Oracle Fusion Cloud HCM

Security Reference for HCM

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Author: Prashanth Rayakar

Contents

Get Help i

1 Introduction 1
Overview of Security Reference 1
Human Capital Management Offerings 1
Advisory Note on Subscription Impact 2

2 What's New 3
Overview 3
New Duties 3
New Aggregate Privileges 3
New Privileges 5

3 Roles 9
Benefits Administrator (Job Role) 9
Benefits Manager (Job Role) 79
Benefits Specialist (Job Role) 124
Cash Manager (Job Role) 153
Compensation Administrator (Job Role) 193
Compensation Analyst (Job Role) 235
Compensation Manager (Job Role) 249
Compensation Specialist (Job Role) 277
Contingent Worker (Abstract Role) 282
Corporate Social Responsibility Manager (Job Role) 357
Employee (Abstract Role) 359
Employee Campaign Administrator (Job Role) 454
Employee Campaign Manager (Job Role) 456
Employee Development Manager (Job Role) 460
Employee Wellness Manager (Job Role) 461
Executive Manager (Abstract Role) 463
Hiring Manager (Abstract Role) 466

Human Capital Management Application Administrator (Job Role) 479
Human Capital Management Integration Specialist (Job Role) 614
Human Resource Analyst (Job Role) 709
Human Resource Help Desk Administrator (Job Role) 761
Human Resource Help Desk Agent (Job Role) 791
Human Resource Help Desk Manager (Job Role) 798
Human Resource Manager (Job Role) 806
Human Resource Specialist (Job Role) 939
IT Auditor (Job Role) 1077
Knowledge Author HCM (Job Role) 1080
Knowledge Search HCM (Job Role) 1081
Learning Specialist (Job Role) 1083
Line Manager (Abstract Role) 1107
Payroll Administrator (Job Role) 1203
Payroll Interface Coordinator (Job Role) 1296
Payroll Manager (Job Role) 1359
Pending Worker (Abstract Role) 1554
Recruiter (Job Role) 1565
Recruiting Administrator (Job Role) 1587
Recruiting Manager (Job Role) 1597
Time and Labor Administrator (Job Role) 1621
Time and Labor Manager (Job Role) 1634
Workforce Recognition and Award Program Administrator (Job Role) 1655
Workforce Schedule Administrator (Job Role) 1657
Workforce Schedule Manager (Job Role) 1665

4 **Unassigned Duties** **1673**

Duties 1673

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Thanks for helping us improve our user assistance!

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 polices 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)

For insights into how Oracle measures and counts Oracle Fusion licenses, see *Metrics Description for Fusion Offerings*

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 Duties

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

Duty Role	Description
Learning Catalog All Items Management	Allows the user to manage all learning catalog items.
Learning Catalog Management	Allows the user to manage learning catalog items.
Share Data Access Transaction Analysis	Analyzes share data access requests.
Skills Library Administration	Allows administration of the skills library, including the running of skills advisor processes.

New Aggregate Privileges

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

Aggregate Privilege	Description
Generate Time Entries by Worker	Lets the worker generate time entries from their scheduled hours. Applies only to the Redwood experience.
Manage Benefits Questionnaire Responses by Administrator	Allows administrators to manage benefit questionnaire responses.
Manage Benefits Questionnaire Responses by Worker	Allows workers to manage their benefit questionnaire responses.
Manage HCM AI Prompts	Allows the user to manage HCM AI prompts.

Aggregate Privilege	Description
Manage Self-Paced Learning	Allows the user to create and manage self-paced learning content.
Submit Indian Tax Exemption for Allowances	Allows India employees to submit expense bills to claim tax exemptions for their allowances.
Submit Time Cards by Line Manager	Allows the line manager to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
Submit Time Cards by Time and Labor Manager	Allows the time and labor manager to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
Submit Time Cards by Worker	Allows the worker to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
Use REST Service - All Learning Catalog Items	Allows the user to manage all learning catalog items using the Learning Catalog Items REST Service.
Use REST Service - All Learning Catalog Items Read Only	Allows the user to view all learning catalog items using the Learning Catalog Items REST Service.
Use REST Service - Assignment Costing	Allows users to call all methods associated with the Assignment Costing REST Service.
Use REST Service - Assignment Costing Read Only	Allows users to call the GET method associated with the Assignment Costing REST Service.
Use REST Service - Payroll Relationship Costing	Allows users to call all methods associated with the Payroll Relationship Costing REST Service.
Use REST Service - Payroll Relationship Costing Read Only	Allows users to call the GET method associated with the Payroll Relationship Costing REST Service.
View All Learning Catalog Items	Allows the user to view all learning catalog items.
View Archived Document Records	Allows viewing of archived documents of record.
View Benefits Questionnaire Responses by Administrator	Allows administrators to view benefit questionnaire responses.
View Benefits Questionnaire Responses by Worker	Allows workers to view their benefit questionnaire responses.
View Costing Details at Payroll Level	Allows user to view costing at payroll level.
View HCM AI Prompts	Allows the user to view HCM AI prompts.

Aggregate Privilege	Description
View Learning Catalog Items	Allows the user to view learning catalog items.
View Role Guide Assignment	Allows the user to view role guide assignments.

New Privileges

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

Granted Role	Privilege	Description
Benefits Administrator	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Benefits Administrator	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Benefits Administrator	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Benefits Manager	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Benefits Manager	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Benefits Manager	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Human Capital Management Application Administrator	Configure External Providers for Learning and Development	Allows the user to configure the external providers for learning and development.
Human Capital Management Application Administrator	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Human Capital Management Application Administrator	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.

Granted Role	Privilege	Description
Human Capital Management Application Administrator	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Human Capital Management Integration Specialist	Assign Roles to any HCM Spreadsheet Data Loader Template	Allows the user to assign roles to access any HCM Spreadsheet Data Loader templates, including those based on secured business objects that don't implement data security in HSDL.
Human Capital Management Integration Specialist	Create HCM Data Loader Data Set Using REST Service	Allows the user to create HCM Data Loader data sets, using the Data Loader Data Sets REST service.
Human Capital Management Integration Specialist	Use REST Service - Workforce Schedule Shifts Read Only	Allows users to export workforce schedule shifts for any scheduling location or department using the workforce schedule shifts REST service.
Human Resource Analyst	View Performance Template	Allows viewing of performance templates.
Human Resource Analyst	View Performance Template Section	Allows viewing of performance template sections.
Human Resource Specialist	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Human Resource Specialist	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Human Resource Specialist	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Human Resource Specialist	Unarchive Document Records	Allows unarchiving of archived documents of record.
Job Application Identity for Recruiting	Create HCM Data Loader Data Set Using REST Service	Allows the user to create HCM Data Loader data sets, using the Data Loader Data Sets REST service.
Learning Catalog All Items Management	Deactivate Learning Catalog Item	Allows the user to deactivate a learning catalog item.
Learning Catalog All Items Management	Delete Learning Catalog Item	Allows the user to delete a learning catalog item.

Granted Role	Privilege	Description
Learning Catalog All Items Management	Delete Learning Catalog Item Content	Allows the user to delete the content of a learning catalog item.
Learning Catalog Management	Deactivate Learning Catalog Item	Allows the user to deactivate a learning catalog item.
Learning Catalog Management	Delete Learning Catalog Item	Allows the user to delete a learning catalog item.
Learning Catalog Management	Delete Learning Catalog Item Content	Allows the user to delete the content of a learning catalog item.
Learning Specialist	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Learning Specialist	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Learning Specialist	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Learning Specialist	Manage Catalog Administration Profile	Allows the user to manage catalog administration profiles.
Learning Specialist	Manage Learning Catalog Item Description Agent	Allows the user to manage the Learning Catalog Item Description Agent.
Performance Management Administration	Delete Performance Template	Allows deletion of performance templates.
Performance Management Administration	Delete Performance Template Section	Allows deletion of performance template sections.
Performance Management Implementation	Delete Performance Template	Allows deletion of performance templates.
Performance Management Implementation	Delete Performance Template Section	Allows deletion of performance template sections.
Recruiting Administrator	Configure Career Site	Allows user to configure career sites.
Recruiting Administrator	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.

Granted Role	Privilege	Description
Recruiting Administrator	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Recruiting Administrator	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Skills Library Administration	Manage Skills Library Translation Agent	Allows the user to manage the Skills Library Translation Agent.
Time and Labor Administrator	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Time and Labor Administrator	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Time and Labor Administrator	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Time and Labor Administrator	Manage Attendance Rule Sets	Allows users to manage attendance rule sets.
Time and Labor Administrator	View Attendance Rule Sets	Allows users to view attendance rule sets.
Time and Labor Manager	Manage Attendance Rule Sets	Allows users to manage attendance rule sets.
Time and Labor Manager	View Attendance Rule Sets	Allows users to view attendance rule sets.
Workforce Schedule Administrator	Manage Scheduling Rule Sets	Allows users to manage workforce scheduling rule sets.
Workforce Schedule Administrator	View Scheduling Rule Sets	Allows users to view workforce scheduling rule sets.

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 Court Orders
    - Manage Benefit Participant Enrollment Result by Administrator
    - Manage Benefit Person Potential Life Event
    - Manage Benefits Additional Person Info
    - Manage Benefits Questionnaire Responses by Administrator
    - Manage Person Beneficiary Organizations
    - Manage Person Benefit Relationship
    - Manage Person Benefits Billing
    - Manage Person Documentation
    - Use REST Service - Benefit Person Information
    - Use REST Service - Contacts List of Values
    - View Benefit Court Orders
    - View Benefit Participant Enrollment Result by Administrator
    - View Benefit Person Potential Life Event
    - View Benefits Additional Person Info
    - View Benefits Questionnaire Responses by Administrator
    - View Person Beneficiary Organizations
    - View Person Benefit Relationship
    - View Person Benefits Billing
    - 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

        - 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 - HCM Countries List of Values
- 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.
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.

Duty Role	Description
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 Court Orders	Allows management of person benefit court orders.
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 Benefits Questionnaire Responses by Administrator	Allows administrators to manage benefit questionnaire responses.
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	Allows users to manage payroll elements.
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.

Aggregate Privilege	Description
Manage Person Benefits Billing	Allows management of person benefit billing information
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.
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 - Contacts List of Values	Allows the user to call the GET method associated with the Contacts 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 - 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.

Aggregate Privilege	Description
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 Court Orders	Allows viewing of person benefit court orders.
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 Benefits Questionnaire Responses by Administrator	Allows administrators to view benefit questionnaire responses.
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 Benefits Billing	Allows viewing of person benefit billing information.
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	Privilege Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Define Absence Plans	Allows configuration and management of manage absence plans
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Absence Entitlement Band	Allows configuration and management of absence entitlement bands
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Participant Enrollment Certification	Allows management of benefit participant enrollment certification.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Access HCM Common Components	Allows access to HCM common components.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Archive US End-of-Year ACA Information	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Benefits Administrator Access	Allows administrator access to benefits pages.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Compare All Benefit Plans	Allows all benefit plans to be compared, regardless of whether the user is eligible for the plans.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Compare Benefit Plans	Allows comparison of medical, dental and vision plans.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Extract Work Structure Model Details	Allows management of work structure data model
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Extract Work Structure Report Details	Allows management of work structure report
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Extract Worker Model Details	Allows management of worker data model
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Extract Worker Report Details	Allows management of worker report
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Application Common Lookup	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Beneficiary Organization Details	Allows management of beneficiary organization details.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Extracts Work Area	Allows access to the Extract Maintenance work area.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Person Work Area	Allows access to the Person Management work area.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Questionnaire Templates	Allows creating, updating, and deleting of questionnaire templates.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Questionnaires	Allows creating, updating, and deleting of questionnaires.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Questions	Allows creating, updating, and deleting of questions that will be included in the library.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Wellness Program	Allows management of employee wellness program.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Wellness Tracking Service	Allows management of wellness device tracking services.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Manage Workforce Structures Work Area	Allows access to the Work Structures Management work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Administrator	Manages administration of benefits business objects and batch processes.	New Person Work Area	Allows HR specialists to access the New Person work area.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Run HCM Extract	Allows running of the extract process and submission of the write process.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Run HCM Extract Write Process	Allows running of the write process to write data in a required format and delivery type.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Run HCM Extracts Report	Allows access to the extract data model when running a report.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Run US 1094-C Transmittal Electronic Report	Not Available
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Run US 1095-C Employee Report	Not Available
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Run US ACA Eligibility Process	Not Available
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Run US Benefits Reports	Allows US benefits reports to be run.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Upload US ACA Rejection File Error Details	Not Available
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Use REST Service - Address Lists of Values	Allows the user to call the GET method associated with the Address list of values REST Services.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Use REST Service - Benefit Plans Comparison List of Values	Allows users to call the GET method associated with the benefit plans comparison list of values REST service.
Benefits Administrator	Manages administration of benefits business objects and batch processes.	Use REST Service - Benefit Plans Comparison Read Only	Allows users to call the GET method associated with the benefit plans comparison REST service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Administrator	Manages administration of benefits business objects and batch processes.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics
Benefits Administrator	Manages administration of benefits business objects and batch processes.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Benefits Elections	Manages benefits elections.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Elections	Manages benefits elections.	Maintain Designee Eligibility	Allows benefit professionals to evaluate designee eligibility.
Benefits Elections	Manages benefits elections.	Manage Open enrollment window	Allows benefit professionals to manage open enrollment window.
Benefits Elections	Manages benefits elections.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Elections	Manages benefits elections.	Run Online Life Events	Allows benefit professionals to evaluate online life events.
Benefits Elections	Manages benefits elections.	Run Online Open Enrollment	Allows benefit professionals to evaluate online open enrollment.
Benefits Elections	Manages benefits elections.	Search Benefit Person	Allows benefit professionals to search for benefits person.
Benefits Elections	Manages benefits elections.	View Person Life Event	Allows benefit professionals to view a person's life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Close Action Items	Allows benefit professionals to close action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Maintain Individual Eligibility Exceptions	Allows benefit professionals to manage enrollment result overrides.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Maintain Individual Overrides	Allows management of benefit participant enrollment result override.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Maintain Participant Eligibility	Allows access to plan configuration data when performing reporting tasks using OTBI.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Make Anytime Selections	Allows benefit professionals to make employee anytime selections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Make Employee Selections	Allows benefits professional to make employee life event selections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Action Items	Allows benefits professional to manage action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Anytime Action Items	Allows benefit professionals to action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Balance	Allows compensation professional to configure and manage benefit balances.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Carriers	Allows configuration and management of benefit carriers
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Contacts	Allows benefits professional to manage benefit contacts.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Earnings	Allows management of benefit earnings.
Benefits Enrollment Maintenance	Manages administration of employee population using the	Manage Benefit Electable Choice	Allows management of electable choices.

Granted Role	Granted Role Description	Privilege	Privilege Description
	professional pages and batch processes.		
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Eligible Dependent	Allows management of benefit eligible dependent.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Eligible Person	Allows management of benefit eligible person.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Extract Process	Allows run and view of the extract process.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Maintenance Batch Reporting	Allows benefit professionals to manage benefits batch processes.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Note	Allows management of benefit note.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Option	Allows management of benefit options.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Participant Enrollment Result Override	Allows management of 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	Allows benefit professionals to manage person benefit groups.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Person Habits	Allows benefit professionals to manage benefit person attributes.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Eligibility Factors	Allows management of eligibility factors.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Legal Entity Information	Allows benefit professionals to manage legal entity information.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Open enrollment window	Allows benefit professionals to manage open enrollment window.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Person Life Event	Allows management of person life event.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Plan Beneficiary Designation	Allows management of plan beneficiary designation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Regulatory Bodies	Allows management of regulatory bodies.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Reopen Life Events	Allows benefit professionals to reopen life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Third-Party Administrators	Allows configuration and management of third-party administrators.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Prepare Benefit Participant Potential Life Event	Allows benefits professional to 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	Allows benefit professionals to purge backed-out or voided life event data.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Purge Participation Evaluation Audit Data	Allows benefit professionals to purge participation evaluation audit data.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Record Benefit Coverage Payments	Allows recording of manual payments.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Action Item Closure	Allows benefit professionals to manage restart action item closure.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Default Benefits Enrollment	Allows benefit professionals to restart default benefits enrollment.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Enrollment Closure	Allows benefit professionals to restart enrollment closure.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Participation Evaluation	Allows benefit professionals to restart participation evaluation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Review Benefit Participant Enrollment Result	Allows benefit professionals to view enrollment result benefit statement.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Assign Corrective Potential Life Event	Allows benefits professional to assign a potential corrective event.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Backout Life Event Process	Allows benefit professionals to back out life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Benefit Billing Processes	Allows management of automatic benefits billing.
Benefits Enrollment Maintenance	Manages administration of employee population using the	Run Close Enrollments Process	Allows benefit professionals to close enrollment.

Granted Role	Granted Role Description	Privilege	Privilege Description
	professional pages and batch processes.		
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Default Enrollment Process	Allows benefit professionals to run enrollment in default benefits process.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Life Event Participation	Allows benefits professional to evaluate life event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Anytime Open	Allows benefit professionals to evaluate online anytime open.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Life Events	Allows benefit professionals to evaluate online life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Open Enrollment	Allows benefit professionals to evaluate online open enrollment.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process - Unrestricted Recalculate	Allows recalculation of unrestricted participation rates.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Life Event	Allows benefit professionals to evaluate life event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Scheduled	Allows benefit professionals to evaluate scheduled event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Selection	Allows benefits professional to evaluate participation selection.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Temporal	Allows benefit professionals to evaluate temporal event participation
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Unrestricted	Allows benefit professionals to evaluate unrestricted event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Search Benefit Person	Allows benefit professionals to search for benefits person.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Submit Elections	Allows individuals to 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	Allows users to call the GET method associated with the benefit balances list of values REST service.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Use REST Service - Benefit Plan Lists of Values	Allows users to call the GET method associated with the Benefit Plan lists of values REST services.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Use REST Service - Benefits Group List of Values	Allows users to call the GET method associated with the benefits group list of values REST service.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	View Person Life Event	Allows benefit professionals to view a person's life events.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Configure Benefit Plan Comparison Values	Allows configuration of comparison values in benefit plan comparison templates.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Configure Benefit Plans for Comparison	Allows configuration of templates for comparing benefit plans.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Activity Base Rate	Allows management of benefit rates.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Authorization	Allows definition of benefit authorization.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Coverage Calculation	Allows configuration and management of benefit coverage calculations.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Eligibility and Element Groups	Allows definition of eligibility and element groups.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Option	Allows configuration and management of benefit options.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Participant Eligibility Profile	Allows definition of benefit participant eligibility profile.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Plan	Allows configuration and management of setup objects needed to manage benefit plans.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Program Benefit Rates	Allows definition of benefit program rates.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Year Period	Allows definition of benefit year periods.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Plan Beneficiary Designation	Allows definition of plan beneficiary designation.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Plan Primary Care Provider	Allows definition of plan primary care provider.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Export Eligibility Profile	Allows for export of eligibility profile from current system.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Extract Work Structure Report Details	Allows management of work structure report
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Extract Worker Model Details	Allows management of worker data model
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Import Eligibility Profile	Allows for import of eligibility profile from current system.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Absence Entitlement Band	Allows configuration and management of absence entitlement bands
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Beneficiary Organization Details	Allows management of beneficiary organization details.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Balance	Allows compensation professional to configure and manage benefit balances.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Coverage Calculation	Allows management of benefit coverage calculation.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Defined Formulas	Allows management of benefit defined formulas.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Designation Detail	Allows management of dependant designation detail.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Enrollment Action Type	Allows configuration and management of enrollment action items.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Group	Allows configuration and management of benefit group.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Person Benefit Group	Allows benefit professionals to manage person benefit groups.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan Combination Plan Type in Program	Allows management of 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	Allows management of benefit plan events.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan Rates	Allows management of benefit plan rates.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan Type	Allows configuration and management of setup objects needed to manage benefit plan types.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan Type Self Service Grouping	Allows configuration and management of plan type groups for enrollment steps.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan in Program	Allows management of plans in programs.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Program Dependant Rules	Allows management of benefit program dependant rules.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Program Details	Allows management of benefit program details.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Programs Details	Allows configuration and management of benefit programs.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Regulatory Body	Allows configuration and management of regulations.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Reporting Group	Allows benefit professionals to manage benefit reporting groups.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Service Area	Allows benefit professionals to manage postal codes and service area used for eligibility and rate calculations.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit configuration export	Allows configuration and management of plan export.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit configuration import	Allows configuration and management of plan import.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefits Self Service Configuration	Allows benefit professionals to manage benefit self service configuration.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Dependent Certification for Program	Allows management of dependent certification for program.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Eligibility Factors	Allows management of eligibility factors.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Group Space	Allows management of group space.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Legal Entity Information	Allows benefit professionals to manage legal entity information.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Use REST Service - Benefit Balances List of Values	Allows users to call the GET method associated with the benefit balances list of values REST service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	View Person Life Event	Allows benefit professionals to view a person's life events.
Benefits Process and Report Administration	Manages benefits processes and reports.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Process and Report Administration	Manages benefits processes and reports.	Export Eligibility Profile	Allows for export of eligibility profile from current system.
Benefits Process and Report Administration	Manages benefits processes and reports.	Import Eligibility Profile	Allows for import of eligibility profile from current system.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage ACA Upload	Allows for load of ACA person data.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Benefit Extract Process	Allows run and view of the extract process.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Benefit Maintenance Batch Reporting	Allows benefit professionals to manage benefits batch processes.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Benefit configuration export	Allows configuration and management of plan export.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Benefit configuration import	Allows configuration and management of plan import.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Reopen Life Events	Allows benefit professionals to reopen life events.
Benefits Process and Report Administration	Manages benefits processes and reports.	Prepare Benefit Participant Potential Life Event	Allows benefits professional to prepare benefit participant potential life event.
Benefits Process and Report Administration	Manages benefits processes and reports.	Purge Backed-Out or Voided Life Event Data	Allows benefit professionals to purge backed-out or voided life event data.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Process and Report Administration	Manages benefits processes and reports.	Purge Participation Evaluation Audit Data	Allows benefit professionals to purge participation evaluation audit data.
Benefits Process and Report Administration	Manages benefits processes and reports.	Restart Action Item Closure	Allows benefit professionals to manage restart action item closure.
Benefits Process and Report Administration	Manages benefits processes and reports.	Restart Default Benefits Enrollment	Allows benefit professionals to restart default benefits enrollment.
Benefits Process and Report Administration	Manages benefits processes and reports.	Restart Enrollment Closure	Allows benefit professionals to restart enrollment closure.
Benefits Process and Report Administration	Manages benefits processes and reports.	Restart Participation Evaluation	Allows benefit professionals to restart participation evaluation.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Assign Corrective Potential Life Event	Allows benefits professional to assign a potential corrective event.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Backout Life Event Process	Allows benefit professionals to back out life events.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Close Enrollments Process	Allows benefit professionals to close enrollment.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Default Enrollment Process	Allows benefit professionals to run enrollment in default benefits process.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Life Event Participation	Allows benefits professional to evaluate life event participation.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process - Unrestricted Recalculate	Allows recalculation of unrestricted participation rates.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Life Event	Allows benefit professionals to evaluate life event participation.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Scheduled	Allows benefit professionals to evaluate scheduled event participation.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Selection	Allows benefits professional to evaluate participation selection.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Temporal	Allows benefit professionals to evaluate temporal event participation
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Unrestricted	Allows benefit professionals to evaluate unrestricted event participation.
Benefits Self Service Setup	Manages benefits self service setup.	Manage Benefit Plan Type Self Service Grouping	Allows configuration and management of plan type groups for enrollment steps.
Benefits Self Service Setup	Manages benefits self service setup.	Manage Benefits Self Service Configuration	Allows benefit professionals to manage benefit self service configuration.
Benefits Self Service Setup	Manages benefits self service setup.	Manage Group Space	Allows management of group space.
Benefits Self Service Setup	Manages benefits self service setup.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Benefits Self Service Setup	Manages benefits self service setup.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Benefits Setup	Manages benefits setup.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Setup	Manages benefits setup.	Define Benefit Activity Base Rate	Allows management of benefit rates.
Benefits Setup	Manages benefits setup.	Define Benefit Coverage Calculation	Allows configuration and management of benefit coverage calculations.
Benefits Setup	Manages benefits setup.	Define Benefit Plan	Allows configuration and management of setup objects needed to manage benefit plans.
Benefits Setup	Manages benefits setup.	Define Benefit Program Benefit Rates	Allows definition of benefit program rates.
Benefits Setup	Manages benefits setup.	Manage Benefit Dependent Eligibility Profile	Allows management of benefit dependent eligibility profile.
Benefits Setup	Manages benefits setup.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Setup	Manages benefits setup.	Manage Benefit Eligibility Profile for Benefit Eligibility Object	Allows management of benefit eligibility profile for benefit eligibility object.
Benefits Setup	Manages benefits setup.	Manage Benefit Extract	Allows management of the Benefits extract process.
Benefits Setup	Manages benefits setup.	Manage Benefit Program	Allows management of benefit program.
Benefits Setup	Manages benefits setup.	Manage Benefit Program Details	Allows management of benefit program details.
Benefits Setup	Manages benefits setup.	Manage Benefit Programs Details	Allows configuration and management of benefit programs.
Benefits Setup	Manages benefits setup.	Manage Benefit Regulatory Body	Allows configuration and management of regulations.
Benefits Setup	Manages benefits setup.	Manage Benefit Reporting Group	Allows benefit professionals to manage benefit reporting groups.
Benefits Setup	Manages benefits setup.	Manage Benefit Variable Rate Profile	Allows management of benefit variable rate profile.
Benefits Setup	Manages benefits setup.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Benefits Setup	Manages benefits setup.	Manage Rate and Coverage User Values	Allows benefit professionals to manage benefit values that display in enrollment flows.
Benefits Setup	Manages benefits setup.	Manage User Defined Criteria	Allows benefit professionals to manage user-defined criteria.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition	Allows configuration of data to be extracted and output in any generic format, such as delineated text or XML.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition Report	Allows access to the extract data model when defining a report.
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Task	Manage Payroll Task
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Email	Allows access to a person's emails.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Phone	Allows access to a person's phones.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table	Manage HCM User-Defined Table

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Definition	Manage Payroll Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank	Allows review of banks.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Account	Allows review of bank accounts.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Branch	Allows review of bank branches.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Payroll Payment Type	View Payroll Payment Type
Person Configuration	Manages person types, name formats, checklists, and document types.	Apply Name Formats to Person Names Keywords and LDAP	Run the job set that updates person names, keywords, and LDAP when the person name format definitions have been updated.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Name Format	Allows management of person-name formats.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Name Style	Allows management of person name styles.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Type	Allows management of person types.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Keyword Refresh Process	Allows running of the process to update the database of keywords used for person search.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Relevance Refresh Process	Allows running of the process to maintain the database of search-relevance information. This information is used to order

Granted Role	Granted Role Description	Privilege	Privilege Description
			person-search results according to their relevance to the searcher.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Calculate Relationship Strength	Allows scheduling of the calculate-relationship-strength process.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Person Keyword Crawler	Allows scheduling of the person-keyword crawler process.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person	Allows management of person information such as name, addresses, and biographical information.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Search Person	Allows searching for a 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	Allows the user to call the GET method associated with the HR document types list of values REST service.

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) Resource: Application Reference Territory

Business Object	Policy Description	Policy Store Implementation
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
Application Reference Territory	A Benefits Administrator 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 Benefits Administrator can choose assignment grade for all grades in the enterprise	Role: Benefits Administrator Privilege: Choose Assignment Grade (Data) Resource: Assignment Grade
Benefit Billing Charges	A Benefits Administrator can manage person benefits billing for people and assignments in their person and assignment security profile	Role: Manage Person Benefits Billing Privilege: Manage Person Benefits Billing (Data) Resource: Benefit Billing Charges
Benefit Billing Charges	A Benefits Administrator can view person benefits billing for people and assignments in their person and assignment security profile	Role: Manage Person Benefits Billing Privilege: View Person Benefits Billing (Data) Resource: Benefit Billing Charges
Benefit Billing Charges	A Benefits Administrator can view person benefits billing for people and assignments in their person and assignment security profile	Role: View Person Benefits Billing Privilege: View Person Benefits Billing (Data) Resource: Benefit Billing Charges
Benefit Court Order	A Benefits Administrator can manage benefit court orders for people and assignments in their person and assignment security profile	Role: Manage Benefit Court Orders Privilege: Manage Benefit Court Orders (Data) Resource: Benefit Court Order
Benefit Court Order	A Benefits Administrator can view benefit court orders for people and assignments in their person and assignment security profile	Role: Manage Benefit Court Orders Privilege: View Benefit Court Orders (Data) Resource: Benefit Court Order

Business Object	Policy Description	Policy Store Implementation
Benefit Court Order	A Benefits Administrator can view benefit court orders for people and assignments in their person and assignment security profile	Role: View Benefit Court Orders Privilege: View Benefit Court Orders (Data) Resource: Benefit Court Order
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 Questionnaire Responses	A Benefits Administrator can manage benefits questionnaire responses for people and assignments in their person and assignment security profile	Role: Manage Benefits Questionnaire Responses by Administrator Privilege: Manage Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Benefits Administrator can view benefits questionnaire responses for people and	Role: Manage Benefits Questionnaire Responses by Administrator

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Benefits Administrator can view benefits questionnaire responses for people and assignments in their person and assignment security profile	Role: View Benefits Questionnaire Responses by Administrator Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
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 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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: Manage Payroll Element Privilege: View Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: HCM Extract Definition

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 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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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 choose person contact details for persons and assignments in their person and assignment security profile	Role: Use REST Service - Contacts List of Values Privilege: Choose Person Contact Details (Data) Resource: Person Contact Relationship
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Salary
Secured Payroll Element Classification	A Benefits Administrator can choose payroll element classification for payroll element classifications in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: Choose Payroll Element Classification (Data) Resource: Secured Payroll Element Classification
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: Manage Payroll Element Privilege: Manage Payroll Element (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 profile that are in legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Benefits 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

Business Object	Policy Description	Policy Store Implementation
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 Court Orders
    - Manage Benefit Participant Enrollment Result by Administrator
    - Manage Benefit Person Potential Life Event
    - Manage Benefits Additional Person Info
    - Manage Benefits Questionnaire Responses by Administrator
    - Manage Person Beneficiary Organizations
    - Manage Person Benefit Relationship
    - Manage Person Benefits Billing
    - Manage Person Documentation
    - Use REST Service - Benefit Person Information
    - Use REST Service - Contacts List of Values
    - View Benefit Court Orders
    - View Benefit Participant Enrollment Result by Administrator
    - View Benefit Person Potential Life Event
    - View Benefits Additional Person Info
    - View Benefits Questionnaire Responses by Administrator
    - View Person Beneficiary Organizations
    - View Person Benefit Relationship
    - View Person Benefits Billing
    - 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 - HCM Countries 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 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 Court Orders	Allows management of person benefit court orders.
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 Benefits Questionnaire Responses by Administrator	Allows administrators to manage benefit questionnaire responses.
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 Benefits Billing	Allows management of person benefit billing information
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 - Contacts List of Values	Allows the user to call the GET method associated with the Contacts 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.

Aggregate Privilege	Description
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 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 - 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 Court Orders	Allows viewing of person benefit court orders.
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 Benefits Questionnaire Responses by Administrator	Allows administrators to view benefit questionnaire responses.
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 Benefits Billing	Allows viewing of person benefit billing information.
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	Privilege Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Define Absence Plans	Allows configuration and management of manage absence plans
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Absence Entitlement Band	Allows configuration and management of absence entitlement bands
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Participant Enrollment Certification	Allows management of benefit participant enrollment certification.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.

Granted Role	Granted Role Description	Privilege	Privilege Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Benefits Elections	Manages benefits elections.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Elections	Manages benefits elections.	Maintain Designee Eligibility	Allows benefit professionals to evaluate designee eligibility.
Benefits Elections	Manages benefits elections.	Manage Open enrollment window	Allows benefit professionals to manage open enrollment window.
Benefits Elections	Manages benefits elections.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Elections	Manages benefits elections.	Run Online Life Events	Allows benefit professionals to evaluate online life events.
Benefits Elections	Manages benefits elections.	Run Online Open Enrollment	Allows benefit professionals to evaluate online open enrollment.
Benefits Elections	Manages benefits elections.	Search Benefit Person	Allows benefit professionals to search for benefits person.
Benefits Elections	Manages benefits elections.	View Person Life Event	Allows benefit professionals to view a person's life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Close Action Items	Allows benefit professionals to close action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the	Maintain Individual Eligibility Exceptions	Allows benefit professionals to manage enrollment result overrides.

Granted Role	Granted Role Description	Privilege	Privilege Description
	professional pages and batch processes.		
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Maintain Individual Overrides	Allows management of benefit participant enrollment result override.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Maintain Participant Eligibility	Allows access to plan configuration data when performing reporting tasks using OTBI.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Make Anytime Selections	Allows benefit professionals to make employee anytime selections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Make Employee Selections	Allows benefits professional to make employee life event selections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Action Items	Allows benefits professional to manage action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Anytime Action Items	Allows benefit professionals to action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Balance	Allows compensation professional to configure and manage benefit balances.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Carriers	Allows configuration and management of benefit carriers
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Contacts	Allows benefits professional to manage benefit contacts.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Earnings	Allows management of benefit earnings.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Electable Choice	Allows management of electable choices.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Eligible Dependent	Allows management of benefit eligible dependent.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Eligible Person	Allows management of benefit eligible person.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Extract Process	Allows run and view of the extract process.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Maintenance Batch Reporting	Allows benefit professionals to manage benefits batch processes.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Note	Allows management of benefit note.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Option	Allows management of benefit options.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Participant Enrollment Result Override	Allows management of 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	Allows benefit professionals to manage person benefit groups.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Person Habits	Allows benefit professionals to manage benefit person attributes.
Benefits Enrollment Maintenance	Manages administration of employee population using the	Manage Eligibility Factors	Allows management of eligibility factors.

Granted Role	Granted Role Description	Privilege	Privilege Description
	professional pages and batch processes.		
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Legal Entity Information	Allows benefit professionals to manage legal entity information.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Open enrollment window	Allows benefit professionals to manage open enrollment window.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Person Life Event	Allows management of person life event.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Plan Beneficiary Designation	Allows management of plan beneficiary designation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Regulatory Bodies	Allows management of regulatory bodies.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Reopen Life Events	Allows benefit professionals to reopen life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Third-Party Administrators	Allows configuration and management of third-party administrators.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Prepare Benefit Participant Potential Life Event	Allows benefits professional to 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	Allows benefit professionals to purge backed-out or voided life event data.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Purge Participation Evaluation Audit Data	Allows benefit professionals to purge participation evaluation audit data.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Record Benefit Coverage Payments	Allows recording of manual payments.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Action Item Closure	Allows benefit professionals to manage restart action item closure.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Default Benefits Enrollment	Allows benefit professionals to restart default benefits enrollment.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Enrollment Closure	Allows benefit professionals to restart enrollment closure.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Participation Evaluation	Allows benefit professionals to restart participation evaluation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Review Benefit Participant Enrollment Result	Allows benefit professionals to view enrollment result benefit statement.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Assign Corrective Potential Life Event	Allows benefits professional to assign a potential corrective event.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Backout Life Event Process	Allows benefit professionals to back out life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Benefit Billing Processes	Allows management of automatic benefits billing.
Benefits Enrollment Maintenance	Manages administration of employee population using the	Run Close Enrollments Process	Allows benefit professionals to close enrollment.

