allocation |
| Journey Category | A Line Manager can choose journey category for journey categories to which they have been granted access | Role: Use REST Service - Journey Categories List of Values Privilege: Choose Journey Category (Data) Resource: Journey Category |
| Journey Scheduled Allocation | A Line Manager can view journey allocation for allocations of journey templates to which they have been granted access that have been initiated by persons and assignments in their person and assignment security profile | Role: Use REST Service - Journey Scheduled Allocations Privilege: View Journey Allocation (Data) Resource: Journey Scheduled Allocation |
| Journey Task | A Line Manager can manage journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Privilege: Manage Journey Task Library (Data) Resource: Journey Task |
| Journey Task | A Line Manager can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Privilege: View Journey Task Library (Data) Resource: Journey Task |
| Learning Assignment | A Line Manager can manage recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can manage required learning for required learning assignments assigned to subordinates in their person security profile | Role: Manage Required Learning by Learner Manager Privilege: Manage Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can manage required learning for required learning assignments made by me or people in my person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Required Learning (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|---|--|
| | | Resource: Learning Assignment |
| Learning Assignment | A Line Manager can manage voluntary learning for voluntary learning assignments received by subordinates in their person security profile | Role: Manage Voluntary Learning by Learner Manager Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can manage voluntary learning for voluntary learning assignments they have received or have been made by them or people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can view learning assignment for people in their person security profile | Role: View Learning Assignment Privilege: View Learning Assignment (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can view recommended learning for recommendations received by subordinates in their person security profile | Role: View Recommended Learning by Learner Manager Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can view required learning for required learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can view required learning for required learning assignments received by subordinates in their person security profile | Role: View Required Learning by Learner Manager Privilege: View Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Line Manager can view voluntary learning for voluntary learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Voluntary Learning (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|---|--|
| | | Resource: Learning Assignment |
| Learning Assignment | A Line Manager can view voluntary learning for voluntary learning assignments received by subordinates in their person security profile | Role: View Voluntary Learning by Learner Manager Privilege: View Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment Event | A Line Manager can manage recommended learning for recommendations made by subordinates in their person security profile | Role: Manage Recommended Learning Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment Event |
| Learning Assignment Event | A Line Manager can view recommended learning public person for recommendations made by persons in their public person security profile | Role: View Recommended Learning by Learner Manager Privilege: View Recommended Learning Public Person (Data) Resource: Learning Assignment Event |
| Learning Item | A Line Manager can manage learning communities for self-service communities owned by subordinates in their person security profile | Role: Manage Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item |
| Learning Item | A Line Manager can manage learning communities for self-service communities they created | Role: Use REST Service - Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item |
| Learning Item | A Line Manager can manage learning self-service tutorials for self-service tutorials created by subordinates in their person security profile | Role: Manage Learning Self-Service Tutorials Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item |
| Learning Item | A Line Manager can manage learning self-service tutorials for self-service tutorials they created | Role: Use REST Service - Learner Learning Tutorial Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Learning Item | A Line Manager can manage learning self-service videos for self-service videos created by subordinates in their person security profile | Role: Manage Learning Self-Service Videos Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item |
| Learning Item | A Line Manager can manage learning self-service videos for self-service videos they created | Role: Use REST Service - Learner Learning Video Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item |
| Learning Item | A Line Manager can manage offline learning for catalog items visible to them in learning self-service | Role: Manage Offline Learning Privilege: Manage Offline Learning (Data) Resource: Learning Item |
| Learning Item | A Line Manager can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Line Manager can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Line Manager can view learning communities for communities which subordinates in their person security profile are members or managers of | Role: View Learning Communities Privilege: View Learning Communities (Data) Resource: Learning Item |
| Learning Item | A Line Manager can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | A Line Manager can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Self-Service Learning Items (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| | | Resource: Learning Item |
| Learning Record | A Line Manager can view learning records by learner for their own learning records | Role: Use REST Service - Learning Record Searches by Learner Privilege: View Learning Records by Learner (Data) Resource: Learning Record |
| Legal Employer | A Line Manager can choose legal employer for legal employers in their organization security profile | Role: Line Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Line Manager can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Line Manager can report legal employer for legal employers in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Line Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Line Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Line Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Legislative Data Groups List of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Line Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Position Attribute | A Line Manager can view legislative position attribute for countries in their country security profile | Role: View Positions Privilege: View Legislative Position Attribute (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Resource: Legislative Position Attribute |
| Location | A Line Manager can choose location for all locations in the enterprise | Role: Line Manager Privilege: Choose Location (Data) Resource: Location |
| Location | A Line Manager can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Absence Management Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Availability Patterns Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Career Development Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Goal Management Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Individual Compensation Transaction Analysis Privilege: Report Location (Data) Resource: Location |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| Location | A Line Manager can report location for all locations in the enterprise | Role: Performance Management Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Vacancy Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Line Manager can report location for all locations in the enterprise | Role: Workforce Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| My Assignment | A Line Manager can view my assignment for themselves | Role: View Succession Org Chart by Manager Privilege: View My Assignment (Data) Resource: My Assignment |
| Payroll Checklist | A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Definition | A Line Manager can choose payroll definition for payrolls in their payroll security profile | Role: Line Manager Privilege: Choose Payroll (Data) Resource: Payroll Definition |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| Payroll Definition | A Line Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Type | A Line Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Line Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Flow Definition | A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Relationship | A Line Manager can manage employee payroll in employment processes for assignments within their person and assignment security profile | Role: Manage Employee Payroll in Employment Processes Privilege: Manage Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Line Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Line Manager can report person process result for people and assignments in person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|--|
| Payroll Relationship | A Line Manager can view employee payroll in employment processes for assignments within their person and assignment security profile | Role: Manage Employee Payroll in Employment Processes Privilege: View Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Line Manager can view employee payroll in employment processes for assignments within their person and assignment security profile | Role: View Employee Payroll in Employment Processes Privilege: View Employee Payroll in Employment Processes (Data) Resource: Payroll Relationship |
| Payroll Statutory Unit | A Line Manager can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Pending Worker Import Error | A Line Manager can correct oracle taleo recruiting cloud service candidate import errors for subordinates in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Correct Oracle Taleo Recruiting Cloud Service Candidate Import Errors (Data) Resource: Pending Worker Import Error |
| Performance Document | A Line Manager can create anytime performance document for subordinates in their person and assignment security profile | Role: Create Anytime Performance Document Privilege: Create Anytime Performance Document (Data) Resource: Performance Document |
| Performance Document | A Line Manager can create performance document for subordinates in their person and assignment security profile | Role: Performance Management Line Manager Privilege: Create Performance Document (Data) Resource: Performance Document |
| Performance Document | A Line Manager can manage performance document for subordinates in their person and assignment security profile | Role: Performance Management Line Manager Privilege: Manage Performance Document (Data) Resource: Performance Document |
| Performance Document | A Line Manager can report performance document for people and assignments in their person and assignment security profile | Role: Performance Management Transaction Analysis Privilege: Report Performance Document (Data) Resource: Performance Document |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| Performance Document | A Line Manager can view performance summary for subordinates in their person and assignment security profile | Role: View Performance Summary Privilege: View Performance Summary (Data) Resource: Performance Document |
| Performance Feedback Request | A Line Manager can report requested feedback for people in their person and assignment security profile | Role: Performance Management Transaction Analysis Privilege: Report Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Line Manager can request feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Line Manager can request feedback for subordinates in their person and assignment security profile | Role: Request Feedback Privilege: Request Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Line Manager can view requested feedback for people for whom feedback was requested by you or was shared with you | Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Feedback Request | A Line Manager can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Performance Feedback Request |
| Performance Goal | A Line Manager can manage development goal by manager for subordinates in their person and assignment security profile | Role: Manage Development Goal by Manager Privilege: Manage Development Goal by Manager (Data) Resource: Performance Goal |
| Performance Goal | A Line Manager can manage performance goal by manager for subordinates in their person and assignment security profile | Role: Manage Performance Goal by Manager Privilege: Manage Performance Goal by Manager (Data) Resource: Performance Goal |

| Business Object | Policy Description | Policy Store Implementation |
|------------------|---|---|
| Performance Goal | A Line Manager can report career development for subordinates in their person and assignment security profile | Role: Career Development Transaction Analysis Privilege: Report Career Development (Data) Resource: Performance Goal |
| Performance Goal | A Line Manager can report performance goal for people and assignments in their person and assignment security profile | Role: Goal Management Transaction Analysis Privilege: Report Performance Goal (Data) Resource: Performance Goal |
| Performance Goal | A Line Manager can view development goal by manager for subordinates in their person and assignment security profile | Role: View Development Goal by Manager Privilege: View Development Goal by Manager (Data) Resource: Performance Goal |
| Performance Goal | A Line Manager can view development goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Development Goals Read Only Privilege: View Development Goal (Data) Resource: Performance Goal |
| Performance Goal | A Line Manager can view performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals Read Only Privilege: View Performance Goal (Data) Resource: Performance Goal |
| Person | A Line Manager can add pending worker for subordinates in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person |
| Person | A Line Manager can add person for subordinates in their person and assignment security profile | Role: Line Manager Privilege: Add Pending Worker (Data) Resource: Person |
| Person | A Line Manager can compare person for subordinates in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person |
| Person | A Line Manager can edit pending worker for subordinates in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Edit Pending Worker (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Resource: Person |
| Person | A Line Manager can hire pending worker for subordinates in their person and assignment security profile | Role: Pending Worker Addition and Hire Privilege: Hire Pending Worker (Data) Resource: Person |
| Person | A Line Manager can print worker portrait for subordinates in their person and assignment security profile | Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person |
| Person | A Line Manager can rehire employee for subordinates in their person and assignment security profile | Role: Employee Hire Privilege: Rehire Employee (Data) Resource: Person |
| Person | A Line Manager can renew placement for subordinates in their person and assignment security profile | Role: Contingent Worker Addition Privilege: Renew Placement (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Career Development Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Documents of Record Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Goal Management Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Performance Management Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can report person for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Line Manager can search person for subordinates in their person and assignment security profile | Role: Line Manager Privilege: Search Person Live (Data) Resource: Person |
| Person | A Line Manager can share worker information for subordinates in their person and assignment security profile | Role: Manage Worker Information Sharing Privilege: Share Worker Information (Data) Resource: Person |
| Person | A Line Manager can view worker availability portrait card for subordinates in their person and assignment security profile | Role: View Portrait Availability Card Privilege: View Worker Availability Portrait Card (Data) Resource: Person |
| Person | A Line Manager can view worker employment information portrait card for subordinates in their person and assignment security profile | Role: View Portrait Employment Information Card Privilege: View Worker Employment Information Portrait Card (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|---|
| | | Resource: Person |
| Person Absence Entry | A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile | Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry |
| Person Absence Entry | A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile | Role: Plan Absences by Manager Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry |
| Person Absence Entry | A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile | Role: Submit Absence Bid by Manager Privilege: Maintain Self Service Absence Record (Data) Resource: Person Absence Entry |
| Person Absence Entry | A Line Manager can report absence record for subordinates in their person and assignment security profile | Role: Absence Management Transaction Analysis Privilege: Report Absence Record (Data) Resource: Person Absence Entry |
| Person Allocated Checklist | A Line Manager can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access | Role: Use REST Service - Journey Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Line Manager can manage worker journey for persons and assignments in their person and assignment security profile and journey templates to which they have been granted access | Role: Use REST Service - Journey Scheduled Allocations Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Line Manager can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Line Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| Person Assignment | A Line Manager can add worker assignment for subordinates in their person and assignment security profile | Role: Add Worker Assignment Privilege: Add Worker Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can add worker to succession plan for subordinates in their person and assignment security profile | Role: Edit Succession Plan and Manage Candidates Privilege: Add Worker to Succession Plan (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can assign user roles for subordinates in their person and assignment security profile | Role: Manage User Account Privilege: Assign User Roles (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can change employment start dates for subordinates in their person and assignment security profile | Role: Change Employment Start Dates Privilege: Change Employment Start Dates (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can change worker location for subordinates in their person and assignment security profile | Role: Change Worker Location and Position by Manager Privilege: Change Worker Location (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can change worker working hour for subordinates in their person and assignment security profile | Role: Change Worker Working Hour and Position by Manager Privilege: Change Worker Working Hour (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can choose absence business titles for subordinates in their person and assignment security profile | Role: Maintain Absence Records Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can choose absence business titles for subordinates in their person and assignment security profile | Role: Use REST Service - Absence Business Titles List of Values Privilege: Choose Absence Business Titles (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Line Manager can choose person assignment for persons and assignments in their person and assignment security profile | Role: Line Manager Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can choose worker for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Assignments List of Values Privilege: Choose Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can create succession plan for worker for subordinates in their person and assignment security profile | Role: Create Succession Plan for Worker Privilege: Create Succession Plan for Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can edit person skills and qualifications for subordinates in their person and assignment security profile | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile | Role: Maintain Absence Records Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile | Role: Plan Absences by Manager Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can maintain self service absence record for subordinates in their person and assignment security profile | Role: Submit Absence Bid by Manager Privilege: Maintain Self Service Absence Record (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can manage costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile | Role: Manage Costing of Position in Employment Processes Privilege: Manage Costing of Position in Employment Processes (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Person Assignment | A Line Manager can manage development goal by manager for subordinates in their person and assignment security profile | Role: Manage Development Goal by Manager Privilege: Manage Development Goal by Manager (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can manage eligible jobs for subordinates in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: Manage Eligible Jobs (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can manage person document delivery preferences for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: Manage Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can manage person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Manage Person Documentation by Manager Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can manage person identifiers for external applications for subordinates in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can manage work schedule assignment for subordinates in their person and assignment security profile | Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can match talent profile person for subordinates in their person and assignment security profile | Role: Workforce Profile Line Manager Privilege: Match Talent Profile Person (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can promote worker for subordinates in their person and assignment security profile | Role: Promote Worker Privilege: Promote Worker (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| | | Resource: Person Assignment |
| Person Assignment | A Line Manager can promote worker for subordinates in their person and assignment security profile | Role: Promote Worker and Change Position by Manager Privilege: Promote Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report assignment for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report assignment for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report assignment for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report payroll relationship for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report person assignment for persons and assignments in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report person assignment for persons and assignments in their person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report person assignment for persons and assignments in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Person Assignment (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| | | Resource: Person Assignment |
| Person Assignment | A Line Manager can report person assignment for persons and assignments in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report seniority date for subordinates in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Seniority Date (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can report worker documents of record for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Documents of Record Transaction Analysis Privilege: Report Worker Documents of Record (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can request feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: Request Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can request feedback for subordinates in their person and assignment security profile | Role: Request Feedback Privilege: Request Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can search person assignment for subordinates in their person and assignment security profile | Role: Line Manager Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Change Worker Location and Position by Manager Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Change Worker Working Hour and Position by Manager Privilege: Search Worker (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| Person Assignment | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Promote Worker Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Promote Worker and Change Position by Manager Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Transfer Worker Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Transfer Worker and Change Position by Manager Privilege: Search Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can transfer worker for subordinates in their person and assignment security profile | Role: Transfer Worker Privilege: Transfer Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can transfer worker for subordinates in their person and assignment security profile | Role: Transfer Worker and Change Position by Manager Privilege: Transfer Worker (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view assignment summary for subordinates in their person and assignment security profile | Role: Change Employment Start Dates Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view assignment summary for subordinates in their person and assignment security profile | Role: View Worker Assignment History Details Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their | Role: Manage Costing of Position in Employment Processes |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| | legislative data group security profile and positions within their position security profile | Privilege: View Costing of Position in Employment Processes (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view costing of position in employment processes for assignments within their person and assignment security profile and legislative data groups within their legislative data group security profile and positions within their position security profile | Role: View Costing of Position in Employment Processes Privilege: View Costing of Position in Employment Processes (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view development goal by manager for subordinates in their person and assignment security profile | Role: View Development Goal by Manager Privilege: View Development Goal by Manager (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view eligible jobs for subordinates in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: View Eligible Jobs (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view person assignment for subordinates in their person and assignment security profile | Role: View Additional Assignment Info Privilege: View Person Assignment (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view person document delivery preferences for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Manage Person Documentation by Manager Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view person identifiers for external applications for subordinates in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| Person Assignment | A Line Manager can view requested feedback for people for whom feedback was requested by you or was shared with you | Role: View Requested Feedback Privilege: View Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view requested feedback for people in their person and assignment security profile | Role: Use REST Service - Feedback Requests by Worker or Manager Privilege: View Requested Feedback (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view seniority dates for subordinates in their person and assignment security profile | Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view talent ratings for subordinates in their person and assignment security profile | Role: View Talent Ratings Privilege: View Talent Ratings (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view team schedule by line manager for subordinates in their person and assignment security profile | Role: View Team Schedule by Line Manager Privilege: View Team Schedule by Line Manager (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view worker assignment history details for subordinates in their person and assignment security profile | Role: View Worker Assignment History Details Privilege: View Worker Assignment History Details (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view worker availability for subordinates in their person and assignment security profile | Role: Submit Absence Bid by Manager Privilege: View Worker Availability (Data) Resource: Person Assignment |
| Person Assignment | A Line Manager can view worker calendar for subordinates in their person and assignment security profile | Role: View Worker Calendar by Manager Privilege: View Worker Calendar (Data) Resource: Person Assignment |
| Person Availability Patterns | A Line Manager can manage availability patterns for subordinates in their person and assignment security profile | Role: Manage Availability Patterns Privilege: Manage Availability Patterns (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| | | Resource: Person Availability Patterns |
| Person Availability Patterns | A Line Manager can report availability patterns for subordinates in their person and assignment security profile | Role: Availability Patterns Transaction Analysis Privilege: Report Availability Patterns (Data) Resource: Person Availability Patterns |
| Person Checklist | A Line Manager can manage onboarding for subordinates in their person and assignment security profile | Role: Manage Onboarding by Manager Privilege: Manage Onboarding (Data) Resource: Person Checklist |
| Person Checklist | A Line Manager can report person checklist for subordinates in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Person Checklist (Data) Resource: Person Checklist |
| Person Detail | A Line Manager can choose learner for persons in their person security profile | Role: Create Non-Catalog Learning Request by Learner Manager Privilege: Choose Learner (Data) Resource: Person Detail |
| Person Detail | A Line Manager can choose learner for persons in their person security profile | Role: Record External Learning by Learner Manager Privilege: Choose Learner (Data) Resource: Person Detail |
| Person Detail | A Line Manager can choose learner for subordinates in their person security profile | Role: Manage Learning Community Required Members Privilege: Choose Learner (Data) Resource: Person Detail |
| Person Detail | A Line Manager can choose learner for subordinates in their person security profile | Role: Manage Required Learning by Learner Manager Privilege: Choose Learner (Data) Resource: Person Detail |
| Person Detail | A Line Manager can choose learner for subordinates in their person security profile | Role: Manage Voluntary Learning by Learner Manager Privilege: Choose Learner (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Person Detail | A Line Manager can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Line Manager can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail |
| Person Detail | A Line Manager can report person for subordinates in their person and assignment security profile | Role: Absence Management Transaction Analysis Privilege: Report Person (Data) Resource: Person Detail |
| Person Detail | A Line Manager can report person for subordinates in their person and assignment security profile | Role: Availability Patterns Transaction Analysis Privilege: Report Person (Data) Resource: Person Detail |
| Person Detail | A Line Manager can share personal data access for subordinates in their person and assignment security profile | Role: Share Personal Data Access Privilege: Share Personal Data Access (Data) Resource: Person Detail |
| Person Detail | A Line Manager can share personal information for subordinates in their person and assignment security profile | Role: Share Personal Information Privilege: Share Personal Information (Data) Resource: Person Detail |
| Person Detail | A Line Manager can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail |
| Person Detail | A Line Manager can view seniority dates for subordinates in their person and assignment security profile | Role: View Seniority Dates Privilege: View Seniority Dates (Data) Resource: Person Detail |
| Person Detail | A Line Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Person Documentation | A Line Manager can manage person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Manage Person Documentation by Manager Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Line Manager can manage person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Use REST Service - HR Document Types List of Values Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Line Manager can report worker documents of record for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile | Role: Documents of Record Transaction Analysis Privilege: Report Worker Documents of Record (Data) Resource: Person Documentation |
| Person Documentation | A Line Manager can view person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Manage Person Documentation by Manager Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Line Manager can view person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Use REST Service - HR Document Types List of Values Privilege: View Person Documentation (Data) Resource: Person Documentation |
| Person Identifier for External Applications | A Line Manager can manage person identifiers for external applications for subordinates in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: Manage Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |
| Person Identifier for External Applications | A Line Manager can view person identifiers for external applications for subordinates in their person and assignment security profile | Role: Manage Person Identifiers for External Applications Privilege: View Person Identifiers for External Applications (Data) Resource: Person Identifier for External Applications |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| Person Plan Accrual | A Line Manager can manage cash disbursements for subordinates in their person and assignment security profile | Role: Manage Cash Disbursements Privilege: Manage Cash Disbursements (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Line Manager can manage donations for subordinates in their person and assignment security profile | Role: Manage Donations Privilege: Manage Donations (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Line Manager can view accrual plan balance for subordinates in their person and assignment security profile | Role: Manage Cash Disbursements Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Line Manager can view accrual plan balance for subordinates in their person and assignment security profile | Role: Manage Donations Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Accrual | A Line Manager can view accrual plan balance for subordinates in their person and assignment security profile | Role: View Accrual Type Absence Plan Balance Privilege: View Accrual Plan Balance (Data) Resource: Person Plan Accrual |
| Person Plan Enrollment | A Line Manager can choose enrolled absence plans for subordinates in their person and assignment security profile | Role: Manage Cash Disbursements Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment |
| Person Plan Enrollment | A Line Manager can choose enrolled absence plans for subordinates in their person and assignment security profile | Role: Manage Donations Privilege: Choose Enrolled Absence Plans (Data) Resource: Person Plan Enrollment |
| Person Type | A Line Manager can choose person type for any person type | Role: Manage Vacancy Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Line Manager can choose person type for person types in their person security profile | Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Resource: Person Type |
| Person Type | A Line Manager can choose person type for person types in their person type security profile | Role: Contingent Worker Addition Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Line Manager can choose person type for person types in their person type security profile | Role: Employee Hire Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Line Manager can choose person type for person types in their person type security profile | Role: Nonworker Addition Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Line Manager can choose person type for person types in their person type security profile | Role: Pending Worker Addition and Hire Privilege: Choose Person Type (Data) Resource: Person Type |
| Position | A Line Manager can choose position for positions in their position security profile | Role: Compare HCM Information Privilege: Choose Position (Data) Resource: Position |
| Position | A Line Manager can choose position for positions in their position security profile | Role: Line Manager Privilege: Choose Position (Data) Resource: Position |
| Position | A Line Manager can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Absence Management Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Availability Patterns Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Career Development Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Goal Management Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Performance Management Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Time and Labor Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Vacancy Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can report position for positions in their position security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Position (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Position | A Line Manager can report position for positions in their position security profile | Role: Workforce Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Line Manager can request a position change for positions in their position security profile | Role: Change Worker Location and Position by Manager Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Line Manager can request a position change for positions in their position security profile | Role: Change Worker Working Hour and Position by Manager Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Line Manager can request a position change for positions in their position security profile | Role: Promote Worker and Change Position by Manager Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Line Manager can request a position change for positions in their position security profile | Role: Request a Position Change Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Line Manager can request a position change for positions in their position security profile | Role: Transfer Worker and Change Position by Manager Privilege: Request a Position Change (Data) Resource: Position |
| Position | A Line Manager can view position for positions in their position security profile | Role: Change Worker Location and Position by Manager Privilege: View Position (Data) Resource: Position |
| Position | A Line Manager can view position for positions in their position security profile | Role: Change Worker Working Hour and Position by Manager Privilege: View Position (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Position | A Line Manager can view position for positions in their position security profile | Role: Promote Worker and Change Position by Manager Privilege: View Position (Data) Resource: Position |
| Position | A Line Manager can view position for positions in their position security profile | Role: Request a Position Change Privilege: View Position (Data) Resource: Position |
| Position | A Line Manager can view position for positions in their position security profile | Role: Transfer Worker and Change Position by Manager Privilege: View Position (Data) Resource: Position |
| Position | A Line Manager can view position for positions in their position security profile | Role: View Positions Privilege: View Position (Data) Resource: Position |
| Public Assignment | A Line Manager can choose public assignment for persons and assignments in their public person and assignment security profile | Role: Line Manager Privilege: Choose Public Person (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can search person deferred for persons and assignments in their public person security profile | Role: Manage Development Goal by Manager Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can search person deferred for persons and assignments in their public person security profile | Role: Manage Performance Goal by Manager Privilege: Search Person Deferred (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| | | Resource: Public Assignment |
| Public Assignment | A Line Manager can search person deferred for persons and assignments in their public person security profile | Role: Request Feedback Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Manager Connections Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can view hcm person public note for public person notes that are about people in their public person security profile | Role: View HCM Person Note Privilege: View HCM Person Public Note (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Manager Connections Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Line Manager can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Line Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Line Manager Privilege: Choose Public Person (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Public Person | A Line Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Talent Review Managers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Line Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Line Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Workforce Model Plan Line Manager Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Line Manager can compare hcm information for subordinates in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare HCM Information (Data) Resource: Public Person |
| Public Person | A Line Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Line Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Individual Compensation Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Line Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Line Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Line Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Resource: Public Person |
| Public Person | A Line Manager can search person deferred for persons and assignments in their public person security profile | Role: Access Touchpoints by Manager Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Line Manager can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Line Manager can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Public Person | A Line Manager can view worker contact portrait card for persons and assignments in their public person and assignment security profile | Role: View Portrait Contact Card Privilege: View Worker Contact Portrait Card (Data) Resource: Public Person |
| Salary | A Line Manager can enter salary details for subordinates in their person and assignment security profile | Role: Manage Salaries Privilege: Enter Salary Details (Data) Resource: Salary |
| Salary | A Line Manager can report salary for subordinates in their person and assignment security profile | Role: Compensation Transaction Analysis Privilege: Report Salary (Data) Resource: Salary |
| Salary | A Line Manager can report salary for subordinates in their person and assignment security profile | Role: Workforce Assignment Salary Transaction Analysis Privilege: Report Salary (Data) Resource: Salary |
| Salary | A Line Manager can view salary details for people and assignments in their person and assignment security profile | Role: View Salary Data Only Privilege: View Salary Details (Data) Resource: Salary |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| Salary | A Line Manager can view salary details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Line Manager can view salary details for subordinates in their person and assignment security profile | Role: Manage Salaries Privilege: View Salary Details (Data) Resource: Salary |
| Salary | A Line Manager can view salary with analytic details for persons and assignments in their person and assignment security profile | Role: Use REST Service - Salaries With Analytics Read Only Privilege: View Salary With Analytic Details (Data) Resource: Salary |
| Salary | A Line Manager can view worker compensation portrait card for subordinates in their person and assignment security profile | Role: View Compensation Details for Worker Privilege: View Worker Compensation Portrait Card (Data) Resource: Salary |
| Schedule Assignment | A Line Manager can manage work schedule assignment for subordinates in their person and assignment security profile | Role: Manage Schedules and Exceptions Assignment Privilege: Manage Work Schedule Assignment (Data) Resource: Schedule Assignment |
| Schedule Assignment | A Line Manager can report work schedule assignment for subordinates in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Work Schedule Assignment (Data) Resource: Schedule Assignment |
| Shared Performance Goal | A Line Manager can choose shared performance goal for people and assignments in their person and assignment security profile | Role: Use REST Service - Performance Goals List of Values Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal |
| Shared Performance Goal | A Line Manager can report shared performance goal for people and assignments in their person and assignment security profile | Role: Goal Management Transaction Analysis Privilege: Report Shared Performance Goal (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|--|--|
| | | Resource: Shared Performance Goal |
| Succession Plan Candidate | A Line Manager can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager | Role: Edit Succession Plan and Manage Candidates Privilege: Manage Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Candidate | A Line Manager can view succession plan candidate for all public succession plans | Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Candidate | A Line Manager can view succession plan candidate for people in their person and assignment security profile | Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Candidate | A Line Manager can view succession plan candidate for private succession plans for which they are an administrator or a viewer or a candidate manager | Role: View Succession Plan Privilege: View Succession Plan Candidate (Data) Resource: Succession Plan Candidate |
| Succession Plan Detail | A Line Manager can add worker to succession plan for subordinates in their person and assignment security profile | Role: Edit Succession Plan and Manage Candidates Privilege: Add Worker to Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can choose succession plan for people in their person and assignment security profile and for succession plans for which they are an administrator or a candidate manager | Role: Use REST Service - Succession Management Lists of Values Privilege: Choose Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can create succession plan for worker for subordinates in their person and assignment security profile | Role: Create Succession Plan for Worker Privilege: Create Succession Plan for Worker (Data) Resource: Succession Plan Detail |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| Succession Plan Detail | A Line Manager can manage succession plan for succession plans for which they are an administrator | Role: Edit Succession Plan and Manage Candidates Privilege: Manage Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can view succession plan for all public succession plans | Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can view succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager | Role: View Succession Plan Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can view succession plan for succession plans for which they are an administrator, a viewer or a candidate manager, or where a person in their person and assignment security profile is an incumbent | Role: Use REST Service - Succession Org Chart Read Only Privilege: View Succession Plan (Data) Resource: Succession Plan Detail |
| Talent Pool | A Line Manager can choose talent pool for talent pools that they own or are in their talent pools security profile | Role: Use REST Service - Succession Management Lists of Values Privilege: Choose Talent Pool (Data) Resource: Talent Pool |
| Talent Pool | A Line Manager can manage talent pool for talent pools that they own or are in their talent pools security profile | Role: Manage Talent Pool Privilege: Manage Talent Pool (Data) Resource: Talent Pool |
| Talent Profile | A Line Manager can edit person career planning for subordinates in their person and assignment security profile | Role: Edit Person Career Planning Privilege: Edit Person Career Planning (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can edit person skills and qualifications for subordinates in their person and assignment security profile | Role: Edit Person Skills and Qualifications Privilege: Edit Person Skills and Qualifications (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can manage team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Privilege: Manage Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can match talent profile person for subordinates in their person and assignment security profile | Role: Workforce Profile Line Manager Privilege: Match Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can report talent profile for people and assignments in their person and assignment security profile | Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can view talent profile model for jobs in their job security profile | Role: Workforce Profile Line Manager Privilege: View Talent Profile Model (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can view talent profile person for subordinates in their person and assignment security profile | Role: Workforce Profile Line Manager Privilege: View Talent Profile Person (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can view talent ratings for subordinates in their person and assignment security profile | Role: View Talent Ratings Privilege: View Talent Ratings (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Person Skills Searches Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile | A Line Manager can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Talent Skill Assignments Read Only Privilege: View Team Skills (Data) Resource: Talent Profile |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|---|---|
| Talent Profile | A Line Manager can view team skills for persons and assignments in their person security profile | Role: Use REST Service - Team Skills Searches Privilege: View Team Skills (Data) Resource: Talent Profile |
| Talent Profile Item | A Line Manager can report talent profile item for jobs in their job security profile | Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile Item (Data) Resource: Talent Profile Item |
| Talent Profile Item | A Line Manager can report talent profile item for people and assignments in their person and assignment security profile | Role: Workforce Profile Transaction Analysis Privilege: Report Talent Profile Item (Data) Resource: Talent Profile Item |
| Talent Profile Item | A Line Manager can view talent profile item manager for subordinates in their person and assignment security profile | Role: Workforce Profile Line Manager Privilege: View Talent Profile Item Manager (Data) Resource: Talent Profile Item |
| Tax Reporting Unit | A Line Manager can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Time Change Request | A Line Manager can manage time change requests by line manager for subordinates in their person and assignment security profile | Role: Manage Time Change Requests by Line Manager Privilege: Manage Time Change Requests by Line Manager (Data) Resource: Time Change Request |
| Time Change Request | A Line Manager can report time change requests for subordinates in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Time Change Requests (Data) Resource: Time Change Request |
| Time Change Request | A Line Manager can view time change requests by line manager for subordinates in their person and assignment security profile | Role: Manage Time Change Requests by Line Manager Privilege: View Time Change Requests by Line Manager (Data) Resource: Time Change Request |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|--|---|
| Time Record | A Line Manager can report time and labor for subordinates in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Time and Labor (Data) Resource: Time Record |
| Time Record Group Summary | A Line Manager can manage time cards by line manager for subordinates in their person and assignment security profile | Role: Manage Time Cards by Line Manager Privilege: Manage Time Cards by Line Manager (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Line Manager can manage time cards by line manager for subordinates in their person and assignment security profile | Role: Use REST Service - Time Card Entry Details by Line Manager Read Only Privilege: Manage Time Cards by Line Manager (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Line Manager can manage time cards by line manager for subordinates in their person and assignment security profile | Role: Use REST Service - Time Card Searches by Line Manager Privilege: Manage Time Cards by Line Manager (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Line Manager can manage time cards by line manager for subordinates in their person and assignment security profile | Role: Use REST Service - Time Cards by Line Manager Privilege: Manage Time Cards by Line Manager (Data) Resource: Time Record Group Summary |
| Time Zone Override | A Line Manager can edit time zone overrides for persons and assignments in their person and assignment security profile | Role: Edit Time Zone Overrides Privilege: Edit Time Zone Overrides (Data) Resource: Time Zone Override |
| Time Zone Override | A Line Manager can view time zone overrides for persons and assignments in their person and assignment security profile | Role: View Time Zone Overrides Privilege: View Time Zone Overrides (Data) Resource: Time Zone Override |
| Total Compensation Feedback | A Line Manager can view total compensation statement feedback for subordinates in their person and assignment security profile | Role: View Total Compensation Statement Feedback by Line Manager Privilege: View Total Compensation Statement Feedback (Data) Resource: Total Compensation Feedback |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|--|
| Touchpoint Summary | A Line Manager can view touchpoints for subordinates in their person and assignment security profile | Role: Use REST Service - Talent Worker Engagements by Manager Read Only Privilege: View Touchpoints (Data) Resource: Touchpoint Summary |
| Trading Community Org Address Email Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Phone Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference |
| Trading Community Organization Address Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference |
| Trading Community Organization Email Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Party | A Line Manager can view trading community organization for all organizations in the enterprise | Role: Expense Approval Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Line Manager can view trading community organization for all organizations in the enterprise | Role: Line Manager Workforce Compensation Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|--|
| Trading Community Organization Phone Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Party | A Line Manager can view trading community person for all organizations in the enterprise | Role: Line Manager Workforce Compensation Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Line Manager can view trading community person for all people in the enterprise | Role: Expense Approval Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Line Manager can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | Role: Expense Approval Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Line Manager can view trading community person for all resources in the enterprise | Role: Expense Approval Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Person Address Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Address Phone Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|--|
| Trading Community Person Email Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference |
| Trading Community Person Phone Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference |
| User | A Line Manager can edit user name for persons in their person security profile. | Role: Edit User Name Privilege: Edit User Name (Data) Resource: User |
| User | A Line Manager can link user account for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: Link User Account (Data) Resource: User |
| User | A Line Manager can manage user accounts for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: Manage User Accounts (Data) Resource: User |
| User | A Line Manager can view user accounts for persons and assignments in their person and assignment security profile | Role: Manage User Account Privilege: View User Accounts (Data) Resource: User |
| User Role | A Line Manager can assign user roles for subordinates in their person and assignment security profile | Role: Manage User Account Privilege: Assign User Roles (Data) Resource: User Role |
| User Role | A Line Manager can view person account details for subordinates in their person and assignment security profile | Role: View Portrait User Account Details Card Privilege: View Person Account Details (Data) Resource: User Role |
| Vacancy Requisition | A Line Manager can manage vacancy for subordinates in their person and assignment security profile | Role: Manage Vacancy Privilege: Manage Vacancy (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| | | Resource: Vacancy Requisition |
| Vacancy Requisition | A Line Manager can manage vacancy for themselves | Role: Manage My Vacancies Privilege: Manage Vacancy (Data) Resource: Vacancy Requisition |
| Vacancy Requisition | A Line Manager can report vacancy for subordinates in their person and assignment security profile | Role: Vacancy Transaction Analysis Privilege: Report Vacancy (Data) Resource: Vacancy Requisition |
| Vacancy Requisition | A Line Manager can report vacancy for themselves | Role: Report My Vacancies Privilege: Report Vacancy (Data) Resource: Vacancy Requisition |
| Vacancy Requisition | A Line Manager can view vacancy for subordinates in their person and assignment security profile | Role: Manage Vacancy Privilege: View Vacancy (Data) Resource: Vacancy Requisition |
| Vacancy Requisition | A Line Manager can view vacancy for themselves | Role: Manage My Vacancies Privilege: View Vacancy (Data) Resource: Vacancy Requisition |
| Variable Compensation Allocation | A Line Manager can enter variable compensation allocation for subordinates in their person and assignment security profile | Role: Manage Individual Compensation Privilege: Enter Variable Compensation Allocation (Data) Resource: Variable Compensation Allocation |
| Work Patterns | A Line Manager can manage work patterns for subordinates in their person and assignment security profile | Role: Manage Work Patterns Privilege: Manage Work Patterns (Data) Resource: Work Patterns |
| Work Patterns | A Line Manager can view work patterns for subordinates in their person and assignment security profile | Role: Manage Work Patterns Privilege: View Work Patterns (Data) Resource: Work Patterns |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Work Relationship | A Line Manager can report work relationship for subordinates in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Work Relationship (Data) Resource: Work Relationship |
| Work Relationship | A Line Manager can terminate employment for subordinates in their person and assignment security profile | Role: Terminate Employment Privilege: Terminate Employment (Data) Resource: Work Relationship |
| Work Relationship | A Line Manager can view employment information summary for subordinates in their person and assignment security profile | Role: View Employment Information Summary Privilege: View Employment Information Summary (Data) Resource: Work Relationship |
| Worker | A Line Manager can change worker location for subordinates in their person and assignment security profile | Role: Change Worker Location Privilege: Change Worker Location (Data) Resource: Worker |
| Worker | A Line Manager can change worker manager for subordinates in their person and assignment security profile | Role: Change Worker Manager Privilege: Change Worker Manager (Data) Resource: Worker |
| Worker | A Line Manager can change worker working hour for subordinates in their person and assignment security profile | Role: Change Worker Working Hour Privilege: Change Worker Working Hour (Data) Resource: Worker |
| Worker | A Line Manager can choose worker for people and assignments in their person and assignment security profile | Role: Line Manager Privilege: Choose Worker (Data) Resource: Worker |
| Worker | A Line Manager can compare worker employment information for subordinates in their person and assignment security profile | Role: Compare HCM Information Privilege: Compare Worker Employment Information (Data) Resource: Worker |
| Worker | A Line Manager can review worker availability for subordinates in their person and assignment security profile | Role: Report Manager Transaction Dashboard Privilege: Review Worker Availability (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Worker | A Line Manager can review worker availability for subordinates in their person and assignment security profile | Role: View Portrait Availability Card Privilege: Review Worker Availability (Data) Resource: Worker |
| Worker | A Line Manager can search worker for persons and assignments in their person and assignment security profile | Role: Change Worker Location Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Add Worker Assignment Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Change Employment Start Dates Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Change Worker Manager Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Change Worker Working Hour Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Manage Eligible Jobs Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: Manage Worker Contract Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: View Additional Assignment Info Privilege: Search Worker (Data) Resource: Worker |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: View Employment Information Summary Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: View Seniority Dates Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can search worker for subordinates in their person and assignment security profile | Role: View Worker Contract Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Line Manager can view manager transaction dashboard for subordinates in their person and assignment security profile | Role: Report Manager Transaction Dashboard Privilege: View Manager Transaction Dashboard (Data) Resource: Worker |
| Worker | A Line Manager can view manager transaction dashboard for themselves | Role: Report Manager Transaction Dashboard Privilege: View Manager Transaction Dashboard (Data) Resource: Worker |
| Worker Contract | A Line Manager can manage worker contract for subordinates in their person and assignment security profile | Role: Manage Worker Contract Privilege: Manage Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Line Manager can report worker contract for subordinates in their person and assignment security profile | Role: Workforce Transaction Analysis Privilege: Report Worker Contract (Data) Resource: Worker Contract |
| Worker Contract | A Line Manager can view worker contract for subordinates in their person and assignment security profile | Role: View Worker Contract Privilege: View Worker Contract (Data) Resource: Worker Contract |
| Worker Document Delivery Preferences | A Line Manager can manage person document delivery preferences for document types in their document types security profile belonging to | Role: Manage Person Document Delivery Preferences |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| | subordinates in their person and assignment security profile | Privilege: Manage Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Document Delivery Preferences | A Line Manager can view person document delivery preferences for document types in their document types security profile belonging to subordinates in their person and assignment security profile | Role: Manage Person Document Delivery Preferences Privilege: View Person Document Delivery Preferences (Data) Resource: Worker Document Delivery Preferences |
| Worker Journey | A Line Manager can view worker journey for persons and assignments in their person and assignment security profile and checklists to which they have been granted access | Role: Manage Worker Checklist Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Worker Journey | A Line Manager can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey |
| Worker Prediction | A Line Manager can view worker prediction for subordinates in their person and assignment security profile | Role: View Workforce Predictions as Line Manager Privilege: View Worker Prediction (Data) Resource: Worker Prediction |
| Worker Supervisor | A Line Manager can manage direct reports for persons and assignments in their person and assignment security profile | Role: Manage Direct Report Privilege: Manage Direct Reports (Data) Resource: Worker Supervisor |
| Workforce Model Plan | A Line Manager can create workforce model plan for top managers in their public person security profile | Role: Workforce Model Plan Line Manager Privilege: Create Workforce Model Plan (Data) Resource: Workforce Model Plan |
| Workforce Model Plan | A Line Manager can manage workforce model plan for plans that they own or for which they are the top manager and have been granted access | Role: Workforce Model Plan Line Manager Privilege: Manage Workforce Model Plan (Data) Resource: Workforce Model Plan |
| Workforce Model Plan | A Line Manager can report workforce model plan for plans that they own or those owned by | Role: Workforce Modeling Transaction Analysis Privilege: Report Workforce Model Plan (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|---|--|
| | subordinates in their person and assignment security profile | Resource: Workforce Model Plan |
| Workforce Schedule | A Line Manager can view workforce schedule by line manager for subordinates in their person and assignment security profile | Role: View Workforce Schedule by Line Manager Privilege: View Workforce Schedule by Line Manager (Data) Resource: Workforce Schedule |