Granted Role	Granted Role Description	Privilege	Privilege Description
	professional pages and batch processes.		
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Default Enrollment Process	Allows benefit professionals to run enrollment in default benefits process.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Life Event Participation	Allows benefits professional to evaluate life event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Anytime Open	Allows benefit professionals to evaluate online anytime open.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Life Events	Allows benefit professionals to evaluate online life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Open Enrollment	Allows benefit professionals to evaluate online open enrollment.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process - Unrestricted Recalculate	Allows recalculation of unrestricted participation rates.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Life Event	Allows benefit professionals to evaluate life event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Scheduled	Allows benefit professionals to evaluate scheduled event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Selection	Allows benefits professional to evaluate participation selection.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Temporal	Allows benefit professionals to evaluate temporal event participation
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Unrestricted	Allows benefit professionals to evaluate unrestricted event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Search Benefit Person	Allows benefit professionals to search for benefits person.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Submit Elections	Allows individuals to 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	Allows users to call the GET method associated with the benefit balances list of values REST service.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Use REST Service - Benefit Plan Lists of Values	Allows users to call the GET method associated with the Benefit Plan lists of values REST services.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Use REST Service - Benefits Group List of Values	Allows users to call the GET method associated with the benefits group list of values REST service.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	View Person Life Event	Allows benefit professionals to view a person's life events.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Access HCM Common Components	Allows access to HCM common components.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Archive US End-of-Year ACA Information	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Benefits Administrator Access	Allows administrator access to benefits pages.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Extract Work Structure Model Details	Allows management of work structure data model
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Extract Work Structure Report Details	Allows management of work structure report
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Extract Worker Model Details	Allows management of worker data model
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Extract Worker Report Details	Allows management of worker report
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Application Common Lookup	Not Available
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Beneficiary Organization Details	Allows management of beneficiary organization details.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Data Exchange Work Area	Allows management of the Data Exchange work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Extracts Work Area	Allows access to the Extract Maintenance work area.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Person Work Area	Allows access to the Person Management work area.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Questionnaire Templates	Allows creating, updating, and deleting of questionnaire templates.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Questionnaires	Allows creating, updating, and deleting of questionnaires.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Questions	Allows creating, updating, and deleting of questions that will be included in the library.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Manage Workforce Structures Work Area	Allows access to the Work Structures Management work area.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	New Person Work Area	Allows HR specialists to access the New Person work area.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Run HCM Extract	Allows running of the extract process and submission of the write process.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Run HCM Extract Write Process	Allows running of the write process to write data in a required format and delivery type.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Run HCM Extracts Report	Allows access to the extract data model when running a report.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Run US 1094-C Transmittal Electronic Report	Not Available
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Run US 1095-C Employee Report	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Run US ACA Eligibility Process	Not Available
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Run US Benefits Reports	Allows US benefits reports to be run.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Upload US ACA Rejection File Error Details	Not Available
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	Use REST Service - Address Lists of Values	Allows the user to call the GET method associated with the Address list of values REST Services.
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics
Benefits Manager	Manages implementation and administration of benefits business objects and batch processes.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Benefits Process and Report Administration	Manages benefits processes and reports.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Process and Report Administration	Manages benefits processes and reports.	Export Eligibility Profile	Allows for export of eligibility profile from current system.
Benefits Process and Report Administration	Manages benefits processes and reports.	Import Eligibility Profile	Allows for import of eligibility profile from current system.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage ACA Upload	Allows for load of ACA person data.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Benefit Extract Process	Allows run and view of the extract process.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Benefit Maintenance Batch Reporting	Allows benefit professionals to manage benefits batch processes.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Benefit configuration export	Allows configuration and management of plan export.
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Benefit configuration import	Allows configuration and management of plan import.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Process and Report Administration	Manages benefits processes and reports.	Manage Reopen Life Events	Allows benefit professionals to reopen life events.
Benefits Process and Report Administration	Manages benefits processes and reports.	Prepare Benefit Participant Potential Life Event	Allows benefits professional to prepare benefit participant potential life event.
Benefits Process and Report Administration	Manages benefits processes and reports.	Purge Backed-Out or Voided Life Event Data	Allows benefit professionals to purge backed-out or voided life event data.
Benefits Process and Report Administration	Manages benefits processes and reports.	Purge Participation Evaluation Audit Data	Allows benefit professionals to purge participation evaluation audit data.
Benefits Process and Report Administration	Manages benefits processes and reports.	Restart Action Item Closure	Allows benefit professionals to manage restart action item closure.
Benefits Process and Report Administration	Manages benefits processes and reports.	Restart Default Benefits Enrollment	Allows benefit professionals to restart default benefits enrollment.
Benefits Process and Report Administration	Manages benefits processes and reports.	Restart Enrollment Closure	Allows benefit professionals to restart enrollment closure.
Benefits Process and Report Administration	Manages benefits processes and reports.	Restart Participation Evaluation	Allows benefit professionals to restart participation evaluation.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Assign Corrective Potential Life Event	Allows benefits professional to assign a potential corrective event.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Backout Life Event Process	Allows benefit professionals to back out life events.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Close Enrollments Process	Allows benefit professionals to close enrollment.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Default Enrollment Process	Allows benefit professionals to run enrollment in default benefits process.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Life Event Participation	Allows benefits professional to evaluate life event participation.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process - Unrestricted Recalculate	Allows recalculation of unrestricted participation rates.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Life Event	Allows benefit professionals to evaluate life event participation.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Scheduled	Allows benefit professionals to evaluate scheduled event participation.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Selection	Allows benefits professional to evaluate participation selection.
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Temporal	Allows benefit professionals to evaluate temporal event participation
Benefits Process and Report Administration	Manages benefits processes and reports.	Run Participation Process Unrestricted	Allows benefit professionals to evaluate unrestricted event participation.
Benefits Self Service Setup	Manages benefits self service setup.	Manage Benefit Plan Type Self Service Grouping	Allows configuration and management of plan type groups for enrollment steps.
Benefits Self Service Setup	Manages benefits self service setup.	Manage Benefits Self Service Configuration	Allows benefit professionals to manage benefit self service configuration.
Benefits Self Service Setup	Manages benefits self service setup.	Manage Group Space	Allows management of group space.
Benefits Self Service Setup	Manages benefits self service setup.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Benefits Self Service Setup	Manages benefits self service setup.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Benefits Setup	Manages benefits setup.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Setup	Manages benefits setup.	Define Benefit Activity Base Rate	Allows management of benefit rates.
Benefits Setup	Manages benefits setup.	Define Benefit Coverage Calculation	Allows configuration and management of benefit coverage calculations.
Benefits Setup	Manages benefits setup.	Define Benefit Plan	Allows configuration and management of setup objects needed to manage benefit plans.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Setup	Manages benefits setup.	Define Benefit Program Benefit Rates	Allows definition of benefit program rates.
Benefits Setup	Manages benefits setup.	Manage Benefit Dependent Eligibility Profile	Allows management of benefit dependent eligibility profile.
Benefits Setup	Manages benefits setup.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Benefits Setup	Manages benefits setup.	Manage Benefit Eligibility Profile for Benefit Eligibility Object	Allows management of benefit eligibility profile for benefit eligibility object.
Benefits Setup	Manages benefits setup.	Manage Benefit Extract	Allows management of the Benefits extract process.
Benefits Setup	Manages benefits setup.	Manage Benefit Program	Allows management of benefit program.
Benefits Setup	Manages benefits setup.	Manage Benefit Program Details	Allows management of benefit program details.
Benefits Setup	Manages benefits setup.	Manage Benefit Programs Details	Allows configuration and management of benefit programs.
Benefits Setup	Manages benefits setup.	Manage Benefit Regulatory Body	Allows configuration and management of regulations.
Benefits Setup	Manages benefits setup.	Manage Benefit Reporting Group	Allows benefit professionals to manage benefit reporting groups.
Benefits Setup	Manages benefits setup.	Manage Benefit Variable Rate Profile	Allows management of benefit variable rate profile.
Benefits Setup	Manages benefits setup.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Benefits Setup	Manages benefits setup.	Manage Rate and Coverage User Values	Allows benefit professionals to manage benefit values that display in enrollment flows.
Benefits Setup	Manages benefits setup.	Manage User Defined Criteria	Allows benefit professionals to manage user-defined criteria.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition	Allows configuration of data to be extracted and output in any

Granted Role	Granted Role Description	Privilege	Privilege Description
			generic format, such as delineated text or XML.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition Report	Allows access to the extract data model when defining a report.
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Task	Manage Payroll Task
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Email	Allows access to a person's emails.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Phone	Allows access to a person's phones.
Person Configuration	Manages person types, name formats, checklists, and document types.	Apply Name Formats to Person Names Keywords and LDAP	Run the job set that updates person names, keywords, and LDAP when the person name format definitions have been updated.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Name Format	Allows management of person-name formats.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Name Style	Allows management of person name styles.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Type	Allows management of person types.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Keyword Refresh Process	Allows running of the process to update the database of keywords used for person search.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Relevance Refresh Process	Allows running of the process to maintain the database of search-relevance information. This information is used to order person-search results according to their relevance to the searcher.

Granted Role	Granted Role Description	Privilege	Privilege Description
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Calculate Relationship Strength	Allows scheduling of the calculate-relationship-strength process.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Person Keyword Crawler	Allows scheduling of the person-keyword crawler process.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person	Allows management of person information such as name, addresses, and biographical information.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Search Person	Allows searching for a 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
Application Reference Territory	A Benefits 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 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 Billing Charges	A Benefits Manager can manage person benefits billing for people and assignments in their person and assignment security profile	Role: Manage Person Benefits Billing Privilege: Manage Person Benefits Billing (Data) Resource: Benefit Billing Charges
Benefit Billing Charges	A Benefits Manager can view person benefits billing for people and assignments in their person and assignment security profile	Role: Manage Person Benefits Billing Privilege: View Person Benefits Billing (Data) Resource: Benefit Billing Charges
Benefit Billing Charges	A Benefits Manager can view person benefits billing for people and assignments in their person and assignment security profile	Role: View Person Benefits Billing Privilege: View Person Benefits Billing (Data) Resource: Benefit Billing Charges
Benefit Court Order	A Benefits Manager can manage benefit court orders for people and assignments in their person and assignment security profile	Role: Manage Benefit Court Orders Privilege: Manage Benefit Court Orders (Data) Resource: Benefit Court Order
Benefit Court Order	A Benefits Manager can view benefit court orders for people and assignments in their person and assignment security profile	Role: Manage Benefit Court Orders Privilege: View Benefit Court Orders (Data) Resource: Benefit Court Order
Benefit Court Order	A Benefits Manager can view benefit court orders for people and assignments in their person and assignment security profile	Role: View Benefit Court Orders Privilege: View Benefit Court Orders (Data) Resource: Benefit Court Order

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 Questionnaire Responses	A Benefits Manager can manage benefits questionnaire responses for people and assignments in their person and assignment security profile	Role: Manage Benefits Questionnaire Responses by Administrator Privilege: Manage Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Benefits Manager can view benefits questionnaire responses for people and assignments in their person and assignment security profile	Role: Manage Benefits Questionnaire Responses by Administrator Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Benefits Manager can view benefits questionnaire responses for people and assignments in their person and assignment security profile	Role: View Benefits Questionnaire Responses by Administrator Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: HCM Extract Definition Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	group security profile and payroll flows in their payroll flow security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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: 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

Business Object	Policy Description	Policy Store Implementation
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) 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 choose person contact details for persons and assignments in their person and assignment security profile	Role: Use REST Service - Contacts List of Values Privilege: Choose Person Contact Details (Data) Resource: Person Contact Relationship

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 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

Business Object	Policy Description	Policy Store Implementation
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
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 Court Orders
    - Manage Benefit Participant Enrollment Result by Administrator
    - Manage Benefit Person Potential Life Event
    - Manage Benefits Additional Person Info
    - Manage Benefits Questionnaire Responses by Administrator
    - Manage Person Beneficiary Organizations
    - Manage Person Benefit Relationship
    - Manage Person Benefits Billing
    - Manage Person Documentation
    - Use REST Service - Benefit Person Information
    - Use REST Service - Contacts List of Values
    - View Benefit Court Orders
    - View Benefit Participant Enrollment Result by Administrator
    - View Benefit Person Potential Life Event
    - View Benefits Additional Person Info
    - View Benefits Questionnaire Responses by Administrator
    - View Person Beneficiary Organizations
    - View Person Benefit Relationship
    - View Person Benefits Billing
    - 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 - HCM Countries 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 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 Court Orders	Allows management of person benefit court orders.
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 Benefits Questionnaire Responses by Administrator	Allows administrators to manage benefit questionnaire responses.
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 Benefits Billing	Allows management of person benefit billing information
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 - Contacts List of Values	Allows the user to call the GET method associated with the Contacts 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 - 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 Court Orders	Allows viewing of person benefit court orders.
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 Benefits Questionnaire Responses by Administrator	Allows administrators to view benefit questionnaire responses.
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 Benefits Billing	Allows viewing of person benefit billing information.
View Person Documentation	Allows viewing of document records.

Aggregate Privilege	Description
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	Privilege Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Define Absence Plans	Allows configuration and management of manage absence plans
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Absence Entitlement Band	Allows configuration and management of absence entitlement bands
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Participant Enrollment Certification	Allows management of benefit participant enrollment certification.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Benefits Elections	Manages benefits elections.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Elections	Manages benefits elections.	Maintain Designee Eligibility	Allows benefit professionals to evaluate designee eligibility.
Benefits Elections	Manages benefits elections.	Manage Open enrollment window	Allows benefit professionals to manage open enrollment window.
Benefits Elections	Manages benefits elections.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Elections	Manages benefits elections.	Run Online Life Events	Allows benefit professionals to evaluate online life events.
Benefits Elections	Manages benefits elections.	Run Online Open Enrollment	Allows benefit professionals to evaluate online open enrollment.
Benefits Elections	Manages benefits elections.	Search Benefit Person	Allows benefit professionals to search for benefits person.
Benefits Elections	Manages benefits elections.	View Person Life Event	Allows benefit professionals to view a person's life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Close Action Items	Allows benefit professionals to close action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Maintain Individual Eligibility Exceptions	Allows benefit professionals to manage enrollment result overrides.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Maintain Individual Overrides	Allows management of benefit participant enrollment result override.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Maintain Participant Eligibility	Allows access to plan configuration data when performing reporting tasks using OTBI.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Make Anytime Selections	Allows benefit professionals to make employee anytime selections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Make Employee Selections	Allows benefits professional to make employee life event selections.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Action Items	Allows benefits professional to manage action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Anytime Action Items	Allows benefit professionals to action items.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Balance	Allows compensation professional to configure and manage benefit balances.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Carriers	Allows configuration and management of benefit carriers
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Contacts	Allows benefits professional to manage benefit contacts.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Earnings	Allows management of benefit earnings.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Electable Choice	Allows management of electable choices.
Benefits Enrollment Maintenance	Manages administration of employee population using the	Manage Benefit Eligible Dependent	Allows management of benefit eligible dependent.

Granted Role	Granted Role Description	Privilege	Privilege Description
	professional pages and batch processes.		
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Eligible Person	Allows management of benefit eligible person.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Extract Process	Allows run and view of the extract process.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Maintenance Batch Reporting	Allows benefit professionals to manage benefits batch processes.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Note	Allows management of benefit note.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Option	Allows management of benefit options.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Participant Enrollment Result Override	Allows management of 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	Allows benefit professionals to manage person benefit groups.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Benefit Person Habits	Allows benefit professionals to manage benefit person attributes.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Eligibility Factors	Allows management of eligibility factors.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Legal Entity Information	Allows benefit professionals to manage legal entity information.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Open enrollment window	Allows benefit professionals to manage open enrollment window.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Person Life Event	Allows management of person life event.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Plan Beneficiary Designation	Allows management of plan beneficiary designation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Regulatory Bodies	Allows management of regulatory bodies.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Reopen Life Events	Allows benefit professionals to reopen life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Manage Third-Party Administrators	Allows configuration and management of third-party administrators.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Prepare Benefit Participant Potential Life Event	Allows benefits professional to 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	Allows benefit professionals to 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	Allows benefit professionals to purge participation evaluation audit data.
Benefits Enrollment Maintenance	Manages administration of employee population using the	Record Benefit Coverage Payments	Allows recording of manual payments.

Granted Role	Granted Role Description	Privilege	Privilege Description
	professional pages and batch processes.		
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Action Item Closure	Allows benefit professionals to manage restart action item closure.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Default Benefits Enrollment	Allows benefit professionals to restart default benefits enrollment.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Enrollment Closure	Allows benefit professionals to restart enrollment closure.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Restart Participation Evaluation	Allows benefit professionals to restart participation evaluation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Review Benefit Participant Enrollment Result	Allows benefit professionals to view enrollment result benefit statement.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Assign Corrective Potential Life Event	Allows benefits professional to assign a potential corrective event.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Backout Life Event Process	Allows benefit professionals to back out life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Benefit Billing Processes	Allows management of automatic benefits billing.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Close Enrollments Process	Allows benefit professionals to close enrollment.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Default Enrollment Process	Allows benefit professionals to run enrollment in default benefits process.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Life Event Participation	Allows benefits professional to evaluate life event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Anytime Open	Allows benefit professionals to evaluate online anytime open.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Life Events	Allows benefit professionals to evaluate online life events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Online Open Enrollment	Allows benefit professionals to evaluate online open enrollment.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process - Unrestricted Recalculate	Allows recalculation of unrestricted participation rates.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Life Event	Allows benefit professionals to evaluate life event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Scheduled	Allows benefit professionals to evaluate scheduled event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Selection	Allows benefits professional to evaluate participation selection.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Temporal	Allows benefit professionals to evaluate temporal event participation

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Run Participation Process Unrestricted	Allows benefit professionals to evaluate unrestricted event participation.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Search Benefit Person	Allows benefit professionals to search for benefits person.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Submit Elections	Allows individuals to 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	Allows users to call the GET method associated with the benefit balances list of values REST service.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Use REST Service - Benefit Plan Lists of Values	Allows users to call the GET method associated with the Benefit Plan lists of values REST services.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	Use REST Service - Benefits Group List of Values	Allows users to call the GET method associated with the benefits group list of values REST service.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Benefits Enrollment Maintenance	Manages administration of employee population using the professional pages and batch processes.	View Person Life Event	Allows benefit professionals to view a person's life events.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Access HCM Common Components	Allows access to HCM common components.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Benefits Administrator Access	Allows administrator access to benefits pages.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Manage Beneficiary Organization Details	Allows management of beneficiary organization details.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Manage Extracts Work Area	Allows access to the Extract Maintenance work area.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Manage Person Work Area	Allows access to the Person Management work area.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Manage Workforce Structures Work Area	Allows access to the Work Structures Management work area.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	New Person Work Area	Allows HR specialists to access the New Person work area.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	Use REST Service - Address Lists of Values	Allows the user to call the GET method associated with the Address list of values REST Services.
Benefits Specialist	Manages administration of an individual employee's benefits using the service center and professional pages.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Email	Allows access to a person's emails.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Phone	Allows access to a person's phones.

Granted Role	Granted Role Description	Privilege	Privilege Description
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person	Allows management of person information such as name, addresses, and biographical information.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Search Person	Allows searching for a 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
Application Reference Territory	A Benefits 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
Benefit Billing Charges	A Benefits Specialist can manage person benefits billing for people and assignments in their person and assignment security profile	Role: Manage Person Benefits Billing Privilege: Manage Person Benefits Billing (Data) Resource: Benefit Billing Charges
Benefit Billing Charges	A Benefits Specialist can view person benefits billing for people and assignments in their person and assignment security profile	Role: Manage Person Benefits Billing Privilege: View Person Benefits Billing (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Benefit Billing Charges
Benefit Billing Charges	A Benefits Specialist can view person benefits billing for people and assignments in their person and assignment security profile	Role: View Person Benefits Billing Privilege: View Person Benefits Billing (Data) Resource: Benefit Billing Charges
Benefit Court Order	A Benefits Specialist can manage benefit court orders for people and assignments in their person and assignment security profile	Role: Manage Benefit Court Orders Privilege: Manage Benefit Court Orders (Data) Resource: Benefit Court Order
Benefit Court Order	A Benefits Specialist can view benefit court orders for people and assignments in their person and assignment security profile	Role: Manage Benefit Court Orders Privilege: View Benefit Court Orders (Data) Resource: Benefit Court Order
Benefit Court Order	A Benefits Specialist can view benefit court orders for people and assignments in their person and assignment security profile	Role: View Benefit Court Orders Privilege: View Benefit Court Orders (Data) Resource: Benefit Court Order
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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 Questionnaire Responses	A Benefits Specialist can manage benefits questionnaire responses for people and	Role: Manage Benefits Questionnaire Responses by Administrator

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	Privilege: Manage Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Benefits Specialist can view benefits questionnaire responses for people and assignments in their person and assignment security profile	Role: Manage Benefits Questionnaire Responses by Administrator Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Benefits Specialist can view benefits questionnaire responses for people and assignments in their person and assignment security profile	Role: View Benefits Questionnaire Responses by Administrator Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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 choose person contact details for persons and assignments in their person and assignment security profile	Role: Use REST Service - Contacts List of Values Privilege: Choose Person Contact Details (Data) Resource: Person Contact Relationship

Business Object	Policy Description	Policy Store Implementation
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 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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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.
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

Duty Role	Description
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	Privilege Description
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	Not Available
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Maintain Bank Statement	Allows create, review, update, and delete of bank statements.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Manage Bank Statement Autoreconciliation Exception	Allows create, review, update, and delete of bank statement autoreconciliation exceptions.
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	Allows access to the bank statements and reconciliation work area.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Manage Cash Management Infolets	Not Available
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Manage External Cash Transaction	Allows create, review, update, and delete of external cash transactions.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Mark Bank Statement Reconciliation Reviewed	Allows marking the bank statement reconciliation reviewed.

Granted Role	Granted Role Description	Privilege	Privilege Description
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Process Electronic Bank Statement	Allows processing of electronic bank statements.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Reconcile Bank Statement	Allows reconciliation of bank statements.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Review Journal	Allows review of the journals.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Submit Autoreconciliation	Not Available
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	Submit Bank Statement Report	Not Available
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	Not Available
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	Not Available
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	View Bank Statement	Allows review of bank statements.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	View External Cash Transaction	Allows review of external cash transactions.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup information for bank statement processing and reconciliation.	View Payables Payment	Allows viewing of Oracle Fusion Payables payments.
Bank Statement and Reconciliation	Reconciles bank statements and transactions. Also manages setup	View Receivables Receipt	View a Receivables receipt.

Granted Role	Granted Role Description	Privilege	Privilege Description
	information for bank statement processing and reconciliation.		
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Additional Identifier	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Additional Name	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Address	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Address Use	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Classification Code Assignment	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Contact	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Contact Preference	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Contact Responsibility	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization E-Mail	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Instant Messenger	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Phone	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Relationship	Allows specification of organization relationship information. If assigning, also assign the ability

Granted Role	Granted Role Description	Privilege	Privilege Description
			to view the trading community organization relationship.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Add Trading Community Organization Web Page	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Correct Trading Community Organization Address	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Create Location of Final Discharge	Allows creation of location of final discharge.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Create Party Fiscal Classification	Allows creation of tax classifications used by a tax authority to categorize a party and is applicable in the tax determination process.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Create Third-Party Site Tax Profile	Allows creation of tax profiles that contain tax information that relate to a third-party site's transaction tax activities.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Create Third-Party Tax Profile	Allows creation of tax profiles that contain tax information that relate to a third party's transaction tax activities.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Define Accounting Calendar	Allows definition of periods used to record and report accounting transactions.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Define Oracle Fusion General Ledger Transaction Calendar	Allows creation and maintenance of the transaction calendar.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Enter Trading Community Organization Information	Allows the specification of organization information.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Export Trading Community Organization	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Export Trading Community Organization Additional Identifier	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Export Trading Community Organization Additional Name	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Export Trading Community Organization Addresses	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Export Trading Community Organization Classification Code Assignment	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Export Trading Community Organization Contact Points	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Export Trading Community Organization Contact Preferences	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Export Trading Community Organization Relationship	Allows the export of organization relationship information. If assigning, also assign the ability to view the trading community organization relationship.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Import Party Tax Profile	Allows import of tax profiles that contain tax information that relate to a third party's transaction tax activities.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Maintain Bank Account Transfer	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage All Application Profile Values	Allows management of all application profile option settings and values at various levels to control application behavior.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide

Granted Role	Granted Role Description	Privilege	Privilege Description
			declarative validation for use in applications flexfield attributes and key segments.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Bank	Allows managing of banks.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Bank Account	Allows managing of bank accounts.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Bank Branch	Allows managing of bank branches.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Bank Statement Automatic Reconciliation Matching Rule Set	Allows create, review, update, and delete of bank statement autoreconciliation rule sets.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Bank Statement Code	Allows create, review, update, and delete of bank statement codes.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Bank Statement Reconciliation Matching Rule	Allows create, review, update, and delete of bank statement reconciliation matching rules.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Bank Statement Reconciliation Tolerance	Allows create, review, update, and delete of bank statement reconciliation tolerance rules.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Bank Statement Transaction Creation Rule	Allows create, review, update, and delete of bank statement transaction creation rules.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Cash Forecasting Rule	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Cash Positioning and Forecasting Reports	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Cash Positioning and Forecasting Source	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Cash Positioning and Forecasting Time Bucket	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Cash Positioning and Forecasting Transaction Grouping	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Cash Positioning and Forecasting Worksheet	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Cash Transaction Type Mapping	Allows create, review, update, and delete of cash transaction type mapping.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Financial Application Lookups	Allows the creation or update of financial application lookups
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Organization Attachments	Allows the specification of attachments, such as documents, with an organization.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Organization Interactions	Allows the specification of interactions for an organization.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Organization Notes	Allows the entry of organization notes.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Parse Rule Set	Allows create, review, update, and delete of parse rule sets.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Tax Fiscal Classification Import and Export Services	Allows access to import and export tax fiscal classification configuration data.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Tax Third-Party Import and Export Services	Allows access to import and export tax third-party configuration data.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Trading Community Organization Source System Mapping	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Manage Trading Community Organization Usage Assignment	Allows the assignment of usages to an organization. If assigning, also assign the ability to view the trading community organization usage assignment.

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Move Trading Community Organization Address	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Additional Identifier	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Additional Name	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Address	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Address Use	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Classification Code Assignment	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Contact	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Contact Preference	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Contact Responsibility	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization E-Mail	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Instant Messenger	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Phone	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Relationship	Allows the removal of organization relationships. If assigning, also assign the ability to view the trading community organization relationship.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Remove Trading Community Organization Web Page	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Additional Identifier	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Additional Name	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Address	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Address Use	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Classification Code Assignment	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Contact	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Contact Preference	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Contact Responsibility	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization E-Mail	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Instant Messenger	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Phone	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Restore Trading Community Organization Relationship	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Search Trading Community Organization Relationship	Allows the search of organization relationships. If assigning, also assign the ability to view the 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	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Select Trading Community Organization Contact Responsibility as Primary	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Select Trading Community Organization Contact as Primary	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Specify Cash Positioning and Forecasting Options	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Submit Organization Merge Request	Allows the submission of organization merge requests.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Location of Final Discharge	Allows update of location of final discharge.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Party Fiscal Classification	Allows update of tax classifications used by a tax authority to categorize a party and is applicable in the tax determination process.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Third-Party Site Tax Profile	Allows update of tax profiles that contain tax information that relate to a third-party site's transaction tax activities.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Third-Party Tax Profile	Allows update of tax profiles that contain tax information that relate

Granted Role	Granted Role Description	Privilege	Privilege Description
			to a third party's transaction tax activities.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization	Allows the update of the organization relationship information. If assigning, also assign the ability to view the trading community organization relationship.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Additional Identifier	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Additional Name	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Address Use	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Classification Code Assignment	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Contact	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Contact Preference	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization E-Mail	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Instant Messenger	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Phone	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Relationship	Allows the update of the organization relationship information. If assigning, also assign the ability to view the trading community organization relationship.

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	Update Trading Community Organization Web Page	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Accounting Calendar	Allows view access to existing groupings of accounting periods.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank	Allows review of banks.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank Account	Allows review of bank accounts.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank Account Transfer	Not Available
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank Branch	Allows review of bank branches.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank Statement Automatic Reconciliation Matching Rule Set	Allows review of bank statement autoreconciliation rule sets.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank Statement Code	Allows review of bank statement codes.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank Statement Reconciliation Matching Rule	Allows review of bank statement reconciliation matching rules.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank Statement Reconciliation Tolerance	Allows review of bank statement reconciliation tolerance rules.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Bank Statement Transaction Creation Rule	Allows review of bank statement transaction creation rules.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Cash Transaction Type Mapping	Allows review of cash transaction type mapping.

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Oracle Fusion General Ledger Transaction Calendar	Allows view access to existing groupings of accounting periods for daily balances.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Parse Rule Set	Allows review of parse rule sets.
Cash Management Administration	Sets up system parameters, lookups, profile options, and descriptive flexfields.	View Trading Community Organization Relationship	Allows viewing organization relationships.
Cash Manager	Protects and develops the company's liquid assets maximizing their use and return to the organization.	Access Financial Reporting Center	Allows access to run and view reports from Financial Reporting Center
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Additional Identifier	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Additional Name	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Address	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Address Use	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Classification Code Assignment	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Contact	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Contact Preference	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Contact Responsibility	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization E-Mail	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Instant Messenger	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Phone	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Relationship	Allows specification of organization relationship information. If assigning, also assign the ability to view the trading community organization relationship.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Add Trading Community Organization Web Page	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Correct Trading Community Organization Address	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Create Location of Final Discharge	Allows creation of location of final discharge.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Create Party Fiscal Classification	Allows creation of tax classifications used by a tax authority to categorize a party and is applicable in the tax determination process.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Create Third-Party Site Tax Profile	Allows creation of tax profiles that contain tax information that relate to a third-party site's transaction tax activities.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Create Third-Party Tax Profile	Allows creation of tax profiles that contain tax information that relate to a third party's transaction tax activities.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Enter Trading Community Organization Information	Allows the specification of organization information.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Export Trading Community Organization	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Export Trading Community Organization Additional Identifier	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Export Trading Community Organization Additional Name	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Export Trading Community Organization Addresses	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Export Trading Community Organization Classification Code Assignment	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Export Trading Community Organization Contact Points	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Export Trading Community Organization Contact Preferences	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Export Trading Community Organization Relationship	Allows the export of organization relationship information. If assigning, also assign the ability to view the trading community organization relationship.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Import Party Tax Profile	Allows import of tax profiles that contain tax information that relate to a third party's transaction tax activities.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Maintain Ad Hoc Payments	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Maintain Bank Account Transfer	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Cash Management Infolets	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Cash Positioning and Forecasting Reports	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Cash Positioning and Forecasting Transactions	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage External Cash Transaction	Allows create, review, update, and delete of external cash transactions.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Organization Attachments	Allows the specification of attachments, such as documents, with an organization.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Organization Interactions	Allows the specification of interactions for an organization.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Organization Notes	Allows the entry of organization notes.

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Tax Fiscal Classification Import and Export Services	Allows access to import and export tax fiscal classification configuration data.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Tax Third-Party Import and Export Services	Allows access to import and export tax third-party configuration data.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Trading Community Organization Source System Mapping	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Manage Trading Community Organization Usage Assignment	Allows the assignment of usages to an organization. If assigning, also assign the ability to view the trading community organization usage assignment.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Move Trading Community Organization Address	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Additional Identifier	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Additional Name	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Address	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Address Use	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Classification Code Assignment	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Contact	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Contact Preference	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Contact Responsibility	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization E-Mail	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Instant Messenger	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Phone	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Relationship	Allows the removal of organization relationships. If assigning, also assign the ability to view the trading community organization relationship.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Remove Trading Community Organization Web Page	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Additional Identifier	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Additional Name	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Address	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Address Use	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Classification Code Assignment	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Contact	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Contact Preference	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Contact Responsibility	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization E-Mail	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Instant Messenger	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Phone	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Restore Trading Community Organization Relationship	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Search Trading Community Organization Relationship	Allows the search of organization relationships. If assigning, also assign the ability to view the trading community organization relationship.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Select Trading Community Organization Address as Primary for a Purpose	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Select Trading Community Organization Contact Responsibility as Primary	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Select Trading Community Organization Contact as Primary	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Submit Cash Positioning and Forecasting Data Deletion	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Submit Cash Positioning and Forecasting Data Extraction	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Submit Cash Positioning and Forecasting Data Transfer	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Submit Organization Merge Request	Allows the submission of organization merge requests.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Location of Final Discharge	Allows update of location of final discharge.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Party Fiscal Classification	Allows update of tax classifications used by a tax authority to categorize a party and is applicable in the tax determination process.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Third-Party Site Tax Profile	Allows update of tax profiles that contain tax information that relate to a third-party site's transaction tax activities.

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Third-Party Tax Profile	Allows update of tax profiles that contain tax information that relate to a third party's transaction tax activities.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization	Allows the update of the organization relationship information. If assigning, also assign the ability to view the trading community organization relationship.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Additional Identifier	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Additional Name	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Address Use	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Classification Code Assignment	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Contact	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Contact Preference	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization E-Mail	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Instant Messenger	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Phone	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Relationship	Allows the update of the organization relationship information. If assigning, also assign the ability to view the trading community organization relationship.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	Update Trading Community Organization Web Page	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	View Ad Hoc Payments	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	View Bank Account Transfer	Not Available
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	View Bank Statement	Allows review of bank statements.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	View External Cash Transaction	Allows review of external cash transactions.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	View Payables Payment	Allows viewing of Oracle Fusion Payables payments.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	View Receivables Receipt	View a Receivables receipt.
Cash Positioning and Forecasting Management	Manages cash positioning and forecasting	View Trading Community Organization Relationship	Allows viewing organization relationships.
Customer Account Inquiry	View customer account details.	Export Customer Account	Not Available
Customer Account Inquiry	View customer account details.	Export Customer Account Relationship	Allows the export of customer account contact relationship information.
Customer Account Inquiry	View customer account details.	Search Customer Account Relationships	Allows the search of customer account relationships. If assigning, also assign the ability to view the customer account relationship.
Customer Account Inquiry	View customer account details.	Search Customer Account Site	Allows the search of customer account sites. If assigning, also assign the ability to view the customer account site.
Customer Account Inquiry	View customer account details.	Search Trading Community Organization	Allows the search of organizations. If assigning, also assign the ability to view the trading community organization.
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Additional Identifier	Not Available
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Additional Name	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Address	Not Available
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Classification Code Assignment	Not Available
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Contact Point	Not Available
Customer Account Inquiry	View customer account details.	View Customer Account	Allows the viewing of customer account information.
Customer Account Inquiry	View customer account details.	View Customer Account Information	Not Available
Customer Account Inquiry	View customer account details.	View Customer Account Relationship	Allows the viewing of customer account relationship information.
Customer Account Inquiry	View customer account details.	View Customer Account Relationships	Allows the viewing of customer account relationship information.
Customer Account Inquiry	View customer account details.	View Customer Account Site	Allows the viewing of the customer account site information.
Customer Account Inquiry	View customer account details.	View Customer Account Site Use	Allows the viewing of the customer account site use information.
Customer Account Inquiry	View customer account details.	View Location of Final Discharge	Allows view of location of final discharge.
Customer Account Inquiry	View customer account details.	View Party Fiscal Classification	Allows viewing of tax classifications used by a tax authority to categorize a party and is applicable in the tax determination process.
Customer Account Inquiry	View customer account details.	View Third-Party Site Tax Profile	Allows viewing of tax profiles that contain tax information that relate to a third-party site's transaction tax activities.
Customer Account Inquiry	View customer account details.	View Third-Party Tax Profile	Allows viewing of tax profiles that contain tax information that relate to a third party's transaction tax activities.
Customer Account Inquiry	View customer account details.	View Trading Community Organization	Allows exporting, searching, and viewing of organization details

Granted Role	Granted Role Description	Privilege	Privilege Description
			such as addresses, classifications, identifiers, and names.
Customer Account Inquiry	View customer account details.	View Trading Community Organization Additional Identifier	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Additional Name	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Address	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Address Use	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Classification Code Assignment	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Contact Point	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Contact Preference	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Source System Mapping	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Usage Assignment	Not Available
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.	Assign Payment Process Attributes to Document Payable	Allows assignment of payment process attributes to documents payable.
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	Allows submission of the Build Payments program.
Disbursement Process Management	Assigns payment process attributes to documents payable, resolves document and payment	Format Payment Document	Allows formatting payment documents.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Manage Payment File	Allows management of payment files.
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	Allows confirming 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.	Print Payment Documents	Allows printing 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	Allows recording 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	Allows reprinting 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.	Reset Periodic Sequence Value	Allows resetting of periodic sequence values for payment files.
Disbursement Process Management	Assigns payment process attributes to documents payable, resolves document and payment	Resolve Document Validation Error	Allows resolution of document validation errors.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Payment File Transmission Failure	Allows resolution of payment file transmission failures.
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	Allows resolution of payment file validation errors.
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	Allows resolution of payment validation errors.
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	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	Allows review of proposed 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.	Submit Corporate Credit Card Remittance File	Allows submission of corporate credit card remittance files.
Disbursement Process Management	Assigns payment process attributes to documents payable, resolves document and payment	Submit Payment File Accompanying Letter	Allows submission of payment file accompanying letters.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Submit Payment File Creation Program	Allows submission of the 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	Allows submission of payment file registers.
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	Allows submission of payment process request status reports.
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	Allows submission of positive pay files.
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	Allows submission of 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	Allows submission of separate remittance advice.
Disbursement Process Management	Assigns payment process attributes to documents payable, resolves document and payment	Transmit Payment File	Allows transmission of payment files to banks.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	View Disbursement	Allows viewing disbursements.
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	Allows viewing payment files.
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	Allows viewing of rejected and removed items in payment process requests.
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	Allows voiding of all payments within a payment file.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server

Granted Role	Granted Role Description	Privilege	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.	Grant Payment Function Access	Allows granting of 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	Allows management of funds disbursement payment methods.
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.	Manage Internal Payer	Allows management of disbursement system options for internal payers.
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.	Manage Payment Code	Allows management of delivery channel codes, bank instruction codes, and payment reason codes.
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.	Manage Payment Method Defaulting Rule	Allows management of rules that determine which payment method will default onto an invoice or other document payable.
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.	Manage Payment Process Profile	Allows management of payment process profiles.
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.	Manage Virtual Card Programs	Allows management of virtual card programs
Payments Disbursement Administration	Sets up features allowing disbursement of funds for supplier payments, customer refunds, and employee expense reports.	Manage Virtual Card Templates	Allows management of virtual card programs

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows creation of journal entries for a batch of transactions.
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	Allows creation of journal entries online for a transaction.
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	Allows submission of the Create Accounting for Third Party Merge program to process third party merge events.
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	Allows submission of the Create Subledger Accrual Reversal Entry program.
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	Allows recording of manual journal entries.
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	Allows override of subledger journal entries.
Subledger Accounting Manager	Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports.	Post Journal	Allows journals to be posted.
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	Allows submission of the program to transfer to and post journal entries in 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	Allows submission of programs to generate and purge transaction objects diagnostics data.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows inquiries on subledger journal entries and entry lines.
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	Allows review of the journals and related third party information.
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	Allows review of the journals and related subledger details.
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	Allows review of the third party account balances.
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	Allows review of the third party account balances summary.
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	Allows review of the third party details and account balances summary.
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	Allows submission of the journal import program by a 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	Allows submission of the 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	Allows submission of programs to generate and purge transaction objects diagnostics data.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows submission of the 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	Allows submission of the 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	Allows submission of the 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	Run 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	Allows submission of the program to transfer journal entries to General Ledger for online accounting.
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	Allows submission of the program to update subledger third party account and supporting reference balances.
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.	Create Journal Entries Reporting Sequence Number	Allows generation of the General Ledger journal entries reporting sequence number at period close.
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.	Review Subledger Journal Entry	Allows inquiries on subledger journal entries and entry lines.
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.	Submit Account Analysis Report	Allows submission of the Account Analysis report.
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.	Submit Journal Entries Report	Allows submission of the Journal Entries report.