Payroll Administrator (Job Role)

Assists with running company payroll and responds to employee questions concerning payroll. The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.

Role Hierarchy

The Payroll Administrator job role directly and indirectly inherits these roles.

- Payroll Administrator
 - Access HCM Spreadsheet Data Loader Templates
 - Access Payment Distribution Work Area
 - Access Payroll Accounting Distribution Work Area
 - Access Payroll Administration Work Area
 - Access Payroll Calculation Work Area
 - Access Payroll Checklist Work Area
 - Access Payroll Dashboard
 - Access Payroll Flow Submission
 - Submit a Payroll Flow
 - Submit a Payroll Process or Report
 - Use REST Service - Legislative Data Groups List of Values
 - Use REST Service - Payroll Flow Pattern Lists of Values
 - Access Payroll Flows
 - Use REST Service - Legislative Data Groups List of Values
 - Use REST Service - Payroll Flow Pattern Lists of Values
 - Use REST Service - Payroll List of Values
 - Use REST Service - Workers List of Values

- View Person Process Results
- o Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
- o Access Regulatory and Tax Reporting Work Area
- o Adjust Individual Payroll Balance
- o Employee Bank Account Management
- o Load Data using HCM Spreadsheet Data Loader
- o Manage Costing for a Person
- o Manage Payroll Absence Entries
- o Manage Payroll Calculation Cards
- o Manage Payroll Element Entry
- o Manage Payroll Event
- o Manage Payroll Event Action Notification
- o Manage Payroll Relationship
- o Manage Payroll Retirement Plans
- o Manage Payroll Third-Party Person Payment Method
- o Manage Payroll Time Entries
- o Manage Process Information Group
- o Manage Retroactive Payment Recovery
- o Manage Worker Personal Payment Method
- o Payroll Batch Load Management
- o Payroll Calculation, Validation, and Balancing Administration
 - Adjust Individual Payroll Balance
 - Calculate QuickPay
 - Manage Payroll Relationship
- o Payroll Completeness Confirmation
 - Person View
 - View Person Process Results
- o Payroll Distribution Calculation Administration
 - Manage Payroll Payment Results
 - Manage Payroll Relationship
- o Payroll Implementation View
 - Manage Fast Formula
 - View Costing of Location
- o Payroll Payment Distribution Administration
 - View Payroll Archive Results
- o Search Payroll Person
- o Trading Community Data Security Policies for HCM
- o Use REST Service - Guided Journey Responses

- Use REST Service - Guided Journeys Read Only
- Use REST Service - Legislative Data Groups List of Values
- Use REST Service - Nudge Cards
- Use REST Service - Payroll Flow Pattern Lists of Values
- Use REST Service - Payroll Legal Organization Lists of Values
- Use REST Service - Payroll List of Values
- Use REST Service - Payroll Reference Data Lists of Values
- Use REST Service - Worker Bank Accounts
- Use REST Service - Worker Bank Accounts Read Only
- View Payroll Absence Entries
- View Payroll Event
- View Payroll Event Action Notification
- View Payroll Report Extract
- View Payroll Retirement Plans
- View Payroll Time Entries
- View Person Address Data Only
- View Person National Identifier
- View Retroactive Payment Recovery
- View Worker Payslip
- View Worker Personal Payment Method

Duties

This table lists the duties assigned directly and indirectly to the Payroll Administrator job role.

| Duty Role | Description |
|---|---|
| Access Payroll Flow Submission | Allows users to submit payroll flows. This duty role consolidates the Submit a Payroll Flow and Submit a Payroll Process or Report aggregate privileges into a single role. |
| Access Payroll Flows | Allows users to access Payroll Flows. |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| FSCM Load Interface Administration | Manages load interface file for import |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. |

| Duty Role | Description |
|---|--|
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. |
| Payroll Completeness Confirmation | Verifies the payroll process results and person process results. |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. |
| Payroll Implementation View | Views complete payroll setup. |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. |
| Person View | Searches and views person related information. |
| Trading Community Data Security Policies for HCM | Contains data security policies that allow HCM roles to access Trading Community organizations, people and relationships |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View Person Address Data Only | Grants access to persons to view address data. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Payroll Administrator job role.

| Aggregate Privilege | Description |
|--|--|
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Access Payment Distribution Work Area | Accesses the Payment Distribution work area to manage and track the distribution of payments in payment process flows. |
| Access Payroll Accounting Distribution Work Area | Accesses the Accounting Distribution work area to manage journal entries for ledgers and costing information related to labor costs, transfer costing results to General Ledger, and define costing setup. |

| Aggregate Privilege | Description |
|---|--|
| | |
| Access Payroll Administration Work Area | Accesses the Payroll Administration work area to manage payroll setup and general payroll administration. |
| Access Payroll Calculation Work Area | Accesses the Payroll Calculation work area to manage all aspects of calculating and verifying payroll for a group of persons or an individual. |
| Access Payroll Checklist Work Area | Accesses the Payroll Checklist work area to monitor, track, and update the tasks for each instance of the payroll flows. |
| Access Payroll Dashboard | Accesses the Payroll Dashboard to view a high level overview of all the payroll business processes and take any appropriate actions. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Access Regulatory and Tax Reporting Work Area | Accesses the Regulatory and Tax Reporting work area to submit and view legislative processes and reports for specific countries or territories.. |
| Adjust Individual Payroll Balance | Manages the adjustment of individual balances. |
| Calculate QuickPay | Calculate payroll for a single person. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Manage Costing for a Person | Manages the costing of a person. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage Payroll Absence Entries | Allows users to manage the payroll absence entries. |
| Manage Payroll Calculation Cards | Manages personal information on calculation cards. |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage Payroll Event | Allows access to payroll events UI. |
| Manage Payroll Event Action Notification | Allows users to manage payroll event action notifications. |
| Manage Payroll Payment Results | Allows viewing results of payroll payments, including payment status and amount. |
| Manage Payroll Relationship | Manages workers' assigned payrolls and other details associated with their payroll relationships. |
| Manage Payroll Retirement Plans | Allows users to manage employees retirement and pension plans. |

| Aggregate Privilege | Description |
|---|---|
| Manage Payroll Third-Party Person Payment Method | null |
| Manage Payroll Time Entries | Allows users to manage the payroll time entries. |
| Manage Process Information Group | Allows user to manage process information groups |
| Manage Retroactive Payment Recovery | Allows users to manage the recovery of retroactive payments. |
| Manage Worker Personal Payment Method | Allows the user to manage worker's personal payment methods. |
| Search Payroll Person | Grants access to search for a person in the payroll work areas. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Legislative Data Groups List of Values | Allows the user to call the GET method associated with the Legislative Data Groups LOV REST Service. |
| Use REST Service - Nudge Cards | Allows the user to call all methods associated with the Nudge Cards REST service. |
| Use REST Service - Payroll Flow Pattern Lists of Values | Allows users to call the GET method associated with the Payroll Flow Pattern list of values REST Services. |
| Use REST Service - Payroll Legal Organization Lists of Values | Allows users to call the GET method associated with the Payroll Statutory Unit and Tax Reporting Unit list of values REST Services. |
| Use REST Service - Payroll List of Values | Allows users to call the GET method associated with the Payroll list of values REST Service. |
| Use REST Service - Payroll Reference Data Lists of Values | Allows users to call the GET method associated with the Payroll Reference Data list of values REST Services. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |

| Aggregate Privilege | Description |
|--|---|
| View Costing of Location | Allows user to view location costing. |
| View Payroll Absence Entries | Allows user to view the payroll absence entries via the Manage Calculation Entries UI. |
| View Payroll Archive Results | Allows viewing of the payroll archive results. |
| View Payroll Event | Allows view-only access to payroll events UI. |
| View Payroll Event Action Notification | Allows view-only access to payroll event action notifications UI. |
| View Payroll Report Extract | Secures access to view the payroll report extract data based on the user's legislative data group security profile. |
| View Payroll Retirement Plans | Allows users to view employees retirement and pension plans. |
| View Payroll Time Entries | Allows user to view the payroll time entries via the Manage Calculation Entries UI. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Person Process Results | Allows viewing of the results of payroll processes for a person, such as payroll run, and payments. |
| View Retroactive Payment Recovery | Allows users to view the recovery of retroactive payments. |
| View Worker Payslip | Allows the user to view worker's payslips. |
| View Worker Personal Payment Method | Allows the user to view workers personal payment methods. |

Privileges

This table lists privileges granted to duties of the Payroll Administrator job role.

| Granted Role | Granted Role Description | Privilege |
|---|--|------------------------------|
| Access Payroll Flows | Allows users to access Payroll Flows. | Access Payroll Flows |
| Access Payroll Flows | Allows users to access Payroll Flows. | View Payroll Process Results |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Access HCM Common Components |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Access Pay |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Activate Subledger Journal Entry Rule Set Assignments |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Enable worker searches using effective dates |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Enable worker searches using termination date |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Import Subledger Balance for Supporting Reference |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Data Exchange Work Area |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Payroll Calculation Entries |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Person Work Area |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Account Rule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Accounting Attribute |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Accounting Existing Scope |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Accounting Method |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Accounting Option |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Application Transaction Object |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Description Rule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Journal Entry Rule Set |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Journal Line Rule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Mapping Set |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Mapping Set Value |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Standard Source |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Supporting Reference |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Reconcile UK HMRC Reporting and P60 Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Account Rule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Accounting Attribute |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Application |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Mapping Set |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Standard Source |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Australian Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Australian TFN Declaration E-file and Listing Report |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Australian Workplace Gender Profile Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian End-of-Year Exception Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian End-of-Year Register |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian End-of-Year Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Provincial Medical Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Record of Employment Interface |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Report on Hirings |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Workers Compensation Assessable Wages Report |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese Individual Income Tax Detail Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese Individual Income Tax Summary Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese PHF/SI Contribution Amount Monthly Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese PHF/SI Contribution Base Yearly Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese PHF/SI Person Monthly Movement Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese State-Owned Enterprise Payroll Data Interface Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati ADRPBF New Hire Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati ADRPBF Termination Report |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|-------------------------------------|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 1 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 1 OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 2 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 2 OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 6 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 6 OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 7 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 7 OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati IPE Consolidated Report |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Monthly Contributions - Federal Sector |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Monthly Contributions - Private Sector |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Request for Refund File |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Salary Information File |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Employee Balance Group Extract Definition Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run French Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Hong Kong IR56E Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Hong Kong Payroll Reports |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|-------------------------------------|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti IPE Consolidated Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti PIFSS Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 103 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 166 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 167 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 168 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 55 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 56 |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|-----------------------------------|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Mexican Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Overpayment Recovery Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Qatari Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi GOSI Form 3 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi GOSI Form 4 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi GOSI Form 5 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi IPE Consolidated Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi IPE Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi Payment Output File |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Singaporean Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK CMS DEO Payment Schedule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK DEA Payment Summary |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK EDI WNU Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Earlier Year Update |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Earlier Year Updates for Tax Year Ending April 2014 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Earlier Year Updates for Tax Year Ending April 2015 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Employer Alignment Submission |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Employer Payment Summary |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Employer Payment Summary for Tax Year Ending April 2014 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Employer Payment Summary for Tax Year Ending April 2015 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Errors and Warnings Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Full Payment Submission |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Full Payment Submission for Tax Year Ending April 2014 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Full Payment Submission for Tax Year Ending April 2015 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK NI Category Update |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK NI Category Update Under 21 April 2015 |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK NINO Verification Reply |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK NINO Verification Request |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK P45 Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK P45(3) EDI Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK P46 EDI Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK P46 Pension Notification EDI Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK RTI Initialization Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK RTI Uptake NINO Verification OBSOLETE |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Student Loan Upload Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US ADP Monthly Tax Extract |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US ADP Periodic Tax Extract |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US ADP Quarterly Tax Extract |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Annual FUTA Tax Return - Form 940 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee Active Payroll Balance Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee Tax Address Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee Verification Service Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee W-2 Report |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee W-2 Report OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employer Tax Liability Recalculation |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Federal Tax Withholding Exemption Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Federal W-2 Electronic Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Indiana County Tax Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Invalid Address Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Multiple Worksite Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Over Limit Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Payroll Reports |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Quarter to Date Archive Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Quarterly Tax Return Worksheet - Form 941 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US State Quarterly Wage Listing Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US State W-2 Electronic Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US State W-2 Electronic Report OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Tax Remittance Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US W-2 Register and Totals |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US W-2 State Employer Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US W-2c Archive |

| Granted Role | Granted Role Description | Privilege |
|---|--|------------------------------------|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US W-2c Employee Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US e-IWO Inbound Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | View Payroll Flow Based Analytics |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Manage Payroll Batch Upload |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Purge HCM Batch |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Transfer Payroll Batch |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | View HCM Import and Load Results |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | Run Payroll Data Validation Report |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | Run Payroll Run Result Report |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | Run UK Payroll Validation Report |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | Verify Statement of Earnings |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | View Employee Level Messages |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | View Payroll Balance |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | View Payroll Run Results |
| Payroll Completeness Confirmation | Verifies the payroll process results and person process results. | View Payroll Process Results |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Adjust Cost for a Person |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Calculate QuickPay Prepayments |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Mark for Retry |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Perform Payroll Process Roll Back |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Reverse Payroll Calculations |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Run Payroll Costing Report |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | View Payroll Costed Payments |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | View Payroll Costed Results |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | View Payroll Costing Results from Subledger Accounting |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Department |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Element |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Job |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Payment Source |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Payroll |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Position |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|-------------------------------|--|
| Payroll Implementation View | Views complete payroll setup. | Manage HCM User-Defined Table |
| Payroll Implementation View | Views complete payroll setup. | Manage Organization Payment Method |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Definition |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Exception |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Group Usage |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Consolidation Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction Group Rule |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction Range |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Definition |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Element Classification |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Event Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Flow Pattern |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Object Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Process Configuration |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Run Type |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Task |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Third Parties |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Time Definition |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| | | |
| Payroll Implementation View | Views complete payroll setup. | View Bank |
| Payroll Implementation View | Views complete payroll setup. | View Bank Account |
| Payroll Implementation View | Views complete payroll setup. | View Bank Branch |
| Payroll Implementation View | Views complete payroll setup. | View Payroll Payment Type |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Cancel Payroll Payment |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Generate Payslips |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Make External Payroll Payment |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Make US IAT EFT Payments |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Reissue Payroll Payment |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Run US Deposit Advice |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Run US Direct Deposit Electronic Report |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Run US Third-Party Involuntary Deductions Initialization Extract |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Run US Third-Party Involuntary Payments Extract |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Void Payroll Payment |
| Person View | Searches and views person related information. | Search Person |
| Person View | Searches and views person related information. | View Person |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage External Payee Payment Details |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Payment Instrument Assignment |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Third Party Bank Account |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account Assignment |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Payroll Administrator job role.

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|--|
| Assignment Grade | A Payroll Administrator can choose assignment grade for all grades in the enterprise | Role: Payroll Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Department | A Payroll Administrator can choose department for departments in their organization security profile | Role: Payroll Administrator Privilege: Choose Department (Data) Resource: Department |
| Fast Formula | A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|--|---|
| Fast Formula | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Fast Formula Global | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|---|--|
| Fast Formula User Entity | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Payroll Administrator can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Payroll Administrator can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Spreadsheet Loader Data Set | A Payroll Administrator can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Payroll Administrator can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Payroll Administrator can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM User-Defined Table | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table User Column | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|--|
| | | Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column Instance | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Row | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HR Job | A Payroll Administrator can choose hr job for all jobs in the enterprise | Role: Payroll Administrator Privilege: Choose HR Job (Data) Resource: HR Job |
| Journey | A Payroll Administrator can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legislative Data Group | A Payroll Administrator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Administrator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Legislative Data Groups List of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Administrator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Flow Pattern Lists of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Administrator can choose payroll reference for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|---|
| Legislative Data Group | A Payroll Administrator can view costing of location for legislative data groups within their legislative data group security profile | Role: View Costing of Location Privilege: View Costing of Location (Data) Resource: Legislative Data Group |
| Location | A Payroll Administrator can choose location for all locations in the enterprise | Role: Payroll Administrator Privilege: Choose Location (Data) Resource: Location |
| Location | A Payroll Administrator can view costing of location for all locations in the enterprise | Role: View Costing of Location Privilege: View Costing of Location (Data) Resource: Location |
| Organization Payment Method | A Payroll Administrator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method Usage | A Payroll Administrator can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Payroll Action Context | A Payroll Administrator can manage payroll process results for legal employers in their organization security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Action Context |
| Payroll Action Context | A Payroll Administrator can view payroll process results for legal employers in their organization security profile | Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Action Context |
| Payroll Action Information | A Payroll Administrator can view payroll archive results for all payroll archive results | Role: View Payroll Archive Results Privilege: View Payroll Archive Results (Data) Resource: Payroll Action Information |
| Payroll Balance Category | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|---|
| Payroll Balance Classification | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Definition | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Dimension | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension Usage | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Exception | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception Report | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Feed | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Group | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |
| Payroll Balance Group Attribute | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| Payroll Balance Group Attribute Default | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Definition | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Inclusion | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Usage | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Result | A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Balance Result |
| Payroll Balance Result | A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Balance Result |
| Payroll Balance Type | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Batch Header | A Payroll Administrator can manage payroll batch loader for legislative data groups in their legislative data group security profile | Role: Payroll Batch Load Management Privilege: Manage Payroll Batch Loader (Data) Resource: Payroll Batch Header |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|--|
| Payroll Batch Header | A Payroll Administrator can view payroll batch loader for legislative data groups in their legislative data group security profile | Role: Payroll Batch Load Management Privilege: View Payroll Batch Loader (Data) Resource: Payroll Batch Header |
| Payroll Checklist | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Consolidation Group | A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Context Usage | A Payroll Administrator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Cost Allocation | A Payroll Administrator can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Allocation |
| Payroll Cost Classification | A Payroll Administrator can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Classification |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|---|
| Payroll Cost Information | A Payroll Administrator can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Information |
| Payroll Cost Result | A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Cost Result |
| Payroll Cost Result | A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Cost Result |
| Payroll Database Item Group | A Payroll Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Payroll Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Deduction Allow Override | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Autoindirect | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Payroll Deduction Calculation | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation Group | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Method | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Part | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Type | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Unit | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Card | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card |
| Payroll Deduction Card | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card |
| Payroll Deduction Card Component Definition | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Payroll Deduction Card Component Definition | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Level | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Level |
| Payroll Deduction Card Level | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Level |
| Payroll Deduction Component Flex | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Component Flex |
| Payroll Deduction Component Flex | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Component Flex |
| Payroll Deduction Context Usage | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Flex Segment | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Segment |
| Payroll Deduction Flex Segment | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Segment |
| Payroll Deduction Flex Usage | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Deduction Flex Usage |
| Payroll Deduction Flex Usage | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Usage |
| Payroll Deduction Override Usage | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Override Usage |
| Payroll Deduction Override Usage | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Override Usage |
| Payroll Deduction Range Item | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Report Use | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Type | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |
| Payroll Definition | A Payroll Administrator can choose payroll definition for payrolls in their payroll security profile | Role: Payroll Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Administrator can choose payroll for payrolls in their payroll security profile | Role: Use REST Service - Payroll List of Values Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Definition |
| Payroll Element Classification | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Criteria | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Link | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Run Result | A Payroll Administrator can view payroll element for legal employers in their organization security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |
| Payroll Element Status Processing Rule | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Subclassification Rule | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Type | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Event | A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|--|
| Payroll Event Definition | A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Group | A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Notification | A Payroll Administrator can manage payroll event action notification for people and assignments in their person and assignment security profile | Role: Manage Payroll Event Action Notification Privilege: Manage Payroll Event Action Notification (Data) Resource: Payroll Event Notification |
| Payroll Event Notification | A Payroll Administrator can view payroll event action notification for people and assignments in their person and assignment security profile | Role: Manage Payroll Event Action Notification Privilege: View Payroll Event Action Notification (Data) Resource: Payroll Event Notification |
| Payroll Event Notification | A Payroll Administrator can view payroll event action notification for people and assignments in their person and assignment security profile | Role: View Payroll Event Action Notification Privilege: View Payroll Event Action Notification (Data) Resource: Payroll Event Notification |
| Payroll Event Qualifier | A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Value Change | A Payroll Administrator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Flow Definition | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Flows Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Administrator can view payroll flow for payroll flow patterns in their payroll flow pattern security profile | Role: Use REST Service - Payroll Flow Pattern Lists of Values Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data | Role: Access Payroll Checklist Work Area |

| Business Object | Policy Description | Policy Store Implementation |
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| | group security profile and payroll flows in their payroll flow security profile | Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| Payroll Flow Definition Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data | Role: Access Payroll Accounting Distribution Work Area |

| Business Object | Policy Description | Policy Store Implementation |
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| | group security profile and payroll flows in their payroll flow security profile | Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------------|--|--|
| | | Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Instance | A Payroll Administrator can manage payroll dashboard for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can view payroll dashboard for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Dashboard Privilege: View Payroll Dashboard (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| Payroll Flow Instance | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative | Role: Access Payroll Calculation Work Area |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| | data group security profile and payroll flows in their payroll flow security profile | Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|--|---|
| Payroll Flow Task Action | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|---|
| | | Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Instance | A Payroll Administrator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|---|
| Payroll Flow Task Instance | A Payroll Administrator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Administrator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Frequency Rule | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Resource: Payroll Frequency Rule |
| Payroll Frequency Rule Period | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll High Volume Report Block | A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Block |
| Payroll High Volume Report Category | A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Category |
| Payroll High Volume Report Category Component | A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Category Component |
| Payroll High Volume Report Format Mapping | A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Format Mapping |
| Payroll High Volume Report Group | A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Group |
| Payroll High Volume Report Record | A Payroll Administrator can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Record |
| Payroll Iterative Rule | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Latest Balance | A Payroll Administrator can manage payroll person process results for payrolls in their | Role: Payroll Calculation, Validation, and Balancing Administration |