Granted Role	Granted Role Description	Privilege	Privilege Description
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.	Submit Subledger Period Close Exceptions Report	Allows submission of the Period Close Exceptions report.
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.	Submit Third Party Balances Report	Allows submission of the Third Party Balances report.
Subledger Accounting Reporting	Runs all subledger accounting reports, and reviews journal entries.	Submit Trading Partner Summary Report	Run 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
        - Manage Payroll Element Entry
        - Manage Value Defined by Criteria
    - Promote Worker
    - Submit a Payroll Flow
    - Submit a Payroll Process or Report
    - Use REST Service - Guided Journey Responses
    - Use REST Service - Guided Journeys Read Only
    - Use REST Service - Payroll Rate Definition List of Values
    - Use REST Service - Payroll Reference Data Lists of Values
    - 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	Allows users to manage payroll elements.
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	Privilege Description
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Access HCM Common Components	Allows access to HCM common components.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Administer Compensation	Allows access to the compensation work area to administer all compensation business processes.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Approve Transactions	Allows ability to approve transactions
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Calculate HCM Rates	Allows submission of a process to calculate rate values.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Configure Employment Settings	Allows configuration of employment-related settings.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Configure Group Compensation Batch Processes Parameters	Allows configuration of workforce compensation batch processing parameters such as the maximum number of errors allowed for each compensation batch process.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Define Compensation Plan Definition	Allows creation and configuration of workforce compensation plan design, which determines the structure of the worksheet and plan availability, for example.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Define Salary Basis	Allows creation of salary bases that are linked to each salary record.
Compensation Administrator	Manages implementation and administration of compensation	Define Total Compensation Statement Setup	Allows creation and configuration of the statement structure such as

Granted Role	Granted Role Description	Privilege	Privilege Description
	business objects and batch processes.		the content, design, and statement period.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Define Total Compensation Statement Setup Compensation Categories	Allows creation and configuration of categories to group similar types of compensation that are displayed in a tabular format in generated statements.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Define Total Compensation Statement Setup Compensation Items	Allows creation of the lowest level of compensation detail and mapping to sources such as payroll balances or element entries.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Define Variable Compensation Plan for Individual Compensation	Allows creation of plans that are used to award off-cycle compensation to workers.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Enable Definition of All Workforce Compensation Plans	Allows the user to define all workforce compensation plans with no restrictions.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Extract Work Structure Model Details	Allows management of work structure data model
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Extract Work Structure Report Details	Allows management of work structure report
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Extract Worker Model Details	Allows management of worker data model
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Extract Worker Report Details	Allows management of worker report
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Generate Total Compensation Statement	Allows generation of completed statement definitions that workers can access online.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Application Common Lookup	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Application Message	Manage an end-user message, shown in the User Interface. Messages can have different types, such as Error, Warning, Information. Messages are translated and can be re-used across products. Exampe: "File not found", "Table '&TABLE' does not exist".
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Assignment Grade	Allows management of grades.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Assignment Grade Ladder	Allows management of grade ladders.
Compensation Administrator	Manages implementation and administration of compensation	Manage Assignment Grade Rate	Allows management of grade rates.

Granted Role	Granted Role Description	Privilege	Privilege Description
	business objects and batch processes.		
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Calendar Event	Allows management of calendar events.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Compensation History	Allows management of payroll elements and input values that comprise a worker's compensation history.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Compensation Plan Definition	Allows configuration of plan details that are administered on a periodic basis.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Compensation Plan Global Options	Allows configuration of settings that affect all generated statements such as the default stock price used and watchlist availability.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Compensation Plan Global Options for Group Compensation	Allows configuration of settings that affect all plans such as the ability to model, notifications that are sent, the default stock price used, and watchlist availability.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Extracts Work Area	Allows access to the Extract Maintenance work area.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Geography Tree	Allows management of geography tree
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Progression Grade Ladder	Provides the ability to configure and manage grade ladders that support automated grade, step and salary progressions.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Salary Range Differential	Allows to manage salary range differential.
Compensation Administrator	Manages implementation and administration of compensation	Manage Talent Profile Rating Model	Allows management of talent profile rating models.

Granted Role	Granted Role Description	Privilege	Privilege Description
	business objects and batch processes.		
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Trading Community Zones	Allows managing of geographical boundaries for a specific zone use such as Tax or Shipping based on master reference geography hierarchy data.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Work Schedule	Allows management of work schedule definitions.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Work Shift	Allows management of shifts used in workday patterns, which are part of a work schedule.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Manage Work Workday Pattern	Allows management of the workday patterns used in the definition of work schedules.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Map Third Party Compensation Plans	Allows mapping of third party compensation plans to individual compensation plans so that when a pending worker record is created, the appropriate plans are given to the worker.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Monitor Total Compensation Statement Processes	Allows viewing of statement batch process results and audit logs.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Purge Total Compensation Statement	Allows purging of generated statements so they are no longer available to view.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Review Calendar Event Coverage	Allows identification of the resources covered by a particular calendar event.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Run Grade Step Progression	Enables administrators to run the batch process that evaluates workers eligible to progress on a grade ladder, and either progresses them and updates their salaries, or presents the workers for manual approval.

Granted Role	Granted Role Description	Privilege	Privilege Description
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Run Grade Step Salary Synchronization	Enables administrators to run the batch process that synchronizes salary records with updates made to a grade or step rates.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Run Group Compensation Batch Processes	Allows running of batch processes used to manage workforce compensation plans and cycles.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Run HCM Extract	Allows running of the extract process and submission of the write process.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Run HCM Extract Write Process	Allows running of the write process to write data in a required format and delivery type.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Run HCM Extracts Report	Allows access to the extract data model when running a report.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Run Salary Processes	Allows running of all salary processes that are based on rates or compensation zone.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Use REST Service - Benefit Balances List of Values	Allows users to call the GET method associated with the benefit balances list of values REST service.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Use REST Service - Benefits Lists of Values	Allows users to call the GET method associated with the benefits list of values REST services.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.
Compensation Administrator	Manages implementation and administration of compensation business objects and batch processes.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics

Granted Role	Granted Role Description	Privilege	Privilege Description
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Define Benefit Authorization	Allows definition of benefit authorization.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Manage Employee Legal Disclaimer	Allows benefit professionals to manage benefit authorization.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Manage Person Benefits Balance	Allows management of person benefit balances.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.

Granted Role	Granted Role Description	Privilege	Privilege Description
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition	Allows configuration of data to be extracted and output in any generic format, such as delineated text or XML.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition Report	Allows access to the extract data model when defining a report.
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Task	Manage Payroll Task
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group	Manage Balance Groups

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Definition	Manage Payroll Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank	Allows review of banks.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Account	Allows review of bank accounts.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Branch	Allows review of bank branches.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Payroll Payment Type	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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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

Business Object	Policy Description	Policy Store Implementation
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) 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	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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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: Manage Payroll Element Privilege: View 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: HCM Extract Definition

Business Object	Policy Description	Policy Store Implementation
	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 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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 Classification	A Compensation Administrator can choose payroll element classification for payroll element classifications in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: Choose Payroll Element Classification (Data) Resource: Secured Payroll Element Classification
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 choose payroll element type for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Element Type (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: Manage Payroll Element Privilege: Manage Payroll Element (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: Manage Payroll Element Privilege: View Payroll Element (Data) Resource: Secured Payroll Element Type

Business Object	Policy Description	Policy Store Implementation
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
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
- Use REST Service - HCM Countries 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
- 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	Analyses 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
Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.

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.
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 - Workforce Structure List of Values	Allows the user to call the GET method associated with the Workforce Structure list of values REST Services.
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.

Aggregate Privilege	Description
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	Privilege Description
Compensation Analyst	Analyzes compensation for a group of workers.	Access HCM Common Components	Allows access to HCM common components.
Compensation Analyst	Analyzes compensation for a group of workers.	Administer Compensation	Allows access to the compensation work area to administer all compensation business processes.
Compensation Analyst	Analyzes compensation for a group of workers.	Approve Transactions	Allows ability to approve transactions
Compensation Analyst	Analyzes compensation for a group of workers.	Configure Market Composites	Allows the user to configure the display of market composite data.
Compensation Analyst	Analyzes compensation for a group of workers.	Import Market Composites	Allows to import market composites.
Compensation Analyst	Analyzes compensation for a group of workers.	Import Market Survey	Allows the import of compensation market survey data from a third-party supplier.
Compensation Analyst	Analyzes compensation for a group of workers.	Load Batch Data	Allows batch loading of data.
Compensation Analyst	Analyzes compensation for a group of workers.	Manage Data Exchange Work Area	Allows management of the Data Exchange work area.
Compensation Analyst	Analyzes compensation for a group of workers.	Manage Market Segments	Allows to manage market segments.
Compensation Analyst	Analyzes compensation for a group of workers.	Manage Market Survey Compensation Type	Allows the management of the types of compensation such as salary, bonuses, executive compensation, and stock for which survey data is imported into the application.

Granted Role	Granted Role Description	Privilege	Privilege Description
Compensation Analyst	Analyzes compensation for a group of workers.	Manage Market Survey Supplier	Allows the management of data that identifies the survey supplier such as their name, code, job names, job families and contact person details.
Compensation Analyst	Analyzes compensation for a group of workers.	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.
Compensation Analyst	Analyzes compensation for a group of workers.	View Total Compensation Statement Administration Reports	Allows viewing administration reports for total compensation statements.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.

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
Application Reference Territory	A Compensation Analyst 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 Compensation 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 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

Business Object	Policy Description	Policy Store Implementation
		Privilege: Report Assignment Grade (Data) 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

Business Object	Policy Description	Policy Store Implementation
Business Unit	A Compensation 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
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 manage workforce compensation global models for people and assignments in their person and assignment security profile	Role: Manage Workforce Compensation Global Models Privilege: Manage Workforce Compensation Global Models (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 choose department for departments in their organization security profile	Role: Use REST Service - Workforce Structure List of Values Privilege: Choose Department (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Department
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
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

Business Object	Policy Description	Policy Store Implementation
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 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 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) 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 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 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 choose legislative data group for legislative data groups in their legislative data group security profile	Role: Access HCM Spreadsheet Data Loader Templates Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
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 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 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
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

Business Object	Policy Description	Policy Store Implementation
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: Compensation Transaction Analysis Privilege: Report Person Process Result (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
Payroll Statutory Unit	A Compensation 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
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

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: Individual 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: 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: Compensation Transaction Analysis Privilege: Report Payroll Relationship (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

Business Object	Policy Description	Policy Store Implementation
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
Person Detail	A Compensation 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 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
Person Type	A Compensation Analyst 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
Position	A Compensation 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 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

Business Object	Policy Description	Policy Store Implementation
		Privilege: Report Position (Data) Resource: Position
Public Person	A Compensation 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 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) 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

Business Object	Policy Description	Policy Store Implementation
Secured Payroll Element Type	A Compensation Analyst can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Compensation Analyst can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Tax Reporting Unit	A Compensation 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 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 - HCM Countries List of Values
- Use REST Service - Person Reference Data Lists of Values
- Use REST Service - Salaries With Analytics Read Only
- Use REST Service - Worker Assignments List of Values
- Use REST Service - Workers List of Values
- Use REST Service - Workforce Structure 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	Analyzes 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
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.
Workforce Assignment Salary Transaction Analysis	Analyses assignment and salary transactional information

Duty Role	Description
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.
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Person Documentation	Manages documents.

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 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 - 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 - 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.
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 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.

Aggregate Privilege	Description
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.
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	Privilege Description
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Compensation Manager	Manages compensation business processes and worker compensation details.	Access HCM Common Components	Allows access to HCM common components.
Compensation Manager	Manages compensation business processes and worker compensation details.	Adjust Compensation Budget by Compensation Manager	Allows adjusting a compensation budget by initiating it for the first time, or increasing or decreasing a previously initiated amount.
Compensation Manager	Manages compensation business processes and worker compensation details.	Administer Compensation	Allows access to the compensation work area to administer all compensation business processes.

Granted Role	Granted Role Description	Privilege	Privilege Description
Compensation Manager	Manages compensation business processes and worker compensation details.	Approve Transactions	Allows ability to approve transactions
Compensation Manager	Manages compensation business processes and worker compensation details.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.
Compensation Manager	Manages compensation business processes and worker compensation details.	Enable worker searches using termination date	Allows the user to perform searches on workers and assignments using termination dates.
Compensation Manager	Manages compensation business processes and worker compensation details.	Generate Printable Compensation Statements	Allows printing statements for a selected group of workers.
Compensation Manager	Manages compensation business processes and worker compensation details.	Manage Calendar Event	Allows management of calendar events.
Compensation Manager	Manages compensation business processes and worker compensation details.	Manage Compensation Budget by Compensation Manager	Allows publishing budgets to lower managers and managing your own budget.
Compensation Manager	Manages compensation business processes and worker compensation details.	Manage Data Exchange Work Area	Allows management of the Data Exchange work area.
Compensation Manager	Manages compensation business processes and worker compensation details.	Manage Geography Tree	Allows management of geography tree
Compensation Manager	Manages compensation business processes and worker compensation details.	Manage Person Work Area	Allows access to the Person Management work area.
Compensation Manager	Manages compensation business processes and worker compensation details.	Manage Work Schedule	Allows management of work schedule definitions.
Compensation Manager	Manages compensation business processes and worker compensation details.	Manage Work Shift	Allows management of shifts used in workday patterns, which are part of a work schedule.
Compensation Manager	Manages compensation business processes and worker compensation details.	Manage Work Workday Pattern	Allows management of the workday patterns used in the definition of work schedules.

Granted Role	Granted Role Description	Privilege	Privilege Description
Compensation Manager	Manages compensation business processes and worker compensation details.	Model Compensation Distribution Model for Budgets by Compensation Manager	Allows creating and applying models to automatically determine budget amounts when acting as a selected manager.
Compensation Manager	Manages compensation business processes and worker compensation details.	Review Calendar Event Coverage	Allows identification of the resources covered by a particular calendar event.
Compensation Manager	Manages compensation business processes and worker compensation details.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Compensation Manager	Manages compensation business processes and worker compensation details.	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.
Compensation Manager	Manages compensation business processes and worker compensation details.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics
Compensation Manager	Manages compensation business processes and worker compensation details.	View Total Compensation Statement Administration Reports	Allows viewing administration reports for total compensation statements.
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Manage Payroll Batch Upload	Manage Payroll Batch Upload. Allows element entries to be loaded in batch.
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Purge HCM Batch	Not Available
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Transfer Payroll Batch	Transfer Payroll Batch
Payroll Batch Load Management	Manages the creation and upload of batches of data.	View HCM Import and Load Results	Allows access to review the status of an HCM Data Loader data set.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person	Allows management of person information such as name, addresses, and biographical information.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Search Person	Allows searching for a person.

Granted Role	Granted Role Description	Privilege	Privilege 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.	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 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	Allows allocating compensation during a periodic compensation cycle.
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	Allows approving and submitting compensation proposals made during a periodic compensation cycle.
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	Allows rating worker performance during a periodic compensation cycle.
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	Allows promotion of workers during a periodic compensation cycle by changing their job, grade, or position.
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	Allows creation of models to automatically allocate worker allocations, budget amounts, or defined targets.
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.	Export Compensation Allocation Details to Spreadsheet by Compensation Manager	Allows exporting worksheet data and importing allocations, promotions, and performance ratings.
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	Allows generation of compensation change statements to communicate compensation awards, promotions, and performance ratings given to workers during a periodic compensation cycle.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows access to the workforce compensation work area by compensation managers when acting as 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	Allows printing of performance documents
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	Allows viewing online reports to analyze the current status or results of a periodic compensation cycle.
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	Allows viewing of performance documents.

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
Application Reference Territory	A Compensation 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 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 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 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

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: 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
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
Business Unit	A Compensation Manager can choose business unit organization for business units in their organization security profile	Role: Use REST Service - Workforce Structure List of Values

Business Object	Policy Description	Policy Store Implementation
		Privilege: Choose Business Unit Organization (Data) Resource: Business Unit
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: 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 manage workforce compensation global models for people and assignments in their person and assignment security profile	Role: Manage Workforce Compensation Global Models Privilege: Manage Workforce Compensation Global Models (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

Business Object	Policy Description	Policy Store Implementation
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 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 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 Manager can report department for departments in their organization security profile	Role: Compensation External Data Transaction Analysis Privilege: Report Department (Data) Resource: Department

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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
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

Business Object	Policy Description	Policy Store Implementation
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 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 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: Access HCM Spreadsheet Data Loader Templates Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
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
Location	A Compensation Manager can choose location for all locations in the enterprise	Role: Compensation Manager Privilege: Choose Location (Data) Resource: Location

Business Object	Policy Description	Policy Store Implementation
Location	A Compensation 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 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: Compensation Transaction Analysis Privilege: Report Person Process Result (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

Business Object	Policy Description	Policy Store Implementation
Payroll Statutory Unit	A Compensation 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	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
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

Business Object	Policy Description	Policy Store Implementation
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) Resource: Person Address
Person Assignment	A Compensation Manager can choose person for persons and assignments in their person and assignment security profile	Role: Simulate Salary Ranges Privilege: Choose Person (Data) Resource: Person Assignment
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

Business Object	Policy Description	Policy Store Implementation
		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: Compensation Transaction Analysis Privilege: Report Payroll Relationship (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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 Detail	A Compensation 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 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
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

Business Object	Policy Description	Policy Store Implementation
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
Person Type	A Compensation 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
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 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 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 Privilege: Report Position (Data) Resource: Position

Business Object	Policy Description	Policy Store Implementation
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 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 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Public Person
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
Secured Payroll Element Type	A Compensation Manager can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Compensation Manager can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Tax Reporting Unit	A Compensation 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 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

Business Object	Policy Description	Policy Store Implementation
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
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.

Aggregate Privilege	Description
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	Privilege Description
Compensation Specialist	Assists in the development, implementation and administration of compensation programs, policies and procedures.	Access HCM Common Components	Allows access to HCM common components.
Compensation Specialist	Assists in the development, implementation and administration of compensation programs, policies and procedures.	Administer Compensation	Allows access to the compensation work area to administer all compensation business processes.
Compensation Specialist	Assists in the development, implementation and administration of compensation programs, policies and procedures.	Approve Transactions	Allows ability to approve transactions
Compensation Specialist	Assists in the development, implementation and administration of compensation programs, policies and procedures.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments 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	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Compensation Specialist	Assists in the development, implementation and administration of compensation programs, policies and procedures.	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.

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) 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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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
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 - All Tasks in Journey Task Library Read Only
    - Use REST Service - HR Document Types List of Values
    - 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
    - Manage HCM Person Note
    - Request Feedback
    - 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 - 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

        - View Role Guide
        - View Role Guide Assignment
    - Change Person Address
    - Change Person Marital Status
    - Change Worker Location By Worker
    - Change Worker Working Hour by Worker
    - Compare HCM Information
    - Edit Person Career Planning
    - Edit Person Skills and Qualifications
    - Employee Enrollment
        - Manage Benefit Participant Enrollment Result by Worker
        - Manage Benefits Questionnaire Responses 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
        - View Benefits Questionnaire Responses by Worker
    - Expense Entry
        - Business Intelligence Consumer
        - Employee Bank Account Management
        - Transaction Entry with Budgetary Control
            - Business Intelligence Consumer
    - Generate Time Entries by Worker
    - 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 Scheduling Availability Preferences by Worker
- Manage Time Card Templates by Worker
- 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
        - Receiving Self Service Responsive Application User
            - Use REST Service - Guided Journey Responses
            - Use REST Service - Guided Journeys Read Only
        - 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
    - Submit Time Cards by Worker
    - Time and Labor Worker
        - Use REST Service - Time Card Entry Details Read Only
        - Use REST Service - Time Cards by Worker
        - Worker Time Card Entry
    - 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 - 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 Performance Goal by Worker
- 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 Scheduling Availability Preferences by Worker
- 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
- 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.

Duty Role	Description
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.
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.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.

Duty Role	Description
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.
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.

Aggregate Privilege	Description
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.
Change Worker Location By Worker	Allows workers to change their work locations.
Change Worker Working Hour by Worker	Allows workers to change their working hours.
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 India employees to enter the investment declaration details.
Enter Indian Previous Employment	Allows India employees to enter their previous employment details when joining in the middle of the financial year.
Enter Indian Social Insurance	Allows India employees to enter the social insurance details.
Generate Time Entries by Worker	Lets the worker generate time entries from their scheduled hours. Applies only to the Redwood experience.

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 Questionnaire Responses by Worker	Allows workers to manage their benefit questionnaire responses.
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 HCM Person Note	Views and manages all types of HCM person notes.
Manage Indian Employee Flexible Benefit Plan	Allows India employees to restructure their salary components to optimize their personal tax liability.
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.
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.

Aggregate Privilege	Description
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 Scheduling Availability Preferences by Worker	Allows workers to manage their scheduling availability preferences in their calendar.
Manage Time Card Templates by Worker	Lets the worker manage time card templates.
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.

Aggregate Privilege	Description
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 Indian Tax Exemption for Allowances	Allows India employees to submit expense bills to claim tax exemptions for their allowances.
Submit Resignation	Allows worker to submit their own resignation.
Submit Time Cards by Worker	Allows the worker to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
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 - All Tasks in Journey Task Library Read Only	Allows the user to access all tasks in the task library and call the GET method associated with the Journey Task Library 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 - Journeys Read Only	Allows the user to call the GET method associated with the Journeys REST Service.

Aggregate Privilege	Description
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.
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.

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 - 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.

Aggregate Privilege	Description
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 Questionnaire Responses by Worker	Allows workers to view their benefit questionnaire responses.
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 Goal by Worker	View worker's own performance goals.
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.

Aggregate Privilege	Description
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 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 Role Guide	Allows the user to view role guides.
View Role Guide Assignment	Allows the user to view role guide assignments.
View Scheduling Availability Preferences by Worker	Allows workers to view their scheduling availability preferences in their calendar.
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.

Aggregate Privilege	Description
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	Privilege Description
Access Journey by Worker	Allows workers to access their own journeys.	Access Journey by Worker	Allows workers to access their own journeys.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Access Learning Common Components	Access common learning components.	Access Learning Common Components	Allows access to common components in learning self-service and administration work area.
Access Skills Center	Allows the user to access skills center.	Access Skills Center	Allows the user to access skills center.
Access Skills Center	Allows the user to access skills center.	Use REST Service - Talent Profile Types Read Only	Allows the user to call the GET method associated with the talentProfileTypes REST Service.
Access Skills Center	Allows the user to access skills center.	Use REST Service - Talent Skill Suggestions Read Only	Allows the user to call the GET method associated with the Talent Skill Suggestions REST Service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Access Touchpoints by Worker	Allows workers to access their own touchpoints.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Feedback Templates List of Values	Allows the user to call the GET method associated with the

Granted Role	Granted Role Description	Privilege	Privilege Description
			Feedback Templates List of Values REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Feedback Templates Read Only	Allows the user to call the GET method associated with the Feedback Templates REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - HCM Surveys List of Values	Allows the user to call the GET method associated with the HCM Surveys List of Values REST Service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Nudges	Allows the user to call all methods associated with the Nudges REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Talent Check-In Templates Read Only	Allows users to call GET and describe methods with the Talent Check-In Templates REST service.
Career Growth Access by Worker	Allows workers to access the Grow page.	Access Career Growth by Worker	Allows workers to access the Grow page.
Career Growth Access by Worker	Allows workers to access the Grow page.	Use REST Service - My Learning Assignments Read Only	Allows the user to call the GET method associated with the My Learning Assignments REST Service.
Career Growth Access by Worker	Allows workers to access the Grow page.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Contingent Worker	Identifies the person as a contingent worker.	Absence Entry Using Calendar	Allows the button Schedule Absence in the TIME work area to be secured.
Contingent Worker	Identifies the person as a contingent worker.	Access FUSE Directory Page	Allows access to the FUSE directory page.
Contingent Worker	Identifies the person as a contingent worker.	Access FUSE Performance and Career Planning Page	Allows access to the FUSE performance and career planning page.
Contingent Worker	Identifies the person as a contingent worker.	Access FUSE Personal Information Page	Allows access to the FUSE personal information page.
Contingent Worker	Identifies the person as a contingent worker.	Access HCM Common Components	Allows access to HCM common components.

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Access Internal Candidate Experience	Allows access to internal career sites.
Contingent Worker	Identifies the person as a contingent worker.	Access Knowledge from HCM	Allows accessing knowledge articles from HCM pages.
Contingent Worker	Identifies the person as a contingent worker.	Access Learner Self-Service Work Area	Allows access to the My Learning tab in the learning self-service work area.
Contingent Worker	Identifies the person as a contingent worker.	Access My Career and Performance	Allows access to My Career and Performance page.
Contingent Worker	Identifies the person as a contingent worker.	Access My Pay	Allows access to My Pay page
Contingent Worker	Identifies the person as a contingent worker.	Access My Time and Absences	Allows users to access the Time and Absences landing page under Me.
Contingent Worker	Identifies the person as a contingent worker.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Contingent Worker	Identifies the person as a contingent worker.	Access Quick Actions	Provides function access to the Quick Actions page where users can easily see and initiate all actions available to them.
Contingent Worker	Identifies the person as a contingent worker.	Access What to Learn	Allows access to the What to Learn tab in learning self-service work area.
Contingent Worker	Identifies the person as a contingent worker.	Align Performance Goals	Allows aligning of performance goals.
Contingent Worker	Identifies the person as a contingent worker.	Approve Transactions	Allows ability to approve transactions
Contingent Worker	Identifies the person as a contingent worker.	Cancel Performance Goals	Allows performance goals to be cancelled.
Contingent Worker	Identifies the person as a contingent worker.	Claim Shifts	Allows workers to view and claim open shifts
Contingent Worker	Identifies the person as a contingent worker.	Copy Development Goals	Allows copying of development goals.

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Copy Performance Goals	Allows copying of performance goals.
Contingent Worker	Identifies the person as a contingent worker.	Cover Shift	Allows workers to request cover for their scheduled shifts
Contingent Worker	Identifies the person as a contingent worker.	Create Service Request from HCM	Allows the creation of service requests from HCM pages.
Contingent Worker	Identifies the person as a contingent worker.	Delete Development Goals	Allow development goals to be deleted.
Contingent Worker	Identifies the person as a contingent worker.	Delete Performance Goals	Allow performance goals to be deleted.
Contingent Worker	Identifies the person as a contingent worker.	Drop Shift	Allows workers to drop their scheduled shifts
Contingent Worker	Identifies the person as a contingent worker.	Extend Performance Goals	Allows performance goals to be extended to another goal plan.
Contingent Worker	Identifies the person as a contingent worker.	Manage Favorite Colleagues	Allows management of favorite colleagues identified by users for career guidance.
Contingent Worker	Identifies the person as a contingent worker.	Manage Goal Management Notifications	Manage Goal Management Notifications
Contingent Worker	Identifies the person as a contingent worker.	Manage Mentorship	Manage mentorship
Contingent Worker	Identifies the person as a contingent worker.	Manage My Portrait Work Area	Allows access to the My Portrait work area.
Contingent Worker	Identifies the person as a contingent worker.	Manage Own HCM Channel Messages	Allows a user to manage their own messages in HCM Channel Messages
Contingent Worker	Identifies the person as a contingent worker.	Manage Person Allocated Checklist by Worker	Allows a worker to manage their own allocated checklists.
Contingent Worker	Identifies the person as a contingent worker.	Manage Reputation Overview	Manage reputation overview
Contingent Worker	Identifies the person as a contingent worker.	Manage Reputation Scores	Manage reputation scores

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Manage Social Roles	Manage social roles
Contingent Worker	Identifies the person as a contingent worker.	Move Performance Goals	Allows performance goals to be moved to another goal plan.
Contingent Worker	Identifies the person as a contingent worker.	Report Time by Web Clock	Allows the worker to report time within a web clock.
Contingent Worker	Identifies the person as a contingent worker.	Run Talent Profile Summary Report	Allows running of talent profile summary report.
Contingent Worker	Identifies the person as a contingent worker.	Share Development Goals	Allows development goals to be shared with other workers.
Contingent Worker	Identifies the person as a contingent worker.	Share Performance Goals	Allows performance goals to be shared with other workers.
Contingent Worker	Identifies the person as a contingent worker.	Swap Shift	Allows workers to swap their scheduled shifts
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Address Lists of Values	Allows the user to call the GET method associated with the Address list of values REST Services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Job Families List of Values	Allows the user to call the GET method associated with the job families list of values REST Service.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Model Profiles List of Values	Allows the user to call the GET method associated with the Model Profiles list of values REST Service.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Time Card Lists of Values	Allows the user to call the GET method associated with the Time Card lists of values REST Services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST Services.
Contingent Worker	Identifies the person as a contingent worker.	Use REST Service - Workforce Reputation Lists of Values	Allows access to WorkforceReputation REST LOV services.
Contingent Worker	Identifies the person as a contingent worker.	Use Time Card Templates	Allows the use of time card templates.
Contingent Worker	Identifies the person as a contingent worker.	Validate Project Time and Labor Time Card	Allows access to the web service that validates project attributes on time cards.
Contingent Worker	Identifies the person as a contingent worker.	View Calendar by Worker	Allows worker to view calendar.
Contingent Worker	Identifies the person as a contingent worker.	View Notification Details	Allows product specific notification details.
Contingent Worker	Identifies the person as a contingent worker.	View Search Results of Jobs Posted Internally	Allows to search and view jobs posted internally.
Contingent Worker	Identifies the person as a contingent worker.	View Skill Recommendations	Allows the user to view and select application-generated skill recommendations.
Contingent Worker	Identifies the person as a contingent worker.	View Team Schedule by Worker	Allows worker to view team schedule.
Contingent Worker	Identifies the person as a contingent worker.	View Time by Calendar	Allows view of personal schedule in time calendar.
Contingent Worker	Identifies the person as a contingent worker.	View Trading Community Common Setup	Allows viewing of common setup data through web services.

Granted Role	Granted Role Description	Privilege	Privilege Description
Contingent Worker	Identifies the person as a contingent worker.	Workforce Reputation Subscription User	Allows access to the Workforce Reputation Subscription Application features.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
Employee Enrollment	Manages employee enrollments.	Access Benefits Calculators	Allows access to benefit calculators.
Employee Enrollment	Manages employee enrollments.	Change Beneficiaries	Allows employees to change beneficiaries outside open enrollment.
Employee Enrollment	Manages employee enrollments.	Compare Benefit Plans	Allows comparison of medical, dental and vision plans.
Employee Enrollment	Manages employee enrollments.	Elect Benefits	Allows employees to elect benefits.
Employee Enrollment	Manages employee enrollments.	Maintain Plan Beneficiary Designation	Allows maintenance of plan beneficiary designation.
Employee Enrollment	Manages employee enrollments.	Maintain Primary Care Provider	Allows maintenance of primary care physician.
Employee Enrollment	Manages employee enrollments.	Review Benefit Participant Enrollment Result	Allows benefit professionals to view enrollment result benefit statement.
Employee Enrollment	Manages employee enrollments.	Use REST Service - Benefit Plans Comparison List of Values	Allows users to call the GET method associated with the benefit plans comparison list of values REST service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Enrollment	Manages employee enrollments.	Use REST Service - Benefit Plans Comparison Read Only	Allows users to call the GET method associated with the benefit plans comparison REST service.
Employee Enrollment	Manages employee enrollments.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Expense Entry	Creates and updates expense items and expense reports.	Manage Bank Account for Expense Reimbursement	Allows creation and modification of expense reimbursement bank accounts for themselves.
Expense Entry	Creates and updates expense items and expense reports.	Manage Expense Report	Allows creation of expense items and expense reports. Allows updating expense items and managing submitted expense reports. Allows tracking of expense reports, expense items, and payments.
Expense Entry	Creates and updates expense items and expense reports.	Review Expense Reimbursement	Not Available
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Department Connections Read Only	Allows users to call the GET method associated with the department connections REST Service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Department Searches	Allows the user to search for departments in HCM Connections.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Location Connections Read Only	Allows users to call the GET method associated with the location connections REST Service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Person Notes Visibility Options List of Values	Allows the user to call the GET method associated with the Person Notes Visibility Options list of values REST service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Profile Tag Searches	Allows the user to search for profile tags using REST services.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Worker Searches	Allows the user to search for workers in HCM Connections.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Workers	Allows the user to call all methods associated with the Workers REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment	Allows access to view and manage item attachments.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Catalog	Allows access to view and manage item catalogs including categories and category hierarchies.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Global Search	Allows access to search for items using secure enterprise search.
Item Inquiry	Queries and views items in the enterprise.	Manage Trading Partner Item Reference	Allows access to manage trading partner item references for items.
Item Inquiry	Queries and views items in the enterprise.	View Item	Allows access to product dashboard.
Item Inquiry	Queries and views items in the enterprise.	View Item Organization Association	Allows access to view item organization assignments.
Item Inquiry	Queries and views items in the enterprise.	View Item Relationship	Allows access to view item relationships.
Learner REST Services	Allows learners to access REST services	Use REST Service - Learning Descriptive Flex Field Value Sets List of Values	Allows the user to call the GET method associated with the Learning Descriptive Flex Field Value Sets List Of Values REST service
Learner REST Services	Allows learners to access REST services	Use REST Service - My Learning Assignments Read Only	Allows the user to call the GET method associated with the My Learning Assignments REST Service.
Manage Contextual Journey by Worker	Allows workers to access and manage their own contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage My Account	Manages worker roles.	Delete Roles Delegated To Me	Allows deleting role delegations delegated to user.
Manage My Account	Manages worker roles.	Manage User Account and My Account	Allows access to the page components that are common to My Account and Manage User Account.
Manage My Account	Manages worker roles.	Reset Password	Allows reset password links to be emailed to users.

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage My Account	Manages worker roles.	View Own Account Details	Allows viewing of one's own account details.
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	View Payables Invoice	Allows viewing of Oracle Fusion Payables invoices without performing a search.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Create Performance Document by Worker	Allows creation of performance documents by workers.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Print Performance Document	Allows printing of performance documents
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Provide Performance Evaluation Feedback	Allows performance evaluation feedback to be provided.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Select Feedback Participants	Allows selection of feedback participants.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Track Participant Feedback Status	Allows tracking of participant feedback status.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	View Performance Information on Worker Dashboard	Allows a worker to view the worker's own performance information.
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	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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	Allows access to a person's emails.
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	Allows access to a person's phones.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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	Allows access to a person's emails.
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	Allows access to a person's phones.
Procurement Requester	Prepares requisitions for themselves.	Cancel Purchase Order as Procurement Requester	Allows a procurement requester to initiate cancellation of a purchase order.
Procurement Requester	Prepares requisitions for themselves.	Change Purchase Order as Procurement Requester	Allows a procurement requester to initiate changes to an approved purchase order.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	Report Time for Project Tasks	Allows reporting of time and management of time cards on mobile devices.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	View Project Expenditure Types Service	Allows access to the service to get the list of expenditure types.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	View Project Financial Tasks Service	Allows access to the service to view financial tasks.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Correct Self-Service Receiving Receipt	Allows correction of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Create Self-Service Receiving Receipt	Allows creation of self-service receipts.

Granted Role	Granted Role Description	Privilege	Privilege Description
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Manage Inventory Transfer Order	Allows management of inventory transfer orders.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Manage Self-Service Receiving Receipt Return	Allows return of self-service receipts.
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	Allows access to the self-service receipts work area.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Inbound Shipment Details	Allows viewing of 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	Allows review of receipt summary information.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Self-Service Receiving Receipt	Allows review of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Purchase Order	Allows a user to review a purchase order.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Receiving Receipt Notification	Allows viewing of receipt notifications.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Requisition	Allows users to view requisition details.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Review Inbound Shipment Details	Allows viewing of inbound shipment details.
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog	Create Requisition for Internal Material Transfers	Allows users to create requisitions for internal material transfers.

Granted Role	Granted Role Description	Privilege	Privilege Description
	requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.		
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	Allows users to change deliver-to locations on requisition lines.
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	Allows users to create requests for items not available through the procurement catalog.
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	Allows users to enter one-time address on requisition lines.
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	Get the transfer price to the requesting organization for an internal 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 Inventory Transfer Order	Allows management of inventory transfer orders.
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	Allows users to create, search, and view requisitions.
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog	Submit Requisition with One Click	Allows user submit the shopping cart (requisition) without first going to the edit requisition page.

Granted Role	Granted Role Description	Privilege	Privilege Description
	requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.		
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	Allows users to view requisition details.
Requisition Viewing	View requisition and associated documents.	Review Inbound Shipment Details	Allows viewing of inbound shipment details.
Requisition Viewing	View requisition and associated documents.	Review Receiving Transaction History	Allows viewing of the receiving transaction history for a receipt.
Requisition Viewing	View requisition and associated documents.	View Purchase Order as Procurement Requester	Allows a procurement requester to review a purchase order.
Requisition Viewing	View requisition and associated documents.	View Requisition	Allows users to view requisition details.
Requisition Viewing	View requisition and associated documents.	View Supplier Negotiation	Allows users to review a supplier negotiation.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Add Someone to Social Group	Allows adding of someone as a member to a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Create Social Group	Allows creation of a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Invite Social Connection	Allows sending of an invitation to connect.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Invite Someone to Social Group	Allows sending of an invitation to be a member of a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Link Social Group	Allows linking of a social group to an object, such as a performance goal.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Kudos	Allows sending of kudos to someone.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Message Board	Allows management of postings on the message board.

Granted Role	Granted Role Description	Privilege	Privilege Description
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Bookmarks	Allows creation of social bookmarks and sharing them with connections.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Connections	Allows management of social connections and connection lists.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Group	Allows creation of social groups. Allows management of groups, such as adding social group content, adding and removing members to groups, and leaving groups.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Self-descriptive Information	Allows management of self-descriptive information, such as the about me description, and areas of interest.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Unlink Social Group	Allows unlink of a social group from an object, such as a performance goal.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	View Activity Stream	Allows viewing of the activity stream.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	View Related Social Groups	Allows viewing of social groups that are linked to an object, such as a performance goal.
Time and Labor Worker	Reports time as a worker.	Access Time Work Area	Allows access to the Time work area.
Time and Labor Worker	Reports time as a worker.	Report Time by Calendar	Allows the worker to report time within a calendar.
Time and Labor Worker	Reports time as a worker.	Use REST Service - Time Card Field Values Read Only	Lets the person call the Time Card Field Values REST Service.
Time and Labor Worker	Reports time as a worker.	View Calendar by Worker	Allows worker to view calendar.
Time and Labor Worker	Reports time as a worker.	View Team Schedule by Worker	Allows worker to view team schedule.
Time and Labor Worker	Reports time as a worker.	View Time by Calendar	Allows view of personal schedule in time calendar.
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform	Check Funds	Check whether sufficient funds are available for a transactions

Granted Role	Granted Role Description	Privilege	Privilege Description
	transactions that are subject to budgetary control, such as accounts payable manager.		
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	Check whether sufficient funds are available for a transactions, and if so, reserve the 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	Review the budgetary control results of a transaction and its 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	Allows inquiry on the budget period status.
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	Review budget consumption 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	Review budget consumption balances by transaction
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	Allows the submission of a process to continuously transfer budget balances to the budgetary control balances reporting multidimensional database.
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	Allows access to view the budgetary control validation results.
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	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	Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR

Granted Role	Granted Role Description	Privilege	Privilege Description
	service. Use this duty role when granting manage access to person documentation data.		document types 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.	Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.
Worker Time Card Entry	Reports time by time card, as a worker.	Create Time Card	Allows the worker to create a new time card.
Worker Time Card Entry	Reports time by time card, as a worker.	Manage Time Cards by Worker	Allows the worker to view, create, edit, or delete time cards from the Manage Time Cards page.
Worker Time Card Entry	Reports time by time card, as a worker.	Search Time Cards	Allows the worker to search for existing time cards.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile	Allows definition of talent profile.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile Item	Allows definition of talent profile item.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Manage Person Talent Profile	Allows management of talent profile for a person.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Match Talent Profile	Allows access to perform best fit analysis.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Update Talent Profile Item	Allows update to talent profile items.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	View Talent Profile	Allows management of profile task flows that are common to model and person profiles.

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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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 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 self report a life event for themselves	Role: Self Report a Life Event Privilege: Self Report a 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Benefit Person Benefit Group
Benefit Questionnaire Responses	A Contingent Worker can manage benefits questionnaire responses for themselves	Role: Manage Benefits Questionnaire Responses by Worker Privilege: Manage Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Contingent Worker can view benefits questionnaire responses for themselves	Role: Manage Benefits Questionnaire Responses by Worker Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	A Contingent Worker can view benefits questionnaire responses for themselves	Role: View Benefits Questionnaire Responses by Worker Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
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
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 create check-in document for themselves	Role: View Performance Summary Privilege: Create Check-In Document (Data) Resource: Check In Document

Business Object	Policy Description	Policy Store Implementation
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
Check In Document	A Contingent Worker can view check-in document for themselves	Role: View Performance Summary 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 - All Tasks in 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
Payroll Personal Deduction	A Contingent Worker can manage indian employee flexible benefit plan for themselves if they are employed by an indian legal employer	Role: Manage Indian Employee Flexible Benefit Plan Privilege: Manage Indian Employee Flexible Benefit Plan (Data) Resource: Payroll Personal Deduction
Payroll Personal Deduction	A Contingent Worker can submit indian tax exemption for allowances for themselves if they are employed by an indian legal employer	Role: Submit Indian Tax Exemption for Allowances Privilege: Submit Indian Tax Exemption for Allowances (Data) Resource: Payroll Personal Deduction

Business Object	Policy Description	Policy Store Implementation
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) 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 by worker for themselves	Role: View Performance Goal by Worker

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Performance Goal by Worker (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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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 change worker location for themselves	Role: Change Worker Location By Worker Privilege: Change Worker Location (Data) Resource: Person Assignment
Person Assignment	A Contingent Worker can change worker working hour for themselves	Role: Change Worker Working Hour by Worker Privilege: Change Worker Working Hour (Data)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: Manage Person Document Delivery Preferences

Business Object	Policy Description	Policy Store Implementation
	types in their document types security profile for themselves	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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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: Maintain Absence Records Privilege: View Worker Availability (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

Business Object	Policy Description	Policy Store Implementation
Person Assignment	A Contingent Worker can view worker availability for themselves	Role: View Worker Calendar by Worker 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) Resource: Person Citizenship
Person Citizenship	A Contingent Worker can view person citizenship for themselves	Role: View Person Citizenship Privilege: View Person Citizenship (Data)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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 Privilege: View Person Extra Information (Data) Resource: Person Detail

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
Person Ethnicity	A Contingent Worker can view person ethnicity for themselves	Role: Manage Person Ethnicity Privilege: View 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: 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
Person Name	A Contingent Worker can view person name for themselves	Role: Manage Person Name Privilege: View 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: 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
Person Phone	A Contingent Worker can manage person phone for themselves	Role: Person Communication Methods Management Privilege: Manage Person Phone (Data)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

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: 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
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

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: 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 compare public skills for persons and assignments in their public person security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Public Skills (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
Role Guide	A Contingent Worker can view role guide assignment for themselves	Role: View Role Guide Assignment Privilege: View Role Guide Assignment (Data) Resource: Role Guide

Business Object	Policy Description	Policy Store Implementation
Role Guide	A Contingent Worker can view role guide for role guides they have created, are named collaborators of, or are visible to everyone.	Role: View Role Guide Privilege: View Role Guide (Data) Resource: Role Guide
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
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 compare talent profiles for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Talent Profiles (Data) Resource: Talent Profile
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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 generate time entries for themselves	Role: Generate Time Entries by Worker Privilege: Generate Time Entries (Data) Resource: Time Record Group Summary
Time Record Group Summary	A Contingent Worker can manage time cards by worker for themselves	Role: Manage Time Card Templates by Worker Privilege: Manage Time Cards by Worker (Data) Resource: Time Record Group Summary
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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Time Record Group Summary
Time Record Group Summary	A Contingent Worker can submit time cards by worker for themselves	Role: Submit Time Cards by Worker Privilege: Submit Time Cards by Worker (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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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)

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 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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Requisition Self Service User

Business Object	Policy Description	Policy Store Implementation
	community relationships in the enterprise except partner contact relationships, or relationships created by partners	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) 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

Business Object	Policy Description	Policy Store Implementation
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 Availability Preferences	A Contingent Worker can manage scheduling availability preferences for themselves	Role: Manage Scheduling Availability Preferences by Worker Privilege: Manage Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Worker Availability Preferences	A Contingent Worker can view scheduling availability preferences for themselves	Role: View Scheduling Availability Preferences by Worker Privilege: View Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Worker Contract	A Contingent Worker can view worker contract for themselves	Role: View Worker Contract Privilege: View Worker Contract (Data) Resource: Worker Contract

Business Object	Policy Description	Policy Store Implementation
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	Privilege Description
Corporate Social Responsibility Manager	Individual responsible for managing corporate social responsibility programs.	Access HCM Common Components	Allows access to HCM common components.
Corporate Social Responsibility Manager	Individual responsible for managing corporate social responsibility programs.	Manage Volunteering Configuration	Allows administration to configure and setup Volunteering application

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 - All Tasks in Journey Task Library Read Only
    - Use REST Service - HR Document Types List of Values
    - 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
    - Manage HCM Person Note
    - Request Feedback
    - 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 - 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
        - View Role Guide
        - View Role Guide Assignment
    - Change Person Address
    - Change Person Marital Status
    - Change Worker Location By Worker
    - Change Worker Working Hour by Worker
    - Compare HCM Information
    - Edit Person Career Planning
    - Edit Person Skills and Qualifications
    - Employee Bank Account Management
    - Employee Enrollment
        - Manage Benefit Participant Enrollment Result by Worker
        - Manage Benefits Questionnaire Responses 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
        - View Benefits Questionnaire Responses by Worker
    - Expense Entry
        - Business Intelligence Consumer
        - Employee Bank Account Management
        - Transaction Entry with Budgetary Control
            - Business Intelligence Consumer
    - Generate Time Entries by Worker
    - 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
    - Hide HCM Person Public Note
    - Indian Employee
        - Enter Indian Investment Declaration
        - Enter Indian Previous Employment
        - Enter Indian Social Insurance
        - Manage Indian Employee Flexible Benefit Plan
        - Submit Indian Tax Exemption for Allowances
    - 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 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 Recommendation Profiles by Worker
- Manage Recommended Learning
- Manage Scheduling Availability Preferences by Worker
- Manage Time Card Templates by Worker
- 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
  - Receiving Self Service Responsive Application User
    - Use REST Service - Guided Journey Responses
    - Use REST Service - Guided Journeys Read Only

        - 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
    - Submit Time Cards by Worker
    - 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 Performance Goal by Worker
- 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 Scheduling Availability Preferences by Worker
- 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
- View and Respond to Recommendations by Worker
- 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

Duty Role	Description
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.
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.

Duty Role	Description
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.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.
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.
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.

Duty Role	Description
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.

Aggregate Privilege	Description
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.
Change Worker Location By Worker	Allows workers to change their work locations.
Change Worker Working Hour by Worker	Allows workers to change their working hours.
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 India employees to enter the investment declaration details.
Enter Indian Previous Employment	Allows India employees to enter their previous employment details when joining in the middle of the financial year.
Enter Indian Social Insurance	Allows India employees to enter the social insurance details.
Generate Time Entries by Worker	Lets the worker generate time entries from their scheduled hours. Applies only to the Redwood experience.
Hide HCM Person Public Note	Allows hiding or not hiding HCM public person notes.
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.

Aggregate Privilege	Description
Manage Benefits Questionnaire Responses by Worker	Allows workers to manage their benefit questionnaire responses.
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 Indian Employee Flexible Benefit Plan	Allows India employees to restructure their salary components to optimize their personal tax liability.
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.
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.

Aggregate Privilege	Description
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 Recommendation Profiles by Worker	Allows the user to create and manage recommendation profiles
Manage Recommended Learning	Allows users to recommend learning and view recommendations received.
Manage Role Delegations	Allows management of user roles delegations.
Manage Scheduling Availability Preferences by Worker	Allows workers to manage their scheduling availability preferences in their calendar.
Manage Time Card Templates by Worker	Lets the worker manage time card templates.

Aggregate Privilege	Description
Manage UK Pension Contributions	Allows UK employees to manage their pension contributions.
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 Indian Tax Exemption for Allowances	Allows India employees to submit expense bills to claim tax exemptions for their allowances.
Submit Resignation	Allows worker to submit their own resignation.
Submit Time Cards by Worker	Allows the worker to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
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 - All Tasks in Journey Task Library Read Only	Allows the user to access all tasks in the task library and call the GET method associated with the Journey Task Library REST Service.
Use REST Service - Development Goals Read Only	Allows users to call GET and describe methods with the Development Goals REST service.

Aggregate Privilege	Description
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 - 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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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.
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 Benefits Questionnaire Responses by Worker	Allows workers to view their benefit questionnaire responses.
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.

Aggregate Privilege	Description
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.
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 Goal by Worker	View worker's own performance goals.
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.

Aggregate Privilege	Description
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.
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 Role Guide	Allows the user to view role guides.
View Role Guide Assignment	Allows the user to view role guide assignments.
View Scheduling Availability Preferences by Worker	Allows workers to view their scheduling availability preferences in their calendar.
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.

Aggregate Privilege	Description
View Year-End Documents	Allows users to view year-end documents for current or prior tax years.
View and Respond to Recommendations by Worker	Allows the user to view and respond to recommendations
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	Privilege Description
Access Journey by Worker	Allows workers to access their own journeys.	Access Journey by Worker	Allows workers to access their own journeys.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Access Learning Common Components	Access common learning components.	Access Learning Common Components	Allows access to common components in learning self-service and administration work area.
Access Skills Center	Allows the user to access skills center.	Access Skills Center	Allows the user to access skills center.
Access Skills Center	Allows the user to access skills center.	Use REST Service - Talent Profile Types Read Only	Allows the user to call the GET method associated with the talentProfileTypes REST Service.
Access Skills Center	Allows the user to access skills center.	Use REST Service - Talent Skill Suggestions Read Only	Allows the user to call the GET method associated with the Talent Skill Suggestions REST Service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Access Touchpoints by Worker	Allows workers to access their own touchpoints.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Feedback Templates List of Values	Allows the user to call the GET method associated with the

Granted Role	Granted Role Description	Privilege	Privilege Description
			Feedback Templates List of Values REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Feedback Templates Read Only	Allows the user to call the GET method associated with the Feedback Templates REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - HCM Surveys List of Values	Allows the user to call the GET method associated with the HCM Surveys List of Values REST Service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Nudges	Allows the user to call all methods associated with the Nudges REST service.
Access Touchpoints by Worker	Allows workers to access their own touchpoints.	Use REST Service - Talent Check-In Templates Read Only	Allows users to call GET and describe methods with the Talent Check-In Templates REST service.
Canadian Employee	Allows an employee within a CA legal employer to access CA specific tasks.	Manage Canadian Personal Tax Credits	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	View Canadian End of Year Tax Form
Career Growth Access by Worker	Allows workers to access the Grow page.	Access Career Growth by Worker	Allows workers to access the Grow page.
Career Growth Access by Worker	Allows workers to access the Grow page.	Use REST Service - My Learning Assignments Read Only	Allows the user to call the GET method associated with the My Learning Assignments REST Service.
Career Growth Access by Worker	Allows workers to access the Grow page.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Employee	Identifies the person as an employee.	Absence Entry Using Calendar	Allows the button Schedule Absence in the TIME work area to be secured.
Employee	Identifies the person as an employee.	Access FUSE Directory Page	Allows access to the FUSE directory page.
Employee	Identifies the person as an employee.	Access FUSE Performance and Career Planning Page	Allows access to the FUSE performance and career planning page.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Access FUSE Personal Information Page	Allows access to the FUSE personal information page.
Employee	Identifies the person as an employee.	Access HCM Common Components	Allows access to HCM common components.
Employee	Identifies the person as an employee.	Access Internal Candidate Experience	Allows access to internal career sites.
Employee	Identifies the person as an employee.	Access Knowledge from HCM	Allows accessing knowledge articles from HCM pages.
Employee	Identifies the person as an employee.	Access Learner Self-Service Work Area	Allows access to the My Learning tab in the learning self-service work area.
Employee	Identifies the person as an employee.	Access My Career and Performance	Allows access to My Career and Performance page.
Employee	Identifies the person as an employee.	Access My Pay	Allows access to My Pay page
Employee	Identifies the person as an employee.	Access My Time and Absences	Allows users to access the Time and Absences landing page under Me.
Employee	Identifies the person as an employee.	Access Oracle Taleo Recruiting Cloud Service	Allows access to Oracle Taleo Recruiting Cloud Service from Oracle Fusion.
Employee	Identifies the person as an employee.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Employee	Identifies the person as an employee.	Access Quick Actions	Provides function access to the Quick Actions page where users can easily see and initiate all actions available to them.
Employee	Identifies the person as an employee.	Access Tap Application	Allows access to Tap application.
Employee	Identifies the person as an employee.	Access What to Learn	Allows access to the What to Learn tab in learning self-service work area.
Employee	Identifies the person as an employee.	Align Performance Goals	Allows aligning of performance goals.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Approve Transactions	Allows ability to approve transactions
Employee	Identifies the person as an employee.	Cancel Performance Goals	Allows performance goals to be cancelled.
Employee	Identifies the person as an employee.	Claim Shifts	Allows workers to view and claim open shifts
Employee	Identifies the person as an employee.	Copy Development Goals	Allows copying of development goals.
Employee	Identifies the person as an employee.	Copy Performance Goals	Allows copying of performance goals.
Employee	Identifies the person as an employee.	Cover Shift	Allows workers to request cover for their scheduled shifts
Employee	Identifies the person as an employee.	Create Non-Catalog Learning Requests by Learner	Allows a non-catalog learning request to be initiated by learner
Employee	Identifies the person as an employee.	Create Service Request from HCM	Allows the creation of service requests from HCM pages.
Employee	Identifies the person as an employee.	Delete Development Goals	Allow development goals to be deleted.
Employee	Identifies the person as an employee.	Delete Performance Goals	Allow performance goals to be deleted.
Employee	Identifies the person as an employee.	Drop Shift	Allows workers to drop their scheduled shifts
Employee	Identifies the person as an employee.	Extend Performance Goals	Allows performance goals to be extended to another goal plan.
Employee	Identifies the person as an employee.	Manage Data Visualization Preference	Allows creation, modification and deletion of the user preferences for the data visualization component's configuration. For example, a user might prefer to view a data visualization configured initially as a horizontal Bar chart, to be displayed as a vertical Bar chart instead.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Manage Favorite Colleagues	Allows management of favorite colleagues identified by users for career guidance.
Employee	Identifies the person as an employee.	Manage Goal Management Notifications	Manage Goal Management Notifications
Employee	Identifies the person as an employee.	Manage Mentorship	Manage mentorship
Employee	Identifies the person as an employee.	Manage My Contact Information Mobile	Allows management of personal information such as phone numbers and addresses in HCM Cloud Mobile
Employee	Identifies the person as an employee.	Manage My Documents Mobile	Allows management of personal documents such as passports, and driver's license in HCM Cloud Mobile
Employee	Identifies the person as an employee.	Manage My Personal Information Mobile	Allows management of personal information such as name, and biographical information in HCM Cloud Mobile
Employee	Identifies the person as an employee.	Manage My Portrait Work Area	Allows access to the My Portrait work area.
Employee	Identifies the person as an employee.	Manage My Wellness	Allows management of employee's own wellness.
Employee	Identifies the person as an employee.	Manage My Wellness Team	Allows workers to create their own Wellness teams and manage Wellness team features.
Employee	Identifies the person as an employee.	Manage Own HCM Channel Messages	Allows a user to manage their own messages in HCM Channel Messages
Employee	Identifies the person as an employee.	Manage Person Allocated Checklist by Worker	Allows a worker to manage their own allocated checklists.
Employee	Identifies the person as an employee.	Manage Reputation Overview	Manage reputation overview
Employee	Identifies the person as an employee.	Manage Reputation Scores	Manage reputation scores

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Manage Social Roles	Manage social roles
Employee	Identifies the person as an employee.	Manage Volunteering	Allows employees to manage own volunteering activities
Employee	Identifies the person as an employee.	Move Performance Goals	Allows performance goals to be moved to another goal plan.
Employee	Identifies the person as an employee.	Print Learning Completion Certificate	Allows access to learning completion certificate templates
Employee	Identifies the person as an employee.	Record External Learning by Learner	Allows to record external learning completion by learner
Employee	Identifies the person as an employee.	Record and View Issue	Allows recording of issues and viewing of information about the recordings.
Employee	Identifies the person as an employee.	Report Time by Web Clock	Allows the worker to report time within a web clock.
Employee	Identifies the person as an employee.	Run Talent Profile Summary Report	Allows running of talent profile summary report.
Employee	Identifies the person as an employee.	Share Development Goals	Allows development goals to be shared with other workers.
Employee	Identifies the person as an employee.	Share Performance Goals	Allows performance goals to be shared with other workers.
Employee	Identifies the person as an employee.	Swap Shift	Allows workers to swap their scheduled shifts
Employee	Identifies the person as an employee.	Use REST Service - Activity Summaries	Allows users to manage wellness activities through Activity REST service
Employee	Identifies the person as an employee.	Use REST Service - Address Lists of Values	Allows the user to call the GET method associated with the Address list of values REST Services.
Employee	Identifies the person as an employee.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Employee	Identifies the person as an employee.	Use REST Service - Job Families List of Values	Allows the user to call the GET method associated with the job families list of values REST Service.
Employee	Identifies the person as an employee.	Use REST Service - Model Profiles List of Values	Allows the user to call the GET method associated with the Model Profiles list of values REST Service.
Employee	Identifies the person as an employee.	Use REST Service - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services
Employee	Identifies the person as an employee.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Employee	Identifies the person as an employee.	Use REST Service - Time Card Lists of Values	Allows the user to call the GET method associated with the Time Card lists of values REST Services.
Employee	Identifies the person as an employee.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST Services.
Employee	Identifies the person as an employee.	Use REST Service - Volunteering Lists of Values	Allows access to Volunteering REST LOV services.
Employee	Identifies the person as an employee.	Use REST Service - Wellness Lists of Values	Allows access to Wellness REST LOV services.
Employee	Identifies the person as an employee.	Use REST Service - Workforce Reputation Lists of Values	Allows access to WorkforceReputation REST LOV services.
Employee	Identifies the person as an employee.	Use Time Card Templates	Allows the use of time card templates.
Employee	Identifies the person as an employee.	Validate Project Time and Labor Time Card	Allows access to the web service that validates project attributes on time cards.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee	Identifies the person as an employee.	View Calendar by Worker	Allows worker to view calendar.
Employee	Identifies the person as an employee.	View Notification Details	Allows product specific notification details.
Employee	Identifies the person as an employee.	View Search Results of Jobs Posted Internally	Allows to search and view jobs posted internally.
Employee	Identifies the person as an employee.	View Skill Recommendations	Allows the user to view and select application-generated skill recommendations.
Employee	Identifies the person as an employee.	View Team Schedule by Worker	Allows worker to view team schedule.
Employee	Identifies the person as an employee.	View Time by Calendar	Allows view of personal schedule in time calendar.
Employee	Identifies the person as an employee.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Employee	Identifies the person as an employee.	Workforce Reputation Subscription User	Allows access to the Workforce Reputation Subscription Application features.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
Employee Enrollment	Manages employee enrollments.	Access Benefits Calculators	Allows access to benefit calculators.
Employee Enrollment	Manages employee enrollments.	Change Beneficiaries	Allows employees to change beneficiaries outside open enrollment.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Enrollment	Manages employee enrollments.	Compare Benefit Plans	Allows comparison of medical, dental and vision plans.
Employee Enrollment	Manages employee enrollments.	Elect Benefits	Allows employees to elect benefits.
Employee Enrollment	Manages employee enrollments.	Maintain Plan Beneficiary Designation	Allows maintenance of plan beneficiary designation.
Employee Enrollment	Manages employee enrollments.	Maintain Primary Care Provider	Allows maintenance of primary care physician.
Employee Enrollment	Manages employee enrollments.	Review Benefit Participant Enrollment Result	Allows benefit professionals to view enrollment result benefit statement.
Employee Enrollment	Manages employee enrollments.	Use REST Service - Benefit Plans Comparison List of Values	Allows users to call the GET method associated with the benefit plans comparison list of values REST service.
Employee Enrollment	Manages employee enrollments.	Use REST Service - Benefit Plans Comparison Read Only	Allows users to call the GET method associated with the benefit plans comparison REST service.
Employee Enrollment	Manages employee enrollments.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Expense Entry	Creates and updates expense items and expense reports.	Manage Bank Account for Expense Reimbursement	Allows creation and modification of expense reimbursement bank accounts for themselves.
Expense Entry	Creates and updates expense items and expense reports.	Manage Expense Report	Allows creation of expense items and expense reports. Allows updating expense items and managing submitted expense reports. Allows tracking of expense reports, expense items, and payments.
Expense Entry	Creates and updates expense items and expense reports.	Review Expense Reimbursement	Not Available
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables

Granted Role	Granted Role Description	Privilege	Privilege Description
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Department Connections Read Only	Allows users to call the GET method associated with the department connections REST Service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Department Searches	Allows the user to search for departments in HCM Connections.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Location Connections Read Only	Allows users to call the GET method associated with the location connections REST Service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Person Notes Visibility Options List of Values	Allows the user to call the GET method associated with the Person Notes Visibility Options list of values REST service.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Profile Tag Searches	Allows the user to search for profile tags using REST services.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Worker Searches	Allows the user to search for workers in HCM Connections.
HCM Connections REST Services	Grants access to REST services used by HCM connections UI	Use REST Service - Workers	Allows the user to call all methods associated with the Workers REST Service.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment	Allows access to view and manage item attachments.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Catalog	Allows access to view and manage item catalogs including categories and category hierarchies.
Item Inquiry	Queries and views items in the enterprise.	Manage Item Global Search	Allows access to search for items using secure enterprise search.
Item Inquiry	Queries and views items in the enterprise.	Manage Trading Partner Item Reference	Allows access to manage trading partner item references for items.

Granted Role	Granted Role Description	Privilege	Privilege Description
Item Inquiry	Queries and views items in the enterprise.	View Item	Allows access to product dashboard.
Item Inquiry	Queries and views items in the enterprise.	View Item Organization Association	Allows access to view item organization assignments.
Item Inquiry	Queries and views items in the enterprise.	View Item Relationship	Allows access to view item relationships.
Learner REST Services	Allows learners to access REST services	Use REST Service - Learning Descriptive Flex Field Value Sets List of Values	Allows the user to call the GET method associated with the Learning Descriptive Flex Field Value Sets List Of Values REST service
Learner REST Services	Allows learners to access REST services	Use REST Service - My Learning Assignments Read Only	Allows the user to call the GET method associated with the My Learning Assignments REST Service.
Manage Career by Worker	Allows a worker to manage their career.	Access Internal Candidate Experience	Allows access to internal career sites.
Manage Career by Worker	Allows a worker to manage their career.	Manage Career	Allows management of a worker's career.
Manage Career by Worker	Allows a worker to manage their career.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Manage Career by Worker	Allows a worker to manage their career.	Use REST Service - Career Searches	Allows the user to call the careerSearches REST service.
Manage Career by Worker	Allows a worker to manage their career.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Manage Career by Worker	Allows a worker to manage their career.	Use REST Service - Talent Model Profiles Read Only	Allows the user to call the GET method associated with the Talent Model Profiles REST Service.
Manage Career by Worker	Allows a worker to manage their career.	Use REST Service - Talent Profile Types Read Only	Allows the user to call the GET method associated with the talentProfileTypes REST Service.
Manage Contextual Journey by Worker	Allows workers to access and manage their own contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage My Account	Manages worker roles.	Delete Roles Delegated To Me	Allows deleting role delegations delegated to user.
Manage My Account	Manages worker roles.	Manage User Account and My Account	Allows access to the page components that are common to My Account and Manage User Account.
Manage My Account	Manages worker roles.	Reset Password	Allows reset password links to be emailed to users.
Manage My Account	Manages worker roles.	View Own Account Details	Allows viewing of one's own account details.
Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service	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.	View Payables Invoice	Allows viewing of Oracle Fusion Payables invoices without performing a search.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Create Performance Document by Worker	Allows creation of performance documents by workers.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Print Performance Document	Allows printing of performance documents
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Provide Performance Evaluation Feedback	Allows performance evaluation feedback to be provided.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Select Feedback Participants	Allows selection of feedback participants.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Track Participant Feedback Status	Allows tracking of participant feedback status.
Performance Management Worker	Adds content to rate to performance document and evaluates self.	View Performance Information on Worker Dashboard	Allows a worker to view the worker's own performance information.
Person Communication Methods Management	Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.

Granted Role	Granted Role Description	Privilege	Privilege Description
	communication methods in the portrait.		
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	Allows access to a person's emails.
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	Allows access to a person's phones.
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	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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	Allows access to a person's emails.
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	Allows access to a person's phones.
Procurement Requester	Prepares requisitions for themselves.	Cancel Purchase Order as Procurement Requester	Allows a procurement requester to initiate cancellation of a purchase order.
Procurement Requester	Prepares requisitions for themselves.	Change Purchase Order as Procurement Requester	Allows a procurement requester to initiate changes to an approved purchase order.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	Report Time for Project Tasks	Allows reporting of time and management of time cards on mobile devices.
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	View Project Expenditure Types Service	Allows access to the service to get the list of expenditure types.

Granted Role	Granted Role Description	Privilege	Privilege Description
Project Time Entry Mobile	Allows the user to report time and manage time cards on mobile device.	View Project Financial Tasks Service	Allows access to the service to view financial tasks.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Correct Self-Service Receiving Receipt	Allows correction of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Create Self-Service Receiving Receipt	Allows creation of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Manage Inventory Transfer Order	Allows management of inventory transfer orders.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Manage Self-Service Receiving Receipt Return	Allows return of self-service receipts.
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	Allows access to the self-service receipts work area.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Inbound Shipment Details	Allows viewing of 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	Allows review of receipt summary information.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Review Self-Service Receiving Receipt	Allows review of self-service receipts.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Purchase Order	Allows a user to review a purchase order.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive	View Receiving Receipt Notification	Allows viewing of receipt notifications.

Granted Role	Granted Role Description	Privilege	Privilege Description
	items, correct receipts, and return receipts.		
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	View Requisition	Allows users to view requisition details.
Receiving Self Service Responsive Application User	Creates, updates, and returns receipts using the Responsive Self Service Receiving Application.	Review Inbound Shipment Details	Allows viewing of inbound shipment details.
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	Allows users to create requisitions 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	Allows users to change deliver-to locations on requisition lines.
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	Allows users to create requests for items not available through the procurement catalog.
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	Allows users to enter one-time address on requisition lines.
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	Get the transfer price to the requesting organization for an internal transfer order.
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog	Manage Inventory Transfer Order	Allows management of inventory transfer orders.

Granted Role	Granted Role Description	Privilege	Privilege Description
	requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.		
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	Allows users to create, search, and view requisitions.
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	Allows user submit the shopping cart (requisition) without first going to the edit requisition page.
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	Allows users to view requisition details.
Requisition Viewing	View requisition and associated documents.	Review Inbound Shipment Details	Allows viewing of inbound shipment details.
Requisition Viewing	View requisition and associated documents.	Review Receiving Transaction History	Allows viewing of the receiving transaction history for a receipt.
Requisition Viewing	View requisition and associated documents.	View Purchase Order as Procurement Requester	Allows a procurement requester to review a purchase order.
Requisition Viewing	View requisition and associated documents.	View Requisition	Allows users to view requisition details.
Requisition Viewing	View requisition and associated documents.	View Supplier Negotiation	Allows users to review a supplier negotiation.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Add Someone to Social Group	Allows adding of someone as a member to a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Create Social Group	Allows creation of a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Invite Social Connection	Allows sending of an invitation to connect.

Granted Role	Granted Role Description	Privilege	Privilege Description
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Invite Someone to Social Group	Allows sending of an invitation to be a member of a social group.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Link Social Group	Allows linking of a social group to an object, such as a performance goal.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Kudos	Allows sending of kudos to someone.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Message Board	Allows management of postings on the message board.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Bookmarks	Allows creation of social bookmarks and sharing them with connections.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Connections	Allows management of social connections and connection lists.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Group	Allows creation of social groups. Allows management of groups, such as adding social group content, adding and removing members to groups, and leaving groups.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Manage Social Self-descriptive Information	Allows management of self-descriptive information, such as the about me description, and areas of interest.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Unlink Social Group	Allows unlink of a social group from an object, such as a performance goal.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	View Activity Stream	Allows viewing of the activity stream.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	View Related Social Groups	Allows viewing of social groups that are linked to an object, such as a performance goal.
Time and Labor Worker	Reports time as a worker.	Access Time Work Area	Allows access to the Time work area.
Time and Labor Worker	Reports time as a worker.	Report Time by Calendar	Allows the worker to report time within a calendar.

Granted Role	Granted Role Description	Privilege	Privilege Description
Time and Labor Worker	Reports time as a worker.	Use REST Service - Time Card Field Values Read Only	Lets the person call the Time Card Field Values REST Service.
Time and Labor Worker	Reports time as a worker.	View Calendar by Worker	Allows worker to view calendar.
Time and Labor Worker	Reports time as a worker.	View Team Schedule by Worker	Allows worker to view team schedule.
Time and Labor Worker	Reports time as a worker.	View Time by Calendar	Allows view of personal schedule in time 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	Check whether sufficient funds are available for a 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.	Reserve Funds	Check whether sufficient funds are available for a transactions, and if so, reserve the 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	Review the budgetary control results of a transaction and its 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	Allows inquiry on the budget period status.
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	Review budget consumption 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	Review budget consumption balances by transaction
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	Allows the submission of a process to continuously transfer budget balances to the budgetary control balances reporting multidimensional database.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows access to view the budgetary control validation results.
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.	Update US W-4	Not Available
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.	View US End of Year Tax Form	Not Available
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	Not Available
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	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 - 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 REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage External Payee Payment Details	Allows management of external payee payment details.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Third Party Bank Account	Allows update of external bank accounts.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account	Allows viewing of external bank accounts.

Granted Role	Granted Role Description	Privilege	Privilege Description
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.
Worker Time Card Entry	Reports time by time card, as a worker.	Create Time Card	Allows the worker to create a new time card.
Worker Time Card Entry	Reports time by time card, as a worker.	Manage Time Cards by Worker	Allows the worker to view, create, edit, or delete time cards from the Manage Time Cards page.
Worker Time Card Entry	Reports time by time card, as a worker.	Search Time Cards	Allows the worker to search for existing time cards.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile	Allows definition of talent profile.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile Item	Allows definition of talent profile item.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Manage Person Talent Profile	Allows management of talent profile for a person.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Match Talent Profile	Allows access to perform best fit analysis.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Update Talent Profile Item	Allows update to talent profile items.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	View Talent Profile	Allows management of profile task flows that are common to model and person profiles.

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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
		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
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 self report a life event for themselves	Role: Self Report a Life Event Privilege: Self Report a 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

Business Object	Policy Description	Policy Store Implementation
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
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 Questionnaire Responses	An Employee can manage benefits questionnaire responses for themselves	Role: Manage Benefits Questionnaire Responses by Worker Privilege: Manage Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	An Employee can view benefits questionnaire responses for themselves	Role: Manage Benefits Questionnaire Responses by Worker Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
Benefit Questionnaire Responses	An Employee can view benefits questionnaire responses for themselves	Role: View Benefits Questionnaire Responses by Worker Privilege: View Benefits Questionnaire Responses (Data) Resource: Benefit Questionnaire Responses
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

Business Object	Policy Description	Policy Store Implementation
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 create check-in document for themselves	Role: View Performance Summary 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
Check In Document	An Employee can view check-in document for themselves	Role: View Performance Summary Privilege: View Check-In Document (Data) Resource: Check In Document
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
		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
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

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: 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
Idea	A Employee can manage idea where they are a member of the idea team	Role: Employee Privilege: Manage Product Idea (Data) Resource: Idea

Business Object	Policy Description	Policy Store Implementation
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) Resource: Item
Item	A Employee can maintain item for the items they have access to in item and inventory organizations	Role: Employee

Business Object	Policy Description	Policy Store Implementation
		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
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)

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 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) Resource: Item

Business Object	Policy Description	Policy Store Implementation
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) Resource: Journey

Business Object	Policy Description	Policy Store Implementation
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 - All Tasks in 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 indian employee flexible benefit plan for themselves if they are employed by an indian legal employer	Role: Manage Indian Employee Flexible Benefit Plan Privilege: Manage Indian Employee Flexible Benefit Plan (Data) Resource: Payroll Personal Deduction

Business Object	Policy Description	Policy Store Implementation
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
Payroll Personal Deduction	An Employee can submit indian tax exemption for allowances for themselves if they are employed by an indian legal employer	Role: Submit Indian Tax Exemption for Allowances Privilege: Submit Indian Tax Exemption for Allowances (Data) Resource: Payroll Personal Deduction
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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 by worker for themselves	Role: View Performance Goal by Worker Privilege: View Performance Goal by Worker (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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: Portrait Current and Completed Tasks

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	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 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)

Business Object	Policy Description	Policy Store Implementation
		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
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 change worker location for themselves	Role: Change Worker Location By Worker Privilege: Change Worker Location (Data) Resource: Person Assignment
Person Assignment	An Employee can change worker working hour for themselves	Role: Change Worker Working Hour by Worker Privilege: Change Worker Working Hour (Data) Resource: Person Assignment

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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: Maintain Absence Records Privilege: View Worker Availability (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 availability for themselves	Role: View Worker Calendar by Worker Privilege: View Worker Availability (Data)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 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	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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Public Person
Public Person	An Employee can compare public skills for persons and assignments in their public person security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Public Skills (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) 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

Business Object	Policy Description	Policy Store Implementation
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
Recommendation Profiles	An Employee can manage recommendation profiles by worker for recommendation profiles they created	Role: Manage Recommendation Profiles by Worker Privilege: Manage Recommendation Profiles by Worker (Data) Resource: Recommendation Profiles
Recommendations	An Employee can manage recommendations by worker for recommendations they have received	Role: View and Respond to Recommendations by Worker Privilege: Manage Recommendations by Worker (Data) Resource: Recommendations
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

Business Object	Policy Description	Policy Store Implementation
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
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
Role Guide	An Employee can view role guide assignment for themselves	Role: View Role Guide Assignment Privilege: View Role Guide Assignment (Data) Resource: Role Guide
Role Guide	An Employee can view role guide for role guides they have created, are named collaborators of, or are visible to everyone.	Role: View Role Guide Privilege: View Role Guide (Data) Resource: Role Guide
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: Edit Person Skills and Qualifications Privilege: Compare Talent Profiles (Data) Resource: Talent Profile
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 generate time entries for themselves	Role: Generate Time Entries by Worker Privilege: Generate Time Entries (Data) Resource: Time Record Group Summary
Time Record Group Summary	An Employee can manage time cards by worker for themselves	Role: Manage Time Card Templates by Worker Privilege: Manage Time Cards by Worker (Data) Resource: Time Record Group Summary
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
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
Time Record Group Summary	An Employee can submit time cards by worker for themselves	Role: Submit Time Cards by Worker Privilege: Submit Time Cards by Worker (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

Business Object	Policy Description	Policy Store Implementation
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 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	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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 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

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 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
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

Business Object	Policy Description	Policy Store Implementation
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
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

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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
		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 Availability Preferences	An Employee can manage scheduling availability preferences for themselves	Role: Manage Scheduling Availability Preferences by Worker Privilege: Manage Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Worker Availability Preferences	An Employee can view scheduling availability preferences for themselves	Role: View Scheduling Availability Preferences by Worker Privilege: View Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
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 Campaign Administrator (Job Role)

Individual responsible for configuring employee campaign deep links and audiences for employee campaign manager usage.

Role Hierarchy

The Employee Campaign Administrator job role directly and indirectly inherits these roles.