| Business Object | Policy Description | Policy Store Implementation |
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| | payroll security profile and legal employers in their organization security profile | Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Latest Balance |
| Payroll Latest Balance | A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Latest Balance |
| Payroll Object Group | A Payroll Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group Rule Type | A Payroll Administrator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Payment Cost Result | A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Payment Cost Result |
| Payroll Payment Cost Result | A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Payment Cost Result |
| Payroll Payment Result | A Payroll Administrator can manage payroll person process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Payment Result |
| Payroll Payment Result | A Payroll Administrator can manage process information group for people and assignments in their person and assignment security profile | Role: Manage Process Information Group Privilege: Manage Process Information Group (Data) Resource: Payroll Payment Result |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Payment Result | A Payroll Administrator can view person payroll process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Payment Result |
| Payroll Period | A Payroll Administrator can view payroll definition for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Personal Deduction Component Relationship | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Component Relationship |
| Payroll Personal Deduction Component Relationship | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Component Relationship |
| Payroll Personal Deduction Definition | A Payroll Administrator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Definition |
| Payroll Personal Deduction Definition | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Definition |
| Payroll Process Action | A Payroll Administrator can manage payroll event for people and assignments in their person and assignment security profile | Role: Manage Payroll Event Privilege: Manage Payroll Event (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Administrator can manage payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Process Action | A Payroll Administrator can manage payroll process results for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Payment Distribution Administration Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Administrator can view payroll event for people and assignments in their person and assignment security profile | Role: Manage Payroll Event Privilege: View Payroll Event (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Administrator can view payroll event for people and assignments in their person and assignment security profile | Role: View Payroll Event Privilege: View Payroll Event (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Administrator can view payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Administrator can view payroll process results for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Payment Distribution Administration Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action Message Line | A Payroll Administrator can manage payroll process results for payrolls in their payroll security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Message Line |
| Payroll Process Action Message Line | A Payroll Administrator can view payroll process results for people and assignments in person and assignment security profile | Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Message Line |
| Payroll Process Action Population Range | A Payroll Administrator can manage payroll process results for people and assignments in person and assignment security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Population Range |
| Payroll Process Action Population Range | A Payroll Administrator can view payroll process results for payrolls in their payroll security profile | Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Resource: Payroll Process Action Population Range |
| Payroll Processing Rule | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Relationship | A Payroll Administrator can access adjust individual payroll balance for people and assignments in their person and assignment security profile. | Role: Adjust Individual Payroll Balance Privilege: Access Adjust Individual Payroll Balance (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access calculate quickpay for people and assignments in their person and assignment security profile. | Role: Calculate QuickPay Privilege: Access Calculate QuickPay (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access calculation cards for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: Access Calculation Cards (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access costing for a person for people and assignments in their person and assignment security profile. | Role: Manage Costing for a Person Privilege: Access Costing for a Person (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access payroll payment results for people and assignments in their person and assignment security profile. | Role: Manage Payroll Payment Results Privilege: Access Payroll Payment Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Relationship | A Payroll Administrator can access personal process results for people and assignments in their person and assignment security profile. | Role: View Person Process Results Privilege: Access Personal Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access worker payslip for people and assignments in their person and assignment security profile. | Role: View Worker Payslip Privilege: Access Worker Payslip (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll absence entries for people and assignments in person and assignment security profile | Role: Manage Payroll Absence Entries Privilege: Manage Payroll Absence Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll dashboard for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Person Process Results (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| | statutory units in their organization security profile | Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Worker Payslip Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll personal calculation card for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Personal Calculation Card (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Adjust Individual Payroll Balance Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Costing for a Person Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll | Role: Manage Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| | statutory units in their organization security profile | |
| Payroll Relationship | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Payment Distribution Administration Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll retirement plans for people and assignments in their person and assignment security profile | Role: Manage Payroll Retirement Plans Privilege: Manage Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll third-party person payment method for people and assignments in their person and assignment security profile | Role: Manage Payroll Third-Party Person Payment Method Privilege: Manage Payroll Third-Party Person Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage payroll time entries for people and assignments in person and assignment security profile | Role: Manage Payroll Time Entries Privilege: Manage Payroll Time Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can manage retroactive payment recovery for people and assignments in their person and assignment security profile | Role: Manage Retroactive Payment Recovery Privilege: Manage Retroactive Payment Recovery (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll absence entries for people and assignments in person and assignment security profile | Role: View Payroll Absence Entries Privilege: View Payroll Absence Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll dashboard for legislative data groups in | Role: Access Payroll Dashboard |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| | their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Privilege: View Payroll Dashboard (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll personal calculation card for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: View Payroll Personal Calculation Card (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: View Person Process Results Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Adjust Individual Payroll Balance Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Costing for a Person Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| Payroll Relationship | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Payment Distribution Administration Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: Manage Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: View Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view payroll time entries for people and assignments in person and assignment security profile | Role: View Payroll Time Entries Privilege: View Payroll Time Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view person costing for people and assignments in their person and assignment security profile. | Role: Manage Costing for a Person Privilege: View Person Costing (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| Payroll Relationship | A Payroll Administrator can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Completeness Confirmation Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Worker Payslip Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view retroactive payment recovery for people and assignments in their person and assignment security profile | Role: Manage Retroactive Payment Recovery Privilege: View Retroactive Payment Recovery (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Administrator can view retroactive payment recovery for people and assignments in their person and assignment security profile | Role: View Retroactive Payment Recovery Privilege: View Retroactive Payment Recovery (Data) Resource: Payroll Relationship |
| Payroll Relationship Group | A Payroll Administrator can manage payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Relationship Group | A Payroll Administrator can view payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Retropay Component Usage | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| Payroll Retropay Element Span Usage | A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Rule | A Payroll Administrator can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Rule |
| Payroll Run Balance Validation | A Payroll Administrator can manage payroll person process results for legislative data groups in their legislative data group security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Run Balance Validation |
| Payroll Run Balance Validation | A Payroll Administrator can view person payroll process results for legislative data groups in their legislative data group security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Run Balance Validation |
| Payroll Run Type | A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type Classification Rule | A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Element Type Usage | A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Organization Method | A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| Payroll Run Type Usage | A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Statutory Unit | A Payroll Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Payroll Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Payroll Administrator can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Payroll Legal Organization Lists of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| | | Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| Payroll Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|--|
| | | Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Administrator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Taxability Rule | A Payroll Administrator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |
| Payroll Template Rule Group | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group Usage | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Solution | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution Classification Usage | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Template Solution Column Information | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Instance | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Design Pattern | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Entity Rule Usage | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Functional Area | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Pattern Entity Usage | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Rule Usage | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Selection | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Payroll Template Solution Row Instance | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Rule | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule Dependency | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Table Information | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Relation | A Payroll Administrator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Time Definition | A Payroll Administrator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Usage | A Payroll Administrator can manage payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage |
| Payroll Usage | A Payroll Administrator can view payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person | A Payroll Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Person View Privilege: Search Person Live (Data) Resource: Person |
| Person | A Payroll Administrator can view person for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person (Data) Resource: Person |
| Person Address | A Payroll Administrator can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) Resource: Person Address |
| Person Assignment | A Payroll Administrator can access costing for a person for people and assignments in their person and assignment security profile. | Role: Manage Costing for a Person Privilege: Access Costing for a Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| | | Privilege: Manage Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Person View Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can view assignment summary for persons and assignments in their person and assignment security profile | Role: Manage Payroll Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Administrator can view person costing for people and assignments in their person and assignment security profile. | Role: Manage Costing for a Person Privilege: View Person Costing (Data) Resource: Person Assignment |
| Person Contact | A Payroll Administrator can view person contact for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person Contact (Data) Resource: Person Contact |
| Person Detail | A Payroll Administrator can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|--|
| Person Detail | A Payroll Administrator can manage worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Administrator can manage worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Administrator can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail |
| Person Detail | A Payroll Administrator can view worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Administrator can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Administrator can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Read Only Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Administrator can view worker bank account for people and assignments in their person and assignment security profile | Role: View Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Disability | A Payroll Administrator can view person disability for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person Disability (Data) Resource: Person Disability |
| Person National Identifier | A Payroll Administrator can view person national identifier for persons and assignments in their person and assignment security profile | Role: View Person National Identifier Privilege: View Person National Identifier (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Resource: Person National Identifier |
| Personal Payment Method | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Administrator can manage payroll relationship for legislative data groups in their legislative data groups security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Administrator can manage personal payment method for legislative data groups in their legislative data group security profile | Role: View Worker Personal Payment Method Privilege: Manage Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Administrator can manage personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Administrator can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Administrator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Relationship (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| | | Resource: Personal Payment Method |
| Position | A Payroll Administrator can choose position for positions in their position security profile | Role: Payroll Administrator Privilege: Choose Position (Data) Resource: Position |
| Public Assignment | A Payroll Administrator can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Payroll Administrator can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Administrator can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Administrator can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Secured Payroll Element Type | A Payroll Administrator can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Administrator can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Administrator can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Tax Reporting Unit | A Payroll Administrator can choose tax reporting unit for tax reporting units in their organization security profile | Role: Payroll Administrator Privilege: Choose Tax Reporting Unit (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|---|
| | | Resource: Tax Reporting Unit |
| Tax Reporting Unit | A Payroll Administrator can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Payroll Legal Organization Lists of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Trading Community Organization Party | A Payroll Administrator can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Payroll Administrator can view trading community organization for all organizations in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Payroll Administrator can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Payroll Administrator can view trading community person for all people in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Relationship | A Payroll Administrator can view trading community relationship for all trading community relationships in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |

Payroll Interface Coordinator (Job Role)

Manages tasks that generate the personal payroll information required by third-party payroll providers.

Role Hierarchy

The Payroll Interface Coordinator job role directly and indirectly inherits these roles.

- Payroll Interface Coordinator
 - Access HCM Spreadsheet Data Loader Templates
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Load Data using HCM Spreadsheet Data Loader
 - Manage External Payroll Information
 - Payroll Interface
 - Access Payment Distribution Work Area
 - Access Payroll Administration Work Area
 - Access Payroll Calculation Work Area
 - Access Payroll Checklist Work Area
 - Access Payroll Flow Submission
 - Submit a Payroll Flow
 - Submit a Payroll Process or Report
 - Use REST Service - Legislative Data Groups List of Values
 - Use REST Service - Payroll Flow Pattern Lists of Values
 - Choose Payroll Report and Process Parameter
 - Employee Bank Account Management
 - Manage Payroll Calculation Cards
 - Manage Payroll Element Entry
 - Manage Payroll Interface Inbound Records
 - Manage Payroll Relationship
 - Manage Payroll Retirement Plans
 - Manage Payroll Third-Party Person Payment Method
 - Manage Worker Personal Payment Method
 - Payroll Batch Load Management
 - Payroll Common HCM Implementation
 - Employee Bank Account Management
 - Manage Fast Formula
 - Manage HCM Rates
 - Manage Payroll Element Entry
 - Manage Value Defined by Criteria
 - View Payroll Absence Entries
 - View Payroll Archive Results
 - View Payroll Retirement Plans
 - View Payroll Time Entries

- View Person Process Results
- View Worker Personal Payment Method
- o Payroll Interface Transaction Analysis
- o Search Payroll Person
- o Trading Community Data Security Policies for HCM
- o Use REST Service - Guided Journey Responses
- o Use REST Service - Guided Journeys Read Only
- o Use REST Service - Worker Bank Accounts
- o Use REST Service - Worker Bank Accounts Read Only
- o View Payroll Integration Delivery Exceptions
- o View Person Address Data Only

Duties

This table lists the duties assigned directly and indirectly to the Payroll Interface Coordinator job role.

| Duty Role | Description |
|--|---|
| Access Payroll Flow Submission | Allows users to submit payroll flows. This duty role consolidates the Submit a Payroll Flow and Submit a Payroll Process or Report aggregate privileges into a single role. |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| FSCM Load Interface Administration | Manages load interface file for import |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. |
| Payroll Interface Transaction Analysis | Analyzes payroll interface transactional information. |
| Trading Community Data Security Policies for HCM | Contains data security policies that allow HCM roles to access Trading Community organizations, people and relationships |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. |

| Duty Role | Description |
|---|--|
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. |
| View Person Address Data Only | Grants access to persons to view address data. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Payroll Interface Coordinator job role.

| Aggregate Privilege | Description |
|--|--|
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Access Payment Distribution Work Area | Accesses the Payment Distribution work area to manage and track the distribution of payments in payment process flows. |
| Access Payroll Administration Work Area | Accesses the Payroll Administration work area to manage payroll setup and general payroll administration. |
| Access Payroll Calculation Work Area | Accesses the Payroll Calculation work area to manage all aspects of calculating and verifying payroll for a group of persons or an individual. |
| Access Payroll Checklist Work Area | Accesses the Payroll Checklist work area to monitor, track, and update the tasks for each instance of the payroll flows. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Choose Payroll Report and Process Parameter | Secures access to the parameter values when submitting a payroll process or report. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Manage External Payroll Information | Allows configuration of payroll data maintained in external payroll system for employees in a payroll co-ordinator flow |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage HCM Rates | Manages derived rates and values defined by criteria. |
| Manage Payroll Calculation Cards | Manages personal information on calculation cards. |

| Aggregate Privilege | Description |
|---|---|
| | |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage Payroll Interface Inbound Records | Manage the payroll interface inbound records from third-party payroll providers. |
| Manage Payroll Relationship | Manages workers' assigned payrolls and other details associated with their payroll relationships. |
| Manage Payroll Retirement Plans | Allows users to manage employees retirement and pension plans. |
| Manage Payroll Third-Party Person Payment Method | null |
| Manage Value Defined by Criteria | Manages values defined by criteria. |
| Manage Worker Personal Payment Method | Allows the user to manage worker's personal payment methods. |
| Search Payroll Person | Grants access to search for a person in the payroll work areas. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Legislative Data Groups List of Values | Allows the user to call the GET method associated with the Legislative Data Groups LOV REST Service. |
| Use REST Service - Payroll Flow Pattern Lists of Values | Allows users to call the GET method associated with the Payroll Flow Pattern list of values REST Services. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |
| View Payroll Absence Entries | Allows user to view the payroll absence entries via the Manage Calculation Entries UI. |
| View Payroll Archive Results | Allows viewing of the payroll archive results. |

| Aggregate Privilege | Description |
|--|---|
| View Payroll Integration Delivery Exceptions | Allows viewing of payroll integration delivery exceptions. |
| View Payroll Retirement Plans | Allows users to view employees retirement and pension plans. |
| View Payroll Time Entries | Allows user to view the payroll time entries via the Manage Calculation Entries UI. |
| View Person Process Results | Allows viewing of the results of payroll processes for a person, such as payroll run, and payments. |
| View Worker Personal Payment Method | Allows the user to view workers personal payment methods. |

Privileges

This table lists privileges granted to duties of the Payroll Interface Coordinator job role.

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|---|---------------------------------------|
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Manage Payroll Batch Upload |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Purge HCM Batch |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Transfer Payroll Batch |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | View HCM Import and Load Results |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage HCM User-Defined Table |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Exception |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group Usage |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Consolidation Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Element Classification |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|--|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Event Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Object Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Run Type |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third Parties |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Time Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Account |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Branch |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Payroll Payment Type |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Archive Periodic Payroll Results |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Calculate Gross Earnings |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Load Payroll Absence Batches |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Load Payroll Benefit Batches |

| Granted Role | Granted Role Description | Privilege |
|-------------------|--|---|
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Load Payroll Time Card Batches |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Manage Application Common Lookup |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Manage Application Extensible Flexfield |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Manage Payroll Calculation Entries |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Element Register Report |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Global Payroll Interface Report |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Payroll Data Validation Report |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Payroll Interface Report for ADP PayForce |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Payroll Interface for NGA |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Payroll Run Result Report |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | View Employee Level Messages |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | View Payroll Messages |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | View Payroll Process Results |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | View Payroll Run Results |
| Payroll Interface Coordinator | Manages tasks that generate the personal payroll information required by third-party payroll providers. | Access HCM Common Components |
| Payroll Interface Coordinator | Manages tasks that generate the personal payroll information required by third-party payroll providers. | Access Pay |
| Payroll Interface Coordinator | Manages tasks that generate the personal payroll information required by third-party payroll providers. | Calculate HCM Rates |
| Payroll Interface Coordinator | Manages tasks that generate the personal payroll information required by third-party payroll providers. | Enable worker searches using effective dates |
| Payroll Interface Coordinator | Manages tasks that generate the personal payroll information required by third-party payroll providers. | Enable worker searches using termination date |
| Payroll Interface Coordinator | Manages tasks that generate the personal payroll information required by third-party payroll providers. | Load External Payroll Information from Spreadsheet |
| Payroll Interface Coordinator | Manages tasks that generate the personal payroll information required by third-party payroll providers. | Manage Data Exchange Work Area |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage External Payee Payment Details |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Payment Instrument Assignment |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Third Party Bank Account |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account Assignment |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Payroll Interface Coordinator job role.

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|---|
| Assignment Grade | A Payroll Interface Coordinator can choose assignment grade for all grades in the enterprise | Role: Payroll Interface Coordinator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Interface Coordinator can report assignment grade for grades in their grade security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Department | A Payroll Interface Coordinator can choose department for departments in their organization security profile | Role: Payroll Interface Coordinator Privilege: Choose Department (Data) Resource: Department |
| Department | A Payroll Interface Coordinator can report department for departments in their organization security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Department (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|---|
| | | Resource: Department |
| Fast Formula | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Fast Formula |
| Fast Formula | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| Fast Formula Global | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Payroll Interface Coordinator can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Payroll Interface Coordinator can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|---|--|
| | | Resource: Guided Journey Response |
| HCM Rate | A Payroll Interface Coordinator can manage hcm rate for legislative data groups in their legislative data group security profile | Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate |
| HCM Spreadsheet Loader Data Set | A Payroll Interface Coordinator can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Payroll Interface Coordinator can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Payroll Interface Coordinator can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM User-Defined Table | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table User Column | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column Instance | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Row | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HR Job | A Payroll Interface Coordinator can choose hr job for all jobs in the enterprise | Role: Payroll Interface Coordinator Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Interface Coordinator can report hr job for jobs in their job security profile | Role: Payroll Interface Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Journey | A Payroll Interface Coordinator can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legislative Data Group | A Payroll Interface Coordinator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Coordinator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| Legislative Data Group | A Payroll Interface Coordinator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Legislative Data Groups List of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Interface Coordinator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Flow Pattern Lists of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Location | A Payroll Interface Coordinator can choose location for all locations in the enterprise | Role: Payroll Interface Coordinator Privilege: Choose Location (Data) Resource: Location |
| Location | A Payroll Interface Coordinator can report location for locations in their location security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Organization Payment Method | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Payroll Interface Coordinator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method Usage | A Payroll Interface Coordinator can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Payroll Action Context | A Payroll Interface Coordinator can manage payroll process results for legal employers in their organization security profile | Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Action Context |
| Payroll Action Context | A Payroll Interface Coordinator can view payroll process results for legal employers in their organization security profile | Role: Payroll Interface Privilege: View Payroll Process Results (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| | | Resource: Payroll Action Context |
| Payroll Action Information | A Payroll Interface Coordinator can view payroll archive results for all payroll archive results | Role: View Payroll Archive Results Privilege: View Payroll Archive Results (Data) Resource: Payroll Action Information |
| Payroll Balance Category | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Classification | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Definition | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Dimension | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Balance Dimension | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension Usage | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Exception | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception Report | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Feed | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Balance Feed |
| Payroll Balance Group | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |
| Payroll Balance Group Attribute | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute Default | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Definition | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| | | Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Inclusion | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Usage | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage Item | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item |
| Payroll Balance Result | A Payroll Interface Coordinator can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Balance Result |
| Payroll Balance Result | A Payroll Interface Coordinator can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Balance Result |
| Payroll Balance Type | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|---|
| | | Resource: Payroll Balance Type |
| Payroll Balance Type | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Batch Header | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Batch Header |
| Payroll Batch Header | A Payroll Interface Coordinator can manage payroll batch loader for legislative data groups in their legislative data group security profile | Role: Payroll Batch Load Management Privilege: Manage Payroll Batch Loader (Data) Resource: Payroll Batch Header |
| Payroll Batch Header | A Payroll Interface Coordinator can view payroll batch loader for legislative data groups in their legislative data group security profile | Role: Payroll Batch Load Management Privilege: View Payroll Batch Loader (Data) Resource: Payroll Batch Header |
| Payroll Checklist | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Checklist | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Checklist Annotation | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Consolidation Group | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Payroll Interface Coordinator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Consolidation Group | A Payroll Interface Coordinator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Context Usage | A Payroll Interface Coordinator can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Payroll Interface Coordinator can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Database Item Group | A Payroll Interface Coordinator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Payroll Interface Coordinator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Deduction Allow Override | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Autoindirect | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Calculation | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation Group | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Method | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Part | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Payroll Deduction Calculation Type | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Unit | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Card | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card |
| Payroll Deduction Card | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card |
| Payroll Deduction Card Component Definition | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Component Definition | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Level | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Level |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| Payroll Deduction Card Level | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Level |
| Payroll Deduction Component Flex | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Component Flex |
| Payroll Deduction Component Flex | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Component Flex |
| Payroll Deduction Context Usage | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Flex Segment | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Segment |
| Payroll Deduction Flex Segment | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Segment |
| Payroll Deduction Flex Usage | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Usage |
| Payroll Deduction Flex Usage | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Usage |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Deduction Override Usage | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Override Usage |
| Payroll Deduction Override Usage | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Override Usage |
| Payroll Deduction Range Item | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Range Item | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Report Use | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Type | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |
| Payroll Definition | A Payroll Interface Coordinator can choose payroll definition for payrolls in their payroll security profile | Role: Payroll Interface Coordinator Privilege: Choose Payroll (Data) Resource: Payroll Definition |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|---|
| Payroll Definition | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Interface Coordinator can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Interface Coordinator can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Interface Coordinator can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Classification | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Criteria | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Link | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Element Link |
| Payroll Element Link | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Run Result | A Payroll Interface Coordinator can view payroll element for legal employers in their organization security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |
| Payroll Element Status Processing Rule | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Subclassification Rule | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Type | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Event | A Payroll Interface Coordinator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Payroll Interface Coordinator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event Definition | A Payroll Interface Coordinator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Payroll Interface Coordinator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Group | A Payroll Interface Coordinator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Payroll Interface Coordinator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Qualifier | A Payroll Interface Coordinator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Payroll Interface Coordinator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Value Change | A Payroll Interface Coordinator can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Event Value Change | A Payroll Interface Coordinator can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Flow Definition | A Payroll Interface Coordinator can choose payroll flow definition for payroll flow patterns in their payroll flow pattern security profile | Role: Payroll Interface Coordinator Privilege: Choose Payroll Flow Pattern Data OBSOLETE Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Interface Coordinator can view payroll flow for payroll flow patterns in their payroll flow pattern security profile | Role: Use REST Service - Payroll Flow Pattern Lists of Values Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task Interaction | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task Property | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Instance | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Instance | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance Interaction | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Instance Interaction | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Task Action | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Task Action | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Instance | A Payroll Interface Coordinator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Interface Coordinator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Interface Coordinator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Interface Coordinator can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Interface Coordinator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Interface Coordinator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Interface Coordinator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Task Instance | A Payroll Interface Coordinator can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Frequency Rule | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule Period | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll High Volume Report Category | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll High Volume Report Category |
| Payroll Integration Delivery Exceptions | A Payroll Interface Coordinator can view payroll integration delivery exceptions for payrolls in their payroll security profile | Role: View Payroll Integration Delivery Exceptions Privilege: View Payroll Integration Delivery Exceptions (Data) Resource: Payroll Integration Delivery Exceptions |
| Payroll Interface Inbound Record | A Payroll Interface Coordinator can manage payroll interface inbound record for people and assignments in person and assignment security profile | Role: Manage Payroll Interface Inbound Records Privilege: Manage Payroll Interface Inbound Record (Data) Resource: Payroll Interface Inbound Record |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Interface Inbound Record | A Payroll Interface Coordinator can report payroll interface inbound record for people and assignments in inbound and assignment security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Payroll Interface Inbound Record (Data) Resource: Payroll Interface Inbound Record |
| Payroll Iterative Rule | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Latest Balance | A Payroll Interface Coordinator can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Latest Balance |
| Payroll Latest Balance | A Payroll Interface Coordinator can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Latest Balance |
| Payroll Object Group | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Interface Coordinator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Interface Coordinator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Object Group | A Payroll Interface Coordinator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Interface Coordinator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group Rule Type | A Payroll Interface Coordinator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Interface Coordinator can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Interface Coordinator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Interface Coordinator can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Period | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Interface Coordinator can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Interface Coordinator can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Period |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Payroll Period | A Payroll Interface Coordinator can view payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Personal Deduction Component Relationship | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Component Relationship |
| Payroll Personal Deduction Component Relationship | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Component Relationship |
| Payroll Personal Deduction Definition | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Definition |
| Payroll Personal Deduction Definition | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Definition |
| Payroll Process Action | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Interface Coordinator can manage payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Interface Coordinator can view payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|--|
| Payroll Process Action Message Line | A Payroll Interface Coordinator can manage payroll process results for payrolls in their payroll security profile | Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Message Line |
| Payroll Process Action Message Line | A Payroll Interface Coordinator can view payroll process results for people and assignments in person and assignment security profile | Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Message Line |
| Payroll Process Action Population Range | A Payroll Interface Coordinator can manage payroll process results for people and assignments in person and assignment security profile | Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Population Range |
| Payroll Process Action Population Range | A Payroll Interface Coordinator can view payroll process results for payrolls in their payroll security profile | Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Population Range |
| Payroll Processing Rule | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Relationship | A Payroll Interface Coordinator can access calculation cards for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: Access Calculation Cards (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|---|
| Payroll Relationship | A Payroll Interface Coordinator can access personal process results for people and assignments in their person and assignment security profile. | Role: View Person Process Results Privilege: Access Personal Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can manage payroll personal calculation card for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Personal Calculation Card (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| Payroll Relationship | A Payroll Interface Coordinator can manage payroll retirement plans for people and assignments in their person and assignment security profile | Role: Manage Payroll Retirement Plans Privilege: Manage Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can manage payroll third-party person payment method for people and assignments in their person and assignment security profile | Role: Manage Payroll Third-Party Person Payment Method Privilege: Manage Payroll Third-Party Person Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view payroll absence entries for people and assignments in person and assignment security profile | Role: View Payroll Absence Entries Privilege: View Payroll Absence Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view payroll personal calculation card for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: View Payroll Personal Calculation Card (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: View Person Process Results Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|---|
| Payroll Relationship | A Payroll Interface Coordinator can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: Manage Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: View Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view payroll time entries for people and assignments in person and assignment security profile | Role: View Payroll Time Entries Privilege: View Payroll Time Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Interface Coordinator can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship Group | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Relationship Group |
| Payroll Relationship Group | A Payroll Interface Coordinator can manage payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Relationship Group | A Payroll Interface Coordinator can view payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------------------|---|--|
| Payroll Retropay Component Usage | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Definition | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Retropay Definition |
| Payroll Retropay Element Span Usage | A Payroll Interface Coordinator can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Payroll Interface Coordinator can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Run Balance Validation | A Payroll Interface Coordinator can manage payroll person process results for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Run Balance Validation |
| Payroll Run Balance Validation | A Payroll Interface Coordinator can view person payroll process results for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Run Balance Validation |
| Payroll Run Type | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Run Type |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|--|
| Payroll Run Type | A Payroll Interface Coordinator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Interface Coordinator can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Interface Coordinator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type Classification Rule | A Payroll Interface Coordinator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Payroll Interface Coordinator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Element Type Usage | A Payroll Interface Coordinator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Payroll Interface Coordinator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Organization Method | A Payroll Interface Coordinator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Payroll Interface Coordinator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|---|
| Payroll Run Type Usage | A Payroll Interface Coordinator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Payroll Interface Coordinator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Statutory Unit | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Payroll Interface Coordinator can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Payroll Interface Coordinator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| | | Resource: Payroll Task |
| Payroll Task | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Interface Coordinator can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| | | Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Interface Coordinator can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Taxability Rule | A Payroll Interface Coordinator can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Payroll Interface Coordinator can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |
| Payroll Template Rule Group | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group Usage | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Solution | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Template Solution |
| Payroll Template Solution | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| Payroll Template Solution Classification Usage | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Column Information | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Instance | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Design Pattern | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Entity Rule Usage | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Functional Area | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Pattern Entity Usage | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Rule Usage | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Payroll Template Solution Pattern Selection | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Row Instance | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Rule | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule Dependency | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Table Information | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Relation | A Payroll Interface Coordinator can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Time Definition | A Payroll Interface Coordinator can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Payroll Interface Coordinator can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|---|---|
| Payroll Time Period Type | A Payroll Interface Coordinator can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Time Period Type |
| Payroll Usage | A Payroll Interface Coordinator can manage payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage |
| Payroll Usage | A Payroll Interface Coordinator can view payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage |
| Person | A Payroll Interface Coordinator can report person for persons and assignments in their person and assignment security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Interface Coordinator can search person live for persons and assignments in their person and assignment security profile | Role: Search Payroll Person Privilege: Search Person Live (Data) Resource: Person |
| Person Address | A Payroll Interface Coordinator can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) Resource: Person Address |
| Person Assignment | A Payroll Interface Coordinator can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Payroll Interface Coordinator can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can report payroll relationship for persons and assignments in their person and assignment security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can report person for persons and assignments in their person and assignment security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can view assignment summary for persons and assignments in their person and assignment security profile | Role: Manage Payroll Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Interface Coordinator can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Person Assignment |
| Person Detail | A Payroll Interface Coordinator can manage external payroll information for persons and | Role: Manage External Payroll Information |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| | assignments in their person and assignment security profile | Privilege: Manage External Payroll Information (Data) Resource: Person Detail |
| Person Detail | A Payroll Interface Coordinator can manage worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Interface Coordinator can manage worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Interface Coordinator can view worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Interface Coordinator can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Interface Coordinator can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Read Only Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Interface Coordinator can view worker bank account for people and assignments in their person and assignment security profile | Role: View Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Personal Payment Method | A Payroll Interface Coordinator can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Interface Coordinator can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|---|
| | | Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Interface Coordinator can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Interface Coordinator can manage payroll relationship for legislative data groups in their legislative data groups security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Interface Coordinator can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Interface Coordinator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Interface Coordinator can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Position | A Payroll Interface Coordinator can choose position for positions in their position security profile | Role: Payroll Interface Coordinator Privilege: Choose Position (Data) Resource: Position |
| Position | A Payroll Interface Coordinator can report position for positions in their position security profile | Role: Payroll Interface Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Assignment | A Payroll Interface Coordinator can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|--|---|
| Public Person | A Payroll Interface Coordinator can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Interface Coordinator can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Secured Payroll Element Type | A Payroll Interface Coordinator can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Interface Coordinator can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Interface Coordinator can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Interface Coordinator can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Tax Reporting Unit | A Payroll Interface Coordinator can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Tax Reporting Unit |
| Tax Reporting Unit | A Payroll Interface Coordinator can choose tax reporting unit for tax reporting units in their organization security profile | Role: Payroll Interface Coordinator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Trading Community Organization Party | A Payroll Interface Coordinator can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|---|
| | | Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Payroll Interface Coordinator can view trading community organization for all organizations in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Payroll Interface Coordinator can view trading community organization party for all organizations in the enterprise | Role: Payroll Interface Coordinator Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Payroll Interface Coordinator can view trading community party for all people in the enterprise | Role: Payroll Interface Coordinator Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Payroll Interface Coordinator can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Payroll Interface Coordinator can view trading community person for all people in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Relationship | A Payroll Interface Coordinator can view trading community relationship for all trading community relationships in the enterprise | Role: Payroll Interface Coordinator Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | A Payroll Interface Coordinator can view trading community relationship for all trading community relationships in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--------------------|-----------------------------|
| | | |

Payroll Manager (Job Role)

Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results.