- Employee Campaign Administrator
  - Use REST Service - Eligibility Object Results for Employee Communications
  - 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 Campaign Administrator job role.

Aggregate Privilege	Description
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 - 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 Campaign Administrator job role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Campaign Administrator	Individual responsible for configuring employee campaign deep links and audiences for employee campaign manager usage.	Access HCM Common Components	Allows access to HCM common components.
Employee Campaign Administrator	Individual responsible for configuring employee campaign deep links and audiences for employee campaign manager usage.	Configure HCM Communicate Campaign	Allows to configure HCM communicate campaigns content.
Employee Campaign Administrator	Individual responsible for configuring employee campaign deep links and audiences for employee campaign manager usage.	Manage Scheduled Processes	Allows managment of Scheduled Processes
Employee Campaign Administrator	Individual responsible for configuring employee campaign deep links and audiences for employee campaign manager usage.	Use REST Service - Benefits Lists of Values	Allows users to call the GET method associated with the benefits list of values REST services.
Employee Campaign Administrator	Individual responsible for configuring employee campaign deep links and audiences for employee campaign manager usage.	Use REST Service - Eligibility Objects	Allows users to call all methods associated with the eligibility objects REST service.

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation
Benefit Eligible Result	An Employee Campaign Administrator can manage eligibility object results for employee communications for persons and assignments in their person and assignment	Role: Use REST Service - Eligibility Object Results for Employee Communications Privilege: Manage Eligibility Object Results for Employee Communications (Data)

Business Object	Policy Description	Policy Store Implementation
	security profile and eligibility object type employeecommunicates	Resource: Benefit Eligible Result
Benefit Eligible Result	An Employee Campaign Administrator 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
Guided Journey Response	An Employee Campaign 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	An Employee Campaign 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	An Employee Campaign 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

Employee Campaign Manager (Job Role)

Individual responsible for managing employee campaigns.

Role Hierarchy

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

- Employee Campaign Manager
  - HCM Communicate Campaigns Transaction Analysis
  - Manage HCM Communicate Campaigns

- Use REST Service - Eligibility Object Results for Employee Communications
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - Workers List of Values

Duties

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

Duty Role	Description
HCM Communicate Campaigns Transaction Analysis	Analyses HCM communicate campaign 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.

Aggregate Privileges

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

Aggregate Privilege	Description
Manage HCM Communicate Campaigns	Allows to manage HCM Communicate campaigns.
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 - 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 Campaign Manager job role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Campaign Manager	Individual responsible for managing employee campaigns.	Access HCM Common Components	Allows access to HCM common components.
Employee Campaign Manager	Individual responsible for managing employee campaigns.	Approve Transactions	Allows ability to approve transactions
Employee Campaign Manager	Individual responsible for managing employee campaigns.	Manage Eligibility Batch Process for Employee Communications	Allows management of the eligibility batch process for employee communications.
Employee Campaign Manager	Individual responsible for managing employee campaigns.	Use REST Service - Benefits Lists of Values	Allows users to call the GET method associated with the benefits list of values REST services.
Employee Campaign Manager	Individual responsible for managing employee campaigns.	Use REST Service - Eligibility Objects	Allows users to call all methods associated with the eligibility objects 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.	Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation
Benefit Eligible Result	An Employee Campaign Manager 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
Benefit Eligible Result	An Employee Campaign Manager 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

Business Object	Policy Description	Policy Store Implementation
Guided Journey Response	An Employee Campaign 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 Campaign 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 Communicate Campaign	An Employee Campaign Manager can manage hcm communicate campaign for hcm communicate campaigns for which they are the owner	Role: Manage HCM Communicate Campaigns Privilege: Manage HCM Communicate Campaign (Data) Resource: HCM Communicate Campaign
HCM Communicate Campaign	An Employee Campaign Manager can report hcm communicate campaigns for hcm communicate campaigns for which they are the owner	Role: HCM Communicate Campaigns Transaction Analysis Privilege: Report HCM Communicate Campaigns (Data) Resource: HCM Communicate Campaign
Journey	An Employee Campaign 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
Person Detail	An Employee Campaign 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
Public Person	An Employee Campaign 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

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	Privilege Description
Employee Development Manager	Individual responsible for managing employee development through personal brand management.	Access HCM Common Components	Allows access to 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	Privilege Description
Employee Wellness Manager	Individual responsible for managing a corporate wellness programs.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Employee Wellness Manager	Individual responsible for managing a corporate wellness programs.	Access HCM Common Components	Allows access to HCM common components.
Employee Wellness Manager	Individual responsible for managing a corporate wellness programs.	Manage Wellness Program	Allows management of employee wellness program.
Employee Wellness Manager	Individual responsible for managing a corporate wellness programs.	Manage Wellness Tracking Service	Allows management of wellness device tracking services.

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

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
  - Career Growth Access by Manager
    - Manage Role Guide
    - View Role Guide Alignment
  - 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 Executive Manager abstract role.

Duty Role	Description
Career Growth Access by Manager	Allows the user to access the Career Growth page as a manager.

Aggregate Privileges

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

Aggregate Privilege	Description
Manage Role Guide	Allows the user to manage role guides.
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 Role Guide Alignment	Allows the user to view how workers in an organization are progressing in meeting the requirements of their role guides.

Privileges

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

Granted Role	Granted Role Description	Privilege	Privilege Description
Career Growth Access by Manager	Allows the user to access the Career Growth page as a manager.	Access Career Growth by Manager	Allows the user to access the Career Growth page as a manager.
Executive Manager	Leads one or more groups or departments, working directly with the higher levels of management.	Access HCM Common Components	Allows access to 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	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	Assign Organization Goals

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 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
Role Guide	An Executive Manager can manage role guide for role guides they have created or are named collaborators of	Role: Manage Role Guide Privilege: Manage Role Guide (Data) Resource: Role Guide
Role Guide	An Executive Manager can view role guide alignment for persons in their person security profile	Role: View Role Guide Alignment Privilege: View Role Guide Alignment (Data) Resource: Role Guide
Role Guide	An Executive Manager can view role guide for role guides they have created, are named collaborators of, or are visible to everyone.	Role: Manage Role Guide Privilege: View Role Guide (Data) Resource: Role Guide

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

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 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.
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	Privilege Description
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Access Recruiting Activity Center	Allow access to the recruiting activity center.
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Applications	Allows the user to call all methods associated with the Recruiting job applications REST Service.
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Offers	Allows the user to call all methods associated with the Recruiting job offers REST Service.
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Requisitions	Allows the user to call all methods associated with the Recruiting job requisitions REST Service.
Hiring Manager	Individual who can hire candidates to complete their team.	Access HCM Common Components	Allows access to HCM common components.
Hiring Manager	Individual who can hire candidates to complete their team.	Access My Candidate Interviews and Feedback	Allows users to access their candidate interviews and feedback.
Hiring Manager	Individual who can hire candidates to complete their team.	Access to Hiring as Manager	Allows access to Hiring as a Manager.
Hiring Manager	Individual who can hire candidates to complete their team.	Add Candidate to Job Requisition	Allows to add the candidate to the job requisition.
Hiring Manager	Individual who can hire candidates to complete their team.	Create or Update Candidate	Allows to create or update candidate files.
Hiring Manager	Individual who can hire candidates to complete their team.	Initiate Job Offer	Allows to create the job offer.
Hiring Manager	Individual who can hire candidates to complete their team.	Initiate Job Requisition Using Blank Requisition	Allows to create the job requisition using a blank requisition with no values.
Hiring Manager	Individual who can hire candidates to complete their team.	Initiate Job Requisition Using Existing Requisition	Allows to create the job requisition based on an existing requisition.

Granted Role	Granted Role Description	Privilege	Privilege Description
Hiring Manager	Individual who can hire candidates to complete their team.	Initiate Job Requisition Using Job	Allows to create the job requisition based on a job.
Hiring Manager	Individual who can hire candidates to complete their team.	Initiate Job Requisition Using Position	Allows to create the job requisition based on a position.
Hiring Manager	Individual who can hire candidates to complete their team.	Initiate Job Requisition Using Template	Allows to create the job requisition based on a requisition template.
Hiring Manager	Individual who can hire candidates to complete their team.	Interact with Candidate	Allows to interact with the candidate.
Hiring Manager	Individual who can hire candidates to complete their team.	Manage Job Requisition Interview Schedule	Allows to create or update interview schedules for job requisition.
Hiring Manager	Individual who can hire candidates to complete their team.	Manage Job Requisition Questionnaire Request	Allows to manage the list of questionnaires associated with a job requisition.
Hiring Manager	Individual who can hire candidates to complete their team.	Manage Recruiting QR Codes	Allows management of Recruiting QR Codes.
Hiring Manager	Individual who can hire candidates to complete their team.	Manage Scheduled Processes	Allows managment of Scheduled Processes
Hiring Manager	Individual who can hire candidates to complete their team.	Move Candidate Job Applications	Allows to change the candidate job application phase and status.
Hiring Manager	Individual who can hire candidates to complete their team.	Post Job Requisition to Company Career Site	Allows to post the job requisition.
Hiring Manager	Individual who can hire candidates to complete their team.	Save Candidate Profile or Job Application as PDF	Allows to create a PDF of a candidate profile or candidate job application. The BI Publisher reports used to create the PDF are secured using separate privileges. This applies to Recruiting Redwood Experience only.
Hiring Manager	Individual who can hire candidates to complete their team.	Update Email Created from Template	Allows to update the content of the email created from a template before sending it.
Hiring Manager	Individual who can hire candidates to complete their team.	Update Person Address for Recruiting	Allows user to update the external candidate address for Recruiting. This applies to Recruiting Redwood Experience only.

Granted Role	Granted Role Description	Privilege	Privilege Description
Hiring Manager	Individual who can hire candidates to complete their team.	Update Person Email for Recruiting	Allows user to update the external candidate email for Recruiting. This applies to Recruiting Redwood Experience only.
Hiring Manager	Individual who can hire candidates to complete their team.	Update Person Phone for Recruiting	Allows user to update the external candidate phone for Recruiting. This applies to Recruiting Redwood Experience only.
Hiring Manager	Individual who can hire candidates to complete their team.	Use REST Service - Address Lists of Values	Allows the user to call the GET method associated with the Address list of values REST Services.
Hiring Manager	Individual who can hire candidates to complete their team.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Hiring Manager	Individual who can hire candidates to complete their team.	Use REST Service - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services
Hiring Manager	Individual who can hire candidates to complete their team.	Use Recruiting	Allows to view the progress panel in job requisitions, candidate job applications and job offers.
Hiring Manager	Individual who can hire candidates to complete their team.	View Completed Job Requisition Questionnaire	Allows to review the completed job requisition questionnaire.
Hiring Manager	Individual who can hire candidates to complete their team.	View Employment Screening Results	Allows to view the job application employment screening results page.
Hiring Manager	Individual who can hire candidates to complete their team.	View Notification Details	Allows product specific notification details.
Hiring Manager	Individual who can hire candidates to complete their team.	View Recommended Candidates	Allows viewing recommended candidates for a job requisition and sorting job applications using recommended ranking.
Hiring Manager	Individual who can hire candidates to complete their team.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
View Job Offer	Views job offer.	View Job Offer	Allows to access the job offer page.
View Job Offer Other Compensation	Views job offer other compensation.	View Job Offer Other Compensation	Allows to view the job offer other compensation within the job offer page.
View Job Offer Salary	Views job offer salary.	View Job Offer Salary	Allows to view the job offer salary within the job offer page.

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) 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 Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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
  - Access Journey Console
  - 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
      - 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 Alerts Transaction Analysis
  - HCM Extract Definition
  - Journey Builder
    - Manage All Journey Task Groups
    - Manage All Tasks in Journey Task Library
    - Manage Guided Journeys

        - Manage Journey
        - Manage Journey Categories
        - Use REST Service - Journey Categories List of Values
        - Use REST Service - Journey Scheduled Allocations
        - Use REST Service - Learning Catalog List of Values
        - Use REST Service - eLearning Content Read Only
    - Load Data using HCM Spreadsheet Data Loader
    - Manage HCM AI Prompts
    - Manage HR Document Type
    - Manage Person Document Delivery Preferences
    - Manage Person Documentation
    - Manage Questionnaire Subscriber Access
    - Manage Schedule Generation Profiles by Schedule Administrator
    - 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 Details at Department Level
        - Manage Costing Details at Element Level
        - Manage Costing Details at Job Level
        - Manage Costing Details at Location Level
        - Manage Costing Details at Payment Source Level
        - Manage Costing Details at Payroll Level
        - Manage Costing Details at Position Level
        - Manage Fast Formula
        - Manage HCM Rates
        - Manage Payment Method Preferences
        - Manage Payroll Element
        - 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
            - Manage Payroll Element Entry
            - Manage Value Defined by Criteria

- Payroll Implementation View
  - Manage Costing of Element
  - Manage Fast Formula
  - View Costing Details at Department Level
  - View Costing Details at Element Level
  - View Costing Details at Job Level
  - View Costing Details at Location Level
  - View Costing Details at Payment Source Level
  - View Costing Details at Payroll Level
  - View Costing Details at Position Level
  - View Payroll Element
- 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
- Skills Library Administration
- 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 HCM AI Prompts
- 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 SOAAdmin.
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

Duty Role	Description
HCM Alerts Transaction Analysis	Analyzes HCM Alert definitions, Alert runs and Alert statuses.
HCM Extract Definition	Grants access to the extract definition duty.
Journey Builder	Allows users to access journey builder.
Manage Users	Creates and updates users and assigns roles to users.
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.
Skills Library Administration	Allows administration of the skills library, including the running of skills advisor processes.
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.
Access Journey Console	Allows users to access the journey console.
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.
Maintain Positions	Updates and deletes positions in the user's position security profile. This role cannot create new positions.
Manage All Journey Task Groups	Allows management of all journey task groups.
Manage All Tasks in Journey Task Library	Allows management of all tasks in the journey task library.
Manage Costing Details at Department Level	Allows user to manage costing at department level .
Manage Costing Details at Element Level	Allows user to manage costing at element level.
Manage Costing Details at Job Level	Allows user to manage costing at job level.
Manage Costing Details at Location Level	Allows user to manage costing at location level.
Manage Costing Details at Payment Source Level	Allows user to manage costing at payment source level.
Manage Costing Details at Payroll Level	Allows user to manage costing at payroll level.
Manage Costing Details at Position Level	Allows user to manage costing at position level.
Manage Costing of Element	Allows users to manage costing of elements.
Manage Departments	Manages departments in the user's organization security profile.

Aggregate Privilege	Description
Manage Divisions	Manages divisions in the user's organization security profile.
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage Guided Journeys	Allows management of guided journeys.
Manage HCM AI Prompts	Allows the user to manage HCM AI prompts.
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 Journey Categories	Allows management of journey categories.
Manage Payment Method Preferences	Allows management of payment method preferences.
Manage Payroll Element	Allows users to manage payroll elements.
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 Schedule Generation Profiles by Schedule Administrator	Allows schedule administrators to manage schedule generation profiles.
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.

Aggregate Privilege	Description
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.
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 - Journey Scheduled Allocations	Allows the user to call all methods associated with the Journey Scheduled Allocations 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 - 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.

Aggregate Privilege	Description
Use REST Service - eLearning Content Read Only	Allows the user to call the GET method associated with the eLearning Content REST Service.
Use User Details Service	Creates or updates users during person synchronizations.
View Costing Details at Department Level	Allows user to view costing at department level.
View Costing Details at Element Level	Allows user to view costing at element level.
View Costing Details at Job Level	Allows user to view costing at job level.
View Costing Details at Location Level	Allows user to view costing at location level.
View Costing Details at Payment Source Level	Allows user to view costing at payment source level.
View Costing Details at Payroll Level	Allows user to view costing at payroll level.
View Costing Details at Position Level	Allows user to view costing at position level.
View HCM AI Prompts	Allows the user to view HCM AI prompts.
View Payroll Element	Allows users to view payroll elements.
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	Privilege Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Define Absence Plans	Allows configuration and management of manage absence plans
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Absence Entitlement Band	Allows configuration and management of absence entitlement bands

Granted Role	Granted Role Description	Privilege	Privilege Description
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Participant Enrollment Certification	Allows management of benefit participant enrollment certification.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.
Absence Implementation	Manages absence implementation setup using the Oracle Fusion Functional Setup Manager.	Run Participation Process Absence	Allows benefit professionals to evaluate absence events.
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Currency	Manage currencies used by applications.
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference ISO Language	Manage ISO Languages used by applications.
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Industry	Manage Industries used by applications
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Language	Manage Languages used by applications
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Natural Language	Manage Natural Languages used by applications
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Territory	Manage Territories used by applications

Granted Role	Granted Role Description	Privilege	Privilege Description
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Timezone	Manage Timezones used by applications
Benefits Elections	Manages benefits elections.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Elections	Manages benefits elections.	Maintain Designee Eligibility	Allows benefit professionals to evaluate designee eligibility.
Benefits Elections	Manages benefits elections.	Manage Open enrollment window	Allows benefit professionals to manage open enrollment window.
Benefits Elections	Manages benefits elections.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Elections	Manages benefits elections.	Run Online Life Events	Allows benefit professionals to evaluate online life events.
Benefits Elections	Manages benefits elections.	Run Online Open Enrollment	Allows benefit professionals to evaluate online open enrollment.
Benefits Elections	Manages benefits elections.	Search Benefit Person	Allows benefit professionals to search for benefits person.
Benefits Elections	Manages benefits elections.	View Person Life Event	Allows benefit professionals to view a person's life events.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Configure Benefit Plan Comparison Values	Allows configuration of comparison values in benefit plan comparison templates.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Configure Benefit Plans for Comparison	Allows configuration of templates for comparing benefit plans.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Activity Base Rate	Allows management of benefit rates.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Authorization	Allows definition of benefit authorization.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Coverage Calculation	Allows configuration and management of benefit coverage calculations.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Eligibility and Element Groups	Allows definition of eligibility and element groups.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Option	Allows configuration and management of benefit options.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Participant Eligibility Profile	Allows definition of benefit participant eligibility profile.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Plan	Allows configuration and management of setup objects needed to manage benefit plans.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Program Benefit Rates	Allows definition of benefit program rates.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Benefit Year Period	Allows definition of benefit year periods.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Plan Beneficiary Designation	Allows definition of plan beneficiary designation.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Define Plan Primary Care Provider	Allows definition of plan primary care provider.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Export Eligibility Profile	Allows for export of eligibility profile from current system.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Extract Work Structure Report Details	Allows management of work structure report
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Extract Worker Model Details	Allows management of worker data model
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Import Eligibility Profile	Allows for import of eligibility profile from current system.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Absence Entitlement Band	Allows configuration and management of absence entitlement bands
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Beneficiary Organization Details	Allows management of beneficiary organization details.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Balance	Allows compensation professional to configure and manage benefit balances.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Coverage Calculation	Allows management of benefit coverage calculation.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Defined Formulas	Allows management of benefit defined formulas.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Designation Detail	Allows management of dependant designation detail.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Enrollment Action Type	Allows configuration and management of enrollment action items.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Group	Allows configuration and management of benefit group.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Person Benefit Group	Allows benefit professionals to manage person benefit groups.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan Combination Plan Type in Program	Allows management of 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	Allows management of benefit plan events.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan Rates	Allows management of benefit plan rates.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan Type	Allows configuration and management of setup objects needed to manage benefit plan types.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan Type Self Service Grouping	Allows configuration and management of plan type groups for enrollment steps.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Plan in Program	Allows management of plans in programs.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Program Dependant Rules	Allows management of benefit program dependant rules.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Program Details	Allows management of benefit program details.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Programs Details	Allows configuration and management of benefit programs.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Regulatory Body	Allows configuration and management of regulations.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Reporting Group	Allows benefit professionals to manage benefit reporting groups.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit Service Area	Allows benefit professionals to manage postal codes and service area used for eligibility and rate calculations.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit configuration export	Allows configuration and management of plan export.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefit configuration import	Allows configuration and management of plan import.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Benefits Self Service Configuration	Allows benefit professionals to manage benefit self service configuration.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Dependent Certification for Program	Allows management of dependent certification for program.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Eligibility Factors	Allows management of eligibility factors.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Group Space	Allows management of group space.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Legal Entity Information	Allows benefit professionals to manage legal entity information.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Person Benefits Balance	Allows management of person benefit balances.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	Use REST Service - Benefit Balances List of Values	Allows users to call the GET method associated with the benefit balances list of values REST service.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	View Benefits Self Service Configuration	Allows viewing of self service configurations.
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics
Benefits Management Implementer	Manages benefits implementation setup using the Oracle Fusion Functional Setup Manager.	View Person Life Event	Allows benefit professionals to view a person's life events.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Setup	Manages benefits setup.	Access Benefits and Wellness	Allows access to Benefits and Wellness
Benefits Setup	Manages benefits setup.	Define Benefit Activity Base Rate	Allows management of benefit rates.
Benefits Setup	Manages benefits setup.	Define Benefit Coverage Calculation	Allows configuration and management of benefit coverage calculations.
Benefits Setup	Manages benefits setup.	Define Benefit Plan	Allows configuration and management of setup objects needed to manage benefit plans.
Benefits Setup	Manages benefits setup.	Define Benefit Program Benefit Rates	Allows definition of benefit program rates.
Benefits Setup	Manages benefits setup.	Manage Benefit Dependent Eligibility Profile	Allows management of benefit dependent eligibility profile.
Benefits Setup	Manages benefits setup.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Benefits Setup	Manages benefits setup.	Manage Benefit Eligibility Profile for Benefit Eligibility Object	Allows management of benefit eligibility profile for benefit eligibility object.
Benefits Setup	Manages benefits setup.	Manage Benefit Extract	Allows management of the Benefits extract process.
Benefits Setup	Manages benefits setup.	Manage Benefit Program	Allows management of benefit program.
Benefits Setup	Manages benefits setup.	Manage Benefit Program Details	Allows management of benefit program details.
Benefits Setup	Manages benefits setup.	Manage Benefit Programs Details	Allows configuration and management of benefit programs.
Benefits Setup	Manages benefits setup.	Manage Benefit Regulatory Body	Allows configuration and management of regulations.
Benefits Setup	Manages benefits setup.	Manage Benefit Reporting Group	Allows benefit professionals to manage benefit reporting groups.
Benefits Setup	Manages benefits setup.	Manage Benefit Variable Rate Profile	Allows management of benefit variable rate profile.

Granted Role	Granted Role Description	Privilege	Privilege Description
Benefits Setup	Manages benefits setup.	Manage Life Event Reason	Allows benefit professionals to manage benefit life events.
Benefits Setup	Manages benefits setup.	Manage Rate and Coverage User Values	Allows benefit professionals to manage benefit values that display in enrollment flows.
Benefits Setup	Manages benefits setup.	Manage User Defined Criteria	Allows benefit professionals to manage user-defined criteria.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Define Benefit Authorization	Allows definition of benefit authorization.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Manage Employee Legal Disclaimer	Allows benefit professionals to manage benefit authorization.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Manage Person Benefits Balance	Allows management of person benefit balances.
Compensation Eligibility Management	Manages access to benefit eligibility profiles for compensation professional.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.
Configure Skills Settings	Allows configuration of skills settings.	Configure Skills Settings	Allows configuration of skills settings.
Configure Skills Settings	Allows configuration of skills settings.	Use REST Service - Talent Skill Settings	Allows the user to call all methods associated with the Talent Skill Settings REST service.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
Geography Administration	Grants privileges to set up geographies	Export Import Territory Geography	Not Available
Geography Administration	Grants privileges to set up geographies	Manage Trading Community Geography	Allows managing of geographic entities, such as country, state, province, and city. Allows the managing of geography hierarchy structure and validations.
Geography Administration	Grants privileges to set up geographies	Manage Trading Community Geography Lookups	Allows reviewing and defining of lookup values that provide choices related to geographies, such as address validation methods.
Geography Administration	Grants privileges to set up geographies	Run CRM Export Process	This privilege would grant a user the ability to schedule CRM object to export to a file

Granted Role	Granted Role Description	Privilege	Privilege Description
Geography Administration	Grants privileges to set up geographies	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.
Geography Administration	Grants privileges to set up geographies	Set Up CRM Objects for Export	This privilege would grant a user the ability to register CRM objects for Export
Geography Administration	Grants privileges to set up geographies	Set Up File Import Activity	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition	Allows configuration of data to be extracted and output in any generic format, such as delineated text or XML.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition Report	Allows access to the extract data model when defining a report.
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Task	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	Allows access to the Absence Administration work area to administer all absence business 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.	Access Alerts Composer	Allows access to 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	Access Application Security Migration Services	Allows access to the web services that are used to migrate application security setup data using Functional Setup Manager.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Common Components	Allows access to HCM common components.
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	Allows access to the page where administrators configure rules that control sections and fields for HCM actions, and display options for other HCM pages such as person spotlight.
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	Allows administration of all sandboxes.
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	Allows application of 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	Allows ability to 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	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	Configure Approval Notification	Allows configuration of HCM approval notifications.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Employment Settings	Allows configuration of employment-related 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 External Providers for Learning and Development	Allows the user to configure the external providers for learning and development.
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	Allows configuration of workforce compensation batch processing parameters such as the maximum number of errors allowed for each compensation 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.	Configure HCM UI	Enables configuration options on the Administration menu and configuration of HCM pages.
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	Allows configuration of the interface for transaction and batch processing.
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 Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
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	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
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	Allows configuration of 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	Allows management of talent review configuration 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.	Copy Personal Data to LDAP	Allows copy of worker 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	Allows communication to Oracle Identity Management of changes to personal data for multiple active 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	Allows the worker to create a new 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	Define Compensation Plan Definition	Allows creation and configuration of workforce compensation plan design, which determines the structure of the worksheet and plan availability, for example.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Extra Information Type	Allows definition of extra information 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.	Define Salary Basis	Allows creation of salary bases that are linked to each salary record.
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	Allows creation and configuration of the statement structure such as the content, design, and statement period.
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	Allows creation and configuration of categories to group similar types of compensation that are displayed in a tabular format in generated statements.
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	Allows creation of the lowest level of compensation detail and mapping to sources such as payroll balances or element entries.
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	Allows creation of plans that are used to award off-cycle compensation to 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	Delete HCM Stage Data and Files for Coexistence	Allows the deletion of stage data and files that result from data imports into Oracle Fusion from PeopleSoft Enterprise or Oracle E-Business Suite.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Diagnose and Correct Time Issues	Allows access to the Diagnose and Correct Time Issues scheduled 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.	Edit Public Settings	Allows management of the Portrait card or card content default settings and whether they are updatable by the user.
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	Allows creation of project cost transactions for third-party applications in Excel or in Oracle Fusion Project Costing.
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 Trading Community Location	Allows the invocation of location web services. If assigning, also assign the ability to view the 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.	Establish Enterprise Configuration Enterprise Structures	Allows access to the enterprise structures interview 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.	Establish Enterprise Configuration Job and Position Structures	Allows access to the job and position structures interview 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	Evaluate HCM Group Membership	Allows the administrator to refresh the membership of a group on a scheduled or as required basis.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Export Time Device Configuration	Allows export of configuration data to the time device.
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	Allows creation of a data extract to export data from PeopleSoft Enterprise or Oracle E-Business Suite into Oracle Fusion
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	Allows management of work structure data model
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	Allows management of worker 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.	Flatten HCM Position Hierarchy	Allows flattening of the 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Generate Time Attributes in Data Dictionary	Allows generation of time attributes in workforce management data dictionary, to be available for time entry.
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	Generate Time Card Fields	Allows generation of time card fields from payroll time types and absence types. Time card field values will be available for time entry.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Cards from Time Collection Devices	Allows creation of time card entries using time device events received 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	Allows generation of completed statement definitions that workers can access online.
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	Allows import of multiple worker records.
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	Allows the initialize position synchronization process to be run.
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	Installs the US payroll Vertex tax engine.
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	Allows batch loading of 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	Load Canadian Geographies	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Canadian Payroll Tax Information	Not Available
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	Load Chinese geographies from a third-party source.
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	Allows loading of an 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	Allows creation of a data extract to import data to Oracle Fusion from PeopleSoft Enterprise or Oracle E-Business Suite.
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	Not Available
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	Loads US geocodes provided by Vertex, or another third-party source, into the geographies table. This data is used for address validation and regional taxation.
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	Load US Payroll Tax Information	Loads US tax information at the federal, state, county, and city level into the DIR, such as the Vertex monthly data file. This data is used in payroll processes and reports.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Maintain Reports and Analytics Region	Allows selection of reports to appear in the Reports and Analytics region of Oracle Fusion Applications work areas.
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	Allows configuration of setup objects to manage absence 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 Absence Certification	Allows configuration of setup objects to manage an absence certification.
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	Allows configuration of setup objects to manage an 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	Allows configuration of setup objects to manage an 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	Allows configuration of setup objects to 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	Manage Application Attachment Category	Manage application attachment categories

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Attachment Entity	Manage application attachment entities
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	Not Available
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	Allows management of application descriptive flexfields.
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	Manage implementation of the Extensible Flexfield feature on a given 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 Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
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	Manage application menu customizations
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	Manage Application Reference Data Set	Manage Application Reference Data set. Maintain reference data set attributes.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Reference Data Set Assignment	Manage Application Reference Data Set Assignments. Create and edit reference data set assignments.
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	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column 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.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns 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.	Manage Approval Rules	Allow management of HCM 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	Allows management of assignment status 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 Atom Feeds	Allows access to the Atom feeds management page.
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	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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	Allows the manage best fit batch process to be run.
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	Allows management of calendar events.
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	Allows management of payroll elements and input values that comprise a worker's 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	Allows configuration of plan details that are administered on a periodic basis.
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	Allows configuration of settings that affect all generated statements such as the default stock price used and watchlist availability.
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	Allows configuration of settings that affect all plans such as the ability to model, notifications that are sent, the default stock price used, and watchlist availability.
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	Manage Configuration of HCM Data Loader	Allows configuration of the parameters that control HCM Data Loader behavior.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Custom Time Attributes	Allows the administrator to create and maintain custom time attributes for use in time card fields and 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 Data Exchange Work Area	Allows management of the Data Exchange 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 Development Goal in Goal Library	Allows management of development goals in the 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	Allows creation, editing, and deletion of enterprise 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 Environment Health and Safety Configuration Settings	Allows update of 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	Allows access to the Extract Maintenance 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	Manage Feedback Visibility	Allows management of feedback visibility.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Gallery Administration Message	Allows management of the messages that are displayed on portrait pages.
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	Allows management of 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	Define options and business rules for eligibility profiles for Goal Management
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 Management Notifications	Manage Goal Management 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Manage HCM Availability Types	Allows management of 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	Allows management of 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	Manage HCM Business Event Subscription Sets	Allows management of HCM business event subscription sets.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Business Event Types	Allows management of 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	Allows management of electronic signatures to be used in HCM features such as Onboarding.
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	Allows management of HCM extended lookup codes.
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	Allows the administrator to create and maintain HCM groups of employees, for use in further application processing.
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	Allows management of 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Manage HCM Predictive Models	Provide the ability to configure predictive models and 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 Compensation, Workforce	Manage HCM Role Provisioning Rules	Allows management of HCM role-provisioning rules and creation of auto provisioned role requests for all users based on current role-provisioning rules.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 custom objects	Allows management of HCM custom objects using the HCM data 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.	Manage Help Content	Allows addition, modification, and maintenance of 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 Intelligent Agent	Allows management of intelligent agents, tools and documents.
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	Allows management of access to journey 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 Leave Agreements	Allows configuration of shared parental 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	Allows managing all mass updates.
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	Manage Mobile Application Configuration	Configure mobile application clients to enable Tap capabilities for Oracle Fusion HCM business objects.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Payroll Object Group	Defines groups of objects such as element groups and people 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 Performance Goal Setup	Define options and business rules for setting goals
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	Allows management of performance goals in the 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	Allows benefit professionals to manage person derived eligibility factors.
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	Allows management of the Portrait content for debugging purposes.
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	Provides the ability to configure and manage grade ladders that support automated grade, step and salary progressions.
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	Manage Questionnaire Templates	Allows creating, updating, and deleting of questionnaire templates.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Questionnaires	Allows creating, updating, and deleting of 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	Allows creating, updating, and deleting of questions that will be included in the 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 Repeating Time Periods	Allows management of 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Manage Reports and Analytics	Allows access to the Reports and Analytics from Navigator Menu.
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 Responsibility Template	Allows management of responsibility 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 Run Results	Allows management of 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	Manage Salary Range Differential	Allows to manage salary range differential.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Schedule Assignment Administration	Allows management of schedule assignments for 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.	Manage Scheduler Profiles	Allows creation and update of an association of a line manager with labor demand values and page layout options to configure the view of planned or published schedules.
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	Allows viewing and updating of the shift color or display name for workforce 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 Shifts	Allows creation and update of 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	Allows users to manage HCM 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	Allows management of talent management 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 Compensation, Workforce	Manage Talent Review Content	Allows management of content used at the talent review meeting.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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	Allows creation, editing, and duplication of 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	Allows creating, editing and deleting 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	Allow creation, editing, and duplication of positive or negative accumulation of time tracked for specific periods and updated during time processing.
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	Allow creation, editing, and duplication of the time period and summation level for 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 Card Fields	Allows management of 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	Allows management of 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	Manage Time Consumer Sets	Allows management of time consumer sets.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Device Configuration	Allows management of 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.	Manage Time Layout Sets	Allows management of time layout 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 Sets	Allows management of 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	Allows management of 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	Allows management of 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	Allows managing of geographical boundaries for a specific zone use such as Tax or Shipping based on master reference geography hierarchy 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	Manage Volunteering Configuration	Allows administration to configure and setup Volunteering application

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Work Day Definitions	Allows management of 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 Pattern Templates	Allows users to manage work pattern templates and assignment 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 Work Schedule	Allows management of work schedule 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 Shift	Allows management of shifts used in workday patterns, which are part of a 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 Workday Pattern	Allows management of the workday patterns used in the definition of work schedules.
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	Manage workforce reputation administration and external applications
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	Map Third Party Compensation Plans	Allows mapping of third party compensation plans to individual compensation plans so that when a pending worker record is created,

Granted Role	Granted Role Description	Privilege	Privilege Description
	Deployment, and Workforce Development offerings.		the appropriate plans are given to the worker.
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	Allows mass assignment of development goals to 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.	Monitor Batch Load Process	Allows monitoring of the 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	Allows viewing of statement batch process results and audit logs.
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	Allows maintenance of failed transaction processes, such as recovering, withdrawing, and sending back failed 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 Worker Mass Transfer	Allows performing mass transfers for selected 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.	Populate Seniority Dates	Allows running of the process to 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 Compensation, Workforce	Process Oracle Fusion Data Extensions for Transactional Business Intelligence	Allows a process to be run that makes Oracle Fusion data extensions available to Transactional Business Intelligence.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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	Provide the ability to 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	Provide the ability to 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	Allows purging of archived data for HCM events that have expired.
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	Allows purging of archived data for HCM transactions that have expired.
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	Allows purging of generated statements so they are no longer available to view.
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	Allows the removal of locations. If assigning, also assign the ability to view the 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	Restore Trading Community Location	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Archived Approval Transactions	Allows viewing of basic information for 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Review Calendar Event Coverage	Allows identification of the resources covered by a particular 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.	Review Enterprise Configuration	Allows viewing of the summary report for an 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	Allows scheduling of the process that archives and purges 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Run Batch Load Job Set	Allows running of the 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	Allows running of the process to 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	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import activities.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Geocode Loader	Allows running of the process to populate geocode information for addresses.
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	Allows global HR processes to be run.
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	Allows scheduling of goals batch 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 Group Compensation Batch Processes	Allows running of batch processes used to manage workforce compensation plans and cycles.
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	Allows running of the extract process and submission of the 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 Extract Write Process	Allows running of the write process to write data in a required format and delivery 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	Run HCM Extracts Report	Allows access to the extract data model when running a report.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Integration Schema Population Process	Allows initialization and maintenance of the integration schema.
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	Allows the Regenerate HCM Data Security Grants process to be run.
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	Allows the Retrieve Latest LDAP Changes process to be run.
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 Salary Processes	Allows running of all salary processes that are based on rates or compensation zone.
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	Allows the Send Pending LDAP Requests process to be run.
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	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	Run Trading Community Geography Loader	Allows the running of the process to load geography data from external data providers.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Trading Community Geography Name Referencing Maintenance	Allows the running of the process to load geography data from external data providers.
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	Allows the search of locations. If assigning, also assign the ability to view the 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	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.
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	Allows specification of the Watchlist categories and items available at the site.
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	Allows synchronization of the line manager hierarchy from the 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Update Trading Community Location	Allows the update of the organization location information. If assigning, also assign the ability to view the 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	Use Assignment Status Type Service	Allows the Assignment Status Type Service to be called

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Position lookup Service	Allows use of the 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	Allows users to call the GET method associated with the benefits list of values REST 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST 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 Compensation, Workforce Deployment, and Workforce Development offerings.	View Administration Link	Privilege to view administration link in UI shell
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	Not Available
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	Allows viewing of HCM group 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	View Notification Details	Allows product specific notification details.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Payroll Flow Based Analytics	View Payroll Flow Based Analytics
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 Common Setup	Allows viewing of common setup data through web 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 Compensation, Workforce Deployment, and Workforce Development offerings.	View Trading Community Location	Allows the invocation of location web 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 Compensation, Workforce Deployment, and Workforce Development offerings.	Worker Mass Assignment Change	Allows management of worker mass assignment change.
Journey Builder	Allows users to access journey builder.	Manage Journey Configurations	Allows management of journey configurations.
Journey Builder	Allows users to access journey builder.	Manage Journey Integrations	Allows management of journey integrations.
Journey Builder	Allows users to access journey builder.	Manage Journey Scheduled Allocations	Allows management of journey scheduled allocations.
Journey Builder	Allows users to access journey builder.	Use REST Service - Alert Templates List of Values	Allows the user to call the GET method associated with the Alert Templates LOV REST service.
Manage Users	Creates and updates users and assigns roles to users.	Manage User Details	Allows management of user account information.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Definition	Manage Payroll Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Run Type	Manage Payroll Run Type

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank	Allows review of banks.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Account	Allows review of bank accounts.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Branch	Allows review of bank branches.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Payroll Payment Type	View Payroll Payment Type
Payroll Implementation	Manages complete payroll setup and maintenance.	Configure Payroll Legislation	Configure Payroll Legislation
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage All Application Profile Values	Allows management of all application profile option settings and values at various levels to control application behavior.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Common Lookup	Not Available
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide

Granted Role	Granted Role Description	Privilege	Privilege Description
			declarative validation for use in applications flexfield attributes and key segments.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Key Flexfield	Allows management of application key flexfields.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Features by Country or Territory	Allows selection of the country extension and address validation settings for each country or territory in the enterprise.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Deduction	Manage Payroll Deduction

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Deduction Card Definition	Manage Payroll Deduction Card Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Deduction Group Rule	Manage Payroll Deduction Group Rules
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Deduction Range	Manage Payroll Deduction Range
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Definition	Manage Payroll Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Process Configuration	Manage Payroll Process Configuration
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Relationship Type Mapping	Not Available
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll RetroPay Definition	Manage Payroll RetroPay Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Task	Manage Payroll Task
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Template	Manage Payroll Template
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	View Bank	Allows review of banks.
Payroll Implementation	Manages complete payroll setup and maintenance.	View Bank Account	Allows review of bank accounts.
Payroll Implementation	Manages complete payroll setup and maintenance.	View Bank Branch	Allows review of bank branches.
Payroll Implementation	Manages complete payroll setup and maintenance.	View Payroll Payment Type	View Payroll Payment Type
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Department	Manage Costing of Department
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Job	Manage Costing of Job
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Payment Source	Manage Costing of Payment Source
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Payroll	Manage Costing of Payroll
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Position	Manage Costing of Position
Payroll Implementation View	Views complete payroll setup.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Implementation View	Views complete payroll setup.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction	Manage Payroll Deduction

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction Group Rule	Manage Payroll Deduction Group Rules
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction Range	Manage Payroll Deduction Range
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Definition	Manage Payroll Definition
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Process Configuration	Manage Payroll Process Configuration
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Task	Manage Payroll Task
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Implementation View	Views complete payroll setup.	View Bank	Allows review of banks.
Payroll Implementation View	Views complete payroll setup.	View Bank Account	Allows review of bank accounts.
Payroll Implementation View	Views complete payroll setup.	View Bank Branch	Allows review of bank branches.
Payroll Implementation View	Views complete payroll setup.	View Payroll Payment Type	View Payroll Payment Type

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management Administration	Manages administration of performance documents.	Delete Performance Template	Allows deletion of performance templates.
Performance Management Administration	Manages administration of performance documents.	Delete Performance Template Section	Allows deletion of performance template sections.
Performance Management Administration	Manages administration of performance documents.	Manage Eligibility Batch Process	Allows management of the eligibility batch process to configure worker access to performance documents.
Performance Management Administration	Manages administration of performance documents.	Manage Performance Document Type	Allows management of performance document types.
Performance Management Administration	Manages administration of performance documents.	Manage Performance Evaluation Rating Target Distribution	Allows management of the performance target ratings distribution.
Performance Management Administration	Manages administration of performance documents.	Manage Performance Process Flow Definition	Allows management of process flow definitions to determine which tasks to include, and the order the tasks are performed in performance evaluations.
Performance Management Administration	Manages administration of performance documents.	Manage Performance Roles	Allows management of performance roles.
Performance Management Administration	Manages administration of performance documents.	Manage Performance Template	Allows management of performance templates used to create performance documents.
Performance Management Administration	Manages administration of performance documents.	Manage Performance Template Section	Allows management of performance template sections to determine the sections to include in the performance document template.
Performance Management Administration	Manages administration of performance documents.	Manage Performance and Potential Matrix Layout	Allows management of the performance and potential matrix layout.
Performance Management Implementation	Manages the setup of the performance management application.	Delete Performance Template	Allows deletion of performance templates.
Performance Management Implementation	Manages the setup of the performance management application.	Delete Performance Template Section	Allows deletion of performance template sections.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management Implementation	Manages the setup of the performance management application.	Manage Eligibility Batch Process	Allows management of the eligibility batch process to configure worker access to performance documents.
Performance Management Implementation	Manages the setup of the performance management application.	Manage Performance Document Type	Allows management of performance document types.
Performance Management Implementation	Manages the setup of the performance management application.	Manage Performance Evaluation Rating Target Distribution	Allows management of the performance target ratings distribution.
Performance Management Implementation	Manages the setup of the performance management application.	Manage Performance Process Flow Definition	Allows management of process flow definitions to determine which tasks to include, and the order the tasks are performed in performance evaluations.
Performance Management Implementation	Manages the setup of the performance management application.	Manage Performance Template	Allows management of performance templates used to create performance documents.
Performance Management Implementation	Manages the setup of the performance management application.	Manage Performance Template Section	Allows management of performance template sections to determine the sections to include in the performance document template.
Performance Management Implementation	Manages the setup of the performance management application.	Manage Performance and Potential Matrix Layout	Allows management of the 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	Run the job set that updates person names, keywords, and LDAP when the person name format definitions have been updated.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Name Format	Allows management of person-name formats.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Name Style	Allows management of person name styles.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Type	Allows management of person types.