Role Hierarchy

The Payroll Manager job role directly and indirectly inherits these roles.

- Payroll Manager
 - Access HCM Spreadsheet Data Loader Templates
 - Access Payment Distribution Work Area
 - Access Payroll Accounting Distribution Work Area
 - Access Payroll Administration Work Area
 - Access Payroll Calculation Work Area
 - Access Payroll Checklist Work Area
 - Access Payroll Dashboard
 - Access Payroll Flow Submission
 - Submit a Payroll Flow
 - Submit a Payroll Process or Report
 - Use REST Service - Legislative Data Groups List of Values
 - Use REST Service - Payroll Flow Pattern Lists of Values
 - Access Payroll Flows
 - Use REST Service - Legislative Data Groups List of Values
 - Use REST Service - Payroll Flow Pattern Lists of Values
 - Use REST Service - Payroll List of Values
 - Use REST Service - Workers List of Values
 - View Person Process Results
 - Access Person Spotlight Advanced Search
 - Access Person Gallery
 - Use REST Service - Worker Searches V2
 - Access Regulatory and Tax Reporting Work Area
 - Adjust Individual Payroll Balance
 - Choose Payroll Report and Process Parameter

- Employee Bank Account Management
- HCM Extract Definition
- Legal Entities Administration
 - Functional Setups
- Load Data using HCM Spreadsheet Data Loader
- Manage Costing for a Person
- Manage HR Document Type
- Manage Payroll Absence Entries
- Manage Payroll Calculation Cards
- Manage Payroll Element Entry
- Manage Payroll Event
- Manage Payroll Event Action Notification
- Manage Payroll Relationship
- Manage Payroll Report Extract
- Manage Payroll Retirement Plans
- Manage Payroll Third-Party Person Payment Method
- Manage Payroll Time Entries
- Manage Process Information Group
- Manage Retroactive Payment Recovery
- Manage Worker Personal Payment Method
- Payroll Administrator
 - Access HCM Spreadsheet Data Loader Templates
 - Access Payment Distribution Work Area
 - Access Payroll Accounting Distribution Work Area
 - Access Payroll Administration Work Area
 - Access Payroll Calculation Work Area
 - Access Payroll Checklist Work Area
 - Access Payroll Dashboard
 - Access Payroll Flow Submission
 - Submit a Payroll Flow
 - Submit a Payroll Process or Report
 - Use REST Service - Legislative Data Groups List of Values
 - Use REST Service - Payroll Flow Pattern Lists of Values
 - Access Payroll Flows
 - Use REST Service - Legislative Data Groups List of Values
 - Use REST Service - Payroll Flow Pattern Lists of Values
 - Use REST Service - Payroll List of Values
 - Use REST Service - Workers List of Values
 - View Person Process Results

- Access Person Spotlight Advanced Search
 - o Access Person Gallery
 - o Use REST Service - Worker Searches V2
- Access Regulatory and Tax Reporting Work Area
- Adjust Individual Payroll Balance
- Employee Bank Account Management
- Load Data using HCM Spreadsheet Data Loader
- Manage Costing for a Person
- Manage Payroll Absence Entries
- Manage Payroll Calculation Cards
- Manage Payroll Element Entry
- Manage Payroll Event
- Manage Payroll Event Action Notification
- Manage Payroll Relationship
- Manage Payroll Retirement Plans
- Manage Payroll Third-Party Person Payment Method
- Manage Payroll Time Entries
- Manage Process Information Group
- Manage Retroactive Payment Recovery
- Manage Worker Personal Payment Method
- Payroll Batch Load Management
- Payroll Calculation, Validation, and Balancing Administration
 - o Adjust Individual Payroll Balance
 - o Calculate QuickPay
 - o Manage Payroll Relationship
- Payroll Completeness Confirmation
 - o Person View
 - o View Person Process Results
- Payroll Distribution Calculation Administration
 - o Manage Payroll Payment Results
 - o Manage Payroll Relationship
- Payroll Implementation View
 - o Manage Fast Formula
 - o View Costing of Location
- Payroll Payment Distribution Administration
 - o View Payroll Archive Results
- Search Payroll Person
- Trading Community Data Security Policies for HCM
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - Legislative Data Groups List of Values
- Use REST Service - Nudge Cards

- Use REST Service - Payroll Flow Pattern Lists of Values
- Use REST Service - Payroll Legal Organization Lists of Values
- Use REST Service - Payroll List of Values
- Use REST Service - Payroll Reference Data Lists of Values
- Use REST Service - Worker Bank Accounts
- Use REST Service - Worker Bank Accounts Read Only
- View Payroll Absence Entries
- View Payroll Event
- View Payroll Event Action Notification
- View Payroll Report Extract
- View Payroll Retirement Plans
- View Payroll Time Entries
- View Person Address Data Only
- View Person National Identifier
- View Retroactive Payment Recovery
- View Worker Payslip
- View Worker Personal Payment Method
- o Payroll Analysis
 - Business Intelligence Authoring
 - Employee Data Security
 - Human Resources Analysis Currency Preference
 - Legislative Data Group Data Security
 - Payroll Data Security
- o Payroll Balances Transaction Analysis
- o Payroll Batch Load Management
- o Payroll Calculation Cards Transaction Analysis
- o Payroll Calculation, Validation, and Balancing Administration
 - Adjust Individual Payroll Balance
 - Calculate QuickPay
 - Manage Payroll Relationship
- o Payroll Calculation, Validation, and Balancing Management
- o Payroll Completeness Confirmation
 - Person View
 - View Person Process Results
- o Payroll Costing Setup Details Transaction Analysis
- o Payroll Distribution Calculation Administration
 - Manage Payroll Payment Results
 - Manage Payroll Relationship
- o Payroll Distribution Calculation Management
 - Person View
- o Payroll Element Entries Transaction Analysis
- o Payroll Flows Transaction Analysis
- o Payroll Implementation

- Employee Bank Account Management
- Functional Setups
- Manage Costing of Location
- Manage Fast Formula
- Manage HCM Rates
- Manage Payment Method Preferences
- Manage Payroll Element Entry
- Manage Value Defined by Criteria
- Payroll Common HCM Implementation
 - o Employee Bank Account Management
 - o Manage Fast Formula
 - o Manage HCM Rates
 - o Manage Payroll Element Entry
 - o Manage Value Defined by Criteria
- o Payroll Interface
 - Access Payment Distribution Work Area
 - Access Payroll Administration Work Area
 - Access Payroll Calculation Work Area
 - Access Payroll Checklist Work Area
 - Access Payroll Flow Submission
 - o Submit a Payroll Flow
 - o Submit a Payroll Process or Report
 - o Use REST Service - Legislative Data Groups List of Values
 - o Use REST Service - Payroll Flow Pattern Lists of Values
 - Choose Payroll Report and Process Parameter
 - Employee Bank Account Management
 - Manage Payroll Calculation Cards
 - Manage Payroll Element Entry
 - Manage Payroll Interface Inbound Records
 - Manage Payroll Relationship
 - Manage Payroll Retirement Plans
 - Manage Payroll Third-Party Person Payment Method
 - Manage Worker Personal Payment Method
 - Payroll Batch Load Management
 - Payroll Common HCM Implementation
 - o Employee Bank Account Management
 - o Manage Fast Formula
 - o Manage HCM Rates
 - o Manage Payroll Element Entry
 - o Manage Value Defined by Criteria
 - View Payroll Absence Entries
 - View Payroll Archive Results

- View Payroll Retirement Plans
- View Payroll Time Entries
- View Person Process Results
- View Worker Personal Payment Method
- o Payroll Payment Distribution Administration
 - View Payroll Archive Results
- o Payroll Payment Distribution Management
 - Person View
 - View Worker Payslip
- o Payroll Payments Costing Transaction Analysis
- o Payroll Payments Distribution Transaction Analysis
- o Payroll Personal Payment Methods Transaction Analysis
- o Payroll Rate Calculation Results Transaction Analysis
- o Payroll Retroactive Pay Transaction Analysis
- o Payroll Run Costing Transaction Analysis
- o Payroll Run Results Transaction Analysis
- o Payroll Transaction Analysis
 - Business Intelligence Authoring
- o Payroll User-Defined Tables Transaction Analysis
- o Search Payroll Person
- o Subledger Accounting Manager
 - Business Intelligence Consumer
 - Customer Account Inquiry
- o Trading Community Data Security Policies for HCM
- o Use REST Service - Guided Journey Responses
- o Use REST Service - Guided Journeys Read Only
- o Use REST Service - Legislative Data Groups List of Values
- o Use REST Service - Nudge Cards
- o Use REST Service - Payroll Flow Pattern Lists of Values
- o Use REST Service - Payroll Legal Organization Lists of Values
- o Use REST Service - Payroll List of Values
- o Use REST Service - Payroll Reference Data Lists of Values
- o Use REST Service - Worker Bank Accounts
- o Use REST Service - Worker Bank Accounts Read Only
- o View Payroll Absence Entries
- o View Payroll Event
- o View Payroll Event Action Notification
- o View Payroll Retirement Plans
- o View Payroll Time Entries

- View Person Address Data Only
- View Person National Identifier
- View Retroactive Payment Recovery
- View Worker Payslip
- View Worker Personal Payment Method

Duties

This table lists the duties assigned directly and indirectly to the Payroll Manager job role.

| Duty Role | Description |
|--|--|
| Access Payroll Flow Submission | Allows users to submit payroll flows. This duty role consolidates the Submit a Payroll Flow and Submit a Payroll Process or Report aggregate privileges into a single role. |
| Access Payroll Flows | Allows users to access Payroll Flows. |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. |
| Business Intelligence Applications Analysis | Business Intelligence Applications Analysis Generic Duty |
| Business Intelligence Authoring | An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. |
| Business Intelligence Consumer | A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area. |
| Customer Account Inquiry | View customer account details. |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. |
| Employee Data Security | This role is used for Employee dimension data security in the data warehouse |
| FSCM Load Interface Administration | Manages load interface file for import |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |
| HCM Extract Definition | Grants access to the extract definition duty. |
| Human Resources Analysis Currency Preference | This role is used get the supported currencies in Human Resources Analysis module. |

| Duty Role | Description |
|---|--|
| | |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. |
| Legislative Data Group Data Security | This role is used for Legislative Data Group data security in the data warehouse |
| Payroll Analysis | This duty role is used for analyzing payroll trends including earnings, deductions and taxes; it also allows provides visibility to employee payroll details |
| Payroll Balances Transaction Analysis | Analyzes payroll balances data. |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. |
| Payroll Calculation Cards Transaction Analysis | Analyzes payroll calculation cards data. |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. |
| Payroll Completeness Confirmation | Verifies the payroll process results and person process results. |
| Payroll Costing Setup Details Transaction Analysis | Analyzes payroll costing setup details. |
| Payroll Data Security | This role is used for Payroll data security in the data warehouse |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. |
| Payroll Distribution Calculation Management | Manages payroll distribution of prepayments and costing. |
| Payroll Element Entries Transaction Analysis | Analyzes payroll element entries data. |
| Payroll Flows Transaction Analysis | Analyzes payroll flows data. |
| Payroll Implementation | Manages complete payroll setup and maintenance. |
| Payroll Implementation View | Views complete payroll setup. |

| Duty Role | Description |
|---|--|
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. |
| Payroll Payment Distribution Management | Manages payroll payment distribution. |
| Payroll Payments Costing Transaction Analysis | Analyzes payments costing data. |
| Payroll Payments Distribution Transaction Analysis | Analyzes payroll payments distribution data. |
| Payroll Personal Payment Methods Transaction Analysis | Analyzes payroll personal payment methods data. |
| Payroll Rate Calculation Results Transaction Analysis | Analyses payroll rate calculation results data. |
| Payroll Retroactive Pay Transaction Analysis | Analyzes payroll retroactive pay data. |
| Payroll Run Costing Transaction Analysis | Analyzes payroll run costing data. |
| Payroll Run Results Transaction Analysis | Analyzes payroll run results data. |
| Payroll Transaction Analysis | Analyzes Payroll transactional information |
| Payroll User-Defined Tables Transaction Analysis | Analyzes payroll user-defined tables data. |
| Person View | Searches and views person related information. |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. |
| Trading Community Data Security Policies for HCM | Contains data security policies that allow HCM roles to access Trading Community organizations, people and relationships |
| Transactional Analysis | This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. |

| Duty Role | Description |
|---|---|
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View Person Address Data Only | Grants access to persons to view address data. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Payroll Manager job role.

| Aggregate Privilege | Description |
|--|--|
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Access Payment Distribution Work Area | Accesses the Payment Distribution work area to manage and track the distribution of payments in payment process flows. |
| Access Payroll Accounting Distribution Work Area | Accesses the Accounting Distribution work area to manage journal entries for ledgers and costing information related to labor costs, transfer costing results to General Ledger, and define costing setup. |
| Access Payroll Administration Work Area | Accesses the Payroll Administration work area to manage payroll setup and general payroll administration. |
| Access Payroll Calculation Work Area | Accesses the Payroll Calculation work area to manage all aspects of calculating and verifying payroll for a group of persons or an individual. |
| Access Payroll Checklist Work Area | Accesses the Payroll Checklist work area to monitor, track, and update the tasks for each instance of the payroll flows. |
| Access Payroll Dashboard | Accesses the Payroll Dashboard to view a high level overview of all the payroll business processes and take any appropriate actions. |
| Access Person Gallery | Searches worker deferred data and views the portrait page. |
| Access Regulatory and Tax Reporting Work Area | Accesses the Regulatory and Tax Reporting work area to submit and view legislative processes and reports for specific countries or territories.. |
| Adjust Individual Payroll Balance | Manages the adjustment of individual balances. |

| Aggregate Privilege | Description |
|--|---|
| Calculate QuickPay | Calculate payroll for a single person. |
| Choose Payroll Report and Process Parameter | Secures access to the parameter values when submitting a payroll process or report. |
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Manage Costing for a Person | Manages the costing of a person. |
| Manage Costing of Location | Allows user to manage location costing. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage HCM Rates | Manages derived rates and values defined by criteria. |
| Manage HR Document Type | Allows management of document types for documents of record. |
| Manage Payment Method Preferences | Allows management of payment method preferences. |
| Manage Payroll Absence Entries | Allows users to manage the payroll absence entries. |
| Manage Payroll Calculation Cards | Manages personal information on calculation cards. |
| Manage Payroll Element Entry | Manages the allocation and data entry of earnings and deduction elements to a person. |
| Manage Payroll Event | Allows access to payroll events UI. |
| Manage Payroll Event Action Notification | Allows users to manage payroll event action notifications. |
| Manage Payroll Interface Inbound Records | Manage the payroll interface inbound records from third-party payroll providers. |
| Manage Payroll Payment Results | Allows viewing results of payroll payments, including payment status and amount. |
| Manage Payroll Relationship | Manages workers' assigned payrolls and other details associated with their payroll relationships. |
| Manage Payroll Report Extract | Secures access to manage the payroll report extract data based on the user's legislative data group security profile. |
| Manage Payroll Retirement Plans | Allows users to manage employees retirement and pension plans. |
| Manage Payroll Third-Party Person Payment Method | null |

| Aggregate Privilege | Description |
|---|---|
| | |
| Manage Payroll Time Entries | Allows users to manage the payroll time entries. |
| Manage Process Information Group | Allows user to manage process information groups |
| Manage Retroactive Payment Recovery | Allows users to manage the recovery of retroactive payments. |
| Manage Value Defined by Criteria | Manages values defined by criteria. |
| Manage Worker Personal Payment Method | Allows the user to manage worker's personal payment methods. |
| Search Payroll Person | Grants access to search for a person in the payroll work areas. |
| Submit a Payroll Flow | Allows users to run scheduled processes that are included in payroll flows. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Process or Report aggregate privilege, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY. |
| Submit a Payroll Process or Report | Allows users to access the Submit a Flow action. When granting this aggregate privilege to a custom role you should also grant the Submit a Payroll Flow aggregate privilege, ORA_PAY_PAYROLL_FLOW_SUBMISSION_DUTY. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Legislative Data Groups List of Values | Allows the user to call the GET method associated with the Legislative Data Groups LOV REST Service. |
| Use REST Service - Nudge Cards | Allows the user to call all methods associated with the Nudge Cards REST service. |
| Use REST Service - Payroll Flow Pattern Lists of Values | Allows users to call the GET method associated with the Payroll Flow Pattern list of values REST Services. |
| Use REST Service - Payroll Legal Organization Lists of Values | Allows users to call the GET method associated with the Payroll Statutory Unit and Tax Reporting Unit list of values REST Services. |
| Use REST Service - Payroll List of Values | Allows users to call the GET method associated with the Payroll list of values REST Service. |
| Use REST Service - Payroll Reference Data Lists of Values | Allows users to call the GET method associated with the Payroll Reference Data list of values REST Services. |
| Use REST Service - Worker Searches V2 | Allows the user to search for workers using the workerSearchesV2 REST API. |

| Aggregate Privilege | Description |
|--|---|
| View Costing of Location | Allows user to view location costing. |
| View Payroll Absence Entries | Allows user to view the payroll absence entries via the Manage Calculation Entries UI. |
| View Payroll Archive Results | Allows viewing of the payroll archive results. |
| View Payroll Event | Allows view-only access to payroll events UI. |
| View Payroll Event Action Notification | Allows view-only access to payroll event action notifications UI. |
| View Payroll Report Extract | Secures access to view the payroll report extract data based on the user's legislative data group security profile. |
| View Payroll Retirement Plans | Allows users to view employees retirement and pension plans. |
| View Payroll Time Entries | Allows user to view the payroll time entries via the Manage Calculation Entries UI. |
| View Person National Identifier | Grants access to persons to view national identifier. |
| View Person Process Results | Allows viewing of the results of payroll processes for a person, such as payroll run, and payments. |
| View Retroactive Payment Recovery | Allows users to view the recovery of retroactive payments. |
| View Worker Payslip | Allows the user to view worker's payslips. |
| View Worker Personal Payment Method | Allows the user to view workers personal payment methods. |

Privileges

This table lists privileges granted to duties of the Payroll Manager job role.

| Granted Role | Granted Role Description | Privilege |
|---|--|------------------------------|
| Access Payroll Flows | Allows users to access Payroll Flows. | Access Payroll Flows |
| Access Payroll Flows | Allows users to access Payroll Flows. | View Payroll Process Results |
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Access Person Spotlight |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Access Person Spotlight Advanced Search | Allows access to the Person Spotlight advanced search. | Search Person |
| Customer Account Inquiry | View customer account details. | Export Customer Account |
| Customer Account Inquiry | View customer account details. | Export Customer Account Relationship |
| Customer Account Inquiry | View customer account details. | Search Customer Account Relationships |
| Customer Account Inquiry | View customer account details. | Search Customer Account Site |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Additional Identifier |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Additional Name |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Address |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Classification Code Assignment |
| Customer Account Inquiry | View customer account details. | Search Trading Community Organization Contact Point |
| Customer Account Inquiry | View customer account details. | View Customer Account |
| Customer Account Inquiry | View customer account details. | View Customer Account Information |
| Customer Account Inquiry | View customer account details. | View Customer Account Relationship |
| Customer Account Inquiry | View customer account details. | View Customer Account Relationships |
| Customer Account Inquiry | View customer account details. | View Customer Account Site |
| Customer Account Inquiry | View customer account details. | View Customer Account Site Use |
| Customer Account Inquiry | View customer account details. | View Location of Final Discharge |
| Customer Account Inquiry | View customer account details. | View Party Fiscal Classification |

| Granted Role | Granted Role Description | Privilege |
|----------------------------------|---|--|
| Customer Account Inquiry | View customer account details. | View Third-Party Site Tax Profile |
| Customer Account Inquiry | View customer account details. | View Third-Party Tax Profile |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Additional Identifier |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Additional Name |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Address |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Address Use |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Classification Code Assignment |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Contact Point |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Contact Preference |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Source System Mapping |
| Customer Account Inquiry | View customer account details. | View Trading Community Organization Usage Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage External Payee Payment Details |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Payment Instrument Assignment |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | Manage Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account |
| Employee Bank Account Management | Manages employee bank accounts and other payment details. | View Third Party Bank Account Assignment |

| Granted Role | Granted Role Description | Privilege |
|------------------------------------|--|---|
| FSCM Load Interface Administration | Manages load interface file for import | Access FSCM Integration Rest Service |
| FSCM Load Interface Administration | Manages load interface file for import | Load File to Interface |
| FSCM Load Interface Administration | Manages load interface file for import | Load Interface File for Import |
| FSCM Load Interface Administration | Manages load interface file for import | Manage File Import and Export |
| FSCM Load Interface Administration | Manages load interface file for import | Transfer File |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage HCM Extract Definition Report |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Flow Pattern |
| HCM Extract Definition | Grants access to the extract definition duty. | Manage Payroll Task |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Address |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Authority |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity Contact Information |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity Deduction Records |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------|--|--|
| | | |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity Financial Information |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity HCM Information |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity Intercompany Exception |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity Primary Ledger |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity Registration |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Entity for Associated Business Entity |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Jurisdiction |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Reporting Unit |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Reporting Unit Contact Information |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Reporting Unit Deduction Records |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Reporting Unit Financial Information |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Reporting Unit Registration |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Reporting Unit Workforce Information |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Manage Legal Reporting Unit for Associated Balancing Segment |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Mass Create Legal Entity HCM Information |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------|--|---|
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Search Legal Entity |
| Legal Entities Administration | Manages legal entities, legal reporting units and registrations. | Search Legal Reporting Unit |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Access HCM Common Components |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Access Pay |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Activate Subledger Journal Entry Rule Set Assignments |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Enable worker searches using effective dates |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Enable worker searches using termination date |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Import Subledger Balance for Supporting Reference |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Data Exchange Work Area |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Payroll Calculation Entries |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Person Work Area |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Account Rule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Accounting Attribute |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Accounting Existing Scope |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Accounting Method |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Accounting Option |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Application Transaction Object |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Description Rule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Journal Entry Rule Set |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Journal Line Rule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Mapping Set |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Mapping Set Value |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Standard Source |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Manage Subledger Supporting Reference |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Reconcile UK HMRC Reporting and P60 Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Account Rule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Accounting Attribute |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Application |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Mapping Set |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Review Subledger Standard Source |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Australian Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Australian TFN Declaration E-file and Listing Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Australian Workplace Gender Profile Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian End-of-Year Exception Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian End-of-Year Register |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian End-of-Year Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Payroll Reports |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Provincial Medical Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Record of Employment Interface |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Report on Hirings |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Canadian Workers Compensation Assessable Wages Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese Individual Income Tax Detail Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese Individual Income Tax Summary Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese PHF/SI Contribution Amount Monthly Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese PHF/SI Contribution Base Yearly Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese PHF/SI Person Monthly Movement Report |

| Granted Role | Granted Role Description | Privilege |
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| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Chinese State-Owned Enterprise Payroll Data Interface Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati ADRPBF New Hire Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati ADRPBF Termination Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 1 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 1 OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 2 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 2 OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 6 |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 6 OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 7 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Form 7 OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati IPE Consolidated Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Monthly Contributions - Federal Sector |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Monthly Contributions - Private Sector |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Request for Refund File |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Emirati Salary Information File |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Employee Balance Group Extract Definition Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run French Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Hong Kong IR56E Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Hong Kong Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti IPE Consolidated Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti PIFSS Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 103 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 166 |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---------------------------------|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 167 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 168 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 55 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Kuwaiti Report 56 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Mexican Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Overpayment Recovery Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Qatari Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi GOSI Form 3 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi GOSI Form 4 |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|-----------------------------------|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi GOSI Form 5 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi IPE Consolidated Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi IPE Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi Payment Output File |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Saudi Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run Singaporean Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK CMS DEO Payment Schedule |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK DEA Payment Summary |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK EDI WNU Process |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Earlier Year Update |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Earlier Year Updates for Tax Year Ending April 2014 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Earlier Year Updates for Tax Year Ending April 2015 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Employer Alignment Submission |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Employer Payment Summary |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Employer Payment Summary for Tax Year Ending April 2014 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Employer Payment Summary for Tax Year Ending April 2015 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Errors and Warnings Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Full Payment Submission |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Full Payment Submission for Tax Year Ending April 2014 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Full Payment Submission for Tax Year Ending April 2015 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK NI Category Update |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK NI Category Update Under 21 April 2015 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK NINO Verification Reply |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK NINO Verification Request |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK P45 Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK P45(3) EDI Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK P46 EDI Process |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|---|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK P46 Pension Notification EDI Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK RTI Initialization Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK RTI Uptake NINO Verification OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run UK Student Loan Upload Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US ADP Monthly Tax Extract |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US ADP Periodic Tax Extract |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US ADP Quarterly Tax Extract |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Annual FUTA Tax Return - Form 940 |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee Active Payroll Balance Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee Tax Address Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee Verification Service Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee W-2 Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employee W-2 Report OBSOLETE |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Employer Tax Liability Recalculation |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Federal Tax Withholding Exemption Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Federal W-2 Electronic Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Indiana County Tax Process |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--|--|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Invalid Address Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Multiple Worksite Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Over Limit Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Payroll Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Quarter to Date Archive Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Quarterly Tax Return Worksheet - Form 941 |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US State Quarterly Wage Listing Reports |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US State W-2 Electronic Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US State W-2 Electronic Report OBSOLETE |

| Granted Role | Granted Role Description | Privilege |
|-------------------------------|--|-----------------------------------|
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US Tax Remittance Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US W-2 Register and Totals |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US W-2 State Employer Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US W-2c Archive |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US W-2c Employee Report |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | Run US e-IWO Inbound Process |
| Payroll Administrator | Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results. | View Payroll Flow Based Analytics |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Manage Payroll Batch Upload |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Purge HCM Batch |
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | Transfer Payroll Batch |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Payroll Batch Load Management | Manages the creation and upload of batches of data. | View HCM Import and Load Results |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | Run Payroll Data Validation Report |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | Run Payroll Run Result Report |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | Run UK Payroll Validation Report |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | Verify Statement of Earnings |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | View Employee Level Messages |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | View Payroll Balance |
| Payroll Calculation, Validation, and Balancing Administration | Administers the payroll calculation and validation. | View Payroll Run Results |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Calculate Payroll |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Load Initial Payroll Balances |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Manage Payroll Object Group |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Recalculate Payroll for Retroactive Changes |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Run Batch Balance Adjustments |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Run Element Register Report |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Run Employee Active Payroll Balance Report |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Run Gross-to-Net Report |

| Granted Role | Granted Role Description | Privilege |
|---|---|---------------------------------------|
| | | |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Run Payroll Activity Report |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Run Payroll Balance Exception Report |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | Run Payroll Deduction Report |
| Payroll Calculation, Validation, and Balancing Management | Manages the calculation, validation, and balancing of the payroll. | View Payroll Messages |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage HCM User-Defined Table |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Exception |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Balance Group Usage |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Consolidation Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Element Classification |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Event Group |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Object Group |

| Granted Role | Granted Role Description | Privilege |
|---|---|--|
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Run Type |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third Parties |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | Manage Payroll Time Definition |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Account |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Bank Branch |
| Payroll Common HCM Implementation | Manages all payroll setup definitions required by other HCM products. | View Payroll Payment Type |
| Payroll Completeness Confirmation | Verifies the payroll process results and person process results. | View Payroll Process Results |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Adjust Cost for a Person |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Calculate QuickPay Prepayments |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Mark for Retry |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Perform Payroll Process Roll Back |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Reverse Payroll Calculations |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | Run Payroll Costing Report |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | View Payroll Costed Payments |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| | | |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | View Payroll Costed Results |
| Payroll Distribution Calculation Administration | Administers the payroll distribution of prepayments and costing. | View Payroll Costing Results from Subledger Accounting |
| Payroll Distribution Calculation Management | Manages payroll distribution of prepayments and costing. | Calculate Costing of Payroll Payments |
| Payroll Distribution Calculation Management | Manages payroll distribution of prepayments and costing. | Calculate Payroll Prepayments |
| Payroll Distribution Calculation Management | Manages payroll distribution of prepayments and costing. | Calculate Retroactive Costing |
| Payroll Distribution Calculation Management | Manages payroll distribution of prepayments and costing. | Costing of Payroll Balance Adjustment |
| Payroll Distribution Calculation Management | Manages payroll distribution of prepayments and costing. | Manage Payroll Event Notification |
| Payroll Distribution Calculation Management | Manages payroll distribution of prepayments and costing. | Retry Payroll Process |
| Payroll Distribution Calculation Management | Manages payroll distribution of prepayments and costing. | Run Payroll Register Report |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Configure Payroll Legislation |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage All Application Profile Values |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Common Lookup |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Descriptive Flexfield |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Extensible Flexfield |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Flexfield Value Set |

| Granted Role | Granted Role Description | Privilege |
|------------------------|---|---|
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Key Flexfield |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Set-Enabled Lookup |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Application Standard Lookup |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Department |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Element |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Job |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Payment Source |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Payroll |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Costing of Position |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Features by Country or Territory |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage HCM User-Defined Table |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Organization Payment Method |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Balance Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Balance Exception |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Balance Group |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Balance Group Usage |

| Granted Role | Granted Role Description | Privilege |
|------------------------|---|--|
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Consolidation Group |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Deduction |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Deduction Card Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Deduction Group Rule |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Deduction Range |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Element Classification |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Event Group |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Flow Pattern |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Process Configuration |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Relationship Type Mapping |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll RetroPay Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Run Type |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Task |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Template |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|---|--|
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Third Parties |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Implementation | Manages complete payroll setup and maintenance. | Manage Payroll Time Definition |
| Payroll Implementation | Manages complete payroll setup and maintenance. | View Bank |
| Payroll Implementation | Manages complete payroll setup and maintenance. | View Bank Account |
| Payroll Implementation | Manages complete payroll setup and maintenance. | View Bank Branch |
| Payroll Implementation | Manages complete payroll setup and maintenance. | View Payroll Payment Type |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Department |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Element |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Job |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Payment Source |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Payroll |
| Payroll Implementation View | Views complete payroll setup. | Manage Costing of Position |
| Payroll Implementation View | Views complete payroll setup. | Manage HCM User-Defined Table |
| Payroll Implementation View | Views complete payroll setup. | Manage Organization Payment Method |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Definition |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Exception |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Balance Group Usage |

| Granted Role | Granted Role Description | Privilege |
|-----------------------------|--|--|
| | | |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Consolidation Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction Group Rule |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Deduction Range |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Definition |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Element Classification |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Event Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Flow Pattern |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Object Group |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Process Configuration |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Run Type |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Task |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Third Parties |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Third-Party Organization Payment Method |
| Payroll Implementation View | Views complete payroll setup. | Manage Payroll Time Definition |
| Payroll Implementation View | Views complete payroll setup. | View Bank |
| Payroll Implementation View | Views complete payroll setup. | View Bank Account |
| Payroll Implementation View | Views complete payroll setup. | View Bank Branch |
| Payroll Implementation View | Views complete payroll setup. | View Payroll Payment Type |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data | Archive Periodic Payroll Results |

| Granted Role | Granted Role Description | Privilege |
|-------------------|--|---|
| | between Global Human Resources and third-party payroll providers. | |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Calculate Gross Earnings |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Load Payroll Absence Batches |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Load Payroll Benefit Batches |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Load Payroll Time Card Batches |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Manage Application Common Lookup |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Manage Application Extensible Flexfield |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Manage Payroll Calculation Entries |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Element Register Report |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Global Payroll Interface Report |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Payroll Data Validation Report |

| Granted Role | Granted Role Description | Privilege |
|-------------------|--|---|
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Payroll Interface Report for ADP PayForce |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Payroll Interface for NGA |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | Run Payroll Run Result Report |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | View Employee Level Messages |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | View Payroll Messages |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | View Payroll Process Results |
| Payroll Interface | Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human Resources and third-party payroll providers. | View Payroll Run Results |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Access HCM Common Components |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Access Pay |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Adjust Payroll Run Balance Dates |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running | Archive End-of-Year Payroll Results |