Granted Role	Granted Role Description	Privilege	Privilege Description
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Keyword Refresh Process	Allows running of the process to update the database of keywords used for person search.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Relevance Refresh Process	Allows running of the process to maintain the database of search-relevance information. This information is used to order person-search results according to their relevance to the searcher.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Calculate Relationship Strength	Allows scheduling of the calculate-relationship-strength process.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Person Keyword Crawler	Allows scheduling of the person-keyword crawler process.
Review HCM Approval Transactions as Administrator	Allows viewing of basic information for HCM approval transactions by an administrator.	Configure Approval Rules in Transaction Console	Allows configuration of approval rules in the transaction console.
Review HCM Approval Transactions as Administrator	Allows viewing of basic information for HCM approval transactions by an administrator.	Review Approval Transactions	Allows viewing of basic information for approval transactions.
Review HCM Approval Transactions as Administrator	Allows viewing of basic information for HCM approval transactions by an administrator.	Test Approval Rules	Allows the testing of HCM approval rules.
Review HCM Approval Transactions as Administrator	Allows viewing of basic information for HCM approval transactions by an administrator.	View Transaction Approval Analytics	Allows viewing of analytics in the transaction console.
Skills Library Administration	Allows administration of the skills library, including the running of skills advisor processes.	Access Learning and Development Agents	Allows the user to access learning and development agents.
Skills Library Administration	Allows administration of the skills library, including the running of skills advisor processes.	Manage Job Skills Enrichment Agent	Allows the user to manage the Job Skills Enrichment Agent.
Skills Library Administration	Allows administration of the skills library, including the running of skills advisor processes.	Manage Skills Library Enrichment Agent	Allows the user to manage the Skills Library Enrichment Agent.
Skills Library Administration	Allows administration of the skills library, including the running of skills advisor processes.	Manage Skills Library Training Agent	Allows the user to manage the Skills Library Training Agent.

Granted Role	Granted Role Description	Privilege	Privilege Description
Skills Library Administration	Allows administration of the skills library, including the running of skills advisor processes.	Manage Skills Library Translation Agent	Allows the user to manage the Skills Library Translation Agent.
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	Allows the user to call the GET method associated with the HR document types list of values REST service.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Education Establishment	Allows management of talent educational establishments.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Profile Content Item	Allows management of talent profile content items.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Profile Content Type	Allows management of talent profile content types.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Profile Instance Qualifier	Allows management of talent profile instance qualifiers.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Profile Rating Model	Allows management of talent profile rating models.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Profile Sources	Allows management of talent profile subscribers.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Profile Type	Allows management of talent profile types.
Workforce Profile Administration	Performs administrative duties for workforce talent profiles.	Manage Talent Profile Upgrade Mapping	Allows a user to map section attributes to upgrade to the template architecture.
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	Allows user to create job 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.	Create Position	Allows creation of positions.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows user to create position 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.	Manage Application Tree	Manage application trees and tree versions
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	Manage application tree labels
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	Allows mapping of workforce structures' flexfields to a worker's assignment flexfields.
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	Allows management of grades.
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	Allows management of grade ladders.
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	Allows management of grade rates.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows management of 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	Allows management of department hierarchies
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	Allows management of disability organizations.
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	Allows management of enterprises.
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	Allows management of HCM related information defined at the enterprise level.
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	Allows management of the 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	Allows management of jobs.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows management of job families.
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	Allows management of 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	Allows management of 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.	Manage Organization Tree	Allows management of organization hierarchies
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	Allows management of position hierarchies
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	Allows management of 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.	Manage Workforce Structures Work Area	Allows access to the Work Structures Management work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows mass creation of 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	Allows mass creation of 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	Allows mass creation of 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	Allows mass creation of 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	Allows mass creation of 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	Allows mass creation of 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	Allows requesting a new position.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows the user to call the GET method associated with the job requisition template lists of values REST Services.

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 miscelleneous 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 miscelleneous 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 miscelleneous 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) Resource: Application Attachment Entity

Business Object	Policy Description	Policy Store Implementation
Application Objects	A Human Capital Management Application Administrator can manage application objects for the journey application object	Role: Manage Guided Journeys Privilege: Manage Application Objects (Data) Resource: Application Objects
Application Objects	A Human Capital Management Application Administrator can manage application objects for the journey category application object	Role: Manage Journey Categories Privilege: Manage Application Objects (Data) Resource: Application Objects
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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: Manage Costing Details at Department Level Privilege: Choose Department (Data) Resource: Department
Department	A Human Capital Management Application Administrator can choose department for departments in their organization security profile	Role: Manage Schedule Generation Profiles by Schedule 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 choose department for departments in their organization security profile	Role: View Costing Details at Department Level 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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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 legislative data groups in their legislative data group security profile	Role: Payroll Implementation View Privilege: View Fast Formula (Data) 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
Generative AI Prompts	A Human Capital Management Application Administrator can manage ai prompts for ai prompts that are owned by hcm	Role: Manage HCM AI Prompts Privilege: Manage AI Prompts (Data) Resource: Generative AI Prompts
Generative AI Prompts	A Human Capital Management Application Administrator can view ai prompts for ai prompts that are owned by hcm	Role: Manage HCM AI Prompts Privilege: View AI Prompts (Data) Resource: Generative AI Prompts

Business Object	Policy Description	Policy Store Implementation
Generative AI Prompts	A Human Capital Management Application Administrator can view ai prompts for ai prompts that are owned by hcm	Role: View HCM AI Prompts Privilege: View AI Prompts (Data) Resource: Generative AI Prompts
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Manage Person Documentation Privilege: View Document Type (Data)

Business Object	Policy Description	Policy Store Implementation
	document types in their document type security profile	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: Manage Schedule Generation Profiles by Schedule 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) Resource: Journey

Business Object	Policy Description	Policy Store Implementation
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 Guided Journeys Privilege: Manage Journey (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 Guided Journeys 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

Business Object	Policy Description	Policy Store Implementation
Journey Allocation Occurrence	A Human Capital Management Application Administrator can view journey allocation occurrence 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: Access Journey Console Privilege: View Journey Allocation Occurrence (Data) Resource: Journey Allocation Occurrence
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
Journey Category	A Human Capital Management Application Administrator can manage journey category for journey categories to which they have been granted access	Role: Manage Journey Categories Privilege: Manage Journey Category (Data) Resource: Journey Category
Journey Category	A Human Capital Management Application Administrator can view journey category for journey categories to which they have been granted access	Role: Manage Journey Categories Privilege: View Journey Category (Data) Resource: Journey Category
Journey Scheduled Allocation	A Human Capital Management Application Administrator can manage 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: Manage Journey Allocation (Data) Resource: Journey Scheduled Allocation
Journey Scheduled Allocation	A Human Capital Management Application Administrator 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 Capital Management Application Administrator can manage journey task library for all tasks in the journey task library	Role: Manage All Tasks in Journey Task Library Privilege: Manage Journey Task Library (Data) Resource: Journey Task
Journey Task Group	A Human Capital Management Application Administrator can manage journey task groups for all journey task groups	Role: Manage All Journey Task Groups Privilege: Manage Journey Task Groups (Data) Resource: Journey Task Group

Business Object	Policy Description	Policy Store Implementation
Legal Employer	A Human Capital Management Application Administrator can choose legal employer for legal employers in their organization security profile	Role: Human Capital Management Application Administrator 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: Access HCM Spreadsheet Data Loader Templates Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
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 legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Department Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Element Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Job Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Payment Source Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group

Business Object	Policy Description	Policy Store Implementation
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Payroll Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Position Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing of Element Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: View Costing Details at Element Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: View Costing Details at Job Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: View Costing Details at Payment Source Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: View Costing Details at Payroll Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: View Costing Details at Position Level 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

Business Object	Policy Description	Policy Store Implementation
Legislative Data Group	A Human Capital Management Application Administrator can manage costing details at location level for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Location Level Privilege: Manage Costing Details at Location Level (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can view costing details at location level for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Location Level Privilege: View Costing Details at Location Level (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Capital Management Application Administrator can view costing details at location level for legislative data groups within their legislative data group security profile	Role: View Costing Details at Location Level Privilege: View Costing Details at Location Level (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) 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 details at location level for all locations in the enterprise	Role: Manage Costing Details at Location Level Privilege: Manage Costing Details at Location Level (Data)

Business Object	Policy Description	Policy Store Implementation
		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 details at location level for all locations in the enterprise	Role: Manage Costing Details at Location Level Privilege: View Costing Details at Location Level (Data) Resource: Location
Location	A Human Capital Management Application Administrator can view costing details at location level for all locations in the enterprise	Role: View Costing Details at Location Level Privilege: View Costing Details at Location Level (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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 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 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	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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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

Business Object	Policy Description	Policy Store Implementation
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 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 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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 choose payroll for payrolls in their payroll security profile	Role: Manage Costing Details at Payroll Level Privilege: Choose Payroll (Data) Resource: Payroll Definition
Payroll Definition	A Human Capital Management Application Administrator can choose payroll for payrolls within their payroll security profile	Role: View Costing Details at Payroll Level Privilege: Choose Payroll (Data) Resource: Payroll Definition

Business Object	Policy Description	Policy Store Implementation
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
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

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 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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

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

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	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) 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	Role: Payroll Implementation View Privilege: View Payroll Event Group (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	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) 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	Role: Human Capital Management Application Administrator

Business Object	Policy Description	Policy Store Implementation
	for payroll flow patterns in their payroll flow pattern security profile	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 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 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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

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 Common HCM Implementation Privilege: Manage Payroll Definition (Data) Resource: Payroll Period
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Payroll Implementation View

Business Object	Policy Description	Policy Store Implementation
	legislative data groups in their legislative data group security profile	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 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 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

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: HCM Extract Definition Privilege: View Payroll Flow (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: 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

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 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 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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 View Privilege: View Payroll Template (Data) 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	Role: Payroll Common HCM 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 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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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 Allocated Checklist	A Human Capital Management Application Administrator 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 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	Role: Manage Person Document Delivery Preferences

Business Object	Policy Description	Policy Store Implementation
	delivery preferences for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	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
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	Role: Benefits Setup

Business Object	Policy Description	Policy Store Implementation
	balance for people and assignments in their person and assignment security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
Position	A Human Capital Management Application Administrator can choose position for positions in their position security profile	Role: Manage Costing Details at Position Level Privilege: Choose Position (Data) Resource: Position
Position	A Human Capital Management Application Administrator can choose position for positions in their position security profile	Role: Manage Schedule Generation Profiles by Schedule 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 choose position for positions in their position security profile	Role: View Costing Details at Position Level 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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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
Schedule Generation Profile	A Human Capital Management Application Administrator can manage schedule generation profiles for all schedule generation profiles in the enterprise	Role: Manage Schedule Generation Profiles by Schedule Administrator Privilege: Manage Schedule Generation Profiles (Data) Resource: Schedule Generation Profile
Schedule Generation Profile	A Human Capital Management Application Administrator can view schedule generation profiles for all schedule generation profiles in the enterprise	Role: Manage Schedule Generation Profiles by Schedule Administrator Privilege: View Schedule Generation Profiles (Data) Resource: Schedule Generation Profile
Secured Payroll Element Classification	A Human Capital Management Application Administrator can choose payroll element	Role: Manage Payroll Element

Business Object	Policy Description	Policy Store Implementation
	classification for payroll element classifications in their element security profile that are in legislative data groups in their legislative data group security profile	Privilege: Choose Payroll Element Classification (Data) Resource: Secured Payroll Element Classification
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 choose payroll element type for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Element Type (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: Manage Costing Details at Element Level 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: Manage Costing of Element 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: Manage Payroll Element 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 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

Business Object	Policy Description	Policy Store Implementation
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: Manage Payroll Element 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 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
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: View Costing Details at Element Level 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: View Payroll Element 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
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

Business Object	Policy Description	Policy Store Implementation
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 organization party for all organizations in the enterprise	Role: Human Capital Management Application Administrator 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

Business Object	Policy Description	Policy Store Implementation
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
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 - All Learning Catalog Items
  - Use REST Service - All Learning Catalog Items Read Only
  - Use REST Service - All Tasks in Journey Task Library
  - Use REST Service - All Tasks in Journey Task Library 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 - Assignment Costing
- Use REST Service - Assignment Costing 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 - 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 Relationship Costing
- Use REST Service - Payroll Relationship Costing Read Only
- 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 - Recommendation Profiles
- Use REST Service - Recommendation Profiles Read Only
- Use REST Service - Recommendations
- Use REST Service - Recommendations 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
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.

Duty Role	Description
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.
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.
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.

Aggregate Privilege	Description
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 - All Learning Catalog Items	Allows the user to manage all learning catalog items using the Learning Catalog Items REST Service.
Use REST Service - All Learning Catalog Items Read Only	Allows the user to view all learning catalog items using the Learning Catalog Items REST Service.
Use REST Service - All Tasks in Journey Task Library	Allows the user to access all tasks in the task library and call all methods associated with the Journey Task Library REST Service.
Use REST Service - All Tasks in Journey Task Library Read Only	Allows the user to access all tasks in the task library and call the GET method associated with the Journey Task Library 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.
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 - Assignment Costing	Allows users to call all methods associated with the Assignment Costing REST Service.
Use REST Service - Assignment Costing Read Only	Allows users to call the GET method associated with the Assignment Costing 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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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
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

Aggregate Privilege	Description
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.
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 Relationship Costing	Allows users to call all methods associated with the Payroll Relationship Costing REST Service.
Use REST Service - Payroll Relationship Costing Read Only	Allows users to call the GET method associated with the Payroll Relationship Costing REST Service.
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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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 - Recommendation Profiles	Allows the user to call all methods associated with the Recommendation Profiles REST Service.
Use REST Service - Recommendation Profiles Read Only	Allows the user to call the GET method associated with the Recommendation Profiles REST Service.
Use REST Service - Recommendations	Allows the user to call all methods associated with the Recommendations REST Service.
Use REST Service - Recommendations Read Only	Allows the user to call the GET method associated with the Recommendations 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.
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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.

Granted Role	Granted Role Description	Privilege	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
HCM Data Load	Manages the import and load of HCM Data into Oracle Fusion applications.	Delete HCM Data Loader Stage Data	Allows deletion of HCM Data Loader stage table data.
HCM Data Load	Manages the import and load of HCM Data into Oracle Fusion applications.	Generate HCM Data Loader Templates	Allows generation of HCM Data Loader business object templates.
HCM Data Load	Manages the import and load of HCM Data into Oracle Fusion applications.	Import and Load HCM Data	Allows access to the Import and Load HCM Data user interface to initiate and review import, validate and load of data into HCM.
HCM Data Load	Manages the import and load of HCM Data into Oracle Fusion applications.	Manage Data Exchange Work Area	Allows management of the 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	Allows review of the attribute values for physical records that have been skipped, corrected, or are in error.
HCM Data Load	Manages the import and load of HCM Data into Oracle Fusion applications.	Review HCM Data Loader Business Objects	Allows access to review HCM Data Loader registered business object details.
HCM Data Load	Manages the import and load of HCM Data into Oracle Fusion applications.	Transfer HCM file from UCM and import into stage	Allows transfer of HCM data from UCM and import of that data into stage table ready for loading into Oracle Fusion HCM.
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	Allows access to 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	Allows access to HCM common components.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows access to Oracle Taleo Recruiting Cloud Service from Oracle Fusion.
Human Capital Management Integration Specialist	Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems.	Assign Roles to any HCM Spreadsheet Data Loader Template	Allows the user to assign roles to access any HCM Spreadsheet Data Loader templates, including those based on secured business objects that don't implement data security in HSDL.
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	Allows the user to bypass validation when creating and updating check-in documents using the Check-In Documents 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	Allows all benefit plans to be compared, regardless of whether the user is eligible for the 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	Allows a user to configure the channels in HCM Channel Messages
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	Allows set up of FTP server information for the transfer of outbound files generated by HCM Extracts, Payroll Reports, and Benefits Extracts.
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	Allows configuration of the interface for transaction and batch processing.
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 HCM Data Loader Data Set Using REST Service	Allows the user to create HCM Data Loader data sets, using the Data Loader Data Sets 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.	Create Workers Using REST Service	Allows the user to create workers using the Workers REST service

Granted Role	Granted Role Description	Privilege	Privilege Description
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	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	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	Allows deletion of HCM Data Loader stage table 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	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 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	Allows deletion of HCM Spreadsheet Data Loader data sets across all stage data tables.
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 Stage Data and Files for Coexistence	Allows the deletion of stage data and files that result from data imports into Oracle Fusion from PeopleSoft Enterprise or Oracle E-Business Suite.
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	Exports recruiting data from Oracle Fusion to external system.
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	Allows creation of a data extract to export data from PeopleSoft Enterprise or Oracle E-Business Suite into Oracle Fusion
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	Imports recruiting data from external system to Oracle Fusion.
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	Allows batch loading of data.

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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	Allows creation of a data extract to import data to Oracle Fusion from PeopleSoft Enterprise or Oracle E-Business Suite.
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	Load absence information, including absence dates, duration, and rate definition, for payroll processing.
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	Load benefit information, including dates, amount and periodicity, or rate definition details, for payroll processing.
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	Load time card information, including dates, hours, and rate definition details, for payroll processing.
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	Allows access to the Atom feeds management page.
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	Allows configuration of the parameters that control HCM Data Loader behavior.
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	Allows management of the 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	Privilege to manage import and export of files.
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	Allows configuration of integration with external payroll providers

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows management of 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	Allows users to manage HCM 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	Allows monitoring of the 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	Allows processing of predefined alerts.
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	Allows purging of 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	Allows purging of 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	Allows the purging of person data in test environments.
Human Capital Management Integration Specialist	Individual responsible for planning, coordinating, and supervising all activities related to the integration of human capital management information systems.	Run Batch Load Job Set	Allows running of the batch load job set.
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	Allows the user to subscribe to all ATOM feeds associated with the availability patterns workspace.

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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	Allows the user to subscribe to all Feeds associated with the 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	Allows users to subscribe to all feeds associated with the 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	Allows the user to subscribe to all Feeds associated with the 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	Allows users to subscribe to all feeds associated with the 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	Allows users to call the GET method associated with the Absences Reference Data Lists of Values REST Services.
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	Allows the user to call the GET method associated with the Alert Templates LOV 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.	Use REST Service - Benefit Balances List of Values	Allows users to call the GET method associated with the benefit balances list of values 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.	Use REST Service - Benefit Batch Parameters	Allows users to call GET and UPDATE methods associated with the benefit batch parameters 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.	Use REST Service - Benefit Batch Parameters Read Only	Allows users to call the GET method associated with the benefit batch parameters REST service.

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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	Allows users to call the GET method associated with the Benefit Plan lists of values REST services.
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	Allows users to call the GET method associated with the benefit plans comparison list of values 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.	Use REST Service - Benefit Plans Comparison Read Only	Allows users to call the GET method associated with the benefit plans comparison 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.	Use REST Service - Benefits Calculators	Allows users to call all of the methods associated with accessing the benefits calculator 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.	Use REST Service - Benefits Group	Allows users to call all of the methods associated with the benefits group 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.	Use REST Service - Benefits Group List of Values	Allows users to call the GET method associated with the benefits group list of values 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.	Use REST Service - Benefits Group Read Only	Allows users to call the GET method associated with the benefits group 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.	Use REST Service - Benefits Lists of Values	Allows users to call the GET method associated with the benefits list of values REST services.
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	Allows users to call the GET method associated with the department connections REST Service.

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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	Allows users to call all methods associated with the eligibility objects 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.	Use REST Service - Eligibility Objects Read Only	Allows users to call the GET method associated with the eligibility objects 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.	Use REST Service - Feedback Templates List of Values	Allows the user to call the GET method associated with the Feedback Templates List of Values 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.	Use REST Service - Feedback Templates Read Only	Allows the user to call the GET method associated with the Feedback Templates 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.	Use REST Service - HCM Common Lists of Values	Allows the user to call the GET method associated with HCM common component lists of values REST Services.
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	Allows the user to call the GET method associated with the HCM Surveys List of Values 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.	Use REST Service - Incident Kiosks	Allows users to create environment, health and safety incidents using the Incident Kiosks 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.	Use REST Service - Job Applications Read Only	Allows the user to call the GET method associated with the Recruiting job applications 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.	Use REST Service - Learning Administrator Lists of Values	Allows the user to call the GET method associated with the learning administrator List of Values REST Services

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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	Allows users to call the GET method associated with the location connections 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.	Use REST Service - Nudge Definitions	Allows the user to call all methods associated with the Nudge Definitions 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.	Use REST Service - Nudge Definitions Read Only	Allows the user to call the GET method associated with the Nudge Definitions 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.	Use REST Service - Nudge Templates Read Only	Allows the user to call the GET method associated with the Nudge Templates 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.	Use REST Service - Nudges	Allows the user to call all methods associated with the Nudges 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.	Use REST Service - Nudges Read Only	Allows the user to call the GET method associated with the Nudges 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.	Use REST Service - Object Snapshots	Allows access to the POST method in the Object Snapshots REST resource.
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	Allows the user to call the GET and DESCRIBE methods associated with the Person Notes Visibility Options 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.	Use REST Service - Profile Type Sections List of Values	Allows the user to call the GET method associated with the Profile Type Sections list of values REST Service.

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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	Allows access to the GET method associated with the Questionnaire Instructions 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.	Use REST Service - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services
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	Allows users to call all the methods associated with the Questionnaire Templates 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.	Use REST Service - Questionnaires	Allows the user to call all the methods associated with the Questionnaires 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.	Use REST Service - Questionnaires Read Only	Allows the user to call the GET method associated with the Questionnaires 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.	Use REST Service - Questions	Allows the user to call all the methods associated with the Questions 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.	Use REST Service - Questions Read Only	Allows the user to call the GET method associated with the Questions 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.	Use REST Service - Review Periods List of Values	Allows the user to call the GET method associated with the Review Periods List of Values 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.	Use REST Service - Saved Searches	Allows the user to call all methods associated with the Saved Searches REST Service.

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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	Allows users to call all methods associated with the Security Certificates 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.	Use REST Service - Self Details Read Only	Allows the user to call the GET method associated with the Self Details 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.	Use REST Service - Talent Check-In Templates Read Only	Allows users to call GET and describe methods with the Talent Check-In Templates 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.	Use REST Service - Talent Model Profiles	Allows the user to call all methods associated with the Talent Model Profiles 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.	Use REST Service - Talent Model Profiles Read Only	Allows the user to call the GET method associated with the Talent Model Profiles 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.	Use REST Service - Talent Profile Types Read Only	Allows the user to call the GET method associated with the talentProfileTypes 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.	Use REST Service - Talent Skill Settings	Allows the user to call all methods associated with the Talent Skill Settings 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.	Use REST Service - Talent Skill Settings Read Only	Allows the user to call the GET method associated with the Talent Skill Settings 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.	Use REST Service - Tasks Read Only	Allows the user to call the GET method associated with the Tasks REST Service.

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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	Allows the user to call the GET method associated with the time layout sets 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.	Use REST Service - Web Clock Events	Allows the user to call all methods associated with the Web Clock Events 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.	Use REST Service - Wellness Connector Push	Allows user to call Wellness REST services that are used by Tracking Device Connectors to register with and push user activities to Oracle Fusion Employee Wellness
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	Allows the user to call all methods associated with the Worker Journey Tasks 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.	Use REST Service - Worker Journey Tasks Read Only	Allows the user to call the GET method associated with the Workers Journey Tasks REST Service, to retrieve journey tasks assigned to them.
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	Allows the user to search for workers using the workerListSearches REST API.
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 - Workforce Schedule Shifts Read Only	Allows users to export workforce schedule shifts for any scheduling location or department using the workforce schedule shifts 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.	View Absence Balances as Administrator	Allows administrative access to plan balances, making balances visible irrespective of configuration.
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 Bank Branch	Allows review of bank branches.

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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	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 - 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	Allows the user to call the GET method associated with the Contacts REST Service.
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	Allows the user to call the GET method associated with the Contacts REST Service.
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	Allows to add the candidate to the 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	Allows to confirm a candidate job application and talent community subscription on behalf of the candidate.
Use REST Service - Job Applications	Allows the user to call all methods associated with the Recruiting job applications REST Service.	Delete Candidate Job Application	Allows to delete the 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	Allows to delete the 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	Allows to interact with the 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	Allows to change the candidate job application phase and status.
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	Allows to move candidates in the candidate selection process while ignoring constraints such as mandatory phases and conditions for leaving a state.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows performing a duplicate check on candidate files and merging duplicate files.
Use REST Service - Job Applications	Allows the user to call all methods associated with the Recruiting job applications REST Service.	Update Referral Additional Information	Allows updating referral additional personal information provided by referrers.
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	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 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	Allows the user to call the GET method associated with the Recruiting job applications REST Service.	View Completed Job Requisition Questionnaire	Allows to review the 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	Allows to view the confidential questionnaires and answers from candidates.
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	Allows to view the job application employment screening results page.
Use REST Service - Job Offers	Allows the user to call all methods associated with the Recruiting job offers REST Service.	Communicate Job Offer	Allows to communicate the job offer to the candidate.
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	Allows to extend more job offers than the 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	Allows to create the 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	Allows to change the candidate job application phase and status.
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	Allows to move candidates in the candidate selection process while ignoring constraints such as

Granted Role	Granted Role Description	Privilege	Privilege Description
			mandatory phases and conditions for leaving a state.
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	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
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	Allows the user to call all methods associated with the Recruiting job offers 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 - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values 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 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.	Initiate Job Requisition Using Blank Requisition	Allows to create the job requisition using a blank requisition with no values.
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	Allows to create the job requisition based on an 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	Allows to create the job requisition based on a 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	Allows to create the job requisition based on a 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	Allows to create the job requisition based on a requisition 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	Allows to create pipeline job requisitions.
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	Allows to create or update interview schedules for 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 Before Job Formatting Phase	Allows to create or update interview schedules for a job

Granted Role	Granted Role Description	Privilege	Privilege Description
			requisition before the 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	Allows to manage the list of questionnaires associated with a 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 Screening	Allows to manage the job requisition screening page.
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	Allows to post the job requisition.
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	Allows access to partner portal for job posting and job posting removal.
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	Allows to update some job requisition fields when a requisition is not in 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	Allows to update a job requisition's primary location and other locations when a requisition can't be redrafted.
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	Allows the user to call all methods associated with the Recruiting job requisitions 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 - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services
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	Allows the user to call the GET method 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.	View Recommended Candidates	Allows viewing recommended candidates for a job requisition and sorting job applications using recommended ranking.
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	Allows the user to call all methods associated with the Workers REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows the user to call the GET method associated with the Workers REST Service.
Use REST Service - User Accounts	Allows the user to call all methods associated with the UserAccounts REST Service.	Apply HCM Role Provisioning Rules	Allows application of HCM role-provisioning rules.
Use REST Service - User Accounts	Allows the user to call all methods associated with the UserAccounts REST Service.	Reset Password	Allows reset password links to be emailed to users.
Use REST Service - User Accounts	Allows the user to call all methods associated with the UserAccounts REST Service.	Use REST Service - User Accounts	Allows the user to call all methods associated with the User Accounts REST Service.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage External Payee Payment Details	Allows management of external payee payment details.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Third Party Bank Account	Allows update of external bank accounts.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account	Allows viewing of external bank accounts.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
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	Allows the user to call all methods associated with the Workers REST Service.
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	Allows the user to call the GET method associated with the Workers REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows the user to call the GET method associated with the Collective Agreements list of values REST Service.
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	Allows the user to call all methods associated with the Workers REST Service.
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	Allows the user to call the GET method associated with the Workers REST Service.
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	Allows the user to call all methods associated with the Workers REST Service.
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	Allows the user to call the GET method associated with the Workers REST Service.
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	Allows the user to call all methods associated with the Workers REST Service.
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	Allows the user to call the GET method associated with the Workers 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.	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 External Candidate Sensitive Information	Allows to view the job application external candidate sensitive information. This includes national identifier and date of birth.

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 status for persons in their person security profile	Role: Use REST Service - Activity Allocation Transfer Statuses 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

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Use REST Service - Eligibility Object Results for Personal Brand

Business Object	Policy Description	Policy Store Implementation
	for personal brand for persons and assignments in their person and assignment security profile and eligibility object type of hwr	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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Use REST Service - Check-In Documents Read Only

Business Object	Policy Description	Policy Store Implementation
	people in their person and assignment security profile	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
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	Role: Human Capital Management Integration Specialist

Business Object	Policy Description	Policy Store Implementation
	departments in their organization security profile	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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 persons and assignments in their person and assignment security profile	Role: Use REST Service - HCM Channel Messages Read Only 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

Business Object	Policy Description	Policy Store Implementation
		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 shared person notes that are about people in their person security profile	Role: Use REST Service - Person Notes Read Only 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	Role: Load Data using HCM Spreadsheet Data Loader

Business Object	Policy Description	Policy Store Implementation
	been granted to their roles with view all data sets access	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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 compensation for persons and assignments in their person and assignment security profile	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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Use REST Service - Journey Allocations Privilege: View Journey Allocation (Data)

Business Object	Policy Description	Policy Store Implementation
	initiated by persons and assignments in their person and assignment security profile	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 - All Tasks in 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 - All Tasks in 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 - All Tasks in Journey Task Library Read Only Privilege: View Journey Task Library (Data) Resource: Journey Task
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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 catalog items for all learning catalog items in the enterprise	Role: Use REST Service - All Learning Catalog Items Privilege: Manage Learning Catalog Items (Data) Resource: Learning Item
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 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

Business Object	Policy Description	Policy Store Implementation
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 learning catalog items for all learning catalog items in the enterprise	Role: Use REST Service - All Learning Catalog Items Privilege: View Learning Catalog Items (Data) Resource: Learning Item
Learning Item	A Human Capital Management Integration Specialist can view learning catalog items for all learning catalog items in the enterprise	Role: Use REST Service - All Learning Catalog Items Read Only Privilege: View Learning Catalog 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 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

Business Object	Policy Description	Policy Store Implementation
		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: Access HCM Spreadsheet Data Loader Templates 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: HCM Spreadsheet Data Loader Data Set Administration 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 Instances 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 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 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: 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)

Business Object	Policy Description	Policy Store Implementation
		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 people and assignments in their person and assignment security profile.	Role: Use REST Service - Payslips Read Only Privilege: Access Worker Payslip (Data) 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 costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Payroll Relationship Costing Privilege: Manage Payroll Relationship Costing (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	Role: Use REST Service - Personal Payment Methods

Business Object	Policy Description	Policy Store Implementation
	method for people and assignments in their person and assignment security profile.	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 costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Payroll Relationship Costing Privilege: View Payroll Relationship Costing (Data) Resource: Payroll Relationship
Payroll Relationship	A Human Capital Management Integration Specialist can view payroll relationship costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Payroll Relationship Costing Read Only Privilege: View Payroll Relationship Costing (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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Use REST Service - Allocated Checklists

Business Object	Policy Description	Policy Store Implementation
	checklist for persons and assignments in their person and assignment security profile	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 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 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	Role: Use REST Service - Personal Payment Methods

Business Object	Policy Description	Policy Store Implementation
	for people and assignments in their person and assignment security profile.	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 assignment costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Assignment Costing Privilege: Manage Assignment Costing (Data) Resource: Person Assignment
Person Assignment	A Human Capital Management Integration Specialist can manage payroll relationship costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Payroll Relationship Costing Privilege: Manage Payroll Relationship Costing (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 assignment costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Assignment Costing Privilege: View Assignment Costing (Data) Resource: Person Assignment
Person Assignment	A Human Capital Management Integration Specialist can view assignment costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Assignment Costing Read Only Privilege: View Assignment Costing (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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Assignment
Person Assignment	A Human Capital Management Integration Specialist can view payroll relationship costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Payroll Relationship Costing Privilege: View Payroll Relationship Costing (Data) Resource: Person Assignment
Person Assignment	A Human Capital Management Integration Specialist can view payroll relationship costing for people and assignments in their person and assignment security profile	Role: Use REST Service - Payroll Relationship Costing Read Only Privilege: View Payroll Relationship Costing (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) 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	Role: Use REST Service - Document Records Read Only

Business Object	Policy Description	Policy Store Implementation
	security profile belonging to persons and assignments in their person and assignment security profile	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) 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	Role: Use REST Service - Person Benefit Balances Read Only

Business Object	Policy Description	Policy Store Implementation
	people and assignments in their person and assignment security profile	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 method for persons and assignments in their person and assignment security profile	Role: Use REST Service - Worker PII 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	Role: Use REST Service - Contacts

Business Object	Policy Description	Policy Store Implementation
	persons and assignments in their person and assignment security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 and assignments in their person and assignment security profile	Role: Use REST Service - Worker PII 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	Role: Use REST Service - Worker Sensitive Details Read Only

Business Object	Policy Description	Policy Store Implementation
	persons and assignments in their person and assignment security profile	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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 persons and assignments in their person and assignment security profile	Role: Use REST Service - Worker PII Privilege: Manage 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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Use REST Service - Worker Employment Read Only

Business Object	Policy Description	Policy Store Implementation
	persons and assignments in their person and assignment security profile	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
Recommendation Profiles	A Human Capital Management Integration Specialist can manage recommendation profiles by administrator for recommendation profiles created by persons in their person security profile	Role: Use REST Service - Recommendation Profiles Privilege: Manage Recommendation Profiles by Administrator (Data) Resource: Recommendation Profiles
Recommendation Profiles	A Human Capital Management Integration Specialist can view recommendation profiles by administrator for recommendation profiles created by persons in their person security profile	Role: Use REST Service - Recommendation Profiles Read Only Privilege: View Recommendation Profiles by Administrator (Data) Resource: Recommendation Profiles
Recommendations	A Human Capital Management Integration Specialist can manage recommendations by administrator for recommendations received by persons in their person security profile	Role: Use REST Service - Recommendations Privilege: Manage Recommendations by Administrator (Data) Resource: Recommendations
Recommendations	A Human Capital Management Integration Specialist can view recommendations by administrator for recommendations received by persons in their person security profile	Role: Use REST Service - Recommendations Read Only Privilege: View Recommendations by Administrator (Data) Resource: Recommendations
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

Business Object	Policy Description	Policy Store Implementation
Salary	A Human Capital Management Integration 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 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 choose payroll element type for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Element Type (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	Role: Use REST Service - Performance Goals List of Values

Business Object	Policy Description	Policy Store Implementation
	for people and assignments in their person and assignment security profile	Privilege: Choose Shared Performance Goal (Data) Resource: Shared Performance Goal
Succession Plan Candidate	A Human Capital Management Integration 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 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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Trading Community Data Security Policies for HCM

Business Object	Policy Description	Policy Store Implementation
	organization for all organizations in the enterprise	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 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	Role: Use REST Service - User Accounts Read Only

Business Object	Policy Description	Policy Store Implementation
	and assignments in their person and assignment security profile	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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Use REST Service - Worker Employment Privilege: Change Worker Manager (Data)

Business Object	Policy Description	Policy Store Implementation
	persons and assignments in their person and assignment security profile	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
  - Document Record Mass Download Transaction Analysis
  - Documents of Record Transaction Analysis
  - Goal Management Transaction Analysis
    - Business Intelligence Authoring
  - Guided Journey Responses Transaction Analysis
  - 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
- Share Data Access Transaction Analysis
- 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 Archived Document Records
- 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 Development Goal by HR
- 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 Performance Goal by HR

- 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 - All Tasks in Journey Task Library Read Only
  - Use REST Service - Journey Allocations Read Only
  - Use REST Service - Journey Scheduled Allocations 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	Analyzes 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	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
Document Record Mass Download Transaction Analysis	Analyzes mass downloads of document records.
Documents of Record Transaction Analysis	Analyzes Documents of Records transactional information
Goal Management Transaction Analysis	Analyzes Workforce Goals transactional information
Guided Journey Responses Transaction Analysis	Analyzes guided journey responses.
HCM Extract Definition	Grants access to the extract definition duty.