| Granted Role | Granted Role Description | Privilege |
|-----------------|--|---|
| | payroll processes and reports, and verifying and correcting calculated results. | |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Calculate HCM Rates |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Confirm Completion of Payroll Preprocessing |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Confirm Conversion Rates |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Enable worker searches using effective dates |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Enable worker searches using termination date |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Estimate Costs for Partial Period Accrual |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Extract Work Structure Model Details |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Extract Work Structure Report Details |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Extract Worker Model Details |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Extract Worker Report Details |

| Granted Role | Granted Role Description | Privilege |
|-----------------|--|--|
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Generate Payroll Run Balances |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Load Payroll Absence Batches |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Load Payroll Benefit Batches |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Load Payroll Time Card Batches |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Manage Data Exchange Work Area |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Manage Extracts Work Area |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Manage Payroll Calculation Entries |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Manage Person Work Area |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run Employee Balance Group Extract Definition Report |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run HCM Extract |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running | Run HCM Extract Write Process |

| Granted Role | Granted Role Description | Privilege |
|-----------------|--|---|
| | payroll processes and reports, and verifying and correcting calculated results. | |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run HCM Extracts Report |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run Overpayment Recovery Report |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run Statutory Deduction Register |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK End of Year Multiple Works Number Report |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK End of Year P14 EDI Process |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK End of Year P60 Report |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK End of Year Process |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK End of Year Reconciliation Report |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK In Year Uplift Process |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK P6 P6B P9 Upload Process |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK Pensions Automatic Enrollment Assessment Process |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK Start of Year Cleardown Process |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run UK Start of Year Uplift Process |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Run Year End Negative Balances Report |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Schedule Accrual Process |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Transfer Payroll Costs to Subledger Accounting |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Use UK Pay as You Earn Service |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | Use UK Payroll Personal Deduction Service |
| Payroll Manager | Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and verifying and correcting calculated results. | View Payroll Flow Based Analytics |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Cancel Payroll Payment |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Generate Payslips |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Make External Payroll Payment |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Make US IAT EFT Payments |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Reissue Payroll Payment |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Run US Deposit Advice |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Run US Direct Deposit Electronic Report |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Run US Third-Party Involuntary Deductions Initialization Extract |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Run US Third-Party Involuntary Payments Extract |
| Payroll Payment Distribution Administration | Administers payroll payment distribution. | Void Payroll Payment |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Archive Periodic Employment Results |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Archive Periodic Payroll Results |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Generate Check Payments |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Make EFT Payroll Payments |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Make Payroll Cash Payment |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Make Payroll Third Party Check Payments |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Run Payroll Payment Register Report |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Run Payroll Third-Party Payments Register |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | Transfer Payroll Payments to Cash Management |
| Payroll Payment Distribution Management | Manages payroll payment distribution. | View Payroll Payment Transactions |
| Person View | Searches and views person related information. | Search Person |
| Person View | Searches and views person related information. | View Person |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, | Create Subledger Journal Entry Batch |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|--|---|
| | journal entries, and period close exceptions reports. | |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Create Subledger Journal Entry Online |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Create Subledger Journal Entry for Third Party Merge |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Create Subledger Multiperiod and Accrual Reversal Entry |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Manage Subledger Journal Entry Manually |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Override Subledger Journal Entry |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Post Journal |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Post Subledger Journal Entry to General Ledger |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Purge Accounting Event Diagnostic Data |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Review Subledger Journal Entry |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Journals and Third Party Report |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|--|---|
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Subledger Detail Journal Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Third Party Account Balance Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Third Party Balances Summary Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Global Third Party Detail and Balances Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Run Import Journals By Program Call |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Account Analysis Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Accounting Event Diagnostic Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Journal Entries Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Subledger Period Close Exceptions Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Third Party Balances Report |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Submit Trading Partner Summary Report |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| | journal entries, and period close exceptions reports. | |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Transfer Online Journal Entry to General Ledger |
| Subledger Accounting Manager | Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports. | Update Subledger Accounting Balance |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage External Payee Payment Details |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Payment Instrument Assignment |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | Manage Third Party Bank Account |
| Use REST Service - Worker Bank Accounts | Allows the user to manage worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Bank and Bank Branches Through REST API |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account |
| Use REST Service - Worker Bank Accounts Read Only | Allows the user to view worker bank accounts using REST. | View Third Party Bank Account Assignment |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Payroll Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|------------------|--|--|
| Assignment Grade | A Payroll Manager can choose assignment grade for all grades in the enterprise | Role: Payroll Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can choose assignment grade for all grades in the enterprise | Role: Payroll Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Rate Calculation Results Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|---|
| | | Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Payroll Manager can report assignment grade for grades in their grade security profile | Role: Payroll Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Payments Costing Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|--|
| | | Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Assignment Grade Ladder | A Payroll Manager can report assignment grade ladder for grades in their grade security profile | Role: Payroll Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|--|
| | | Resource: Assignment Grade Ladder |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Assignment Grade Rate (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|--|---|
| | | Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Assignment Grade Rate | A Payroll Manager can report assignment grade rate for grades in their grade security profile | Role: Payroll Transaction Analysis Privilege: Report Assignment Grade Rate (Data) Resource: Assignment Grade Rate |
| Business Unit | A Payroll Manager can choose business unit for business units in their organization security profile | Role: Payroll Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Department | A Payroll Manager can choose department for departments in their organization security profile | Role: Payroll Administrator Privilege: Choose Department (Data) Resource: Department |
| Department | A Payroll Manager can choose department for departments in their organization security profile | Role: Payroll Manager Privilege: Choose Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Department (Data) Resource: Department |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Department (Data) Resource: Department |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|---|
| Department | A Payroll Manager can report department for departments in their organization security profile | Role: Payroll Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Fast Formula | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Fast Formula |
| Fast Formula | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Fast Formula Function | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| Fast Formula Type Context Usage | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Payroll Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Payroll Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Extract Definition | A Payroll Manager can manage hcm extract definition for extract definitions in a legislative data group in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage HCM Extract Definition (Data) Resource: HCM Extract Definition |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| HCM Rate | A Payroll Manager can manage hcm rate for legislative data groups in their legislative data group security profile | Role: Manage HCM Rates Privilege: Manage HCM Rate (Data) Resource: HCM Rate |
| HCM Spreadsheet Loader Data Set | A Payroll Manager can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Payroll Manager can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Payroll Manager can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HCM User-Defined Table | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |
| HCM User-Defined Table | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| HCM User-Defined Table User Column | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column |
| HCM User-Defined Table User Column Instance | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |
| HCM User-Defined Table User Column Instance | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Column Instance |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| HCM User-Defined Table User Row | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HCM User-Defined Table User Row | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) Resource: HCM User-Defined Table User Row |
| HR Document Type | A Payroll Manager can manage document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: Manage Document Type (Data) Resource: HR Document Type |
| HR Document Type | A Payroll Manager can view document type for document types in their document type security profile | Role: Manage HR Document Type Privilege: View Document Type (Data) Resource: HR Document Type |
| HR Job | A Payroll Manager can choose hr job for all jobs in the enterprise | Role: Payroll Administrator Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can choose hr job for all jobs in the enterprise | Role: Payroll Manager Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Balances Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Payroll Manager can report hr job for jobs in their job security profile | Role: Payroll Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Journey | A Payroll Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Ledger | A Payroll Manager can manage ledger for subledger for the posting ledgers for transactions that they are authorized. | Role: Subledger Accounting Manager Privilege: Manage Ledger for Subledger (Data) Resource: Ledger |
| Legal Employer | A Payroll Manager can choose legal employer for legal employers in their organization security profile | Role: Payroll Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Payroll Manager can report legal employer for legal employers in their organization security profile | Role: Payroll Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| Legislative Data Group | A Payroll Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Legislative Data Groups List of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Flow Pattern Lists of Values Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can choose payroll reference for legislative data groups in their legislative data group security profile | Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can manage costing of location for legislative data groups within their legislative data group security profile | Role: Manage Costing of Location Privilege: Manage Costing of Location (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Element Entries Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|--|
| | | Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Flows Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Legislative Data Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| | | Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can report legislative data group for legislative data groups in their legislative data group security profile | Role: Payroll User-Defined Tables Transaction Analysis Privilege: Report Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can view costing of location for legislative data groups within their legislative data group security profile | Role: Manage Costing of Location Privilege: View Costing of Location (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Payroll Manager can view costing of location for legislative data groups within their legislative data group security profile | Role: View Costing of Location Privilege: View Costing of Location (Data) Resource: Legislative Data Group |
| Location | A Payroll Manager can choose location for all locations in the enterprise | Role: Payroll Administrator Privilege: Choose Location (Data) Resource: Location |
| Location | A Payroll Manager can choose location for all locations in the enterprise | Role: Payroll Manager Privilege: Choose Location (Data) Resource: Location |
| Location | A Payroll Manager can manage costing of location for all locations in the enterprise | Role: Manage Costing of Location Privilege: Manage Costing of Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Calculation Cards Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Location (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|--|
| | | Resource: Location |
| Location | A Payroll Manager can report location for locations in their location security profile | Role: Payroll Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Payroll Manager can view costing of location for all locations in the enterprise | Role: Manage Costing of Location Privilege: View Costing of Location (Data) Resource: Location |
| Location | A Payroll Manager can view costing of location for all locations in the enterprise | Role: View Costing of Location Privilege: View Costing of Location (Data) Resource: Location |
| Organization Payment Method | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Payroll Manager can manage payment method preferences for legislative data groups in their legislative data group security profile | Role: Manage Payment Method Preferences Privilege: Manage Payment Method Preferences (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Payroll Manager can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Payroll Manager can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Payroll Manager can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| Organization Payment Method | A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method | A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Organization Payment Method |
| Organization Payment Method Usage | A Payroll Manager can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Organization Payment Method Usage | A Payroll Manager can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Organization Payment Method Usage | A Payroll Manager can manage payroll payment for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: Manage Payroll Payment (Data) Resource: Organization Payment Method Usage |
| Party Tax Profile | A Payroll Manager can manage business unit party tax profile for the business units for which they are authorized | Role: Customer Account Inquiry Privilege: Manage Business Unit Party Tax Profile (Data) Resource: Business Unit |
| Party Tax Profile | A Payroll Manager can manage party tax profile for any party tax profile defined in the enterprise | Role: Legal Entities Administration Privilege: Manage Party Tax Profile (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|--|--|
| | | Resource: Party Tax Profile |
| Payroll Action Context | A Payroll Manager can manage payroll process results for legal employers in their organization security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Action Context |
| Payroll Action Context | A Payroll Manager can manage payroll process results for legal employers in their organization security profile | Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Action Context |
| Payroll Action Context | A Payroll Manager can view payroll process results for legal employers in their organization security profile | Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Action Context |
| Payroll Action Context | A Payroll Manager can view payroll process results for legal employers in their organization security profile | Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Action Context |
| Payroll Action Information | A Payroll Manager can view payroll archive results for all payroll archive results | Role: View Payroll Archive Results Privilege: View Payroll Archive Results (Data) Resource: Payroll Action Information |
| Payroll Archive Information | A Payroll Manager can view payroll archive flexfield for people and assignments in their person and assignment security profile | Role: Payroll Payment Distribution Management Privilege: View Payroll Archive Flexfield (Data) Resource: Payroll Archive Information |
| Payroll Balance Category | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Category |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| Payroll Balance Category | A Payroll Manager can report payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Category | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Category |
| Payroll Balance Classification | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Classification | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Classification |
| Payroll Balance Definition | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| | | Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Payroll Manager can report payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Definition | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Definition |
| Payroll Balance Dimension | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension |
| Payroll Balance Dimension Usage | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| Payroll Balance Dimension Usage | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Dimension Usage | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Dimension Usage |
| Payroll Balance Exception | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception |
| Payroll Balance Exception Report | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Payroll Manager can manage payroll balance definition for legislative data groups in their | Role: Payroll Implementation |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|---|
| | legislative data group security profile and for payrolls in their payroll security profile | Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Exception Report | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Exception Report |
| Payroll Balance Feed | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Feed | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Feed |
| Payroll Balance Group | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: Payroll Balance Group |
| Payroll Balance Group | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |
| Payroll Balance Group | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group |
| Payroll Balance Group Attribute | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute |
| Payroll Balance Group Attribute Default | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Default |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| Payroll Balance Group Attribute Default | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Default | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Default |
| Payroll Balance Group Attribute Definition | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Attribute Definition | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Attribute Definition |
| Payroll Balance Group Inclusion | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|--|--|
| | | Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Inclusion | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Inclusion |
| Payroll Balance Group Usage | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Group Usage |
| Payroll Balance Group Usage Item | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Group Usage Item |
| Payroll Balance Group Usage Item | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| | | Resource: Payroll Balance Group Usage Item |
| Payroll Balance Result | A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Balance Result |
| Payroll Balance Result | A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Balance Result |
| Payroll Balance Result | A Payroll Manager can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Balance Result |
| Payroll Balance Result | A Payroll Manager can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Balance Result |
| Payroll Balance Type | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Payroll Manager can report payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Balance Type | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|---|
| | | Resource: Payroll Balance Type |
| Payroll Balance Type | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Balance Type |
| Payroll Batch Header | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Batch Header |
| Payroll Batch Header | A Payroll Manager can manage payroll batch loader for legislative data groups in their legislative data group security profile | Role: Payroll Batch Load Management Privilege: Manage Payroll Batch Loader (Data) Resource: Payroll Batch Header |
| Payroll Batch Header | A Payroll Manager can view payroll batch loader for legislative data groups in their legislative data group security profile | Role: Payroll Batch Load Management Privilege: View Payroll Batch Loader (Data) Resource: Payroll Batch Header |
| Payroll Checklist | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| Payroll Checklist | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist |
| Payroll Checklist Annotation | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|---|
| | | Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Checklist Annotation | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Checklist Annotation |
| Payroll Consolidation Group | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|--|---|
| | | Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Consolidation Group | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Consolidation Group |
| Payroll Context Usage | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Payroll Manager can manage payroll balance definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Balance Definition (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Context Usage | A Payroll Manager can view payroll balance for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Balance (Data) Resource: Payroll Context Usage |
| Payroll Cost Allocation | A Payroll Manager can manage payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Allocation |
| Payroll Cost Allocation | A Payroll Manager can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Allocation |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|---|
| Payroll Cost Classification | A Payroll Manager can manage payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Classification |
| Payroll Cost Classification | A Payroll Manager can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Classification |
| Payroll Cost Information | A Payroll Manager can manage payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Cost Information |
| Payroll Cost Information | A Payroll Manager can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Cost Information |
| Payroll Cost Result | A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Cost Result |
| Payroll Cost Result | A Payroll Manager can view person payroll process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Cost Result |
| Payroll Database Item Group | A Payroll Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Payroll Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Fast Formula (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| | | Resource: Payroll Database Item Group |
| Payroll Deduction Allow Override | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Allow Override | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Allow Override |
| Payroll Deduction Autoindirect | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Autoindirect | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Deduction Autoindirect |
| Payroll Deduction Calculation | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|---|
| | | Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation |
| Payroll Deduction Calculation Group | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Group | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Group |
| Payroll Deduction Calculation Method | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------------|---|--|
| Payroll Deduction Calculation Method | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Method | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Method |
| Payroll Deduction Calculation Part | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Part | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Part |
| Payroll Deduction Calculation Type | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|--|
| | | Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Type | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Type |
| Payroll Deduction Calculation Unit | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Calculation Unit | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Calculation Unit |
| Payroll Deduction Card | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card |
| Payroll Deduction Card | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card |
| Payroll Deduction Card Component Definition | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| | | Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Component Definition | A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Component Definition | A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Component Definition | A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Component Definition | A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Component Definition | A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Component Definition | A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Component Definition | A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Card Component Definition |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Payroll Deduction Card Component Definition | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Component Definition |
| Payroll Deduction Card Level | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Card Level |
| Payroll Deduction Card Level | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Card Level |
| Payroll Deduction Component Flex | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Component Flex |
| Payroll Deduction Component Flex | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Component Flex |
| Payroll Deduction Context Usage | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |
| Payroll Deduction Context Usage | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Context Usage |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------------|---|--|
| Payroll Deduction Flex Segment | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Segment |
| Payroll Deduction Flex Segment | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Segment |
| Payroll Deduction Flex Usage | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Flex Usage |
| Payroll Deduction Flex Usage | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Flex Usage |
| Payroll Deduction Override Usage | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Override Usage |
| Payroll Deduction Override Usage | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Override Usage |
| Payroll Deduction Range Item | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Range Item | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Range Item | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Payroll Deduction Range Item | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Range Item |
| Payroll Deduction Report Use | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Report Use | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Report Use |
| Payroll Deduction Type | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Payroll Manager can report payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Deduction (Data) Resource: Payroll Deduction Type |
| Payroll Deduction Type | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|---|
| Payroll Deduction Type | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Deduction Type |
| Payroll Definition | A Payroll Manager can choose payroll definition for payrolls in their payroll security profile | Role: Payroll Manager Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can choose payroll for payrolls in their payroll security profile | Role: Payroll Administrator Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can choose payroll for payrolls in their payroll security profile | Role: Use REST Service - Payroll List of Values Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative | Role: Payroll Calculation Cards Transaction Analysis |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|---|--|
| | data group security profile and payrolls in their payroll security profile | Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Flows Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Payroll Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Definition | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Definition |
| Payroll Element Classification | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Classification | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Classification |
| Payroll Element Criteria | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Criteria | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Criteria |
| Payroll Element Link | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Link | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Link |
| Payroll Element Run Result | A Payroll Manager can view payroll element for legal employers in their organization security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Run Result |
| Payroll Element Run Result | A Payroll Manager can view payroll element for legal employers in their organization security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Element Run Result |
| Payroll Element Status Processing Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Status Processing Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Status Processing Rule |
| Payroll Element Subclassification Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Subclassification Rule |
| Payroll Element Subclassification Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Element Subclassification Rule |
| Payroll Element Type | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Manager can report payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Payroll Element Type |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Element Type | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Element Type | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Element Type |
| Payroll Entry Process Detail | A Payroll Manager can manage payroll person process results for legal employers in their organization security profile | Role: Payroll Payment Distribution Management Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Entry Process Detail |
| Payroll Entry Process Detail | A Payroll Manager can view person payroll process results for legal employers in their organization security profile | Role: Payroll Payment Distribution Management Privilege: View Person Payroll Process Results (Data) Resource: Payroll Entry Process Detail |
| Payroll Event | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event |
| Payroll Event Definition | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Event Definition | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Definition | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Definition |
| Payroll Event Group | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Group | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Group |
| Payroll Event Notification | A Payroll Manager can manage payroll event action notification for people and assignments in their person and assignment security profile | Role: Manage Payroll Event Action Notification Privilege: Manage Payroll Event Action Notification (Data) Resource: Payroll Event Notification |
| Payroll Event Notification | A Payroll Manager can view payroll event action notification for people and assignments in their person and assignment security profile | Role: Manage Payroll Event Action Notification Privilege: View Payroll Event Action Notification (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Event Notification |
| Payroll Event Notification | A Payroll Manager can view payroll event action notification for people and assignments in their person and assignment security profile | Role: View Payroll Event Action Notification Privilege: View Payroll Event Action Notification (Data) Resource: Payroll Event Notification |
| Payroll Event Qualifier | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Qualifier | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Qualifier |
| Payroll Event Value Change | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Payroll Manager can manage payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Event Value Change | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Event Value Change | A Payroll Manager can view payroll event group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Event Group (Data) Resource: Payroll Event Value Change |
| Payroll Flow Definition | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Flows Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data | Role: Access Payment Distribution Work Area |

| Business Object | Policy Description | Policy Store Implementation |
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| | group security profile and payroll flows in their payroll flow security profile | Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Flows Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition | A Payroll Manager can view payroll flow for payroll flow patterns in their payroll flow pattern security profile | Role: Use REST Service - Payroll Flow Pattern Lists of Values Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition |
| Payroll Flow Definition Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data | Role: HCM Extract Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| | group security profile and payroll flows in their payroll flow security profile | Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Parameter |
| Payroll Flow Definition Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task |
| Payroll Flow Definition Task Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data | Role: Access Regulatory and Tax Reporting Work Area |

| Business Object | Policy Description | Policy Store Implementation |
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| | group security profile and payroll flows in their payroll flow security profile | Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Interaction |
| Payroll Flow Definition Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Parameter |
| Payroll Flow Definition Task Property | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Definition Task Property | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Definition Task Property | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Definition Task Property |
| Payroll Flow Instance | A Payroll Manager can manage payroll dashboard for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Instance | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can report payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can view payroll dashboard for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Dashboard Privilege: View Payroll Dashboard (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance |
| Payroll Flow Instance | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|---|--|
| | | Resource: Payroll Flow Instance |
| Payroll Flow Instance Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Instance Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Instance Interaction | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Instance Interaction |
| Payroll Flow Task Action | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|---|---|
| | | Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Task Action | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Action | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Action |
| Payroll Flow Task Instance | A Payroll Manager can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Flow Task Instance | A Payroll Manager can manage payroll flow for payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Flow Task Instance | A Payroll Manager can view payroll flow for payroll flows in their payroll flow security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Flow Task Instance |
| Payroll Frequency Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative | Role: Payroll Implementation |

| Business Object | Policy Description | Policy Store Implementation |
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| | data group security profile and payrolls in their payroll security profile | Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule |
| Payroll Frequency Rule Period | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll Frequency Rule Period | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Frequency Rule Period |
| Payroll High Volume Report Block | A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile | Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Block |
| Payroll High Volume Report Block | A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Block |
| Payroll High Volume Report Category | A Payroll Manager can choose payroll process and report parameters for legislative data | Role: Choose Payroll Report and Process Parameter |

| Business Object | Policy Description | Policy Store Implementation |
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| | groups in their legislative data group security profile | Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll High Volume Report Category |
| Payroll High Volume Report Category | A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile | Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Category |
| Payroll High Volume Report Category | A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Category |
| Payroll High Volume Report Category Component | A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile | Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Category Component |
| Payroll High Volume Report Category Component | A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Category Component |
| Payroll High Volume Report Format Mapping | A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile | Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Format Mapping |
| Payroll High Volume Report Format Mapping | A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Format Mapping |
| Payroll High Volume Report Group | A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile | Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Group |
| Payroll High Volume Report Group | A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll High Volume Report Group |
| Payroll High Volume Report Record | A Payroll Manager can manage payroll report for legislative data groups in their legislative data group security profile | Role: Manage Payroll Report Extract Privilege: Manage Payroll Report (Data) Resource: Payroll High Volume Report Record |
| Payroll High Volume Report Record | A Payroll Manager can view payroll report for legislative data groups in their legislative data group security profile | Role: View Payroll Report Extract Privilege: View Payroll Report (Data) Resource: Payroll High Volume Report Record |
| Payroll Interface Inbound Record | A Payroll Manager can manage payroll interface inbound record for people and assignments in person and assignment security profile | Role: Manage Payroll Interface Inbound Records Privilege: Manage Payroll Interface Inbound Record (Data) Resource: Payroll Interface Inbound Record |
| Payroll Iterative Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Iterative Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Iterative Rule |
| Payroll Latest Balance | A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Latest Balance |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| Payroll Latest Balance | A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Latest Balance |
| Payroll Latest Balance | A Payroll Manager can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Latest Balance |
| Payroll Latest Balance | A Payroll Manager can view person payroll process results for payrolls in their payroll security profile and legal employers in their organization security profile | Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Latest Balance |
| Payroll Object Group | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Calculation, Validation, and Balancing Management Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|--|--|
| Payroll Object Group | A Payroll Manager can report payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Calculation, Validation, and Balancing Management Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group | A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group |
| Payroll Object Group Rule Type | A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Calculation, Validation, and Balancing Management Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Manager can manage payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: Manage Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|--|
| Payroll Object Group Rule Type | A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Calculation, Validation, and Balancing Management Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Object Group Rule Type | A Payroll Manager can view payroll object group for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: View Payroll Object Group (Data) Resource: Payroll Object Group Rule Type |
| Payroll Payment Cost Result | A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Payment Cost Result |
| Payroll Payment Cost Result | A Payroll Manager can view person payroll process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Payment Cost Result |
| Payroll Payment Result | A Payroll Manager can manage payroll person process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Payment Result |
| Payroll Payment Result | A Payroll Manager can manage process information group for people and assignments in their person and assignment security profile | Role: Manage Process Information Group Privilege: Manage Process Information Group (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| | | Resource: Payroll Payment Result |
| Payroll Payment Result | A Payroll Manager can view person payroll process results for payrolls in their payroll security profile | Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Payment Result |
| Payroll Period | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Manager can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Manager can manage payroll definition for payrolls in their payroll security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Period |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Payroll Period | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Manager can view payroll definition for payrolls in their payroll security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Period | A Payroll Manager can view payroll definition for payrolls in their payroll security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Period |
| Payroll Personal Deduction Component Relationship | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Component Relationship |
| Payroll Personal Deduction Component Relationship | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Component Relationship |
| Payroll Personal Deduction Definition | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Deduction (Data) Resource: Payroll Personal Deduction Definition |
| Payroll Personal Deduction Definition | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Payroll Calculation Cards Privilege: View Payroll Deduction Group (Data) Resource: Payroll Personal Deduction Definition |
| Payroll Process Action | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can manage payroll event for people and assignments in their person and assignment security profile | Role: Manage Payroll Event Privilege: Manage Payroll Event (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| | | Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can manage payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Calculation, Validation, and Balancing Management Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can manage payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can manage payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can manage payroll process results for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Payment Distribution Administration Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can view payroll event for people and assignments in their person and assignment security profile | Role: Manage Payroll Event Privilege: View Payroll Event (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can view payroll event for people and assignments in their person and assignment security profile | Role: View Payroll Event Privilege: View Payroll Event (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can view payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Calculation, Validation, and Balancing Management Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can view payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|--|
| Payroll Process Action | A Payroll Manager can view payroll process results for legislative data groups in their legislative data group security profile and for payrolls in their payroll security profile | Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action | A Payroll Manager can view payroll process results for legislative data groups in their legislative data group security profile and payrolls in their payroll security profile | Role: Payroll Payment Distribution Administration Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action |
| Payroll Process Action Message Line | A Payroll Manager can manage payroll process results for payrolls in their payroll security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Message Line |
| Payroll Process Action Message Line | A Payroll Manager can manage payroll process results for payrolls in their payroll security profile | Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Message Line |
| Payroll Process Action Message Line | A Payroll Manager can view payroll process results for people and assignments in person and assignment security profile | Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Message Line |
| Payroll Process Action Message Line | A Payroll Manager can view payroll process results for people and assignments in person and assignment security profile | Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Message Line |
| Payroll Process Action Population Range | A Payroll Manager can manage payroll process results for people and assignments in person and assignment security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Population Range |
| Payroll Process Action Population Range | A Payroll Manager can manage payroll process results for people and assignments in person and assignment security profile | Role: Payroll Interface Privilege: Manage Payroll Process Results (Data) Resource: Payroll Process Action Population Range |
| Payroll Process Action Population Range | A Payroll Manager can view payroll process results for payrolls in their payroll security profile | Role: Payroll Completeness Confirmation Privilege: View Payroll Process Results (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: Payroll Process Action Population Range |
| Payroll Process Action Population Range | A Payroll Manager can view payroll process results for payrolls in their payroll security profile | Role: Payroll Interface Privilege: View Payroll Process Results (Data) Resource: Payroll Process Action Population Range |
| Payroll Processing Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Processing Rule | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Processing Rule |
| Payroll Relationship | A Payroll Manager can access adjust individual payroll balance for people and assignments in their person and assignment security profile. | Role: Adjust Individual Payroll Balance Privilege: Access Adjust Individual Payroll Balance (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access calculate quickpay for people and assignments in their person and assignment security profile. | Role: Calculate QuickPay Privilege: Access Calculate QuickPay (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access calculation cards for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: Access Calculation Cards (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Relationship | A Payroll Manager can access costing for a person for people and assignments in their person and assignment security profile. | Role: Manage Costing for a Person Privilege: Access Costing for a Person (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access payroll payment results for people and assignments in their person and assignment security profile. | Role: Manage Payroll Payment Results Privilege: Access Payroll Payment Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access personal process results for people and assignments in their person and assignment security profile. | Role: View Person Process Results Privilege: Access Personal Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access worker payslip for people and assignments in their person and assignment security profile. | Role: View Worker Payslip Privilege: Access Worker Payslip (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can choose payroll process and report parameters for legislative data | Role: Choose Payroll Report and Process Parameter |

| Business Object | Policy Description | Policy Store Implementation |
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| | groups in their legislative data group security profile | Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll absence entries for people and assignments in person and assignment security profile | Role: Manage Payroll Absence Entries Privilege: Manage Payroll Absence Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll dashboard for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Access Payroll Dashboard Privilege: Manage Payroll Dashboard (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Completeness Confirmation Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Distribution Calculation Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and | Role: Payroll Payment Distribution Management Privilege: Manage Payroll Person Process Results (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| | assignment security profile and for payroll statutory units in their organization security profile | Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Worker Payslip Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll personal calculation card for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: Manage Payroll Personal Calculation Card (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Adjust Individual Payroll Balance Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Costing for a Person Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll | Role: Payroll Distribution Calculation Management Privilege: Manage Payroll Relationship (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| | statutory units in their organization security profile | Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Payment Distribution Administration Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll retirement plans for people and assignments in their person and assignment security profile | Role: Manage Payroll Retirement Plans Privilege: Manage Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll third-party person payment method for people and assignments in their person and assignment security profile | Role: Manage Payroll Third-Party Person Payment Method Privilege: Manage Payroll Third-Party Person Payment Method (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage payroll time entries for people and assignments in person and assignment security profile | Role: Manage Payroll Time Entries Privilege: Manage Payroll Time Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can manage retroactive payment recovery for people and assignments in their person and assignment security profile | Role: Manage Retroactive Payment Recovery Privilege: Manage Retroactive Payment Recovery (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Costing Setup Details Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Person Process Result (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|---|---|
| | | Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can report person process result for people and assignments in person and assignment security profile | Role: Payroll Transaction Analysis Privilege: Report Person Process Result (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll absence entries for people and assignments in person and assignment security profile | Role: View Payroll Absence Entries Privilege: View Payroll Absence Entries (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| Payroll Relationship | A Payroll Manager can view payroll dashboard for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Access Payroll Dashboard Privilege: View Payroll Dashboard (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll personal calculation card for people and assignments in their person and assignment security profile. | Role: Manage Payroll Calculation Cards Privilege: View Payroll Personal Calculation Card (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile | Role: View Person Process Results Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Adjust Individual Payroll Balance Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Costing for a Person Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Manage Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Relationship | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Distribution Calculation Management Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Payment Distribution Administration Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: Manage Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll retirement plans for people and assignments in their person and assignment security profile | Role: View Payroll Retirement Plans Privilege: View Payroll Retirement Plans (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view payroll time entries for people and assignments in person and assignment security profile | Role: View Payroll Time Entries Privilege: View Payroll Time Entries (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view person costing for people and assignments in their person and assignment security profile. | Role: Manage Costing for a Person Privilege: View Person Costing (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and | Role: Payroll Calculation, Validation, and Balancing Administration |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------|--|--|
| | assignment security profile and for payroll statutory units in their organization security profile | Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Completeness Confirmation Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Distribution Calculation Administration Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: Payroll Payment Distribution Management Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Worker Payslip Privilege: View Person Payroll Process Results (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view retroactive payment recovery for people and assignments in their person and assignment security profile | Role: Manage Retroactive Payment Recovery Privilege: View Retroactive Payment Recovery (Data) Resource: Payroll Relationship |
| Payroll Relationship | A Payroll Manager can view retroactive payment recovery for people and assignments in their person and assignment security profile | Role: View Retroactive Payment Recovery Privilege: View Retroactive Payment Recovery (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Relationship |
| Payroll Relationship Group | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Relationship Group |
| Payroll Relationship Group | A Payroll Manager can manage payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Relationship Group | A Payroll Manager can view payroll relationship for legal employers in their organization security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Relationship Group |
| Payroll Retropay Component Usage | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Component Usage | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Component Usage |
| Payroll Retropay Definition | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Retropay Definition |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Retropay Element Span Usage | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Payroll Manager can manage payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Retropay Element Span Usage | A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Payroll Retropay Element Span Usage |
| Payroll Rule | A Payroll Manager can manage payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Costing (Data) Resource: Payroll Rule |
| Payroll Rule | A Payroll Manager can view payroll costing for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Costing (Data) Resource: Payroll Rule |
| Payroll Run Balance Validation | A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile | Role: Payroll Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Run Balance Validation |
| Payroll Run Balance Validation | A Payroll Manager can manage payroll person process results for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Run Balance Validation |
| Payroll Run Balance Validation | A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile | Role: Payroll Calculation, Validation, and Balancing Administration |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------------|---|---|
| | | Privilege: View Person Payroll Process Results (Data) Resource: Payroll Run Balance Validation |
| Payroll Run Balance Validation | A Payroll Manager can view person payroll process results for legislative data groups in their legislative data group security profile | Role: Payroll Interface Privilege: View Person Payroll Process Results (Data) Resource: Payroll Run Balance Validation |
| Payroll Run Type | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type |
| Payroll Run Type Classification Rule | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Classification Rule | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Classification Rule |
| Payroll Run Type Element Type Usage | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Element Type Usage | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Element Type Usage |
| Payroll Run Type Organization Method | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Organization Method | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Organization Method |
| Payroll Run Type Usage | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Run Type Usage | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Run Type Usage | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Run Type Usage |
| Payroll Statutory Unit | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Payroll Manager can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Payroll Administrator Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Payroll Manager can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Payroll Manager Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Statutory Unit | A Payroll Manager can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Payroll Legal Organization Lists of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Payroll Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Resource: Payroll Task |
| Payroll Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|--|---|
| Payroll Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task |
| Payroll Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|---|
| Payroll Task Parameter | A Payroll Manager can manage payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area Privilege: Manage Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can manage payroll flow patten for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Flow Patten (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payment Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Accounting Distribution Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Administration Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Calculation Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Access Regulatory and Tax Reporting Work Area |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|---|
| | | Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: HCM Extract Definition Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Task Parameter | A Payroll Manager can view payroll flow for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Flow (Data) Resource: Payroll Task Parameter |
| Payroll Taxability Rule | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Payroll Manager can manage payroll deduction for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Deduction (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Manage Value Defined by Criteria Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |
| Payroll Taxability Rule | A Payroll Manager can view payroll deduction group for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Deduction Group (Data) Resource: Payroll Taxability Rule |
| Payroll Template Rule Group | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |

| Business Object | Policy Description | Policy Store Implementation |
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| Payroll Template Rule Group | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group |
| Payroll Template Rule Group Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Rule Group Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Rule Group Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Rule Group Usage |
| Payroll Template Solution | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Payroll Template Solution |
| Payroll Template Solution | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution |
| Payroll Template Solution Classification Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
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| | | Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Classification Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Classification Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Classification Usage |
| Payroll Template Solution Column Information | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Information | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Information | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Information |
| Payroll Template Solution Column Instance | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Column Instance | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Column Instance | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| | | Resource: Payroll Template Solution Column Instance |
| Payroll Template Solution Design Pattern | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Design Pattern | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Design Pattern | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Design Pattern |
| Payroll Template Solution Entity Rule Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Entity Rule Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Entity Rule Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Entity Rule Usage |
| Payroll Template Solution Functional Area | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| Payroll Template Solution Functional Area | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Functional Area | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Functional Area |
| Payroll Template Solution Pattern Entity Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Entity Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Entity Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Entity Usage |
| Payroll Template Solution Pattern Rule Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Rule Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |
| Payroll Template Solution Pattern Rule Usage | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Rule Usage |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Payroll Template Solution Pattern Selection | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Pattern Selection | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Pattern Selection | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Pattern Selection |
| Payroll Template Solution Row Instance | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Row Instance | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Row Instance | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Row Instance |
| Payroll Template Solution Rule | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |

| Business Object | Policy Description | Policy Store Implementation |
|---|--|---|
| Payroll Template Solution Rule | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule |
| Payroll Template Solution Rule Dependency | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Rule Dependency | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Rule Dependency | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Rule Dependency |
| Payroll Template Solution Table Information | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Information | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Information | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Information |
| Payroll Template Solution Table Relation | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |

| Business Object | Policy Description | Policy Store Implementation |
|--|--|--|
| Payroll Template Solution Table Relation | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Template Solution Table Relation | A Payroll Manager can view payroll template for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Template (Data) Resource: Payroll Template Solution Table Relation |
| Payroll Time Definition | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Payroll Manager can manage payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Definition | A Payroll Manager can view payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Definition (Data) Resource: Payroll Time Definition |
| Payroll Time Period Type | A Payroll Manager can report payroll definition for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Definition (Data) Resource: Payroll Time Period Type |
| Payroll Usage | A Payroll Manager can manage payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: Manage Payroll Relationship (Data) Resource: Payroll Usage |
| Payroll Usage | A Payroll Manager can view payroll relationship for payroll flows in their payroll flow security profile | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Payroll Usage |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Person (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Payroll Manager can search person live for persons and assignments in their person and assignment security profile | Role: Person View Privilege: Search Person Live (Data) Resource: Person |
| Person | A Payroll Manager can search person live for persons and assignments in their person and assignment security profile | Role: Search Payroll Person Privilege: Search Person Live (Data) Resource: Person |
| Person | A Payroll Manager can view person for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person (Data) Resource: Person |
| Person Address | A Payroll Manager can view person address for persons and assignments in their person and assignment security profile | Role: View Person Address Data Only Privilege: View Person Address (Data) Resource: Person Address |
| Person Assignment | A Payroll Manager can access costing for a person for people and assignments in their person and assignment security profile. | Role: Manage Costing for a Person Privilege: Access Costing for a Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can access element entries for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| Person Assignment | A Payroll Manager can access payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: Access Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: Manage Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can access worker personal payment method for people and assignments in their person and assignment security profile. | Role: View Worker Personal Payment Method Privilege: Access Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report payroll relationship for persons and assignments in their person and assignment security profile | Role: Payroll Costing Setup Details Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report payroll relationship for persons and assignments in their person and assignment security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report payroll relationship for persons and assignments in their person and assignment security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|---|
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|--|
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can report person for persons and assignments in their person and assignment security profile | Role: Payroll Transaction Analysis Privilege: Report Person (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can search person live for persons and assignments in their person and assignment security profile | Role: Person View Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can search person live for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Searches V2 Privilege: Search Person Live (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can view assignment summary for persons and assignments in their person and assignment security profile | Role: Manage Payroll Relationship Privilege: View Assignment Summary (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can view payroll element entry for people and assignments in their person and assignment security profile. | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can view payroll relationship for people and assignments in their person and assignment security profile. | Role: Manage Payroll Relationship Privilege: View Payroll Relationship (Data) Resource: Person Assignment |
| Person Assignment | A Payroll Manager can view person costing for people and assignments in their person and assignment security profile. | Role: Manage Costing for a Person Privilege: View Person Costing (Data) Resource: Person Assignment |
| Person Contact | A Payroll Manager can view person contact for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person Contact (Data) Resource: Person Contact |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Person Detail | A Payroll Manager can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Payroll Manager can manage worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Manager can manage worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: Manage Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Manager can view person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Nudge Cards Privilege: View Person (Data) Resource: Person Detail |
| Person Detail | A Payroll Manager can view worker bank account for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Manager can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Manager can view worker bank account for people and assignments in their person and assignment security profile | Role: Use REST Service - Worker Bank Accounts Read Only Privilege: View Worker Bank Account (Data) Resource: Person Detail |
| Person Detail | A Payroll Manager can view worker bank account for people and assignments in their person and assignment security profile | Role: View Worker Personal Payment Method Privilege: View Worker Bank Account (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|---|--|
| Person Disability | A Payroll Manager can view person disability for persons and assignments in their person and assignment security profile | Role: Person View Privilege: View Person Disability (Data) Resource: Person Disability |
| Person National Identifier | A Payroll Manager can view person national identifier for persons and assignments in their person and assignment security profile | Role: View Person National Identifier Privilege: View Person National Identifier (Data) Resource: Person National Identifier |
| Personal Payment Method | A Payroll Manager can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can manage payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data group security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can manage payroll relationship for legislative data groups in their legislative data groups security profile | Role: View Worker Personal Payment Method Privilege: Manage Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can manage personal payment method for legislative data groups in their legislative data group security profile | Role: View Worker Personal Payment Method Privilege: Manage Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can manage personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Personal Payment Method (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| | | Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can manage worker personal payment method for people and assignments in their person and assignment security profile | Role: Manage Worker Personal Payment Method Privilege: Manage Worker Personal Payment Method (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can report payroll payment for legislative data groups in their legislative data group security profile | Role: Payroll Transaction Analysis Privilege: Report Payroll Payment (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Manage Worker Personal Payment Method Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Relationship (Data) Resource: Personal Payment Method |
| Personal Payment Method | A Payroll Manager can view payroll relationship for legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Relationship (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Resource: Personal Payment Method |
| Position | A Payroll Manager can choose position for positions in their position security profile | Role: Payroll Administrator Privilege: Choose Position (Data) Resource: Position |
| Position | A Payroll Manager can choose position for positions in their position security profile | Role: Payroll Manager Privilege: Choose Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Position (Data) Resource: Position |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|---|--|
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Payroll Manager can report position for positions in their position security profile | Role: Payroll Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Assignment | A Payroll Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Payroll Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Access Person Spotlight Advanced Search Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Balances Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Calculation Cards Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Element Entries Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Payments Costing Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Payments Distribution Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Personal Payment Methods Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Rate Calculation Results Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Retroactive Pay Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Run Costing Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|---|
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Run Results Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can report public person for persons and assignments in their public person and assignment security profile | Role: Payroll Transaction Analysis Privilege: Report Public Person (Data) Resource: Public Person |
| Public Person | A Payroll Manager can search person deferred for persons and assignments in their public person and assignment security profile | Role: Access Person Gallery Privilege: Search Person Deferred (Data) Resource: Public Person |
| Secured Payroll Element Type | A Payroll Manager can access element entries for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: Access Element Entries (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Manager can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Manager can manage payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Implementation Privilege: Manage Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Manager can view payroll element entry for people and assignments in their person and assignment security profile and for elements in their element security profile | Role: Manage Payroll Element Entry Privilege: View Payroll Element Entry (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Manager can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Common HCM Implementation Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |
| Secured Payroll Element Type | A Payroll Manager can view payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile | Role: Payroll Implementation View Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------------|--|---|
| Subledger Accounting Balance | A Payroll Manager can manage subledger accounting balance for the subsidiaries or management segment values whose account balance they manage | Role: Subledger Accounting Manager Privilege: Manage Subledger Accounting Balance (Data) Resource: Subledger Accounting Balance |
| Subledger Application | A Payroll Manager can manage subledger application for the owning oracle fusion accounting generating subledger application. | Role: Subledger Accounting Manager Privilege: Manage Subledger Application (Data) Resource: Subledger Application |
| Subledger Application Setup | A Payroll Manager can manage subledger application setup for the subledger application data created by oracle fusion global payroll | Role: Payroll Manager Privilege: Manage Subledger Application (Data) Resource: Subledger Application Setup |
| Subledger Application Transaction | A Payroll Manager can manage subledger application transaction for subledger accounting data for payrolls in their payroll security profile | Role: Payroll Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Application Transaction |
| Subledger Journal Entry | A Payroll Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized | Role: Subledger Accounting Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Journal Entry |
| Subledger Ledger Attribute | A Payroll Manager can manage subledger ledger attribute for ledgers that are derived from payrolls in their payroll security profile | Role: Payroll Manager Privilege: Manage Ledger for Subledger (Data) Resource: Subledger Ledger Attribute |
| Subledger Source Transaction | A Payroll Manager can manage subledger source transaction for the business units, cost organizations, asset books or legislative data groups, and the subledger applications for which they are authorized | Role: Subledger Accounting Manager Privilege: Manage Subledger Source Transaction (Data) Resource: Subledger Source Transaction |
| Tax Exemption | A Payroll Manager can manage tax exemption for the tax setup applicable to the business units for which they are responsible | Role: Customer Account Inquiry Privilege: Manage Tax Exemption (Data) Resource: Business Unit |

| Business Object | Policy Description | Policy Store Implementation |
|---|---|---|
| Tax Reporting Unit | A Payroll Manager can choose payroll process and report parameters for legislative data groups in their legislative data group security profile | Role: Choose Payroll Report and Process Parameter Privilege: Choose Payroll Process and Report Parameters (Data) Resource: Tax Reporting Unit |
| Tax Reporting Unit | A Payroll Manager can choose tax reporting unit for tax reporting units in their organization security profile | Role: Payroll Administrator Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Tax Reporting Unit | A Payroll Manager can choose tax reporting unit for tax reporting units in their organization security profile | Role: Payroll Manager Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Tax Reporting Unit | A Payroll Manager can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Payroll Legal Organization Lists of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Trading Community Customer Account | A Payroll Manager can view customer account for all customer accounts in the enterprise | Role: Customer Account Inquiry Privilege: View Customer Account (Data) Resource: Trading Community Customer Account |
| Trading Community Customer Account Relationship | A Payroll Manager can view customer account relationship for all customer account relationships in the enterprise | Role: Customer Account Inquiry Privilege: View Customer Account Relationship (Data) Resource: Trading Community Customer Account Relationship |
| Trading Community Customer Account Site | A Payroll Manager can view customer account site for all customer account sites in the enterprise | Role: Customer Account Inquiry Privilege: View Customer Account Site (Data) Resource: Trading Community Customer Account Site |
| Trading Community Customer Account Site Use | A Payroll Manager can view customer account site use for all customer account site uses in the enterprise | Role: Customer Account Inquiry Privilege: View Customer Account Site Use (Data) Resource: Trading Community Customer Account Site Use |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|---|
| Trading Community Organization Party | A Payroll Manager can view trading community organization for all organizations in the enterprise | Role: Customer Account Inquiry Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Payroll Manager can view trading community organization for all organizations in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Payroll Manager can view trading community organization for all organizations in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Organization (Data) Resource: Trading Community Organization Party |
| Trading Community Party | A Payroll Manager can view trading community person for all people in the enterprise | Role: Customer Account Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Payroll Manager can view trading community person for all people in the enterprise | Role: Employee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Party | A Payroll Manager can view trading community person for all people in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Person (Data) Resource: Trading Community Party |
| Trading Community Person Additional Identifier | A Payroll Manager can manage trading community person additional identifier for all identifiers in the enterprise | Role: Payroll Manager Privilege: Manage Trading Community Person Additional Identifier (Data) Resource: Trading Community Person Additional Identifier |

| Business Object | Policy Description | Policy Store Implementation |
|--|---|---|
| Trading Community Person Additional Identifier | A Payroll Manager can view trading community person additional identifier for all identifiers in the enterprise | Role: Payroll Manager Privilege: View Trading Community Person Additional Identifier (Data) Resource: Trading Community Person Additional Identifier |
| Trading Community Relationship | A Payroll Manager can view trading community relationship for all trading community relationships in the enterprise | Role: Customer Account Inquiry Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |
| Trading Community Relationship | A Payroll Manager can view trading community relationship for all trading community relationships in the enterprise | Role: Trading Community Data Security Policies for HCM Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship |

Privacy

This table lists data security policies for privacy for the Payroll Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------------|--|---|
| Party Tax Profile | A Payroll Manager can manage party tax profile for any party tax profile defined in the enterprise | Role: Customer Account Inquiry Privilege: Manage Party Tax Profile (Data) Resource: Party Tax Profile |
| Party Tax Profile | A Payroll Manager can manage party tax profile taxpayer identifier for organizations of type individual party tax profile taxpayer identifier defined in the enterprise. | Role: Customer Account Inquiry Privilege: Manage Party Tax Profile Taxpayer Identifier (Data) Resource: Party Tax Profile |
| Tax Registration | A Payroll Manager can manage tax registration for any tax registration defined in the enterprise | Role: Customer Account Inquiry Privilege: Manage Tax Registration (Data) Resource: Tax Registration |
| Withholding Party Tax Profile | A Payroll Manager can manage party tax profile taxpayer identifier for organizations of type | Role: Customer Account Inquiry |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | individual party tax profile taxpayer identifier defined in the enterprise. | Privilege: Manage Party Tax Profile Taxpayer Identifier (Data) Resource: Withholding Party Tax Profile |

Pending Worker (Abstract Role)

A pending worker is an individual who will join the organization as either an employee or a contingent worker and for whom a person record is created in the HCM application. This role will enable the pre-hire to access pre-boarding tasks, such as providing documentations and proofs, completing mandatory forms, and so on.

Role Hierarchy

The Pending Worker abstract role directly and indirectly inherits these roles.

- Pending Worker
 - Access Journey by Worker
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journey Task Library Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
 - Access Learning Common Components
 - Learner REST Services
 - Use REST Service - Learner Learning Catalog
 - Use REST Service - Learner Learning Catalog Read Only
 - Use REST Service - Learner Learning Record
 - Use REST Service - Learner Learning Tutorial
 - Use REST Service - Learner Learning Video
 - Use REST Service - Learning Catalog List of Values
 - Use REST Service - Learning Communities
 - Use REST Service - Learning Recommendation
 - Use REST Service - Learning Record Searches by Learner
 - Manage Contextual Journey by Worker
 - Use REST Service - HR Document Types List of Values
 - Use REST Service - Journeys Read Only
 - Use REST Service - Public Workers Read Only
 - Use REST Service - Worker Journeys
 - Use REST Service - Workers List of Values
 - Manage My Voluntary Learning
 - Manage Onboarding by Worker
 - Manage Person Documentation by Worker
 - Print Worker Portrait
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Use REST Service - Representatives Read Only
 - View Learning Assignment
 - View Learning Communities
 - View My Recommended Learning
 - View My Required Learning

Duties

This table lists the duties assigned directly and indirectly to the Pending Worker abstract role.

| Duty Role | Description |
|---|--|
| Access Journey by Worker | Allows workers to access their own journeys. |
| Access Learning Common Components | Access common learning components. |
| Learner REST Services | Allows learners to access REST services |
| Manage Contextual Journey by Worker | Allows workers to access and manage their own contextual journeys. |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Pending Worker abstract role.

| Aggregate Privilege | Description |
|---|--|
| Manage My Voluntary Learning | Allows users join and manage their voluntary learning assignments. |
| Manage Onboarding by Worker | Allows worker to complete the onboarding tasks. |
| Manage Person Documentation by Worker | Grants access to persons to manage their own document data. |
| Print Worker Portrait | Grants access to the portrait maintenance duties for the portrait cards. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Journey Task Library Read Only | Allows the user to call the GET method associated with the Journey Task Library REST Service. |

| Aggregate Privilege | Description |
|--|---|
| Use REST Service - Journeys Read Only | Allows the user to call the GET method associated with the Journeys REST Service. |
| Use REST Service - Learner Learning Catalog | Allows the user to call all methods associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Catalog Read Only | Allows the user to call the GET method associated with the Learner Learning Catalog REST Service. |
| Use REST Service - Learner Learning Record | Allows the user to call all methods associated with the Learner Learning Record REST Service. |
| Use REST Service - Learner Learning Tutorial | Allows the user to call all methods associated with the Learner Learning Tutorial REST Service. |
| Use REST Service - Learner Learning Video | Allows the user to call all methods associated with the Learner Learning Video REST Service. |
| Use REST Service - Learning Catalog List of Values | Allows the user to call the GET method associated with the Learning Catalog List of Values REST service |
| Use REST Service - Learning Communities | Allows the user to call all methods associated with the Learner Learning Communities REST Service. |
| Use REST Service - Learning Recommendation | Allows the user to call all methods associated with the Learning Recommendation REST Service. |
| Use REST Service - Learning Record Searches by Learner | Allows learner to search learning records as a learner. |
| Use REST Service - Public Workers Read Only | Allows the user to call the GET method associated with the Public Workers REST Service. |
| Use REST Service - Representatives Read Only | Allows the user to call the GET method associated with the Representatives REST Service. |
| Use REST Service - Worker Journeys | Allows the user to call all methods associated with the Worker Journeys REST Service. |
| View Learning Assignment | Views information about a person's learning assignment. |
| View Learning Communities | Allows users to view learning communities they are members of. |
| View My Recommended Learning | Allows users to view learning items recommended to them. |
| View My Required Learning | Allows users to view their required learning assignments. |

Privileges

This table lists privileges granted to duties of the Pending Worker abstract role.

| Granted Role | Granted Role Description | Privilege |
|-------------------------------------|--|--|
| Access Journey by Worker | Allows workers to access their own journeys. | Access Journey by Worker |
| Access Journey by Worker | Allows workers to access their own journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Access Journey by Worker | Allows workers to access their own journeys. | Use REST Service - Worker Journey Tasks |
| Access Learning Common Components | Access common learning components. | Access Learning Common Components |
| Learner REST Services | Allows learners to access REST services | Use REST Service - Learning Descriptive Flex Field Value Sets List of Values |
| Learner REST Services | Allows learners to access REST services | Use REST Service - My Learning Assignments Read Only |
| Manage Contextual Journey by Worker | Allows workers to access and manage their own contextual journeys. | Use REST Service - Questionnaire Instructions Read Only |
| Pending Worker | A pending worker is an individual who will join the organization as either an employee or a contingent worker and for whom a person record is created in the HCM application. This role will enable the pre-hire to access pre-boarding tasks, such as providing documentations and proofs, completing mandatory forms, and so on. | Access HCM Common Components |
| Pending Worker | A pending worker is an individual who will join the organization as either an employee or a contingent worker and for whom a person record is created in the HCM application. This role will enable the pre-hire to access pre-boarding tasks, such as providing documentations and proofs, completing mandatory forms, and so on. | Access Learner Self-Service Work Area |
| Pending Worker | A pending worker is an individual who will join the organization as either an employee or a contingent worker and for whom a person record is created in the HCM application. This role will enable the pre-hire to access pre-boarding tasks, such as providing documentations and proofs, completing mandatory forms, and so on. | Access What to Learn |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| Pending Worker | A pending worker is an individual who will join the organization as either an employee or a contingent worker and for whom a person record is created in the HCM application. This role will enable the pre-hire to access pre-boarding tasks, such as providing documentations and proofs, completing mandatory forms, and so on. | Approve Transactions |
| Pending Worker | A pending worker is an individual who will join the organization as either an employee or a contingent worker and for whom a person record is created in the HCM application. This role will enable the pre-hire to access pre-boarding tasks, such as providing documentations and proofs, completing mandatory forms, and so on. | View Notification Details |
| Use REST Service - HR Document Types List of Values | Allows the user to call the GET method associated with the HR document types list of values REST service. Use this duty role when granting manage access to person documentation data. | Use REST Service - HR Document Types List of Values |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Pending Worker abstract role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|--|---|
| Checklist Role Maps | A Pending Worker can view journey template for others for journey templates which allow them to view assigned journeys for persons and assignments in their person and assignment security profile | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Others (Data) Resource: Checklist Role Maps |
| Checklist Role Maps | A Pending Worker can view journey template for self for journey templates which allow them to view their own assigned journeys | Role: Use REST Service - Worker Journeys Privilege: View Journey Template for Self (Data) Resource: Checklist Role Maps |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|--|
| Guided Journey Response | A Pending Worker can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Pending Worker can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HR Document Type | A Pending Worker can view document type for document types in their document type security profile | Role: Manage Person Documentation by Worker Privilege: View Document Type (Data) Resource: HR Document Type |
| Journey | A Pending Worker can assign journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey (Data) Resource: Journey |
| Journey | A Pending Worker can assign journey to self for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: Assign Journey to Self (Data) Resource: Journey |
| Journey | A Pending Worker can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey | A Pending Worker can view journey for journeys to which they have been granted access | Role: Use REST Service - Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Journey Task | A Pending Worker can view journey task library for all tasks in the journey task library | Role: Use REST Service - Journey Task Library Read Only Privilege: View Journey Task Library (Data) Resource: Journey Task |
| Learning Assignment | A Pending Worker can manage recommended learning for recommended learning | Role: Use REST Service - Learning Recommendation |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------|---|--|
| | assignments received or made by them or people in their person security profile | Privilege: Manage Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Pending Worker can manage required learning for required learning assignments made by me or people in my person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Pending Worker can manage voluntary learning for voluntary learning assignments they have received or have been made by them or people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: Manage Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Pending Worker can view learning assignment for people in their person security profile | Role: View Learning Assignment Privilege: View Learning Assignment (Data) Resource: Learning Assignment |
| Learning Assignment | A Pending Worker can view recommended learning for recommended learning assignments received or made by them or people in their person security profile | Role: Use REST Service - Learning Recommendation Privilege: View Recommended Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Pending Worker can view required learning for required learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Required Learning (Data) Resource: Learning Assignment |
| Learning Assignment | A Pending Worker can view voluntary learning for voluntary learning assignments received by people in their person security profile | Role: Use REST Service - Learner Learning Record Privilege: View Voluntary Learning (Data) Resource: Learning Assignment |
| Learning Item | A Pending Worker can manage learning communities for self-service communities they created | Role: Use REST Service - Learning Communities Privilege: Manage Learning Communities (Data) Resource: Learning Item |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Learning Item | A Pending Worker can manage learning self-service tutorials for self-service tutorials they created | Role: Use REST Service - Learner Learning Tutorial Privilege: Manage Learning Self-Service Tutorials (Data) Resource: Learning Item |
| Learning Item | A Pending Worker can manage learning self-service videos for self-service videos they created | Role: Use REST Service - Learner Learning Video Privilege: Manage Learning Self-Service Videos (Data) Resource: Learning Item |
| Learning Item | A Pending Worker can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Pending Worker can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Catalog Learning Items in Self-Service (Data) Resource: Learning Item |
| Learning Item | A Pending Worker can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Item | A Pending Worker can view self-service learning items for user-created items visible to them in learning self-service | Role: Use REST Service - Learner Learning Catalog Read Only Privilege: View Self-Service Learning Items (Data) Resource: Learning Item |
| Learning Record | A Pending Worker can view learning records by learner for their own learning records | Role: Use REST Service - Learning Record Searches by Learner Privilege: View Learning Records by Learner (Data) Resource: Learning Record |

| Business Object | Policy Description | Policy Store Implementation |
|----------------------------|--|--|
| Person Allocated Checklist | A Pending Worker can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Allocated Checklist | A Pending Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Allocated Checklist |
| Person Assignment | A Pending Worker can manage person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Assignment |
| Person Assignment | A Pending Worker can view person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Assignment |
| Person Detail | A Pending Worker can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Pending Worker can manage worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: Manage Worker Journey (Data) Resource: Person Detail |
| Person Detail | A Pending Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Person Detail |
| Person Documentation | A Pending Worker can manage person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: Manage Person Documentation (Data) Resource: Person Documentation |
| Person Documentation | A Pending Worker can view person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker Privilege: View Person Documentation (Data) Resource: Person Documentation |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------|--|---|
| Public Assignment | A Pending Worker can search person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Pending Worker can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Pending Worker can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Representatives Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Assignment | A Pending Worker can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Assignment |
| Public Person | A Pending Worker can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Pending Worker can search person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: Search Person Deferred (Data) Resource: Public Person |
| Public Person | A Pending Worker can view person deferred for persons and assignments in their public person security profile | Role: Use REST Service - Public Workers Read Only Privilege: View Person Deferred (Data) Resource: Public Person |
| Worker Journey | A Pending Worker can view worker journey for persons and assignments in their person and assignment security profile and journeys to which they have been granted access | Role: Use REST Service - Worker Journeys Privilege: View Worker Journey (Data) Resource: Worker Journey |

Recruiter (Job Role)

Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.

Role Hierarchy

The Recruiter job role directly and indirectly inherits these roles.

- Recruiter
 - Access Recruiting Activity Center
 - Change Job Offer Start Date
 - Delete Job Requisition
 - Manage Candidate Pool
 - Manage Pending Candidate Follow-Up Task
 - Recruiting Sourcing Transaction Analysis
 - Recruiting Transaction Analysis
 - Search for Candidates
 - Update Candidate Job Application
 - Update Job Offer
 - Update Job Offer Other Compensation
 - Update Job Offer Salary
 - Update Job Requisition
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Use REST Service - HCM Countries List of Values
 - Use REST Service - Job Offers List of Values
 - Use REST Service - Person Reference Data Lists of Values
 - Use REST Service - Recruiting Lists of Values
 - Use REST Service - Workers List of Values
 - Use REST Service - Workforce Structure List of Values
 - Use User Details Service
 - View Candidate Follow-Up Task
 - View Candidate Job Application
 - View Job Offer
 - View Job Offer Other Compensation
 - View Job Offer Salary
 - View Job Requisition

Duties

This table lists the duties assigned directly and indirectly to the Recruiter job role.

| Duty Role | Description |
|--|---|
| Access Recruiting Activity Center | Access the recruiting activity center duty role. |
| Change Job Offer Start Date | Allows to change job offer start date based on offer ownership. |
| Recruiting Sourcing Transaction Analysis | Analyses Recruiting sourcing transactional information |
| Recruiting Transaction Analysis | Analyses Recruiting transactional information |
| Update Job Offer | Updates job offer. |
| Update Job Offer Other Compensation | Updates job offer other compensation. |
| Update Job Offer Salary | Updates job offer salary. |
| Use REST Service - Job Offers List of Values | Allows a recruiter to call the GET method associated with the job offers list of values REST Service. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View Job Offer | Views job offer. |
| View Job Offer Other Compensation | Views job offer other compensation. |
| View Job Offer Salary | Views job offer salary. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Recruiter job role.

| Aggregate Privilege | Description |
|------------------------|-----------------------------------|
| Delete Job Requisition | Deletes job requisition. |
| Manage Candidate Pool | Allows to manage candidate pools. |

| Aggregate Privilege | Description |
|--|---|
| Manage Pending Candidate Follow-Up Task | Allows to manage pending candidate follow-up tasks. |
| Search for Candidates | Allows to search for candidates based on candidate security profile. |
| Update Candidate Job Application | Allows to update candidate job applications whether or not the phases are restricted. |
| Update Job Requisition | Updates job requisition. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - HCM Countries List of Values | Allows the user to call the GET method associated with the HCM Countries list of values REST Service. |
| Use REST Service - Person Reference Data Lists of Values | Allows the user to call the GET method associated with the person reference data lists of values REST services. |
| Use REST Service - Recruiting Lists of Values | Allows the user to call the GET method associated with the Recruiting lists of values REST Services. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| Use User Details Service | Creates or updates users during person synchronizations. |
| View Candidate Follow-Up Task | Allows to view candidate follow-up tasks. |
| View Candidate Job Application | Allows to view candidate job applications whether or not the phases are restricted. |
| View Job Requisition | Views job requisition. |

Privileges

This table lists privileges granted to duties of the Recruiter job role.