Duty Role	Description
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	Analyzes Workforce Performance Management transactional information
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.
Share Data Access Transaction Analysis	Analyzes share data access requests.
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.

Duty Role	Description
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, ORA_PAY_PROCESS_AND_REPORT_SUBMISSION_DUTY.

Aggregate Privilege	Description
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 - All Tasks in Journey Task Library Read Only	Allows the user to access all tasks in the task library and call the GET method associated with the Journey Task Library 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 - 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.
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.

Aggregate Privilege	Description
View Archived Document Records	Allows viewing of archived documents of record.
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.
View Development Goal by HR	View development goals of workers by HR.
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 Performance Goal by HR	View performance goals of workers by HR.
View Person Address	Grants access to persons to view their own address data.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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	Privilege Description
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition	Allows configuration of data to be extracted and output in any generic format, such as delineated text or XML.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition Report	Allows access to the extract data model when defining a report.
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Task	Manage Payroll Task
Human Resource Analyst	Performs duties of a human resources analyst.	Access HCM Common Components	Allows access to HCM common components.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Analyst	Performs duties of a human resources analyst.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.
Human Resource Analyst	Performs duties of a human resources analyst.	Enable worker searches using termination date	Allows the user to perform searches on workers and assignments using termination dates.
Human Resource Analyst	Performs duties of a human resources analyst.	Extract Work Structure Model Details	Allows management of work structure data model
Human Resource Analyst	Performs duties of a human resources analyst.	Extract Work Structure Report Details	Allows management of work structure report
Human Resource Analyst	Performs duties of a human resources analyst.	Extract Worker Model Details	Allows management of worker data model
Human Resource Analyst	Performs duties of a human resources analyst.	Extract Worker Report Details	Allows management of worker report
Human Resource Analyst	Performs duties of a human resources analyst.	Manage Data Exchange Work Area	Allows management of the Data Exchange work area.
Human Resource Analyst	Performs duties of a human resources analyst.	Manage Extracts Work Area	Allows access to the Extract Maintenance work area.
Human Resource Analyst	Performs duties of a human resources analyst.	Manage Payroll Calculation Entries	Ability to manage calculation entries
Human Resource Analyst	Performs duties of a human resources analyst.	Manage Person Work Area	Allows access to the Person Management work area.
Human Resource Analyst	Performs duties of a human resources analyst.	Manage Workforce Structures Work Area	Allows access to the Work Structures Management work area.
Human Resource Analyst	Performs duties of a human resources analyst.	Review Calendar Event Coverage	Allows identification of the resources covered by a particular calendar event.
Human Resource Analyst	Performs duties of a human resources analyst.	Run Canadian Employment Equity Interface	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run HCM Extract	Allows running of the extract process and submission of the write process.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Analyst	Performs duties of a human resources analyst.	Run HCM Extract Write Process	Allows running of the write process to write data in a required format and delivery type.
Human Resource Analyst	Performs duties of a human resources analyst.	Run HCM Extracts Report	Allows access to the extract data model when running a report.
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO Consolidated Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO Consolidated Report OBSOLETE	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO Establishment Employment Listing Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO Establishment Employment Listing Report OBSOLETE	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO Headquarters Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO Headquarters Report OBSOLETE	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO Individual Establishment Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO Individual Establishment Report OBSOLETE	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO-1 Exception Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO-1 Job Set	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO-1 Job Set OBSOLETE	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO-4 Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO-4 Report OBSOLETE	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO-5 Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US EEO-5 Report OBSOLETE	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US New Hire State Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US VETS-100	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US VETS-100 Single Establishment Electronic Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US VETS-100A	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Run US VETS-100A Single Establishment Electronic Report	Not Available
Human Resource Analyst	Performs duties of a human resources analyst.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Human Resource Analyst	Performs duties of a human resources analyst.	View Collective Agreements	Allows viewing of collective agreements.
Human Resource Analyst	Performs duties of a human resources analyst.	View HR Job Family	Allows viewing of job families.
Human Resource Analyst	Performs duties of a human resources analyst.	View Notification Details	Allows product specific notification details.
Human Resource Analyst	Performs duties of a human resources analyst.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics
Human Resource Analyst	Performs duties of a human resources analyst.	View Performance Template	Allows viewing of performance templates.
Human Resource Analyst	Performs duties of a human resources analyst.	View Performance Template Section	Allows viewing of performance template sections.
Human Resource Analyst	Performs duties of a human resources analyst.	View Responsibility Template	Allows viewing of responsibility templates.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Analyst	Performs duties of a human resources analyst.	View Shifts	Allows users to view shifts.
Human Resource Analyst	Performs duties of a human resources analyst.	View Unpublished Document Records	Allows viewing of document records for workers before the specified publish date.
Human Resource Analyst	Performs duties of a human resources analyst.	View Work Pattern Templates	Allows users to view work pattern templates and assignment rules.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Email	Allows access to a person's emails.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Phone	Allows access to a person's phones.
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	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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	Allows access to a person's emails.
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	Allows access to a person's phones.
Person View	Searches and views person related information.	Search Person	Allows searching for a person.
Person View	Searches and views person related information.	View Person	Allows viewing of a person's information.
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	Use REST Service - HR Document Types List of Values	Allows the user to call the GET method associated with the HR

Granted Role	Granted Role Description	Privilege	Privilege Description
	REST service. Use this duty role when granting view only access to person documentation data.		document types 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.	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 Worker Journey	Allows users to access and view worker journeys.	Configure Journey Dashboard	Allows users to configure the journey dashboard.
View Worker Journey	Allows users to access and view worker journeys.	Explore Journeys	Allows exploration of journeys.
View Worker Journey	Allows users to access and view worker journeys.	Manage Worker Journey By HR	Allows HR specialists to access and manage worker journeys.
View Worker Journey	Allows users to access and view worker journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
View Worker Journey	Allows users to access and view worker journeys.	Use REST Service - Worker Journey Tasks Read Only	Allows the user to call the GET method associated with the Workers Journey Tasks REST Service, to retrieve journey tasks assigned to them.
View Worker Journey	Allows users to access and view worker journeys.	View Global Journeys	Allows users to view global journeys. Viewing of personal journeys is not restricted by this privilege.
View Worker Journey	Allows users to access and view worker journeys.	View Journey Activity	Allows viewing of journey activities.

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

Business Object	Policy Description	Policy Store Implementation
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 Privilege: Report Assignment Grade (Data) Resource: Assignment Grade

Business Object	Policy Description	Policy Store Implementation
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 Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder

Business Object	Policy Description	Policy Store Implementation
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) Resource: Assignment Responsibility

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) Resource: Department

Business Object	Policy Description	Policy Store Implementation
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 report guided journey response for guided journeys for which the subject is in their person and assignment security profile	Role: Guided Journey Responses Transaction Analysis Privilege: Report Guided Journey Response (Data) Resource: Guided Journey Response

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
		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: 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

Business Object	Policy Description	Policy Store Implementation
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
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 - All Tasks in 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Legal Employer
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

Business Object	Policy Description	Policy Store Implementation
Location	A Human Resource Analyst can report location for all locations in the enterprise	Role: Goal Management Transaction Analysis 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
Mass Download Document Record	A Human Resource Analyst can report mass download document record for persons and assignments in their person and assignment security profile who perform mass downloads of document records	Role: Document Record Mass Download Transaction Analysis Privilege: Report Mass Download Document Record (Data) Resource: Mass Download Document Record

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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
Performance Goal	A Human Resource Analyst 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
Performance Goal	A Human Resource Analyst can view performance goal by hr for people and assignments in their person and assignment security profile	Role: View Performance Goal by HR Privilege: View Performance Goal by HR (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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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 Archived Document Records Privilege: View Person Documentation (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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Workforce Confidential Viewing

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	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) 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Detail
Person Detail	A Human Resource Analyst can report person extra information for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Person Extra Information (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) 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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Mass Download Document Records

Business Object	Policy Description	Policy Store Implementation
	document types security profile belonging to persons and assignments in their person and assignment security profile	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 Archived 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: 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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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: Share Data Access 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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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
Share Data Access	A Human Resource Analyst can report share data access for persons and assignments in their person and assignment security profile	Role: Share Data Access Transaction Analysis Privilege: Report Share Data Access (Data) Resource: Share Data Access

Business Object	Policy Description	Policy Store Implementation
Share Data Access	A Human Resource Analyst can report share data access for subordinates in their person and assignment security profile	Role: Share Data Access Transaction Analysis Privilege: Report Share Data Access (Data) Resource: Share Data Access
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	Privilege Description
Application Deployment Administration	Manages application instance configurations and enterprise applications.	Activate Optional Enterprise Application	Allows activating optional enterprise applications.
Application Deployment Administration	Manages application instance configurations and enterprise applications.	Manage Application Instance	Allows management of application instances.
Application Deployment Administration	Manages application instance configurations and enterprise applications.	Manage Application Portlet Registration	Allows management of application portlet registration.

Granted Role	Granted Role Description	Privilege	Privilege Description
Application Deployment Administration	Manages application instance configurations and enterprise applications.	Manage Database	Allows management of databases.
Application Deployment Administration	Manages application instance configurations and enterprise applications.	Manage Deployed Domain	Allows management of deployed domains.
Application Deployment Administration	Manages application instance configurations and enterprise applications.	Manage Enterprise Environment	Allows management of enterprise environments.
Application Deployment Administration	Manages application instance configurations and enterprise applications.	Review Topology Hierarchy	Allows review of topology hierarchies for enterprise applications.
Application Deployment Administration	Manages application instance configurations and enterprise applications.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
Application Implementation Management	Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks.	Configure Oracle Fusion Applications Offering	Allows configuration of offerings and functional areas that will be implemented in the current environment.
Application Implementation Management	Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks.	Gather Implementation Requirements	Allows management of the Gather Implementation Requirements page.
Application Implementation Management	Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks.	Manage Implementation Project	Allows management of the implementation project, selection of offerings and features, assignment of task owners.
Application Implementation Management	Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks.	Review Applications Offering	Provides access to the Getting Started page.
Application Implementation Management	Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks.	Review Implementation Project Overview	Allows access to the Overview page for implementation projects.
Application Implementation Management	Manages implementation projects. Also responsible for assigning task owners, but does not perform setup tasks.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Currency	Manage currencies used by applications.
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference ISO Language	Manage ISO Languages used by applications.
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Industry	Manage Industries used by applications
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Language	Manage Languages used by applications
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Natural Language	Manage Natural Languages used by applications
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Territory	Manage Territories used by applications
Application World Reference Administration	Manages application reference industry, territory, time zone, currency, and language, including natural and ISO language.	Manage Application Reference Timezone	Manage Timezones used by applications
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
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	Access Partner Media Toolbar	Allows access to the partner media toolbar

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Add Attachment	Allows adding an attachment to a SR or SR Message. This privilege will also allow the user to delete an attachment from the SR.
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	Allows manual assigning of service request to a resource
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	Allows manual assigning of service request to a service queue.
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 Customer Message	Allows composing a customer message for a SR
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	Allows composing an internal note for a SR
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	Allows composing a Response for a SR
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	Allows configuration of setup UI
HR Help Desk Administration	Manage all aspects of the HCM help desk service requests. In addition can manage queues and	Create Activity	Allows creating activities.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Create Article	Not Available
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	Allows creation of a 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	Allows customization of 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	Allows deleting 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.	Delete Service Request	Allows deleting of 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	Allows downloading an attachment of an SR or SR Message.
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	Allows editing of a service request
HR Help Desk Administration	Manage all aspects of the HCM help desk service requests. In	Forward Service Request	Allows forwarding a SR

Granted Role	Granted Role Description	Privilege	Privilege Description
	addition can manage 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.	HR Help Desk Agent Action	Allows actions that a help desk agent can take on a 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.	Manage Comparison Processes	Allows management of 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	Allows management of 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	Allows the extension of the base application using the CRM Application Composer. Includes the ability to manage custom objects, as well as the ability to manage business events and e-mail templates, and custom subject areas for reporting.
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	Allows defining the maximum number of active objects or interactions assigned to a user.
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	Allows management of the omnichannel availability for new work, presence menu and indicator.
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	Allows management of product groups and their attributes, lookups, mapping, profile options, templates and usages.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Manage SR Team Member	Allows adding/removing a team member to a SR
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 Scheduled Processes	Allows managment of Scheduled 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 Service Queues	Allows management of service queues and queue memberships.
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	Allows management of the 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	Allows creation, update and delete of a 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	Allows performing quick setup to speed up application implementation
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	Allows scope of SmartText to be set to GLOBAL so that all users can view/use it.
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	This privilege would grant a user the ability to schedule CRM object to export to a file

Granted Role	Granted Role Description	Privilege	Privilege 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.	Run File Import Scheduler	Allows scheduling and monitoring the process that schedules file import 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.	Run Purge Batch Assignment Information Process	Allows scheduling and monitoring of the process to purge the batch assignment data.
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	Allows scheduling of service related jobs, such as, closing of old service requests
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	This privilege would grant a user the ability to register CRM objects for Export
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	Allows creating and maintaining import activities that contain process criteria, file mapping, and schedule to import external files containing business objects, such as customers and contacts, into staging tables.
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	Allows reviewing and registering business objects, such as sales leads and opportunities, intended for import from external files. Also allows creating and maintaining maps of external source file columns to target staging table columns for use in importing those business objects, such as sales leads, customers, contacts, and sales catalogs.
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	Allows the administration of channel instances and defining presentation and labeling for Availability Groups.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Setup Service	Allows Service application 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.	Setup Service Assignment	Allows Service application assignment 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.	Submit Export Setup Data Process	Secures the setup data 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.	Submit Import Setup Data Process	Secures the setup data import 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	Allows editing 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.	Update Primary Contact	Allows manual update of Primary Contact field.
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	Allows using 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.	View Activity	Allows viewing activities.

Granted Role	Granted Role Description	Privilege	Privilege 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.	View Administration Link	Privilege to view administration link in UI shell
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	Allows viewing attachments on a SR or SR Message
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	Allows viewing of contextual pop up for a person to perform HCM actions on that 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	Allows viewing of 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	Allows viewing of Help Desk service request details.
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	Allows viewing of interactions 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 Knowledge within Service Request	Allows viewing of knowledge base components within the service request 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	View Service Request Activities	Allows viewing of service request activities tab and its contents.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Service Request Audit History	Allows viewing of 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	Allows viewing of service request team tab and its contents.
Knowledge Home for HCM	Knowledge Home duty role strictly for HCM access	Access Knowledge Home in HCM	Allow accessing Knowledge Home under HR Help Desk.
Manage Users	Creates and updates users and assigns roles to users.	Manage User Details	Allows management of user account information.
Resource Administration	Administers resource information.	Add Trading Community Resource to My Social Network	Allows the addition of a resource to their social network.
Resource Administration	Administers resource information.	Administer Sandbox	Allows administration of all sandboxes.
Resource Administration	Administers resource information.	Contact Trading Community Resource	Allows emailing, calling, and instant messenging a resource. If assigning, also assign the ability to view trading community resource details.
Resource Administration	Administers resource information.	Edit Trading Community Resource Profile	Allows the update of resource profile information. If assigning, also assign the ability to view the trading community resource profile.
Resource Administration	Administers resource information.	Enter Trading Community Resource Information	Allows the specification of resource information.
Resource Administration	Administers resource information.	Identify Trading Community Person as a Trading Community Resource	Allows the identification of existing people as resources.
Resource Administration	Administers resource information.	Manage All Application Profile Values	Allows management of all application profile option settings and values at various levels to control application behavior.

Granted Role	Granted Role Description	Privilege	Privilege Description
Resource Administration	Administers resource information.	Manage Application Attachment Category	Manage application attachment categories
Resource Administration	Administers resource information.	Manage Application Attachment Entity	Manage application attachment entities
Resource Administration	Administers resource information.	Manage Application Common Lookup	Not Available
Resource Administration	Administers resource information.	Manage Application Data Security Policy	Allows management of security policies that restrict access to functions and data, such as preventing particular values from being accessed in a chart of account segment.
Resource Administration	Administers resource information.	Manage Application Database Resource	Manage application database resources for data security
Resource Administration	Administers resource information.	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Resource Administration	Administers resource information.	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Resource Administration	Administers resource information.	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
Resource Administration	Administers resource information.	Manage Application Message	Manage an end-user message, shown in the User Interface. Messages can have different types, such as Error, Warning, Information. Messages are translated and can be re-used across products. Exampe: "File not found", "Table '&TABLE' does not exist".
Resource Administration	Administers resource information.	Manage Application Profile Category	Manage application profile option categories
Resource Administration	Administers resource information.	Manage Application Profile Option	Manage Application Profile Options: Manage the level the value can be changed

Granted Role	Granted Role Description	Privilege	Privilege Description
Resource Administration	Administers resource information.	Manage Application Reference Data Set	Manage Application Reference Data set. Maintain reference data set attributes.
Resource Administration	Administers resource information.	Manage Application Reference Data Set Assignment	Manage Application Reference Data Set Assignments. Create and edit reference data set assignments.
Resource Administration	Administers resource information.	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
Resource Administration	Administers resource information.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Resource Administration	Administers resource information.	Manage Application Taxonomy	Manage hierarchical classification of Applications Taxonomy tree. A node in the Application Taxonomy Tree can be a Product Line, Product Family, Product or Logical Business Area.
Resource Administration	Administers resource information.	Manage Customer Data Management Foundation Custom Objects	Allows access to custom objects in Customer Data Management Foundation.
Resource Administration	Administers resource information.	Manage Goal Management Notifications	Manage Goal Management Notifications
Resource Administration	Administers resource information.	Manage My Application Profile Values	Manage My Application Profile Values. Access to manage profile values at the user level.
Resource Administration	Administers resource information.	Manage Person Talent Profile	Allows management of talent profile for a person.
Resource Administration	Administers resource information.	Manage Talent Education Establishment	Allows management of talent educational establishments.
Resource Administration	Administers resource information.	Manage Talent Notifications	Allows management of talent management notifications.

Granted Role	Granted Role Description	Privilege	Privilege Description
Resource Administration	Administers resource information.	Manage Talent Profile Content Item	Allows management of talent profile content items.
Resource Administration	Administers resource information.	Manage Talent Profile Rating Model	Allows management of talent profile rating models.
Resource Administration	Administers resource information.	Manage Talent Profile Sources	Allows management of talent profile subscribers.
Resource Administration	Administers resource information.	Manage Trading Community Resource	Allows the specification of resources for any employees or partner members who are to be associated to leads, opportunities, and territories and given sales credits or compensated for that work.
Resource Administration	Administers resource information.	Manage Trading Community Resource Address	Allows the management of resource addresses. If assigning, also assign the ability to view the trading community resource address.
Resource Administration	Administers resource information.	Manage Trading Community Resource Contact Information	Allows the management of resource contact information. If assigning, also assign the ability to view the trading community resource contact information.
Resource Administration	Administers resource information.	Manage Trading Community Resource History	Allows the management of resource historical information. If assigning, also assign the ability to view the trading community resource history.
Resource Administration	Administers resource information.	Manage Trading Community Resource Lookups	Allows the specification of lookup values that provide choices when defining resources, such as party usages available for resources.
Resource Administration	Administers resource information.	Manage Trading Community Resource Note	Allows the specification of resource notes. If assigning also assign the ability to view the trading community resource note.
Resource Administration	Administers resource information.	Manage Trading Community Resource Note Descriptive Flexfields	Allows the specification of additional fields which enter and track information that is not otherwise captured. Descriptive flexfields can be validated and dependent on other values entered in other areas of the page.

Granted Role	Granted Role Description	Privilege	Privilege Description
Resource Administration	Administers resource information.	Manage Trading Community Resource Note Type	Allows the specification of note types, such as person details, to categorize notes entered for resources. When mapped, note type values are limited to resources.
Resource Administration	Administers resource information.	Manage Trading Community Resource Note Type Mapping	Allows the specification of the mapping that provides a tailored list of note type values for resources. When no mapping is specified, note type values mapped to the object Note are used.
Resource Administration	Administers resource information.	Manage Trading Community Resource Organization Memberships	Allows the specification of resource organization members. If assigning, also assign the ability to view the trading community resource organization memberships.
Resource Administration	Administers resource information.	Manage Trading Community Resource Role Assignments	Allows the management of resource role assignments. If assigning also assign the ability to view the trading community resource role assignments.
Resource Administration	Administers resource information.	Manage Trading Community Resource Sales Representative Information	Allows the management of resource saleperson setup information. If assigning, also assign the ability to view the trading community resource sales representative information.
Resource Administration	Administers resource information.	Manage Trading Community Resource Skills	Allows the management of resource skills information. If assigning, also assign the ability to view the trading community resource skills.
Resource Administration	Administers resource information.	Manage Trading Community Resource Social Network	Allows the management of a resource social network. If assigning, also assign the ability to view the trading community resource social network.
Resource Administration	Administers resource information.	Manage Trading Community Resource Team Memberships	Allows the management of resource team members. If assigning also assign the ability to view the trading community resource team memberships.
Resource Administration	Administers resource information.	Remove Trading Community Resource	Allows the removal of resources.

Granted Role	Granted Role Description	Privilege	Privilege Description
Resource Administration	Administers resource information.	Reset Password	Allows reset password links to be emailed to users.
Resource Administration	Administers resource information.	Search Trading Community Resource	Allows the search of resources.
Resource Administration	Administers resource information.	Upload Trading Community Resource Picture	Allows the upload of resource pictures. If assigning, also assign the ability to view trading community resource details.
Resource Administration	Administers resource information.	View Administration Link	Privilege to view administration link in UI shell
Resource Administration	Administers resource information.	View Trading Community Resource Address	Allows viewing of resource addresses. If assigning, also assign the ability to view trading community resource details.
Resource Administration	Administers resource information.	View Trading Community Resource Administration Detail Information	Allows viewing of resource administration setup information.
Resource Administration	Administers resource information.	View Trading Community Resource Collaboration Information	Allows viewing of resource social network information.
Resource Administration	Administers resource information.	View Trading Community Resource Contact Information	Allows viewing of resource contact information.
Resource Administration	Administers resource information.	View Trading Community Resource Details	Allows viewing of resource basic information, such as name, primary phone, primary address, and primary e-mail.
Resource Administration	Administers resource information.	View Trading Community Resource History	Allows viewing of archived resource information.
Resource Administration	Administers resource information.	View Trading Community Resource Note	Allows viewing of resource notes. If assigning, also assign the ability to view trading community resource details.
Resource Administration	Administers resource information.	View Trading Community Resource Organization Memberships	Allows viewing of sales, marketing, and partner organization information.
Resource Administration	Administers resource information.	View Trading Community Resource Overview Information	Allows viewing of an overview for partner, marketing, and sales organization transaction information. If assigning, also

Granted Role	Granted Role Description	Privilege	Privilege Description
			assign the ability to view trading community resource details.
Resource Administration	Administers resource information.	View Trading Community Resource Profile	Allows viewing of resource profile information. If assigning, also assign the ability to view trading community resource details.
Resource Administration	Administers resource information.	View Trading Community Resource Role Assignments	Allows viewing of resource role assignments. If assigning, also assign the ability to view trading community resource details.
Resource Administration	Administers resource information.	View Trading Community Resource Sales Representative Information	Allows viewing of salesperson setup information, such as sales credits.
Resource Administration	Administers resource information.	View Trading Community Resource Skills	Allows viewing of resource skills information, such as language, competencies, and product expertise. If assigning, also assign the ability to view trading community resource details.
Resource Administration	Administers resource information.	View Trading Community Resource Social Network	Allows viewing of a resource's social network.
Resource Administration	Administers resource information.	View Trading Community Resource Team Memberships	Allows viewing of resource team memberships. If assigning, also assign the ability to view trading community resource details.
Resource Organization Administration	Administers resource organizations.	Manage Application Tree	Manage application trees and tree versions
Resource Organization Administration	Administers resource organizations.	Manage Application Tree Label	Manage application tree labels
Resource Organization Administration	Administers resource organizations.	Manage Application Tree Structure	Manage application tree structures
Resource Organization Administration	Administers resource organizations.	Manage Resource Organization Member Descriptive Flexfields	Not Available
Resource Organization Administration	Administers resource organizations.	Manage Trading Community Resource Organization	Allows the specification of partner resource organizations used to create partner organization hierarchies. If assigning, also assign the ability to view the trading community resource organization

Granted Role	Granted Role Description	Privilege	Privilege Description
Resource Organization Administration	Administers resource organizations.	Manage Trading Community Resource Organization Hierarchy	Allows the specification of sales, marketing, and partner organization hierarchies used to automatically generate reporting hierarchies. If assigning, also assign the ability to view the trading community resource organization hierarchy.
Resource Organization Administration	Administers resource organizations.	Manage Trading Community Resource Organization Members	Allows the specification of resources, such as employee, contractor and partner member, to sales, marketing and partner organizations.
Resource Organization Administration	Administers resource organizations.	Run Trading Community Resource Reporting Hierarchy Generation	Allows the running of the process that generates the resource reporting hierarchy.
Resource Organization Administration	Administers resource organizations.	Search Trading Community Resource Organization	Not Available
Resource Organization Administration	Administers resource organizations.	Search Trading Community Resource Organization Hierarchies	Allows the search of resource organization hierarchies. If assigning, also assign the ability to view the trading community resource organization hierarchies.
Resource Organization Administration	Administers resource organizations.	View Trading Community Organization Resource Members	Allows viewing sales, marketing, and partner organization members.
Resource Organization Administration	Administers resource organizations.	View Trading Community Resource Organization	Allows viewing of sales, marketing, and partner organization information.
Resource Organization Administration	Administers resource organizations.	View Trading Community Resource Organization Details	Allows viewing of sales, marketing, and partner organization membership information.
Resource Organization Administration	Administers resource organizations.	View Trading Community Resource Organization Hierarchies	Allows viewing of organization hierarchies for sales, marketing, and partner organizations.
Resource Organization Administration	Administers resource organizations.	View Trading Community Resource Organization Hierarchy	Allows viewing of organization hierarchies for sales, marketing, and partner organizations.
Resource Organization Administration	Administers resource organizations.	View Trading Community Resource Organization Hierarchy Details	Allows viewing of organization hierarchy structures for sales, marketing, and partner organizations.

Granted Role	Granted Role Description	Privilege	Privilege Description
Resource Organization Administration	Administers resource organizations.	View Trading Community Resource Organization Team Memberships	Allows viewing of sales, marketing, and partner team membership information.
Resource Organization Administration	Administers resource organizations.	View Trading Community Resource Organization Usage Information	Allows viewing of sales, marketing, and partner organization usage information.
Resource Organization Administration	Administers resource organizations.	View Trading Community Resource Overview Information	Allows viewing of an overview for partner, marketing, and sales organization transaction information. If assigning, also assign the ability to view trading community resource details.
Resource Team Administration	Defines resource teams.	Edit Trading Community Resource Team Basic Information	Allows the update of resource team information.
Resource Team Administration	Defines resource teams.	Enter Trading Community Resource Team Information	Allows the specification of resource team information.
Resource Team Administration	Defines resource teams.	Manage Resource Team Descriptive Flexfields	Allows the specification of additional fields to enter and track information that is not otherwise captured. Descriptive flexfields can be validated and dependent on other values entered in other areas of the page.
Resource Team Administration	Defines resource teams.	Manage Resource Team Member Descriptive Flexfields	Not Available
Resource Team Administration	Defines resource teams.	Manage Trading Community Resource Team	Allows the specification of groups of resources that work together, usually across organization hierarchy boundaries. For example, define marketing teams for campaigns. If assigning, also assign the ability to view the trading community resource team.
Resource Team Administration	Defines resource teams.	Manage Trading Community Resource Team Members	Allows the management of resource team members. If assigning, also assign the ability to view the trading community resource team members.
Resource Team Administration	Defines resource teams.	Manage Trading Community Resource Team Usages	Allows the management of resource team usages. If assigning, also assign the ability to view the manage trading community resource team usages.

Granted Role	Granted Role Description	Privilege	Privilege Description
Resource Team Administration	Defines resource teams.	Remove Trading Community Resource Team	Allows the removal of resource teams. If assigning, also assign the ability to view the trading community resource team.
Resource Team Administration	Defines resource teams.	Search Trading Community Resource Team	Allows the search of resource teams. If assigning, also assign the ability to view the trading community resource team.
Resource Team Administration	Defines resource teams.	View Trading Community Resource Overview Information	Allows viewing of an overview for partner, marketing, and sales organization transaction information. If assigning, also assign the ability to view trading community resource details.
Resource Team Administration	Defines resource teams.	View Trading Community Resource Team	Allows viewing of resource team information.
Resource Team Administration	Defines resource teams.	View Trading Community Resource Team Details	Allows viewing of resource team details.
Resource Team Administration	Defines resource teams.	View Trading Community Resource Team Members	Allows viewing of resource team members.
Resource Team Administration	Defines resource teams.	View Trading Community Resource Team Usages	Allows viewing of 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) 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	Role: Human Resource Help Desk Administrator Privilege: Update Activity (Data)

Business Object	Policy Description	Policy Store Implementation
	a delegator of an appointment or an owner or a delegator of a call report activity.	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 service request internal and miscellaneous documents	Role: HR Help Desk Administration Privilege: Update Application Attachment Resource: Application Attachment Category
Business Unit	A Human Resource Help Desk Administrator can choose business unit organization for	Role: Resource Administration

Business Object	Policy Description	Policy Store Implementation
	business units in their organization security profile	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) Resource: Inbound Message Detail

Business Object	Policy Description	Policy Store Implementation
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) Resource: Person Assignment

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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 Privilege: Manage Trading Community Resource Notes (Data) Resource: Trading Community Resource Note

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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

Business Object	Policy Description	Policy Store Implementation
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
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	Privilege Description
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Access Partner Media Toolbar	Allows access to the partner media toolbar
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Add Attachment	Allows adding an attachment to a SR or SR Message. This privilege will also allow the user to delete an attachment from the SR.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Assign Service Request	Allows manual assigning of service request to a resource
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Assign Service Request to Queue	Allows manual assigning of service request to a service queue.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Compose Customer Message	Allows composing a customer message for a SR
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Compose Internal Note	Allows composing an internal note for a SR
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Compose Response	Allows composing a Response for a SR
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Create Activity	Allows creating activities.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Create Article	Not Available
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Create Service Request	Allows creation of a service request
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Delete Activity	Allows deleting activities.
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	Allows downloading an attachment of an SR or SR Message.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Edit Service Request	Allows editing of a service request

Granted Role	Granted Role Description	Privilege	Privilege Description
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Forward Service Request	Allows forwarding a SR
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	HR Help Desk Agent Action	Allows actions that a help desk agent can take on a service request.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Manage Omnichannel Presence and Availability	Allows management of the omnichannel availability for new work, presence menu and indicator.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Manage SR Team Member	Allows adding/removing a team member to a SR
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Manage SmartText	Allows creation, update and delete of a SmartText.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Update Activity	Allows editing activities.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Update Primary Contact	Allows manual update of Primary Contact field.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	Use SmartText	Allows using SmartText.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View Activity	Allows viewing activities.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View Attachment	Allows viewing attachments on a SR or SR Message
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View Contextual pop up for a Person	Allows viewing of contextual pop up for a person to perform HCM actions on that person.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View HR Help Desk Agent Dashboard	Allows viewing of HR Help Desk Agent dashboard. The dashboard contains analytical reports on service objects for HR.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View HR Help Desk Service Request List	Allows viewing of 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	Allows viewing of Help Desk service request details.

Granted Role	Granted Role Description	Privilege	Privilege Description
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View Interactions	Allows viewing of interactions history.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View Knowledge within Service Request	Allows viewing of knowledge base components within the service request UI.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View Service Request Activities	Allows viewing of service request activities tab and its contents.
HR Help Desk Service Request Management	Manages all aspects of the HR Help Desk Service Request object.	View Service Request Audit History	Allows viewing of 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	Allows viewing of service request team tab and its contents.
Knowledge Authoring	Provides for the ability to participate in the life cycle of a knowledge article from creation to deletion	Knowledge Authoring	Manage Knowledge Articles
Knowledge Home for HCM	Knowledge Home duty role strictly for HCM access	Access Knowledge Home in HCM	Allow accessing Knowledge Home under HR Help Desk.

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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Activity
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Service Request Header (Data) Resource: Service Request Header
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

Business Object	Policy Description	Policy Store Implementation
		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	Privilege 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.	Access Partner Media Toolbar	Allows access to the partner media toolbar
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	Allows adding an attachment to a SR or SR Message. This privilege will also allow the user to delete an attachment from the SR.
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	Allows manual assigning of service request to a resource
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	Allows manual assigning of service request to a service 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	Allows composing a customer message for a SR
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	Allows composing an internal note for a SR
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	Allows composing a Response for a SR
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	Allows creating activities.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Create Article	Not Available
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 Service Request	Allows creation of a 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.	Delete Activity	Allows deleting 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.	Download Attachment of an SR or SR Message	Allows downloading an 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	Allows editing of a 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	Allows forwarding a SR
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	Allows actions that a help desk agent can take on a service request.
HR Help Desk Analysis	Manages group of HR Help Desk agents. Can view service requests, activities, and attachments. Monitors metrics and overall	Manage Omnichannel Presence and Availability	Allows management of the omnichannel availability for new work, presence menu and indicator.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Manage SR Team Member	Allows adding/removing a team member to a SR
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	Allows creation, update and delete of a 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.	Update Activity	Allows editing 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.	Update Primary Contact	Allows manual update of Primary Contact field.
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	Allows using 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	Allows viewing 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 Attachment	Allows viewing attachments on a SR or SR Message
HR Help Desk Analysis	Manages group of HR Help Desk agents. Can view service requests, activities, and attachments.	View Contextual pop up for a Person	Allows viewing of contextual pop up for a person to perform HCM actions on that person.

Granted Role	Granted Role Description	Privilege	Privilege Description
	Monitors metrics and overall 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 HR Help Desk Manager Dashboard	Allows viewing of HR Help Desk Manager dashboard. The dashboard contains analytical reports on service objects for HR.
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	Allows viewing of 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	Allows viewing of Help Desk service request details.
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 Interactions	Allows viewing of interactions 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 Knowledge within Service Request	Allows viewing of knowledge base components within the service request UI.
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	Allows viewing of service request activities tab and its contents.
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	Allows viewing of service request audit history.
HR Help Desk Analysis	Manages group of HR Help Desk agents. Can view service requests,	View Service Request Team	Allows viewing of service request team tab and its contents.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Authoring	Manage Knowledge Articles
Knowledge Home for HCM	Knowledge Home duty role strictly for HCM access	Access Knowledge Home in HCM	Allow accessing Knowledge Home under HR Help Desk.