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|---|
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Access Recruiting Activity Center |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Applications |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Offers |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Requisitions |
| Change Job Offer Start Date | Allows to change job offer start date based on offer ownership. | Change Job Offer Start Date |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Access HCM Common Components |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Access LinkedIn Candidate Search |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Access My Candidate Interviews and Feedback |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Access to Hiring as Recruiter |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Add Candidate to Job Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Approve Transactions |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Associate Job Requisition to Pipeline Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Communicate Job Offer |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|---|
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Communicate Job Offer Ignoring Number of Openings |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Confirm Candidate Job Application and Talent Community Subscription |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Coordinate Candidate Interviews and Feedback |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Copy Job Offer |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Create Candidate Job Application |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Create or Update Candidate |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Delete Candidate |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Delete Candidate Job Application |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Delete Completed Job Requisition Questionnaire |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Display Recruiting Duplicate Check with Sensitive Info Match |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|---|
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Offer |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Blank Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Existing Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Job |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Position |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Template |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Pipeline Job Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Interact with Candidate |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Launch Oracle Social Network |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Job Requisition Interview Schedule |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential | Manage Job Requisition Questionnaire Request |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|--|
| | candidates. Also manages recruiting sites and job postings. | |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Job Requisition Screening |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Recruiting QR Codes |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Recruitment Campaign |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Scheduled Processes |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manually Trigger Screening Packages |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Move Candidate Job Applications |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Move Candidate Job Applications Ignoring Constraints |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Perform Candidate Duplicate Check and Merge |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Personalize Candidates Lists |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Post Job Requisition to Company Career Site |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|--|
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Post Job Requisition to Job Distributor's Portal |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Request More Information from Candidates |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Update Candidate Job Application Screening Package |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Update Email Created from Template |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Update Referral Additional Information |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Address Lists of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Candidates List of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Content Items List of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Individual Compensation Lists of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Questionnaire Lists of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential | Use REST Service - Salary Bases List of Values |

| Granted Role | Granted Role Description | Privilege |
|--|--|--|
| | candidates. Also manages recruiting sites and job postings. | |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use Recruiting |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Completed Job Requisition Questionnaire |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Employment Screening Results |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Notification Details |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Recommended Candidates |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Similar Candidates |
| Update Job Offer | Updates job offer. | Update Job Offer |
| Update Job Offer Other Compensation | Updates job offer other compensation. | Update Job Offer Other Compensation |
| Update Job Offer Salary | Updates job offer salary. | Update Job Offer Salary |
| Use REST Service - Job Offers List of Values | Allows a recruiter to call the GET method associated with the job offers list of values REST Service. | Use REST Service - Job Offers List of Values |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| View Job Offer | Views job offer. | View Job Offer |
| View Job Offer Other Compensation | Views job offer other compensation. | View Job Offer Other Compensation |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--------------------------|-----------------------|
| View Job Offer Salary | Views job offer salary. | View Job Offer Salary |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Recruiter job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| Application Reference Territory | A Recruiter can choose application reference territory for all application reference territories in the enterprise | Role: Recruiter Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Recruiter can choose application reference territory for countries in their country security profile | Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Assignment Grade | A Recruiter can choose assignment grade for all grades in the enterprise | Role: Recruiter Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Recruiter can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Recruiter can report assignment grade for all grades in the enterprise | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Recruiter can report assignment grade for all grades in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|---|---|
| Assignment Grade Ladder | A Recruiter can report assignment grade ladder for all grades in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Business Unit | A Recruiter can choose business unit for business units in their organization security profile | Role: Recruiter Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Recruiter can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Candidate | A Recruiter can view candidate for candidates in their candidate security profile | Role: Search for Candidates Privilege: View Candidate (Data) Resource: Candidate |
| Candidate Follow Up Task | A Recruiter can manage candidate follow-up task for candidate follow-up tasks for which they are owner | Role: Manage Pending Candidate Follow-Up Task Privilege: Manage Candidate Follow-Up Task (Data) Resource: Candidate Follow Up Task |
| Candidate Follow Up Task | A Recruiter can view candidate follow-up task for candidate follow-up tasks for which they are owner | Role: View Candidate Follow-Up Task Privilege: View Candidate Follow-Up Task (Data) Resource: Candidate Follow Up Task |
| Candidate Pool | A Recruiter can choose candidate pool for candidate pools for which they are owner | Role: Use REST Service - Recruiting Lists of Values Privilege: Choose Candidate Pool (Data) Resource: Candidate Pool |
| Candidate Pool | A Recruiter can manage candidate pool for candidate pools for which they are owner | Role: Manage Candidate Pool Privilege: Manage Candidate Pool (Data) Resource: Candidate Pool |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|--|--|
| Candidate Pool | A Recruiter can report candidate pool for candidate pools for which they are owner | Role: Recruiting Transaction Analysis Privilege: Report Candidate Pool (Data) Resource: Candidate Pool |
| Department | A Recruiter can choose department for departments in their organization security profile | Role: Recruiter Privilege: Choose Department (Data) Resource: Department |
| Department | A Recruiter can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Recruiter can report department for departments in their organization security profile | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Recruiter can report department for departments in their organization security profile | Role: Recruiting Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Employment Screening Results | A Recruiter can report employment screening results for all employment screening results | Role: Recruiting Transaction Analysis Privilege: Report Employment Screening Results (Data) Resource: Employment Screening Results |
| Guided Journey Response | A Recruiter can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Recruiter can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HR Job | A Recruiter can choose hr job for all jobs in the enterprise | Role: Recruiter |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Recruiter can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Recruiter can report hr job for all jobs in the enterprise | Role: Recruiting Sourcing Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Recruiter can report hr job for all jobs in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Job Application | A Recruiter can report candidate job application for unrestricted job applications for the job requisitions and job offers i can see | Role: Recruiting Transaction Analysis Privilege: Report Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Recruiter can report job application for all job applications for the job requisitions and job offers i can see | Role: Recruiter Privilege: Report Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Recruiter can update candidate job application for all job applications for the job requisitions and job offers i can see | Role: Update Candidate Job Application Privilege: Update Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Recruiter can view candidate job application for all job applications for the job requisitions and job offers i can see | Role: Update Candidate Job Application Privilege: View Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Recruiter can view candidate job application for all job applications for the job requisitions and job offers i can see | Role: View Candidate Job Application Privilege: View Candidate Job Application (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Resource: Job Application |
| Job Offer | A Recruiter can change job offer start date for job offers on which i am part of the job offer team | Role: Change Job Offer Start Date Privilege: Change Job Offer Start Date (Data) Resource: Job Offer |
| Job Offer | A Recruiter can change job offer start date for job offers seen by my subordinates | Role: Change Job Offer Start Date Privilege: Change Job Offer Start Date (Data) Resource: Job Offer |
| Job Offer | A Recruiter can report job offer for job offers for which i am part of the job offer team | Role: Recruiting Transaction Analysis Privilege: Report Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiter can report job offer other compensation for job offers for which i am part of the job offer team | Role: Recruiting Transaction Analysis Privilege: Report Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Recruiter can report job offer salary for job offers for which i am part of the job offer team | Role: Recruiting Transaction Analysis Privilege: Report Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Recruiter can update job offer for job offers on which i am part of the job offer team | Role: Update Job Offer Privilege: Update Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiter can update job offer for job offers seen by my subordinates | Role: Update Job Offer Privilege: Update Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiter can update job offer other compensation for job offers on which i am part of the job offer team | Role: Update Job Offer Other Compensation Privilege: Update Job Offer Other Compensation (Data) Resource: Job Offer |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| Job Offer | A Recruiter can update job offer other compensation for job offers seen by my subordinates | Role: Update Job Offer Other Compensation Privilege: Update Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Recruiter can update job offer salary for job offers on which i am part of the job offer team | Role: Update Job Offer Salary Privilege: Update Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Recruiter can update job offer salary for job offers seen by my subordinates | Role: Update Job Offer Salary Privilege: Update Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Recruiter can view job offer for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers List of Values Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiter can view job offer for job offers on which i am part of the job offer team | Role: View Job Offer Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiter can view job offer for job offers seen by my subordinates | Role: Use REST Service - Job Offers List of Values Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiter can view job offer other compensation for job offers on which i am part of the job offer team | Role: View Job Offer Other Compensation Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Recruiter can view job offer salary for job offers on which i am part of the job offer team | Role: View Job Offer Salary Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Requisition | A Recruiter can delete job requisition for job requisitions in their job requisition security profile | Role: Delete Job Requisition Privilege: Delete Job Requisition (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|--|
| | | Resource: Job Requisition |
| Job Requisition | A Recruiter can report job requisition for job requisitions in their job requisition security profile | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Recruiter can report job requisition for job requisitions in their job requisition security profile | Role: Recruiting Transaction Analysis Privilege: Report Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Recruiter can update job requisition for job requisitions in their job requisition security profile | Role: Update Job Requisition Privilege: Update Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Recruiter can view job requisition for job requisitions in their job requisition security profile | Role: Use REST Service - Recruiting Lists of Values Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Recruiter can view job requisition for job requisitions in their job requisition security profile | Role: View Job Requisition Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Journey | A Recruiter can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Recruiter can choose legal employer for legal employers in their organization security profile | Role: Recruiter Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Recruiter can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------|--|---|
| Legal Employer | A Recruiter can report legal employer for legal employers in their organization security profile | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Recruiter can report legal employer for legal employers in their organization security profile | Role: Recruiting Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Location | A Recruiter can choose location for all locations in the enterprise | Role: Recruiter Privilege: Choose Location (Data) Resource: Location |
| Location | A Recruiter can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) Resource: Location |
| Location | A Recruiter can report location for all locations in the enterprise | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Recruiter can report location for all locations in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Organization | A Recruiter can choose organization for organizations in their organization security profile | Role: Recruiter Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Organization | A Recruiter can choose recruiting organization for organizations in their security profile | Role: Use REST Service - Recruiting Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Payroll Definition | A Recruiter can choose payroll definition for payrolls in their payroll security profile | Role: Recruiter Privilege: Choose Payroll (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| | | Resource: Payroll Definition |
| Payroll Statutory Unit | A Recruiter can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Person Address | A Recruiter can report person address for recruiting for all external candidates | Role: Recruiting Transaction Analysis Privilege: Report Person Address for Recruiting (Data) Resource: Person Address |
| Person Address | A Recruiter can view person address for all external candidates | Role: Recruiter Privilege: View Person Address for Recruiting (Data) Resource: Person Address |
| Person Detail | A Recruiter can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Email | A Recruiter can report person email for recruiting for email addresses of all external candidates and work email addresses of all internal candidates | Role: Recruiting Transaction Analysis Privilege: Report Person Email for Recruiting (Data) Resource: Person Email |
| Person Email | A Recruiter can view person email for email addresses of all external candidates and work email addresses of all internal candidates | Role: Recruiter Privilege: View Person Email for Recruiting (Data) Resource: Person Email |
| Person Phone | A Recruiter can report person phone for recruiting for phone numbers of all external candidates and work phone numbers of all internal candidates | Role: Recruiting Transaction Analysis Privilege: Report Person Phone for Recruiting (Data) Resource: Person Phone |
| Person Phone | A Recruiter can view person phone for phone numbers of all external candidates and work phone numbers of all internal candidates | Role: Recruiter Privilege: View Person Phone for Recruiting (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|---|---|
| | | Resource: Person Phone |
| Person Type | A Recruiter can choose person type for person types in their person security profile | Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Recruiter can view person type for person types in their person security profile | Role: Update Job Offer Privilege: View Person Type (Data) Resource: Person Type |
| Person Type | A Recruiter can view person type for person types in their person security profile | Role: View Job Offer Privilege: View Person Type (Data) Resource: Person Type |
| Position | A Recruiter can choose position for positions in their position security profile | Role: Recruiter Privilege: Choose Position (Data) Resource: Position |
| Position | A Recruiter can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Recruiter can report position for positions in their position security profile | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Recruiter can report position for positions in their position security profile | Role: Recruiting Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Person | A Recruiter can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|---|--|
| Public Person | A Recruiter can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |
| Recruiting Legislative Information | A Recruiter can report recruiting legislative information for all candidates | Role: Recruiter Privilege: Report Job Application Legislative Information (Data) Resource: Recruiting Legislative Information |
| Tax Reporting Unit | A Recruiter can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Worker | A Recruiter can search worker for persons and assignments in their person and assignment security profile | Role: Update Job Offer Privilege: Search Worker (Data) Resource: Worker |
| Worker | A Recruiter can search worker for persons and assignments in their person and assignment security profile | Role: View Job Offer Privilege: Search Worker (Data) Resource: Worker |

Recruiting Administrator (Job Role)

Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience.

Role Hierarchy

The Recruiting Administrator job role directly and indirectly inherits these roles.

- Recruiting Administrator

- Functional Setups
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - Workers List of Values
- Use User Details Service

Duties

This table lists the duties assigned directly and indirectly to the Recruiting Administrator job role.

| Duty Role | Description |
|---|---|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Recruiting Administrator job role.

| Aggregate Privilege | Description |
|--|--|
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use User Details Service | Creates or updates users during person synchronizations. |

Privileges

This table lists privileges granted to duties of the Recruiting Administrator job role.

| Granted Role | Granted Role Description | Privilege |
|-------------------|--|---------------------|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |

| Granted Role | Granted Role Description | Privilege |
|--------------------------|--|--|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Access Alerts Composer |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Access HCM Common Components |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Access Oracle Taleo Recruiting Cloud Service |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Manage Application Attachment Category |

| Granted Role | Granted Role Description | Privilege |
|--------------------------|--|------------------------------------|
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Manage Benefit Eligibility Profile |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Manage Geography Hierarchy |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Manage Job Offer Report |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Manage Job Requisition Templates |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Manage Organization Tree |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo | Manage Questionnaire Templates |

| Granted Role | Granted Role Description | Privilege |
|---------------------------------|---|--|
| | <p>Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience.</p> | |
| <p>Recruiting Administrator</p> | <p>Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience.</p> | <p>Manage Questionnaires</p> |
| <p>Recruiting Administrator</p> | <p>Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience.</p> | <p>Manage Questions</p> |
| <p>Recruiting Administrator</p> | <p>Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience.</p> | <p>Manage Recruiting Administration</p> |
| <p>Recruiting Administrator</p> | <p>Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience.</p> | <p>Manage Recruiting Content Library</p> |
| <p>Recruiting Administrator</p> | <p>Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the</p> | <p>Manage Scheduled Processes</p> |

| Granted Role | Granted Role Description | Privilege |
|---|--|--|
| | Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Manage Talent Profile Rating Model |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Run Trading Community Geography Name Referencing Maintenance |
| Recruiting Administrator | Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a Recruiting Administrator has the permissions to configure almost all recommended features in the Recruiting and Configuration centers. In Oracle Recruiting Cloud, a Recruiting Administrator can perform recruiting specific configuration, including candidate experience. | Use REST Service - Benefits Lists of Values |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Recruiting Administrator job role.

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|--|--|
| Business Unit | A Recruiting Administrator can choose business unit for business units in their organization security profile | Role: Recruiting Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Department | A Recruiting Administrator can choose department for departments in their organization security profile | Role: Recruiting Administrator Privilege: Choose Department (Data) Resource: Department |
| Guided Journey Response | A Recruiting Administrator can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Recruiting Administrator can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| Journey | A Recruiting Administrator can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Recruiting Administrator can choose legal employer for legal employers in their organization security profile | Role: Recruiting Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Organization | A Recruiting Administrator can choose organization for organizations in their security profile | Role: Recruiting Administrator Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Person Detail | A Recruiting Administrator can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Public Person | A Recruiting Administrator can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Recruiting Administrator can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |

Recruiting Manager (Job Role)

Individual who supports the recruitment process by pursuing and evaluating potential candidates and having access to all recruiting capabilities.

Role Hierarchy

The Recruiting Manager job role directly and indirectly inherits these roles.

- Recruiting Manager
 - Change Job Offer Start Date by Recruiting Manager
 - Manage Completed Candidate Follow-Up Task
 - Manage External Candidate Sensitive Information
 - Manage Job Offer by Recruiting Manager
 - Recruiter
 - Access Recruiting Activity Center
 - Change Job Offer Start Date
 - Delete Job Requisition
 - Manage Candidate Pool
 - Manage Pending Candidate Follow-Up Task
 - Recruiting Sourcing Transaction Analysis
 - Recruiting Transaction Analysis
 - Search for Candidates
 - Update Candidate Job Application
 - Update Job Offer
 - Update Job Offer Other Compensation
 - Update Job Offer Salary

- Update Job Requisition
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - HCM Countries List of Values
- Use REST Service - Job Offers List of Values
- Use REST Service - Person Reference Data Lists of Values
- Use REST Service - Recruiting Lists of Values
- Use REST Service - Workers List of Values
- Use REST Service - Workforce Structure List of Values
- Use User Details Service
- View Candidate Follow-Up Task
- View Candidate Job Application
- View Job Offer
- View Job Offer Other Compensation
- View Job Offer Salary
- View Job Requisition
- o Recruiting Candidate Tracking Transaction Analysis
- o Recruiting Manager Reporting
- o Use REST Service - Job Offers for Recruiting Manager List of Values
- o View External Candidate Sensitive Information

Duties

This table lists the duties assigned directly and indirectly to the Recruiting Manager job role.

| Duty Role | Description |
|--|---|
| Access Recruiting Activity Center | Access the recruiting activity center duty role. |
| Change Job Offer Start Date | Allows to change job offer start date based on offer ownership. |
| Change Job Offer Start Date by Recruiting Manager | Allows to change job offer start date based on person security profile. |
| Manage External Candidate Sensitive Information | Manage the job application external candidate sensitive information data. |
| Manage Job Offer by Recruiting Manager | Allows to manage candidate job offers based on person security profile. |
| Recruiting Candidate Tracking Transaction Analysis | Analyses Candidate Tracking transactional information |
| Recruiting Manager Reporting | Allows reporting on additional recruiting content. |

| Duty Role | Description |
|---|--|
| Recruiting Sourcing Transaction Analysis | Analyses Recruiting sourcing transactional information |
| Recruiting Transaction Analysis | Analyses Recruiting transactional information |
| Update Job Offer | Updates job offer. |
| Update Job Offer Other Compensation | Updates job offer other compensation. |
| Update Job Offer Salary | Updates job offer salary. |
| Use REST Service - Job Offers List of Values | Allows a recruiter to call the GET method associated with the job offers list of values REST Service. |
| Use REST Service - Job Offers for Recruiting Manager List of Values | Allows a recruiting manager to call the GET method associated with the job offers list of values REST Service. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| View External Candidate Sensitive Information | View the job application external candidate sensitive information data. |
| View Job Offer | Views job offer. |
| View Job Offer Other Compensation | Views job offer other compensation. |
| View Job Offer Salary | Views job offer salary. |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Recruiting Manager job role.

| Aggregate Privilege | Description |
|---|---|
| Delete Job Requisition | Deletes job requisition. |
| Manage Candidate Pool | Allows to manage candidate pools. |
| Manage Completed Candidate Follow-Up Task | Allows to manage completed candidate follow-up tasks. |

| Aggregate Privilege | Description |
|--|---|
| Manage Pending Candidate Follow-Up Task | Allows to manage pending candidate follow-up tasks. |
| Search for Candidates | Allows to search for candidates based on candidate security profile. |
| Update Candidate Job Application | Allows to update candidate job applications whether or not the phases are restricted. |
| Update Job Requisition | Updates job requisition. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - HCM Countries List of Values | Allows the user to call the GET method associated with the HCM Countries list of values REST Service. |
| Use REST Service - Person Reference Data Lists of Values | Allows the user to call the GET method associated with the person reference data lists of values REST services. |
| Use REST Service - Recruiting Lists of Values | Allows the user to call the GET method associated with the Recruiting lists of values REST Services. |
| Use REST Service - Workforce Structure List of Values | Allows the user to call the GET method associated with the Workforce Structure list of values REST Services. |
| Use User Details Service | Creates or updates users during person synchronizations. |
| View Candidate Follow-Up Task | Allows to view candidate follow-up tasks. |
| View Candidate Job Application | Allows to view candidate job applications whether or not the phases are restricted. |
| View Job Requisition | Views job requisition. |

Privileges

This table lists privileges granted to duties of the Recruiting Manager job role.

| Granted Role | Granted Role Description | Privilege |
|-----------------------------------|--|-----------------------------------|
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Access Recruiting Activity Center |

| Granted Role | Granted Role Description | Privilege |
|---|--|---|
| | | |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Applications |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Offers |
| Access Recruiting Activity Center | Access the recruiting activity center duty role. | Use REST Service - Job Requisitions |
| Change Job Offer Start Date | Allows to change job offer start date based on offer ownership. | Change Job Offer Start Date |
| Change Job Offer Start Date by Recruiting Manager | Allows to change job offer start date based on person security profile. | Change Job Offer Start Date |
| Manage External Candidate Sensitive Information | Manage the job application external candidate sensitive information data. | Manage External Candidate Sensitive Information |
| Manage External Candidate Sensitive Information | Manage the job application external candidate sensitive information data. | View External Candidate Sensitive Information |
| Manage Job Offer by Recruiting Manager | Allows to manage candidate job offers based on person security profile. | Cancel Job Offer |
| Manage Job Offer by Recruiting Manager | Allows to manage candidate job offers based on person security profile. | Redraft Job Offer After HR Phase |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Access HCM Common Components |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Access LinkedIn Candidate Search |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Access My Candidate Interviews and Feedback |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Access to Hiring as Recruiter |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Add Candidate to Job Requisition |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|---|
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Approve Transactions |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Associate Job Requisition to Pipeline Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Communicate Job Offer |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Communicate Job Offer Ignoring Number of Openings |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Confirm Candidate Job Application and Talent Community Subscription |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Coordinate Candidate Interviews and Feedback |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Copy Job Offer |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Create Candidate Job Application |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Create or Update Candidate |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Delete Candidate |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|--|
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Delete Candidate Job Application |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Delete Completed Job Requisition Questionnaire |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Display Recruiting Duplicate Check with Sensitive Info Match |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Offer |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Blank Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Existing Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Job |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Position |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Job Requisition Using Template |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Initiate Pipeline Job Requisition |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential | Interact with Candidate |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|--|
| | candidates. Also manages recruiting sites and job postings. | |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Launch Oracle Social Network |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Job Requisition Interview Schedule |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Job Requisition Questionnaire Request |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Job Requisition Screening |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Recruiting QR Codes |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Recruitment Campaign |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manage Scheduled Processes |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Manually Trigger Screening Packages |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Move Candidate Job Applications |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Move Candidate Job Applications Ignoring Constraints |

| Granted Role | Granted Role Description | Privilege |
|--------------|--|--|
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Perform Candidate Duplicate Check and Merge |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Personalize Candidates Lists |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Post Job Requisition to Company Career Site |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Post Job Requisition to Job Distributor's Portal |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Request More Information from Candidates |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Update Candidate Job Application Screening Package |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Update Email Created from Template |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Update Referral Additional Information |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Address Lists of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Candidates List of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential | Use REST Service - Content Items List of Values |

| Granted Role | Granted Role Description | Privilege |
|--------------------|---|--|
| | candidates. Also manages recruiting sites and job postings. | |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Individual Compensation Lists of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Questionnaire Lists of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use REST Service - Salary Bases List of Values |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | Use Recruiting |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Completed Job Requisition Questionnaire |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Employment Screening Results |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Notification Details |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Recommended Candidates |
| Recruiter | Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings. | View Similar Candidates |
| Recruiting Manager | Individual who supports the recruitment process by pursuing and evaluating potential candidates and having access to all recruiting capabilities. | Manage Candidates Lists |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| Recruiting Manager | Individual who supports the recruitment process by pursuing and evaluating potential candidates and having access to all recruiting capabilities. | Manage Job Requisition Interview Schedule Before Job Formatting Phase |
| Recruiting Manager | Individual who supports the recruitment process by pursuing and evaluating potential candidates and having access to all recruiting capabilities. | Update Candidate Job Offer Letter |
| Recruiting Manager | Individual who supports the recruitment process by pursuing and evaluating potential candidates and having access to all recruiting capabilities. | Update Job Requisition After Draft Phase |
| Recruiting Manager | Individual who supports the recruitment process by pursuing and evaluating potential candidates and having access to all recruiting capabilities. | Update Job Requisition Posting Locations |
| Recruiting Manager | Individual who supports the recruitment process by pursuing and evaluating potential candidates and having access to all recruiting capabilities. | View Confidential Questionnaire Responses |
| Update Job Offer | Updates job offer. | Update Job Offer |
| Update Job Offer Other Compensation | Updates job offer other compensation. | Update Job Offer Other Compensation |
| Update Job Offer Salary | Updates job offer salary. | Update Job Offer Salary |
| Use REST Service - Job Offers List of Values | Allows a recruiter to call the GET method associated with the job offers list of values REST Service. | Use REST Service - Job Offers List of Values |
| Use REST Service - Job Offers for Recruiting Manager List of Values | Allows a recruiting manager to call the GET method associated with the job offers list of values REST Service. | Use REST Service - Job Offers List of Values |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |
| View External Candidate Sensitive Information | View the job application external candidate sensitive information data. | View External Candidate Sensitive Information |
| View Job Offer | Views job offer. | View Job Offer |
| View Job Offer Other Compensation | Views job offer other compensation. | View Job Offer Other Compensation |

| Granted Role | Granted Role Description | Privilege |
|-----------------------|--------------------------|-----------------------|
| View Job Offer Salary | Views job offer salary. | View Job Offer Salary |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Recruiting Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Application Reference Territory | A Recruiting Manager can choose application reference territory for all application reference territories in the enterprise | Role: Recruiter Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Application Reference Territory | A Recruiting Manager can choose application reference territory for countries in their country security profile | Role: Use REST Service - HCM Countries List of Values Privilege: Choose Application Reference Territory (Data) Resource: Application Reference Territory |
| Assignment Grade | A Recruiting Manager can choose assignment grade for all grades in the enterprise | Role: Recruiter Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Recruiting Manager can choose assignment grade for all grades in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Recruiting Manager can report assignment grade for all grades in the enterprise | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Recruiting Manager can report assignment grade for all grades in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|--|---|
| Assignment Grade Ladder | A Recruiting Manager can report assignment grade ladder for all grades in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder |
| Business Unit | A Recruiting Manager can choose business unit organization for business units in their organization security profile | Role: Recruiter Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Recruiting Manager can choose business unit organization for business units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Candidate | A Recruiting Manager can view candidate for candidates in their candidate security profile | Role: Search for Candidates Privilege: View Candidate (Data) Resource: Candidate |
| Candidate Follow Up Task | A Recruiting Manager can manage candidate follow-up task for candidate follow-up tasks for which they are owner | Role: Manage Completed Candidate Follow-Up Task Privilege: Manage Candidate Follow-Up Task (Data) Resource: Candidate Follow Up Task |
| Candidate Follow Up Task | A Recruiting Manager can manage candidate follow-up task for candidate follow-up tasks for which they are owner | Role: Manage Pending Candidate Follow-Up Task Privilege: Manage Candidate Follow-Up Task (Data) Resource: Candidate Follow Up Task |
| Candidate Follow Up Task | A Recruiting Manager can view candidate follow-up task for candidate follow-up tasks for which they are owner | Role: View Candidate Follow-Up Task Privilege: View Candidate Follow-Up Task (Data) Resource: Candidate Follow Up Task |
| Candidate Pool | A Recruiting Manager can choose candidate pool for candidate pools for which they are owner | Role: Use REST Service - Recruiting Lists of Values Privilege: Choose Candidate Pool (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| | | Resource: Candidate Pool |
| Candidate Pool | A Recruiting Manager can manage candidate pool for candidate pools for which they are owner | Role: Manage Candidate Pool Privilege: Manage Candidate Pool (Data) Resource: Candidate Pool |
| Candidate Pool | A Recruiting Manager can report candidate pool for candidate pools for which they are owner | Role: Recruiting Transaction Analysis Privilege: Report Candidate Pool (Data) Resource: Candidate Pool |
| Department | A Recruiting Manager can choose department for departments in their organization security profile | Role: Recruiter Privilege: Choose Department (Data) Resource: Department |
| Department | A Recruiting Manager can choose department for departments in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data) Resource: Department |
| Department | A Recruiting Manager can report department for departments in their organization security profile | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Department | A Recruiting Manager can report department for departments in their organization security profile | Role: Recruiting Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Employment Screening Results | A Recruiting Manager can report employment screening results for all employment screening results | Role: Recruiting Transaction Analysis Privilege: Report Employment Screening Results (Data) Resource: Employment Screening Results |
| Guided Journey Response | A Recruiting Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |

| Business Object | Policy Description | Policy Store Implementation |
|-------------------------|---|--|
| Guided Journey Response | A Recruiting Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HR Job | A Recruiting Manager can choose hr job for all jobs in the enterprise | Role: Recruiter Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Recruiting Manager can choose hr job for all jobs in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Recruiting Manager can report hr job for all jobs in the enterprise | Role: Recruiting Sourcing Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| HR Job | A Recruiting Manager can report hr job for all jobs in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Job Application | A Recruiting Manager can report candidate job application for all job applications for the job requisitions and job offers i can see | Role: Recruiter Privilege: Report Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Recruiting Manager can report candidate job application for unrestricted job applications for the job requisitions and job offers i can see | Role: Recruiting Transaction Analysis Privilege: Report Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Recruiting Manager can report job application for all job applications for the job requisitions and job offers i can see | Role: Recruiting Manager Privilege: Report Confidential Questionnaire Responses (Data) Resource: Job Application |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Job Application | A Recruiting Manager can update candidate job application for all job applications for the job requisitions and job offers i can see | Role: Update Candidate Job Application Privilege: Update Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Recruiting Manager can view candidate job application for all job applications for the job requisitions and job offers i can see | Role: Update Candidate Job Application Privilege: View Candidate Job Application (Data) Resource: Job Application |
| Job Application | A Recruiting Manager can view candidate job application for all job applications for the job requisitions and job offers i can see | Role: View Candidate Job Application Privilege: View Candidate Job Application (Data) Resource: Job Application |
| Job Offer | A Recruiting Manager can cancel job offer for job offers on which i am part of the job offer team | Role: Manage Job Offer by Recruiting Manager Privilege: Cancel Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can cancel job offer for job offers seen by my subordinates | Role: Manage Job Offer by Recruiting Manager Privilege: Cancel Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can cancel job offer for persons and assignments in their person and assignment security profile | Role: Manage Job Offer by Recruiting Manager Privilege: Cancel Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can change job offer start date for job offers on which i am part of the job offer team | Role: Change Job Offer Start Date Privilege: Change Job Offer Start Date (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can change job offer start date for job offers seen by my subordinates | Role: Change Job Offer Start Date Privilege: Change Job Offer Start Date (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can change job offer start date for persons and assignments in their person and assignment security profile | Role: Change Job Offer Start Date by Recruiting Manager Privilege: Change Job Offer Start Date (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| | | Resource: Job Offer |
| Job Offer | A Recruiting Manager can redraft job offer after hr phase for job offers on which i am part of the job offer team | Role: Manage Job Offer by Recruiting Manager Privilege: Redraft Job Offer After HR Phase (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can redraft job offer after hr phase for job offers seen by my subordinates | Role: Manage Job Offer by Recruiting Manager Privilege: Redraft Job Offer After HR Phase (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can redraft job offer after hr phase for persons and assignments in their person and assignment security profile | Role: Manage Job Offer by Recruiting Manager Privilege: Redraft Job Offer After HR Phase (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can report job offer for persons and assignments in their person and assignment security profile | Role: Recruiting Manager Reporting Privilege: Report Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can report job offer other compensation for persons and assignments in their person and assignment security profile | Role: Recruiting Manager Reporting Privilege: Report Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can report job offer salary for persons and assignments in their person and assignment security profile | Role: Recruiting Manager Reporting Privilege: Report Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can update job offer for job offers on which i am part of the job offer team | Role: Update Job Offer Privilege: Update Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can update job offer for job offers seen by my subordinates | Role: Update Job Offer Privilege: Update Job Offer (Data) Resource: Job Offer |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Job Offer | A Recruiting Manager can update job offer for persons and assignments in their person and assignment security profile | Role: Manage Job Offer by Recruiting Manager Privilege: Update Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can update job offer other compensation for job offers on which i am part of the job offer team | Role: Update Job Offer Other Compensation Privilege: Update Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can update job offer other compensation for job offers seen by my subordinates | Role: Update Job Offer Other Compensation Privilege: Update Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can update job offer other compensation for persons and assignments in their person and assignment security profile | Role: Manage Job Offer by Recruiting Manager Privilege: Update Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can update job offer salary for job offers on which i am part of the job offer team | Role: Update Job Offer Salary Privilege: Update Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can update job offer salary for job offers seen by my subordinates | Role: Update Job Offer Salary Privilege: Update Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can update job offer salary for persons and assignments in their person and assignment security profile | Role: Manage Job Offer by Recruiting Manager Privilege: Update Job Offer Salary (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can view job offer for job offers on which i am part of the job offer team | Role: Use REST Service - Job Offers List of Values Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can view job offer for job offers seen by my subordinates | Role: Use REST Service - Job Offers List of Values |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| | | Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can view job offer for persons and assignments in their person and assignment security profile | Role: Manage Job Offer by Recruiting Manager Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can view job offer for persons and assignments in their person and assignment security profile | Role: Use REST Service - Job Offers for Recruiting Manager List of Values Privilege: View Job Offer (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can view job offer other compensation for persons and assignments in their person and assignment security profile | Role: Manage Job Offer by Recruiting Manager Privilege: View Job Offer Other Compensation (Data) Resource: Job Offer |
| Job Offer | A Recruiting Manager can view job offer salary for persons and assignments in their person and assignment security profile | Role: Manage Job Offer by Recruiting Manager Privilege: View Job Offer Salary (Data) Resource: Job Offer |
| Job Requisition | A Recruiting Manager can delete job requisition for job requisitions in their job requisition security profile | Role: Delete Job Requisition Privilege: Delete Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Recruiting Manager can report job requisition for job requisitions in their job requisition security profile | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Recruiting Manager can report job requisition for job requisitions in their job requisition security profile | Role: Recruiting Transaction Analysis Privilege: Report Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Recruiting Manager can update job requisition for job requisitions in their job requisition security profile | Role: Update Job Requisition Privilege: Update Job Requisition (Data) Resource: Job Requisition |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Job Requisition | A Recruiting Manager can view job requisition for job requisitions in their job requisition security profile | Role: Use REST Service - Recruiting Lists of Values Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Job Requisition | A Recruiting Manager can view job requisition for job requisitions in their job requisition security profile | Role: View Job Requisition Privilege: View Job Requisition (Data) Resource: Job Requisition |
| Journey | A Recruiting Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Recruiting Manager can choose legal employer for legal employers in their organization security profile | Role: Recruiter Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Recruiting Manager can choose legal employer for legal employers in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Recruiting Manager can report legal employer for legal employers in their organization security profile | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Legal Employer | A Recruiting Manager can report legal employer for legal employers in their organization security profile | Role: Recruiting Transaction Analysis Privilege: Report Legal Employer (Data) Resource: Legal Employer |
| Location | A Recruiting Manager can choose location for all locations in the enterprise | Role: Recruiter Privilege: Choose Location (Data) Resource: Location |
| Location | A Recruiting Manager can choose location for all locations in the enterprise | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Location (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------|---|--|
| | | Resource: Location |
| Location | A Recruiting Manager can report location for all locations in the enterprise | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Location | A Recruiting Manager can report location for all locations in the enterprise | Role: Recruiting Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Organization | A Recruiting Manager can choose recruiting organization for organizations in their organization security profile | Role: Recruiter Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Organization | A Recruiting Manager can choose recruiting organization for organizations in their security profile | Role: Use REST Service - Recruiting Lists of Values Privilege: Choose Recruiting Organization (Data) Resource: Organization |
| Payroll Definition | A Recruiting Manager can choose payroll for payrolls in their payroll security profile | Role: Recruiter Privilege: Choose Payroll (Data) Resource: Payroll Definition |
| Payroll Statutory Unit | A Recruiting Manager can choose payroll statutory unit for payroll statutory units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Payroll Statutory Unit (Data) Resource: Payroll Statutory Unit |
| Person Address | A Recruiting Manager can view person address for recruiting for all external candidates | Role: Recruiter Privilege: View Person Address for Recruiting (Data) Resource: Person Address |
| Person Detail | A Recruiting Manager can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|---|
| Person Detail | A Recruiting Manager can manage external candidate sensitive information for all external candidates | Role: Manage External Candidate Sensitive Information Privilege: Manage External Candidate Sensitive Information (Data) Resource: Person Detail |
| Person Detail | A Recruiting Manager can view external candidate sensitive information for all external candidates | Role: Manage External Candidate Sensitive Information Privilege: View External Candidate Sensitive Information (Data) Resource: Person Detail |
| Person Detail | A Recruiting Manager can view external candidate sensitive information for all external candidates | Role: View External Candidate Sensitive Information Privilege: View External Candidate Sensitive Information (Data) Resource: Person Detail |
| Person Email | A Recruiting Manager can view person email for recruiting for email addresses of all external candidates and work email addresses of all internal candidates | Role: Recruiter Privilege: View Person Email for Recruiting (Data) Resource: Person Email |
| Person Phone | A Recruiting Manager can view person phone for recruiting for phone numbers of all external candidates and work phone numbers of all internal candidates | Role: Recruiter Privilege: View Person Phone for Recruiting (Data) Resource: Person Phone |
| Person Type | A Recruiting Manager can choose person type for person types in their person security profile | Role: Use REST Service - Person Reference Data Lists of Values Privilege: Choose Person Type (Data) Resource: Person Type |
| Person Type | A Recruiting Manager can view person type for person types in their person security profile | Role: Update Job Offer Privilege: View Person Type (Data) Resource: Person Type |
| Position | A Recruiting Manager can choose position for positions in their position security profile | Role: Recruiter Privilege: Choose Position (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------------|--|--|
| | | Resource: Position |
| Position | A Recruiting Manager can choose position for positions in their position security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Position (Data) Resource: Position |
| Position | A Recruiting Manager can report position for positions in their position security profile | Role: Recruiting Sourcing Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Position | A Recruiting Manager can report position for positions in their position security profile | Role: Recruiting Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Person | A Recruiting Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Recruiting Manager can view person deferred for persons and assignments in their public person and assignment security profile | Role: Use User Details Service Privilege: View Person Deferred (Data) Resource: Public Person |
| Recruiting Legislative Information | A Recruiting Manager can report job application legislative information for all candidates | Role: Recruiter Privilege: Report Job Application Legislative Information (Data) Resource: Recruiting Legislative Information |
| Tax Reporting Unit | A Recruiting Manager can choose tax reporting unit for tax reporting units in their organization security profile | Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit |
| Worker | A Recruiting Manager can search worker for persons and assignments in their person and assignment security profile | Role: Update Job Offer Privilege: Search Worker (Data) Resource: Worker |

Time and Labor Administrator (Job Role)

Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks.

Role Hierarchy

The Time and Labor Administrator job role directly and indirectly inherits these roles.

- Time and Labor Administrator
 - Analyze Time Rule Processing Details
 - Functional Setups User
 - Functional Setups
 - Manage Fast Formula
 - Manage Worker Time Entry Setup Profile
 - Manage Worker Time Processing Profile
 - Time and Labor Transaction Analysis
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Workforce Scheduling Transaction Analysis

Duties

This table lists the duties assigned directly and indirectly to the Time and Labor Administrator job role.

| Duty Role | Description |
|---|--|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |
| Time and Labor Transaction Analysis | Analyzes Time and Labor transactional information. |
| Workforce Scheduling Transaction Analysis | Analyses workforce scheduling transactional information |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Time and Labor Administrator job role.

| Aggregate Privilege | Description |
|--|--|
| Analyze Time Rule Processing Details | Manages setup and maintenance of time rule processing details. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage Worker Time Entry Setup Profile | Creates and updates an association of a layout set and time entry actions to control access to any time entries. |
| Manage Worker Time Processing Profile | Creates and updates an association of rule sets, a time consumer set, and time card periods to report, validate, approve, and transfer time. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |

Privileges

This table lists privileges granted to duties of the Time and Labor Administrator job role.

| Granted Role | Granted Role Description | Privilege |
|------------------------------|--|--|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. | Access HCM Common Components |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|--|
| | Maintains rules, groups, layout sets, and other maintenance tasks. | |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Access Time Management Work Area |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Create Time Card |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Enter Project Unprocessed Expenditure Batch |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Evaluate HCM Group Membership |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Export Time Device Configuration |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Generate Time Attributes in Data Dictionary |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Generate Time Card Fields |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Generate Time Cards from Time Collection Devices |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. | Manage Application Common Lookup |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|--|
| | Maintains rules, groups, layout sets, and other maintenance tasks. | |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Application Flexfield Value Set |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Application Set-Enabled Lookup |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Application Standard Lookup |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Custom Time Attributes |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage HCM Groups |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Questionnaire Templates |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Questionnaires |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Questions |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. | Manage Repeating Time Periods |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|---------------------------------|
| | Maintains rules, groups, layout sets, and other maintenance tasks. | |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Scheduler Profiles |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Shift Properties |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Allocations |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Attestation Sets |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Balance Definitions |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Balance Dimensions |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Card Fields |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Categories |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. | Manage Time Consumer Sets |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|--|
| | Maintains rules, groups, layout sets, and other maintenance tasks. | |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Device Configuration |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Layout Sets |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Repository Rule Sets |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Repository Rule Templates |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Repository Rules |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Work Day Definitions |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Prepare Unapproved Time Entries for Payroll Transfer |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Process Imported Shifts |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. | Resolve Time Cards with Transfer Failures |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|---|
| | Maintains rules, groups, layout sets, and other maintenance tasks. | |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Review Incomplete Time Transfer Processes |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Run Workforce Management Processes |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | View HCM Groups |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Time and Labor Administrator job role.

| Business Object | Policy Description | Policy Store Implementation |
|------------------|---|--|
| Assignment Grade | A Time And Labor Administrator can choose assignment grade for all grades in the enterprise | Role: Time and Labor Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Time and Labor Administrator can report assignment grade for all grades in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Business Unit | A Time And Labor Administrator can choose business unit for business units in their organization security profile | Role: Time and Labor Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|--|
| Department | A Time And Labor Administrator can choose department for departments in their organization security profile | Role: Time and Labor Administrator Privilege: Choose Department (Data) Resource: Department |
| Department | A Time and Labor Administrator can report department for departments in their organization security profile | Role: Time and Labor Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Fast Formula | A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |
| Fast Formula | A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|---|--|
| Fast Formula Global | A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Type Context Usage | A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Time and Labor Administrator can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Time and Labor Administrator can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|---|
| | | Resource: Guided Journey Response |
| HR Job | A Time And Labor Administrator can choose hr job for all jobs in the enterprise | Role: Time and Labor Administrator Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Time and Labor Administrator can report hr job for all jobs in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Journey | A Time and Labor Administrator can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Time And Labor Administrator can choose legal employer for legal employers in their organization security profile | Role: Time and Labor Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Time And Labor Administrator can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Time and Labor Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Location | A Time and Labor Administrator can report location for all locations in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Payroll Database Item Group | A Time and Labor Administrator can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Time and Labor Administrator can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Person | A Time and Labor Administrator can report person for persons and assignments in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Person (Data) |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| | | Resource: Person |
| Person | A Time and Labor Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Manage Worker Time Entry Setup Profile Privilege: Search Person Live (Data) Resource: Person |
| Person | A Time and Labor Administrator can search person live for persons and assignments in their person and assignment security profile | Role: Manage Worker Time Processing Profile Privilege: Search Person Live (Data) Resource: Person |
| Position | A Time and Labor Administrator can report position for positions in their position security profile | Role: Time and Labor Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Person | A Time And Labor Administrator can choose public person for persons and assignments in their person and assignment security profile | Role: Time and Labor Administrator Privilege: Choose Public Person (Data) Resource: Public Person |
| Time Change Request | A Time and Labor Administrator can report time change requests for people in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Time Change Requests (Data) Resource: Time Change Request |
| Time Record | A Time and Labor Administrator can report time and labor for people in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Time and Labor (Data) Resource: Time Record |
| Time Rule Set Processing Run | A Time and Labor Administrator can search and analyze time card for persons and assignments in their person and assignment security profile | Role: Analyze Time Rule Processing Details Privilege: Search and Analyze Time Card (Data) Resource: Time Rule Set Processing Run |

Time and Labor Manager (Job Role)

Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure.

Role Hierarchy

The Time and Labor Manager job role directly and indirectly inherits these roles.

- Time and Labor Manager
 - Access HCM Spreadsheet Data Loader Templates
 - Analyze Time Rule Processing Details
 - Edit Time Zone Overrides
 - Generate Time Card
 - Generate Time Entry
 - Generate Time Event
 - Load Data using HCM Spreadsheet Data Loader
 - Manage Manually Maintained Audit Members
 - Manage Manually Maintained Excluded Members
 - Manage Person Identifiers for External Applications
 - Manage Time Allocation Assignment
 - Manage Time Change Requests by Time and Labor Manager
 - Manage Time Entry
 - Manage Time Event
 - Time Card Management
 - Use REST Service - Time Card Entry Details Read Only
 - Use REST Service - Time Card Searches
 - Use REST Service - Time Cards
 - Time and Labor Administrator
 - Analyze Time Rule Processing Details
 - Functional Setups User
 - Functional Setups
 - Manage Fast Formula
 - Manage Worker Time Entry Setup Profile
 - Manage Worker Time Processing Profile
 - Time and Labor Transaction Analysis
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Workforce Scheduling Transaction Analysis
 - Time and Labor Transaction Analysis
 - Use REST Service - Guided Journey Responses
 - Use REST Service - Guided Journeys Read Only
 - Use REST Service - Workers List of Values
 - View Time Cards

- View Time Zone Overrides
- Workforce Scheduling Transaction Analysis

Duties

This table lists the duties assigned directly and indirectly to the Time and Labor Manager job role.

| Duty Role | Description |
|---|---|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. |
| Time Card Management | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. |
| Time and Labor Transaction Analysis | Analyzes Time and Labor transactional information. |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. |
| Workforce Scheduling Transaction Analysis | Analyses workforce scheduling transactional information |

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Time and Labor Manager job role.

| Aggregate Privilege | Description |
|--|--|
| Access HCM Spreadsheet Data Loader Templates | Allows access to active HCM Spreadsheet Data Loader templates, allowing the user to generate spreadsheets for bulk data loading. |
| Analyze Time Rule Processing Details | Manages setup and maintenance of time rule processing details. |
| Edit Time Zone Overrides | Allows users to edit time zone overrides for a worker. |
| Generate Time Card | Generates time cards. |
| Generate Time Entry | Generates time entries. |
| Generate Time Event | Generates time events. |

| Aggregate Privilege | Description |
|---|--|
| Load Data using HCM Spreadsheet Data Loader | Allows access to generate spreadsheets for bulk data loading using HCM Spreadsheet Data Loader. |
| Manage Fast Formula | Manages formula definitions used for validation and calculations. |
| Manage Manually Maintained Audit Members | Allows users to add members to a group for audit reporting purposes. |
| Manage Manually Maintained Excluded Members | Allows users to exclude members from reminder notifications. |
| Manage Person Identifiers for External Applications | Manages person identifiers for external applications. |
| Manage Time Allocation Assignment | Manages time allocation assignments. |
| Manage Time Change Requests by Time and Labor Manager | Allows the time and labor manager to see time change requests data for workers and approve time change requests if they are allowed to approve time cards. |
| Manage Time Entry | Manages time entries. |
| Manage Time Event | Manages time events. |
| Manage Worker Time Entry Setup Profile | Creates and updates an association of a layout set and time entry actions to control access to any time entries. |
| Manage Worker Time Processing Profile | Creates and updates an association of rule sets, a time consumer set, and time card periods to report, validate, approve, and transfer time. |
| Use REST Service - Guided Journey Responses | Allows the user to call all methods associated with the Guided Journey Responses REST service. |
| Use REST Service - Guided Journeys Read Only | Allows the user to call the GET method associated with the Guided Journeys REST service. |
| Use REST Service - Time Card Entry Details Read Only | Lets the person call the Time Card Entry Details REST Service. |
| Use REST Service - Time Card Searches | Lets the person call the Time Card Searches REST Service. |
| Use REST Service - Time Cards | Lets the person call the Time Cards REST Service. |
| View Time Cards | Views time cards. |
| View Time Zone Overrides | Allows users to view time zone overrides for a worker. |

| Aggregate Privilege | Description |
|---------------------|-------------|
| | |

Privileges

This table lists privileges granted to duties of the Time and Labor Manager job role.

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|---|
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Execute Setup Tasks |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Applications Offering |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Review Setups Functional User Overview |
| Functional Setups | Uses the functional user overview, and assigned tasks, and task lists. | Setup and Maintain Applications |
| Time Card Management | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. | Clear Time Card Reprocessing Status |
| Time Card Management | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. | Manage Time Cards by Time and Labor Manager |
| Time Card Management | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. | Mass Approve Time Cards |
| Time Card Management | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. | Use REST Service - Time Card Field Values Read Only |
| Time Card Management | Manages time cards that need to be adjusted or submitted for processing, when a worker cannot access their time card. | Withdraw Pending Approval Notifications |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Access HCM Common Components |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|--|
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Access Time Management Work Area |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Create Time Card |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Enter Project Unprocessed Expenditure Batch |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Evaluate HCM Group Membership |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Export Time Device Configuration |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Generate Time Attributes in Data Dictionary |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Generate Time Card Fields |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Generate Time Cards from Time Collection Devices |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Application Common Lookup |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|--|
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Application Flexfield Value Set |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Application Set-Enabled Lookup |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Application Standard Lookup |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Custom Time Attributes |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage HCM Groups |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Questionnaire Templates |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Questionnaires |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Questions |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Repeating Time Periods |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|---------------------------------|
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Scheduler Profiles |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Shift Properties |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Allocations |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Attestation Sets |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Balance Definitions |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Balance Dimensions |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Card Fields |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Categories |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Consumer Sets |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|--|
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Device Configuration |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Layout Sets |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Repository Rule Sets |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Repository Rule Templates |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Time Repository Rules |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Manage Work Day Definitions |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Prepare Unapproved Time Entries for Payroll Transfer |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Process Imported Shifts |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Resolve Time Cards with Transfer Failures |

| Granted Role | Granted Role Description | Privilege |
|------------------------------|---|---|
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Review Incomplete Time Transfer Processes |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | Run Workforce Management Processes |
| Time and Labor Administrator | Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks. | View HCM Groups |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Access HCM Common Components |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Access Time Management Work Area |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Enter Project Unprocessed Expenditure Batch |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Manage Data Exchange Work Area |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Manage Planned Schedule |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Manage Team Schedule |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Manage Time Repository Rule Sets |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Manage Time Repository Rules |

| Granted Role | Granted Role Description | Privilege |
|---|---|---|
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Mass Approve Time Change Requests |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Resolve All Exceptions by Worker |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Resolve Badge Exceptions |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Time Attribute Full Access |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Use REST Service - HCM Groups List of Values |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Use REST Service - Scheduling Lists of Values |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | Validate Project Time and Labor Time Card |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | View Notification Details |
| Time and Labor Manager | Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure. | View Published Schedule |
| Use REST Service - Workers List of Values | Allows the user to call the GET method associated with the Workers list of values REST Service. | Use REST Service - Workers List of Values |

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Time and Labor Manager job role.

| Business Object | Policy Description | Policy Store Implementation |
|------------------|---|--|
| Assignment Grade | A Time And Labor Manager can choose assignment grade for all grades in the enterprise | Role: Time and Labor Manager Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Time and Labor Manager can choose assignment grade for all grades in the enterprise | Role: Time and Labor Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade |
| Assignment Grade | A Time and Labor Manager can report assignment grade for all grades in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report Assignment Grade (Data) Resource: Assignment Grade |
| Business Unit | A Time And Labor Manager can choose business unit for business units in their organization security profile | Role: Time and Labor Manager Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Business Unit | A Time and Labor Manager can choose business unit organization for business units in their organization security profile | Role: Time and Labor Administrator Privilege: Choose Business Unit Organization (Data) Resource: Business Unit |
| Department | A Time And Labor Manager can choose department for departments in their organization security profile | Role: Time and Labor Manager Privilege: Choose Department (Data) Resource: Department |
| Department | A Time and Labor Manager can choose department for departments in their organization security profile | Role: Time and Labor Administrator Privilege: Choose Department (Data) Resource: Department |
| Department | A Time and Labor Manager can report department for departments in their organization security profile | Role: Time and Labor Transaction Analysis Privilege: Report Department (Data) Resource: Department |
| Fast Formula | A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------|---|---|
| Fast Formula | A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula |
| Fast Formula Context | A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Context | A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Context |
| Fast Formula Function | A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Function | A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Function |
| Fast Formula Global | A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Global | A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Global |
| Fast Formula Route | A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Route |
| Fast Formula Route | A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Route |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|---|
| Fast Formula Type Context Usage | A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula Type Context Usage | A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula Type Context Usage |
| Fast Formula User Entity | A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Fast Formula User Entity |
| Fast Formula User Entity | A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Fast Formula User Entity |
| Guided Journey Response | A Time and Labor Manager can manage guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: Manage Guided Journey Response (Data) Resource: Guided Journey Response |
| Guided Journey Response | A Time and Labor Manager can view guided journey response for guided journey responses that i have provided | Role: Use REST Service - Guided Journey Responses Privilege: View Guided Journey Response (Data) Resource: Guided Journey Response |
| HCM Group Members | A Time and Labor Manager can manage manually maintained audit members for persons and assignments in their person and assignment security profile | Role: Manage Manually Maintained Audit Members Privilege: Manage Manually Maintained Audit Members (Data) Resource: HCM Group Members |
| HCM Group Members | A Time and Labor Manager can manage manually maintained excluded members for persons and assignments in their person and assignment security profile | Role: Manage Manually Maintained Excluded Members Privilege: Manage Manually Maintained Excluded Members (Data) Resource: HCM Group Members |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------------|--|--|
| HCM Spreadsheet Loader Data Set | A Time and Labor Manager can choose hcm spreadsheet loader data-set for all data sets for templates that have been granted to their roles with view all data sets access | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Loader Data Set | A Time and Labor Manager can choose hcm spreadsheet loader data-set for data sets that i created | Role: Load Data using HCM Spreadsheet Data Loader Privilege: Choose HCM Spreadsheet Loader Data-Set (Data) Resource: HCM Spreadsheet Loader Data Set |
| HCM Spreadsheet Template | A Time and Labor Manager can run hcm spreadsheet loader for all templates that have been granted to their roles | Role: Access HCM Spreadsheet Data Loader Templates Privilege: Run HCM Spreadsheet Loader (Data) Resource: HCM Spreadsheet Template |
| HR Job | A Time And Labor Manager can choose hr job for all jobs in the enterprise | Role: Time and Labor Manager Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Time and Labor Manager can choose hr job for all jobs in the enterprise | Role: Time and Labor Administrator Privilege: Choose HR Job (Data) Resource: HR Job |
| HR Job | A Time and Labor Manager can report hr job for all jobs in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job |
| Journey | A Time and Labor Manager can view journey for journeys to which they have been granted access | Role: Use REST Service - Guided Journeys Read Only Privilege: View Journey (Data) Resource: Journey |
| Legal Employer | A Time And Labor Manager can choose legal employer for legal employers in their organization security profile | Role: Time and Labor Manager Privilege: Choose Legal Employer (Data) Resource: Legal Employer |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------------------|---|---|
| Legal Employer | A Time and Labor Manager can choose legal employer for legal employers in their organization security profile | Role: Time and Labor Administrator Privilege: Choose Legal Employer (Data) Resource: Legal Employer |
| Legislative Data Group | A Time And Labor Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Time and Labor Manager Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Legislative Data Group | A Time and Labor Manager can choose legislative data group for legislative data groups in their legislative data group security profile | Role: Time and Labor Administrator Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group |
| Location | A Time and Labor Manager can report location for all locations in the enterprise | Role: Time and Labor Transaction Analysis Privilege: Report Location (Data) Resource: Location |
| Payroll Database Item Group | A Time and Labor Manager can manage fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: Manage Fast Formula (Data) Resource: Payroll Database Item Group |
| Payroll Database Item Group | A Time and Labor Manager can view fast formula for legislative data groups in their legislative data group security profile | Role: Manage Fast Formula Privilege: View Fast Formula (Data) Resource: Payroll Database Item Group |
| Person | A Time and Labor Manager can report person for persons and assignments in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Person (Data) Resource: Person |
| Person | A Time and Labor Manager can search person live for persons and assignments in their person and assignment security profile | Role: Manage Time Entry Privilege: Search Person Live (Data) Resource: Person |
| Person | A Time and Labor Manager can search person live for persons and assignments in their person and assignment security profile | Role: Manage Time Event Privilege: Search Person Live (Data) Resource: Person |

| Business Object | Policy Description | Policy Store Implementation |
|-----------------|--|--|
| Person | A Time and Labor Manager can search person live for persons and assignments in their person and assignment security profile | Role: Manage Worker Time Entry Setup Profile Privilege: Search Person Live (Data) Resource: Person |
| Person | A Time and Labor Manager can search person live for persons and assignments in their person and assignment security profile | Role: Manage Worker Time Processing Profile Privilege: Search Person Live (Data) Resource: Person |
| Person | A Time and Labor Manager can search person live for persons and assignments in their person and assignment security profile | Role: Time Card Management Privilege: Search Person Live (Data) Resource: Person |
| Person Detail | A Time and Labor Manager can choose person for persons and assignments in their person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Person (Data) Resource: Person Detail |
| Person Detail | A Time and Labor Manager can search person live for persons and assignments in their person and assignment security profile | Role: View Time Cards Privilege: Search Person Live (Data) Resource: Person Detail |
| Position | A Time and Labor Manager can report position for positions in their position security profile | Role: Time and Labor Transaction Analysis Privilege: Report Position (Data) Resource: Position |
| Public Person | A Time And Labor Manager can choose public person for persons and assignments in their person and assignment security profile | Role: Time and Labor Manager Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Time and Labor Manager can choose public person for persons and assignments in their person and assignment security profile | Role: Time and Labor Administrator Privilege: Choose Public Person (Data) Resource: Public Person |
| Public Person | A Time and Labor Manager can choose public person for persons and assignments in their public person and assignment security profile | Role: Use REST Service - Workers List of Values Privilege: Choose Public Person (Data) Resource: Public Person |

| Business Object | Policy Description | Policy Store Implementation |
|--------------------------|--|---|
| Time Allocation Resource | A Time and Labor Manager can manage time allocation assignments for persons and assignments in their person and assignment security profile | Role: Manage Time Allocation Assignment Privilege: Manage Time Allocation Assignments (Data) Resource: Time Allocation Resource |
| Time Card | A Time and Labor Manager can generate time cards for persons and assignments in their person and assignment security profile | Role: Generate Time Card Privilege: Generate Time Cards (Data) Resource: Time Card |
| Time Change Request | A Time and Labor Manager can manage time change requests by time and labor manager for persons and assignments in their person and assignment security profile | Role: Manage Time Change Requests by Time and Labor Manager Privilege: Manage Time Change Requests by Time and Labor Manager (Data) Resource: Time Change Request |
| Time Change Request | A Time and Labor Manager can report time change requests for people in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Time Change Requests (Data) Resource: Time Change Request |
| Time Change Request | A Time and Labor Manager can view time change requests by time and labor manager for persons and assignments in their person and assignment security profile | Role: Manage Time Change Requests by Time and Labor Manager Privilege: View Time Change Requests by Time and Labor Manager (Data) Resource: Time Change Request |
| Time Entry | A Time and Labor Manager can generate time entries for persons and assignments in their person and assignment security profile | Role: Generate Time Entry Privilege: Generate Time Entries (Data) Resource: Time Entry |
| Time Entry | A Time and Labor Manager can manage time entries for persons and assignments in their person and assignment security profile | Role: Manage Time Entry Privilege: Manage Time Entries (Data) Resource: Time Entry |
| Time Entry | A Time and Labor Manager can search time entries for persons and assignments in their person and assignment security profile | Role: Manage Time Entry Privilege: Search Time Entries (Data) Resource: Time Entry |

| Business Object | Policy Description | Policy Store Implementation |
|---------------------------|---|--|
| Time Event | A Time and Labor Manager can generate time events for persons and assignments in their person and assignment security profile | Role: Generate Time Event Privilege: Generate Time Events (Data) Resource: Time Event |
| Time Event | A Time and Labor Manager can manage time events for persons and assignments in their person and assignment security profile | Role: Manage Time Event Privilege: Manage Time Events (Data) Resource: Time Event |
| Time Event | A Time and Labor Manager can search time events for persons and assignments in their person and assignment security profile | Role: Manage Time Event Privilege: Search Time Events (Data) Resource: Time Event |
| Time Record | A Time and Labor Manager can report time and labor for people in their person and assignment security profile | Role: Time and Labor Transaction Analysis Privilege: Report Time and Labor (Data) Resource: Time Record |
| Time Record Group Summary | A Time and Labor Manager can manage time cards for persons and assignments in their person and assignment security profile | Role: Time Card Management Privilege: Manage Time Cards (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Time and Labor Manager can manage time cards for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Cards Privilege: Manage Time Cards (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Time and Labor Manager can search time cards for persons and assignments in their person and assignment security profile | Role: Time Card Management Privilege: Search Time Cards (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Time and Labor Manager can search time cards for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Card Entry Details Read Only Privilege: Search Time Cards (Data) Resource: Time Record Group Summary |
| Time Record Group Summary | A Time and Labor Manager can search time cards for persons and assignments in their person and assignment security profile | Role: Use REST Service - Time Card Searches Privilege: Search Time Cards (Data) Resource: Time Record Group Summary |

| Business Object | Policy Description | Policy Store Implementation |
|------------------------------|---|--|
| Time Record Group Summary | A Time and Labor Manager can search time cards for persons and assignments in their person and assignment security profile | Role: View Time Cards Privilege: Search Time Cards (Data) Resource: Time Record Group Summary |
| Time Rule Set Processing Run | A Time and Labor Manager can search and analyze time card for persons and assignments in their person and assignment security profile | Role: Analyze Time Rule Processing Details Privilege: Search and Analyze Time Card (Data) Resource: Time Rule Set Processing Run |
| Time Zone Override | A Time and Labor Manager can edit time zone overrides for persons and assignments in their person and assignment security profile | Role: Edit Time Zone Overrides Privilege: Edit Time Zone Overrides (Data) Resource: Time Zone Override |
| Time Zone Override | A Time and Labor Manager can view time zone overrides for persons and assignments in their person and assignment security profile | Role: View Time Zone Overrides Privilege: View Time Zone Overrides (Data) Resource: Time Zone Override |

4 Unassigned Duties

Duties

This table lists Workforce Deployment offering duties defined but not assigned to any job or abstract role in the reference implementation.

| Duty Role | Role Description |
|--|---|
| Careers of Interest View | Allows the careers of interest for a worker to be viewed. |
| Custom Data Security Policies for Application Identities | Contains custom data security policies that need to be granted to Application Identities. |
| Job Site REST Services | Allows partners to access Job Site Direct Apply REST services. |
| Learner Manager REST Services | Allows line managers to access REST services required for the team learning app. |
| Learning Content Provider | Allows the user to access REST services for importing content and learner progression |
| Obsolete HCM Data Security Policies | Contains HCM data security policies that have been obsoleted. Do not use. |
| Report All HCM Communicate Campaigns | Analyses all HCM communicate transactional information |
| Review HCM Approval Transactions as Business User | Allows viewing of basic information for HCM approval transactions by a business user. |
| Scheduled Payroll Processes Administration | Allows users to administer all payroll scheduled processes. |
| Use REST Service - Candidate Assessments | Allows partners to call all methods associated with the Recruiting candidate assessments REST Services. |
| Use REST Service - Candidate Background Checks | Allows partners to call all methods associated with the Recruiting candidate background checks REST Services. |
| Use REST Service - Candidate Tax Credits | Allows partners to call all methods associated with the recruiting tax credits REST services. |
| Use REST Service - Job Distribution | Allows partners to call all methods associated with the Recruiting job distribution REST services. |
| Use REST Service - User Accounts as Manager or HR | Allows the user to call the UserAccounts REST Service from the perspective of a Manager or HR. |

| Duty Role | Role Description |
|---|--|
| Use REST Service - User Accounts as Worker | Allows the user to call the UserAccounts REST Service from the perspective of a worker. |
| Use REST Service - Worker as HR | Allows the user to call all methods associated with the Workers REST Service from the perspective of an HR user. |
| Use REST Service - Worker as Manager | Allows the user to call all methods associated with the Workers REST Service from the perspective of a manager. |
| Use REST Service - Worker as Worker | Allows the user to call all methods associated with the Workers REST Service from the perspective of a worker. |
| Workforce Profile Content Type Data Security Policies | Delivers template data security policies for seeded HCM profile content types. Do not assign to users. |