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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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
    - Career Growth Access by Administrator
      - Manage All Role Guides
    - 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
- Journey Builder
    - Manage All Journey Task Groups
    - Manage All Tasks in Journey Task Library
    - Manage Guided Journeys
    - Manage Journey
    - Manage Journey Categories
    - Use REST Service - Journey Categories List of Values
    - Use REST Service - Journey Scheduled Allocations
    - Use REST Service - Learning Catalog List of Values
    - Use REST Service - eLearning Content Read Only
- 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 - All Tasks in Journey Task Library
    - 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 - Journeys
    - Use REST Service - Public Workers Read Only
    - Use REST Service - Worker Journeys
    - Use REST Service - Workers List of Values
    - Use REST Service - eLearning Content Read Only
- 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
    - Use REST Service - Public Workers Read Only
- 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
    - Use REST Service - Journeys List of Values
- Payroll Common HCM Implementation
    - Employee Bank Account Management
    - Manage Fast Formula
    - Manage HCM Rates
    - Manage Payroll Element
    - 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
- 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 Archived Document Records
- View Compensation Details for Worker
- View Compensation History
- View Costing of Position in Employment Processes
- 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
- View Talent Ratings
- 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
- 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
    - View Salary Data Only
- Workforce Modeling Transaction Analysis
- Workforce Profile Specialist
- 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
- 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 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
Career Growth Access by Administrator	Allows the user to access the Career Growth page as an administrator.
Contingent Worker Addition	Adds contingent workers.
Employee Bank Account Management	Manages employee bank accounts and other payment details.
Employee Hire	Hires employees.

Duty Role	Description
FSCM Load Interface Administration	Manages load interface file for import
HCM Extract Definition	Grants access to the extract definition duty.
Journey Builder	Allows users to access journey builder.
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.

Duty Role	Description
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 Manager 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 All Journey Task Groups	Allows management of all journey task groups.
Manage All Role Guides	Allows the user to manage all role guides in the enterprise.
Manage All Tasks in Journey Task Library	Allows management of all tasks in the journey task library.
Manage Approval Delegations	Allows management of user approval delegations.

Aggregate Privilege	Description
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.
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 Guided Journeys	Allows management of guided journeys.
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 Journey Categories	Allows management of journey categories.
Manage Onboarding	Allows HR Specialist to manage the onboarding tasks.
Manage Payroll Element	Allows users to manage payroll elements.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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
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.

Aggregate Privilege	Description
Transfer Worker	Transfers persons.
Transfer Worker and Change Position by HR	Allows HR specialists to transfer workers and change positions.
Use REST Service - All Tasks in Journey Task Library	Allows the user to access all tasks in the task library and call all methods associated with the Journey Task Library 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 - 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 - Journeys	Allows the user to call all methods associated with the Journeys REST Service.
Use REST Service - Journeys List of Values	Allows the user to call the GET method associated with the Journeys List of Values 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 - 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 - 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.

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 - 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.
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 REST Service - eLearning Content Read Only	Allows the user to call the GET method associated with the eLearning Content REST Service.
Use User Details Service	Creates or updates users during person synchronizations.

Aggregate Privilege	Description
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Archived Document Records	Allows viewing of archived documents of record.
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 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.
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.

Aggregate Privilege	Description
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.
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	Privilege Description
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Access Talent Pool Overview	Allows access to the talent pools page that lists the available talent pools.	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.	Address Job Offer	Allows to address job offers of persons.
Address Job Offer	Address job offers of persons.	Cancel Job Offer	Allows to cancel job offer after being approved.
Address Job Offer	Address job offers of persons.	Change Job Offer Start Date	Allows to change job offer start date.
Address Job Offer	Address job offers of persons.	Redraft Job Offer After HR Phase	Allows to redraft job offer after HR phase.
Career Growth Access by Administrator	Allows the user to access the Career Growth page as an administrator.	Access Career Growth by Administrator	Allows the user to access the Career Growth page as an administrator.
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker	Allows addition of new contingent worker records.
Contingent Worker Addition	Adds contingent workers.	Create User	Allows creation of users.
Contingent Worker Addition	Adds contingent workers.	Renew Placement	Allows renewal of contingent-worker placements.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment

Granted Role	Granted Role Description	Privilege	Privilege Description
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
Employee Hire	Hires employees.	Create User	Allows creation of users.
Employee Hire	Hires employees.	Hire Employee	Allows addition of new employee records.
Employee Hire	Hires employees.	Rehire Employee	Allows rehire of employees.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition	Allows configuration of data to be extracted and output in any generic format, such as delineated text or XML.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition Report	Allows access to the extract data model when defining a report.
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Task	Manage Payroll Task

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Manager	Performs duties of a human resources manager.	Access HCM Common Components	Allows access to HCM common components.
Human Resource Manager	Performs duties of a human resources manager.	Manage Extracts Work Area	Allows access to the Extract Maintenance work area.
Human Resource Manager	Performs duties of a human resources manager.	Run HCM Extract	Allows running of the extract process and submission of the write process.
Human Resource Manager	Performs duties of a human resources manager.	Run HCM Extract Write Process	Allows running of the write process to write data in a required format and delivery type.
Human Resource Manager	Performs duties of a human resources manager.	Run HCM Extracts Report	Allows access to the extract data model when running a report.
Human Resource Specialist	Performs duties of a human resources specialist.	Absence Administration Work Area	Allows access to the Absence Administration work area to administer all absence business processes.
Human Resource Specialist	Performs duties of a human resources specialist.	Absence Entry Using Calendar	Allows the button Schedule Absence in the TIME work area to be secured.
Human Resource Specialist	Performs duties of a human resources specialist.	Access HCM Common Components	Allows access to HCM common components.
Human Resource Specialist	Performs duties of a human resources specialist.	Access Oracle Taleo Recruiting Cloud Service	Allows access to Oracle Taleo Recruiting Cloud Service from Oracle Fusion.
Human Resource Specialist	Performs duties of a human resources specialist.	Add New Task for Worker	Allows the addition of new tasks to a worker.
Human Resource Specialist	Performs duties of a human resources specialist.	Add Task for Worker from Task Library	Allows the addition of tasks to a worker from the task library.
Human Resource Specialist	Performs duties of a human resources specialist.	Add Worker Performance Document Content	Allows adding content to performance documents on which to evaluate workers.
Human Resource Specialist	Performs duties of a human resources specialist.	Align Performance Goals	Allows aligning of performance goals.
Human Resource Specialist	Performs duties of a human resources specialist.	Allocate Checklist to Worker	Allows the allocation of checklists.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Approve Transactions	Allows ability to approve transactions
Human Resource Specialist	Performs duties of a human resources specialist.	Assign Workers Goals Mass Process	Assign Workers Goals Mass Process
Human Resource Specialist	Performs duties of a human resources specialist.	Cancel Performance Goals	Allows performance goals to be cancelled.
Human Resource Specialist	Performs duties of a human resources specialist.	Conduct Talent Review	Allows conducting talent review meetings.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Absence Batch Parameter	Allows configuration of absence batch processing parameters.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Talent Review	Allows management of talent review configuration options.
Human Resource Specialist	Performs duties of a human resources specialist.	Copy Development Goals	Allows copying of development goals.
Human Resource Specialist	Performs duties of a human resources specialist.	Copy Performance Goals	Allows copying of performance goals.
Human Resource Specialist	Performs duties of a human resources specialist.	Copy Personal Data to LDAP for All Users	Allows communication to Oracle Identity Management of changes to personal data for multiple active users.
Human Resource Specialist	Performs duties of a human resources specialist.	Create Performance Document by Manager	Allows creation of performance documents by managers.
Human Resource Specialist	Performs duties of a human resources specialist.	Create Talent Pool	Allows creation of talent pools.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Delete Development Goals	Allow development goals to be deleted.
Human Resource Specialist	Performs duties of a human resources specialist.	Delete Performance Goals	Allow performance goals to be deleted.
Human Resource Specialist	Performs duties of a human resources specialist.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.
Human Resource Specialist	Performs duties of a human resources specialist.	Enable worker searches using termination date	Allows the user to perform searches on workers and assignments using termination dates.
Human Resource Specialist	Performs duties of a human resources specialist.	Extend Performance Goals	Allows performance goals to be extended to another goal plan.
Human Resource Specialist	Performs duties of a human resources specialist.	Extract Work Structure Model Details	Allows management of work structure data model
Human Resource Specialist	Performs duties of a human resources specialist.	Extract Work Structure Report Details	Allows management of work structure report
Human Resource Specialist	Performs duties of a human resources specialist.	Extract Worker Model Details	Allows management of worker data model
Human Resource Specialist	Performs duties of a human resources specialist.	Extract Worker Report Details	Allows management of worker report
Human Resource Specialist	Performs duties of a human resources specialist.	Flatten HCM Position Hierarchy	Allows flattening of the HCM position hierarchy.
Human Resource Specialist	Performs duties of a human resources specialist.	Flatten Manager Hierarchy	Allows running of the process to flatten the manager hierarchy of all managers of the enterprise.
Human Resource Specialist	Performs duties of a human resources specialist.	Generate Default Connection Lists	Allows generation of default connection lists, such as managers, peers, and direct reports.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Category	Allows configuration of setup objects to manage absence categories.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Certification	Allows configuration of setup objects to manage an absence certification.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Plan	Allows configuration of setup objects to manage an absence plan.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Reason	Allows configuration of setup objects to manage an absence reason.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Types	Allows configuration of setup objects to manage absence types.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage All Application Profile Values	Allows management of all application profile option settings and values at various levels to control application behavior.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Common Lookup	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Calendar Event	Allows management of calendar events.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Data Exchange Work Area	Allows management of the Data Exchange work area.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Development Goal in Goal Library	Allows management of development goals in the goal library.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Extracts Work Area	Allows access to the Extract Maintenance work area.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Geography Tree	Allows management of geography tree
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Goal Eligibility Profiles	Define options and business rules for eligibility profiles for Goal Management
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Goal Management Notifications	Manage Goal Management Notifications
Human Resource Specialist	Performs duties of a human resources specialist.	Manage HCM Predictive Models	Provide the ability to configure predictive models and attributes.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Leave Agreements	Allows configuration of shared parental leave agreements
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Mass Updates Work Area	Allows managing all mass updates.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Payroll Calculation Entries	Ability to manage calculation entries
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Performance Goal in Goal Library	Allows management of performance goals in the goal library.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Person Work Area	Allows access to the Person Management work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Questionnaire Templates	Allows creating, updating, and deleting of questionnaire templates.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Questionnaires	Allows creating, updating, and deleting of questionnaires.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Questions	Allows creating, updating, and deleting of questions that will be included in the library.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Repeating Time Periods	Allows management of repeating time periods.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Schedule Assignment Administration	Allows management of schedule assignments for workers.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Shifts	Allows creation and update of shifts.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Talent Notifications	Allows management of talent management notifications.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Talent Review Content	Allows management of content used at the talent review meeting.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Work Pattern Templates	Allows users to manage work pattern templates and assignment rules.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Work Schedule	Allows management of work schedule definitions.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Work Shift	Allows management of shifts used in workday patterns, which are part of a work schedule.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Work Workday Pattern	Allows management of the workday patterns used in the definition of work schedules.
Human Resource Specialist	Performs duties of a human resources specialist.	Mass Assign Development Goals to Workers Process	Allows mass assignment of development goals to workers.
Human Resource Specialist	Performs duties of a human resources specialist.	Monitor Absence Process	Allows review of history and statuses of absence processes.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Move Performance Goals	Allows performance goals to be moved to another goal plan.
Human Resource Specialist	Performs duties of a human resources specialist.	New Person Work Area	Allows HR specialists to access the New Person work area.
Human Resource Specialist	Performs duties of a human resources specialist.	Perform Worker Mass Transfer	Allows performing mass transfers for selected workers.
Human Resource Specialist	Performs duties of a human resources specialist.	Populate Seniority Dates	Allows running of the process to populate seniority dates.
Human Resource Specialist	Performs duties of a human resources specialist.	Print Performance Document	Allows printing of performance documents
Human Resource Specialist	Performs duties of a human resources specialist.	Process Absence Certification	Allows creation and processing of an absence certification.
Human Resource Specialist	Performs duties of a human resources specialist.	Process Worker Prediction Data Collection	Provide the ability to Process Worker Prediction Data Collection
Human Resource Specialist	Performs duties of a human resources specialist.	Process Worker Prediction Data Mining	Provide the ability to Process Worker Prediction Data Mining
Human Resource Specialist	Performs duties of a human resources specialist.	Recommend by HR Job	Allows the user to recommend using HR jobs.
Human Resource Specialist	Performs duties of a human resources specialist.	Recommend by Manager Hierarchy	Allows the user to recommend using manager hierarchy.
Human Resource Specialist	Performs duties of a human resources specialist.	Recommend by Position	Allows the user to recommend using HR positions.
Human Resource Specialist	Performs duties of a human resources specialist.	Review Calendar Event Coverage	Allows identification of the resources covered by a particular calendar event.
Human Resource Specialist	Performs duties of a human resources specialist.	Roll Back Last Absence Accrual Run	Allows rolling back of the last absence accrual process run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Absence Report	Allows administrators to run absence report to list absences for workers within an enterprise.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Accrual Plan Enrollment Report	Allows administrators to run accrual plan enrollment reports to list workers enrolled in accrual plans..

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Run Australian HR Reports	Allows Australian HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Australian TFN Declaration E-file and Listing Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Australian Workplace Gender Profile Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Autoconvert Pending Workers Process	Schedules or runs process that automatically quick converts pending workers matching the conversion criteria.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Brazilian HR Reports	Allows Brazilian HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Canadian HR Reports	Allows Canadian HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Chinese HR Reports	Allows Chinese HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch First Day Notification Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Gatekeeper Law Process	Allocate Dutch Gatekeeper Law checklist actions.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch HR Reports	Allows Dutch HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Long-Term Sickness Recovery Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Long-Term Sickness Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Sickness Recovery Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Sickness Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch WAZO Report	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Run Emirati Disabled Workers Report	Run Emirati Disabled Workers Report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Emirati HR Reports	Allows Emirati HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Access to Training Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Disability Employment Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French HR Reports	Allows French HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Manpower Movement Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Personnel Register	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Social Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Unique Statement of Employment Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Work Certificate	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run German Annual Leave Certificate Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run German Disability Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run German HR reports	Allows German HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Goals Batch Process	Allows scheduling of goals batch processes.
Human Resource Specialist	Performs duties of a human resources specialist.	Run HCM Extract	Allows running of the extract process and submission of the write process.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Run HCM Extract Write Process	Allows running of the write process to write data in a required format and delivery type.
Human Resource Specialist	Performs duties of a human resources specialist.	Run HCM Extracts Report	Allows access to the extract data model when running a report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Hong Kong HR Reports	Allows Hong Kong HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Indian HR Reports	Allows Indian HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Irish HR Reports	Allows Irish HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Kuwaiti Disabled Workers Report	Run Kuwaiti Disabled Workers Report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Kuwaiti HR Reports	Allows Kuwaiti HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Mexican HR Report	Allows Mexican HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Person Absence Entry Report	Allows administrators to run absence entry reports to list absences of workers by absence type.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Qatari HR Reports	Allows Qatari HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Reassign Pending Approvals for Terminations and Correct Invalid Supervisor Assignments Process	Schedules or runs process to reassign pending approvals for terminated workers and correct invalid supervisor assignments.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Regenerate HCM Data Security Grants Process	Allows the Regenerate HCM Data Security Grants process to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Retrieve Latest LDAP Changes Process	Allows the Retrieve Latest LDAP Changes process to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Revoke Share Data Access Process	Allows the process that revokes shared data access to be run.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Run Saudi Disabled Workers Report	Run Saudi Disabled Workers Report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Saudi HR Reports	Allows Saudi HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Send Pending LDAP Requests Process	Allows the Send Pending LDAP Requests process to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Singaporean HR Reports	Allows Singaporean HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Talent Profile Summary Report	Allows running of talent profile summary report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run UK HR reports	Allows UK HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run US Employee Verification Service Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run US HR Reports	Allows US HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run US New Hire State Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Worker Data Validation Report	Allows running of worker validation report.
Human Resource Specialist	Performs duties of a human resources specialist.	Schedule Absence Certification Evaluation	Allows scheduling of absence evaluation process
Human Resource Specialist	Performs duties of a human resources specialist.	Schedule Absence Evaluation Process	Allows scheduling of absence evaluation process.
Human Resource Specialist	Performs duties of a human resources specialist.	Schedule Absence Plan Participation Process	Allows scheduling of absence enrollment evaluation process.
Human Resource Specialist	Performs duties of a human resources specialist.	Schedule Accrual Process	Allows scheduling of accrual process.
Human Resource Specialist	Performs duties of a human resources specialist.	Share Development Goals	Allows development goals to be shared with other workers.
Human Resource Specialist	Performs duties of a human resources specialist.	Share Performance Goals	Allows performance goals to be shared with other workers.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Synchronize Line Manager Hierarchy	Allows synchronization of the line manager hierarchy from the HCM position hierarchy.
Human Resource Specialist	Performs duties of a human resources specialist.	Transfer Donation Pool Balances	Allows absence donations to be transferred from and returned to donation pools.
Human Resource Specialist	Performs duties of a human resources specialist.	Unarchive Document Records	Allows unarchiving of archived documents of record.
Human Resource Specialist	Performs duties of a human resources specialist.	Update Person Profile Evaluation Type	Allows a user to edit in the profile the evaluation type on ratings and proficiencies associated with any content type that has ratings and proficiencies.
Human Resource Specialist	Performs duties of a human resources specialist.	Update Stored Manager Hierarchy	Allows update of the stored manager hierarchy.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Address Lists of Values	Allows the user to call the GET method associated with the Address list of values REST Services.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Benefits Lists of Values	Allows users to call the GET method associated with the benefits list of values REST services.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Collective Agreements List of Values	Allows the user to call the GET method associated with the Collective Agreements list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Model Profiles List of Values	Allows the user to call the GET method associated with the Model Profiles list of values REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Responsibility Templates List of Values	Allows the user to call the GET method associated with the Responsibility Templates list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Review Periods List of Values	Allows the user to call the GET method associated with the Review Periods List of Values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST Services.
Human Resource Specialist	Performs duties of a human resources specialist.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics
Human Resource Specialist	Performs duties of a human resources specialist.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Human Resource Specialist	Performs duties of a human resources specialist.	View Unpublished Document Records	Allows viewing of document records for workers before the specified publish date.
Human Resource Specialist	Performs duties of a human resources specialist.	Worker Mass Assignment Change	Allows management of worker mass assignment change.
Journey Builder	Allows users to access journey builder.	Manage Journey Configurations	Allows management of journey configurations.
Journey Builder	Allows users to access journey builder.	Manage Journey Integrations	Allows management of journey integrations.
Journey Builder	Allows users to access journey builder.	Manage Journey Scheduled Allocations	Allows management of journey scheduled allocations.

Granted Role	Granted Role Description	Privilege	Privilege Description
Journey Builder	Allows users to access journey builder.	Use REST Service - Alert Templates List of Values	Allows the user to call the GET method associated with the Alert Templates LOV REST service.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Email	Allows access to a person's emails.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Phone	Allows access to a person's phones.
Manage Contextual Journey by HR	Allows HR specialists to access and manage worker contextual journeys.	Bypass Contextual Journeys	Allows the user to perform a transaction without having to undertake a contextual journey.
Manage Contextual Journey by HR	Allows HR specialists to access and manage worker contextual journeys.	Manage Assigned Journey Advanced Settings	Allows management of advanced settings for assigned journeys.
Manage Contextual Journey by HR	Allows HR specialists to access and manage worker contextual journeys.	Manage Assigned Task Advanced Settings	Allows management of advanced settings for assigned tasks.
Manage Contextual Journey by HR	Allows HR specialists to access and manage worker contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Explore Journeys	Allows exploration of journeys.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Assigned Journey Advanced Settings	Allows management of advanced settings for assigned journeys.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Assigned Task Advanced Settings	Allows management of advanced settings for assigned tasks.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Personal Journey	Allows users to create and manage personal journeys.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Personal Journey Advanced Settings	Allows management of advanced settings for personal journeys.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Worker Journey By HR	Allows HR specialists to access and manage worker journeys.

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	View Global Journeys	Allows users to view global journeys. Viewing of personal journeys is not restricted by this privilege.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	View Journey Activity	Allows viewing of journey activities.
Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.	Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.
Manage User Account	Manages user roles.	Copy Personal Data to LDAP	Allows copy of worker personal data to LDAP
Manage User Account	Manages user roles.	Manage User Account	Allows access to Manage User Account.
Manage User Account	Manages user roles.	Manage User Account and My Account	Allows access to the page components that are common to My Account and Manage User Account.
Manage User Account	Manages user roles.	Reset Password	Allows reset password links to be emailed to users.
Manage Users	Creates and updates users and assigns roles to users.	Manage User Details	Allows management of user account information.
Nonworker Addition	Adds nonworkers.	Create Person Nonworker	Allows addition of new nonworker records.
Nonworker Addition	Adds nonworkers.	Create User	Allows creation of users.
Nudge Configuration	Allows the user to configure nudges.	Configure Nudges	Allows the user to configure nudges.
Nudge Configuration	Allows the user to configure nudges.	Use REST Service - Alert Templates List of Values	Allows the user to call the GET method associated with the Alert Templates LOV REST service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Nudge Configuration	Allows the user to configure nudges.	Use REST Service - Nudge Definitions	Allows the user to call all methods associated with the Nudge Definitions REST service.
Nudge Configuration	Allows the user to configure nudges.	Use REST Service - Nudge Templates Read Only	Allows the user to call the GET method associated with the Nudge Templates REST service.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Definition	Manage Payroll Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Event Group	Manage Payroll Event Groups

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank	Allows review of banks.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Account	Allows review of bank accounts.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Branch	Allows review of bank branches.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Payroll Payment Type	View Payroll Payment Type
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire	Allows addition of new pending-worker records.
Pending Worker Addition and Hire	Adds and hires pending workers.	Correct Oracle Taleo Recruiting Candidate Import Errors	Allows correction of errors found during pending workers import.
Pending Worker Addition and Hire	Adds and hires pending workers.	Edit Pending Worker	Allows users to correct pending-worker records.
Pending Worker Addition and Hire	Adds and hires pending workers.	Hire Pending Worker	Allows hire or placement of pending workers.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Acknowledge Performance Document	Allows acknowledging receiving and reviewing performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Acknowledge Performance Review Meeting	Allows acknowledging that a performance review meeting was conducted.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Add Worker Performance Document Content	Allows adding content to performance documents on which to evaluate workers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Cancel Worker Performance Document	Allows canceling of performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Change Performance Document Collaboration Status	Allows changing the performance document set goals task collaboration status from either worker or manager to the other so the evaluation can continue.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Change Performance Document Due Dates	Allows changing the due dates of performance documents and the individual tasks in the documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Complete Worker Performance Document	Allows completion of performance documents on behalf of workers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Create Performance Document	Allows creation of performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Create Performance Document by Manager	Allows creation of performance documents by managers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Create Worker Performance Document Mass Process	Allows creation of performance document using a mass process.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Delete Participant Feedback	Allows deletion of participant feedback from a 360 performance evaluation.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Delete Worker Performance Document	Allows deletion of performance documents.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Manage Worker Eligibility	Allows adding workers to and removing them from eligibility profiles.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Monitor Performance Document Missing	Allows monitoring of missing performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Monitor Performance Evaluation Section Step Late Tasks	Allows monitoring of performance tasks that are overdue for performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Print Performance Document	Allows printing of performance documents
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Reopen Performance Document	Allows reopening performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Reset Worker Performance Evaluation Status	Allows resetting of the performance evaluation status so that the evaluation can continue.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Restore Performance Document	Allows restoring canceled performance documents so the evaluation can continue.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Search for My Organization Performance Documents	Allows search and viewing of performance documents
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Send Performance Document E-Mail Notifications	Allows sending performance e-mail notifications when performance task statuses are changed or overdue.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Transfer Performance Document	Allows transferring performance documents from one manager to another.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Update Competency Sections in Performance Documents	Allows mass updating of competency sections populated with model profiles 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	Allows the user to call the GET method associated with the Performance Management Lists of Values REST services.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows the user to call the GET method associated with the Performance Template Document Names List of Values REST service.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	View Worker Performance Management Document	Allows viewing of performance documents.
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	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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	Allows access to a person's emails.
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	Allows access to a person's phones.
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	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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	Allows access to a person's emails.
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	Allows access to a person's phones.
Person Configuration	Manages person types, name formats, checklists, and document types.	Apply Name Formats to Person Names Keywords and LDAP	Run the job set that updates person names, keywords, and LDAP when the person name

Granted Role	Granted Role Description	Privilege	Privilege Description
			format definitions have been updated.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Name Format	Allows management of person-name formats.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Name Style	Allows management of person name styles.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Type	Allows management of person types.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Keyword Refresh Process	Allows running of the process to update the database of keywords used for person search.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Relevance Refresh Process	Allows running of the process to maintain the database of search-relevance information. This information is used to order person-search results according to their relevance to the searcher.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Calculate Relationship Strength	Allows scheduling of the calculate-relationship-strength process.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Person Keyword Crawler	Allows scheduling of the person-keyword crawler process.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person	Allows management of person information such as name, addresses, and biographical information.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Search Person	Allows searching for a person.
Schedule Talent Review Meeting	Allows management of talent review meetings.	Schedule Talent Review Meeting	Allows management of talent review meetings.
Succession Plan Management	Manages succession plans.	Manage Succession Plan	Allows assigning candidates to succession plans.

Granted Role	Granted Role Description	Privilege	Privilege 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 - 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 - 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 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	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.	Manage External Payee Payment Details	Allows management of external payee payment details.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Third Party Bank Account	Allows update of external bank accounts.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account	Allows viewing of external bank accounts.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.
View Succession Org Chart by HR	Allows an HR specialist to view the succession org chart.	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 Succession Org Chart by HR	Allows an HR specialist to view the succession org chart.	View Succession Org Chart	Allows viewing of the succession org chart.

Granted Role	Granted Role Description	Privilege	Privilege Description
View Team Skills as HR	Allows an HR Specialist to view team skills.	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.	Edit Workforce Model Plan	Allows editing of workforce model plans during the approval process.
Workforce Model Plan HR Specialist	Manages workforce model plans, for example, creating, editing, and reviewing the plans.	Manage Workforce Model Plan as HR Specialist	Allows the management of workforce model plans for a HR Specialist.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Define Talent Profile	Allows definition of talent profile.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Define Talent Profile Item	Allows definition of talent profile item.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Application Common Lookup	Not Available
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Best Fit Batch Process	Allows the manage best fit batch process to be run.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Model Talent Profile	Allows management of a talent profile for a job, position, or other workforce structure.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Person Talent Profile	Allows management of talent profile for a person.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Match Talent Profile	Allows access to perform best fit analysis.

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Search Talent Profile	Allows search of talent profiles.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Update Talent Profile Item	Allows update to talent profile items.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	View Talent Profile	Allows management of profile task flows that are common to model and person 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.	Create Job Profile	Allows user to create job 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.	Create Position	Allows creation of positions.
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	Allows user to create position 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.	Manage Application Tree	Manage application trees and tree versions
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	Manage application tree labels
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.	Manage Assignment Flexfield Mapping	Allows mapping of workforce structures' flexfields to a worker's assignment flexfields.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Assignment Grade	Allows management of grades.
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	Allows management of grade ladders.
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	Allows management of grade rates.
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	Allows management of 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	Allows management of department hierarchies
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	Allows management of disability organizations.
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.	Manage Enterprise	Allows management of enterprises.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Enterprise HCM Information	Allows management of HCM related information defined at the enterprise level.
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	Allows management of the 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	Allows management of 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.	Manage HR Job Family	Allows management of job families.
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	Allows management of 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	Allows management of 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.	Manage Organization Tree	Allows management of organization hierarchies

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Position Tree	Allows management of position hierarchies
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	Allows management of 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.	Manage Workforce Structures Work Area	Allows access to the Work Structures Management 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	Allows mass creation of 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	Allows mass creation of 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	Allows mass creation of 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.	Mass Create Legal Entity HCM Information	Allows mass creation of legal entity HCM information.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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	Allows mass creation of 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	Allows mass creation of 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	Allows requesting 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	Allows the user to call the GET method associated with the job requisition template lists of values REST Services.

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 assignments in their person and assignment security profile	Role: Manage Accrual Type Absence Plan Enrollment Events Privilege: Manage Absence Plan Enrollment Event (Data) Resource: Absence Enrollment Event

Business Object	Policy Description	Policy Store Implementation
Application Objects	A Human Resource Manager can manage application objects for the journey application object	Role: Manage Guided Journeys Privilege: Manage Application Objects (Data) Resource: Application Objects
Application Objects	A Human Resource Manager can manage application objects for the journey category application object	Role: Manage Journey Categories Privilege: Manage Application Objects (Data) Resource: Application Objects
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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 create check-in document for people and assignments in their person and assignment security profile	Role: View Performance Summary Privilege: Create Check-In Document (Data) Resource: Check In Document
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

Business Object	Policy Description	Policy Store Implementation
Check In Document	A Human Resource Manager can view check-in document for people and assignments in their person and assignment security profile	Role: View Performance Summary Privilege: View 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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	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: 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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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 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
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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Journey
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 Guided Journeys Privilege: Manage Journey (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)

Business Object	Policy Description	Policy Store Implementation
		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
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 Guided 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: 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 List of Values 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	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 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 Category	A Human Resource Manager can manage journey category for journey categories to which they have been granted access	Role: Manage Journey Categories Privilege: Manage Journey Category (Data) Resource: Journey Category
Journey Category	A Human Resource Manager can view journey category for journey categories to which they have been granted access	Role: Manage Journey Categories Privilege: View Journey Category (Data) Resource: Journey Category
Journey Scheduled Allocation	A Human Resource Manager can manage 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: Manage Journey Allocation (Data) Resource: Journey Scheduled Allocation
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: Manage All Tasks in Journey Task Library Privilege: Manage Journey Task Library (Data) Resource: Journey Task
Journey Task	A Human Resource Manager can manage journey task library for all tasks in the journey task library	Role: Use REST Service - All Tasks in Journey Task Library Privilege: Manage Journey Task Library (Data) 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 - All Tasks in Journey Task Library Privilege: View Journey Task Library (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Journey Task
Journey Task Group	A Human Resource Manager can manage journey task groups for all journey task groups	Role: Manage All Journey Task Groups Privilege: Manage Journey Task Groups (Data) Resource: Journey Task Group
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: Access HCM Spreadsheet Data Loader Templates 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: 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 Data Group	A Human Resource Manager can choose payroll reference for legislative data groups in their legislative data group security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Resource Manager can choose payroll reference for legislative data groups in their legislative data group security profile	Role: View Employee Payroll in Employment Processes Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Payroll Common HCM Implementation Privilege: View Payroll Balance (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and for payrolls in their payroll security profile	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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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 choose payroll for payrolls in their payroll security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Payroll (Data) Resource: Payroll Definition
Payroll Definition	A Human Resource Manager can choose payroll for payrolls in their payroll security profile	Role: View Employee Payroll in Employment Processes 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	Role: Payroll Common HCM Implementation Privilege: View Payroll Definition (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payrolls in their payroll security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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: Manage Payroll Element Privilege: View 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: HCM Extract Definition Privilege: Manage Payroll Flow Patten (Data)

Business Object	Policy Description	Policy Store Implementation
	their legislative data group security profile and payroll flows in their payroll flow security profile	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
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	Role: HCM Extract Definition Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 scurity profile	Role: Perform Worker Local and Global Transfers Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 person for persons and assignments in their person and assignment security profile	Role: Simulate Salary Ranges 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 scurity profile	Role: Perform Worker Local and Global Transfers Privilege: Maintain Absence Record (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	Role: Manage Person Document Delivery Preferences

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	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 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 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

Business Object	Policy Description	Policy Store Implementation
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
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)

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: Promote Worker and Change 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: 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

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: Manage Payroll 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: 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

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: Human Resource Specialist 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 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 documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: View Archived Document Records 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)

Business Object	Policy Description	Policy Store Implementation
		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
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: Create Work Relationship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship
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 Citizenship	A Human Resource Manager can manage person citizenship for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship
Person Citizenship	A Human Resource Manager can view person citizenship for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Citizenship (Data) Resource: Person Citizenship

Business Object	Policy Description	Policy Store Implementation
Person Citizenship	A Human Resource Manager can view person citizenship for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View 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: Create Work Relationship 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: 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 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

Business Object	Policy Description	Policy Store Implementation
Person Contact Relationship	A Human Resource Manager can view person contact details for persons and assignments in their person and assignment security profile	Role: Create Work Relationship 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 create work relationship for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: Create Work Relationship (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: Create Work Relationship Privilege: Manage Person Biographical (Data)

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	Resource: Person Detail
Person Detail	A Human Resource Manager 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
Person Detail	A Human Resource Manager can manage person biographical for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Manage Person Biographical (Data) 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

Business Object	Policy Description	Policy Store Implementation
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
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 biographical for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Biographical (Data) Resource: Person Detail
Person Detail	A Human Resource Manager can view person biographical for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View Person Biographical (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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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: View Archived Document Records Privilege: View Person Documentation (Data) 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

Business Object	Policy Description	Policy Store Implementation
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 Ethnicity	A Human Resource Manager can manage person ethnicity for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	A Human Resource Manager can manage person ethnicity for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	A Human Resource Manager can view person ethnicity for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	A Human Resource Manager can view person ethnicity for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity
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: Create Work Relationship Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data
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 manage person legislative for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers 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: Create Work Relationship Privilege: View 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 Legislative Data	A Human Resource Manager can view person legislative for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers 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: Create Work Relationship Privilege: Change Person Name (Data) Resource: Person Name
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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Name
Person Name	A Human Resource Manager can change person name for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Change Person Name (Data) Resource: Person Name
Person Name	A Human Resource Manager can view person name for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Name (Data) Resource: Person Name
Person Name	A Human Resource Manager can view person name for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View 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 Accrual	A Human Resource Manager can view accrual plan balance for people and assignments in their person and assignment scurity profile	Role: Perform Worker Local and Global Transfers Privilege: View 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 Religion	A Human Resource Manager can manage person religion for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Religion (Data) Resource: Person Religion
Person Religion	A Human Resource Manager can manage person religion for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Manage Person Religion (Data) Resource: Person Religion
Person Religion	A Human Resource Manager can view person religion for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Religion (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Religion
Person Religion	A Human Resource Manager can view person religion for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View Person Religion (Data) Resource: Person Religion
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) 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

Business Object	Policy Description	Policy Store Implementation
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 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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Workforce Structures Management

Business Object	Policy Description	Policy Store Implementation
	for organizations in their organization security profile	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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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 compare public skills for persons and assignments in their public person security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Public Skills (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
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
Role Guide	A Human Resource Manager can manage role guide for all role guides in the enterprise	Role: Manage All Role Guides Privilege: Manage Role Guide (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Role Guide
Role Guide	A Human Resource Manager can view role guide for all role guides in the enterprise	Role: Manage All Role Guides Privilege: View Role Guide (Data) Resource: Role Guide
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
Secured Payroll Element Classification	A Human Resource Manager can choose payroll element classification for payroll element classifications in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: Choose Payroll Element Classification (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Secured Payroll Element Classification
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: Manage Payroll Element Privilege: Manage Payroll Element (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: Manage Payroll Element Privilege: View Payroll Element (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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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 compare talent profiles for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Talent Profiles (Data) Resource: Talent Profile
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
Tax Reporting Unit	A Human Resource Manager can choose tax reporting unit for tax reporting units in their organization security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
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
Tax Reporting Unit	A Human Resource Manager can choose tax reporting unit for tax reporting units in their organization security profile	Role: View Employee Payroll in Employment Processes 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: Manage Worker Checklist

Business Object	Policy Description	Policy Store Implementation
	person and assignment security profile and checklists to which they have been granted access	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
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
  - Career Growth Access by Administrator
    - Manage All Role Guides
  - 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
- Journey Builder
  - Manage All Journey Task Groups
  - Manage All Tasks in Journey Task Library
  - Manage Guided Journeys
  - Manage Journey
  - Manage Journey Categories
  - Use REST Service - Journey Categories List of Values
  - Use REST Service - Journey Scheduled Allocations
  - Use REST Service - Learning Catalog List of Values
  - Use REST Service - eLearning Content Read Only
- 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 - All Tasks in Journey Task Library
        - 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 - Journeys
        - Use REST Service - Public Workers Read Only
        - Use REST Service - Worker Journeys
        - Use REST Service - Workers List of Values
        - Use REST Service - eLearning Content Read Only
    - 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
  - Use REST Service - Public Workers Read Only
- 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
  - Use REST Service - Journeys List of Values
- Payroll Common HCM Implementation
  - Employee Bank Account Management
  - Manage Fast Formula
  - Manage HCM Rates
  - Manage Payroll Element
  - 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
- 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 Archived Document Records
- View Compensation Details for Worker
- View Compensation History
- View Costing of Position in Employment Processes
- 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
- View Talent Ratings
- 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
- 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
  - View Salary Data Only
- Workforce Modeling Transaction Analysis
- Workforce Profile Specialist
- 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
Career Growth Access by Administrator	Allows the user to access the Career Growth page as an administrator.
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.
Journey Builder	Allows users to access journey builder.
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.

Duty Role	Description
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
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.

Duty Role	Description
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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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 All Journey Task Groups	Allows management of all journey task groups.
Manage All Role Guides	Allows the user to manage all role guides in the enterprise.
Manage All Tasks in Journey Task Library	Allows management of all tasks in the journey task library.
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.
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.

Aggregate Privilege	Description
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 Guided Journeys	Allows management of guided journeys.
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 Journey Categories	Allows management of journey categories.
Manage Onboarding	Allows HR Specialist to manage the onboarding tasks.
Manage Payroll Element	Allows users to manage payroll elements.
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.
Manage Person Documentation	Manages documents.
Manage Person Driver License	Grants access to persons to manage their own driver licenses.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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
Request a Position Change	Allows requesting a position change.
Reverse Employment Termination	Reverses terminations of work relationships or assignments.

Aggregate Privilege	Description
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 - All Tasks in Journey Task Library	Allows the user to access all tasks in the task library and call all methods associated with the Journey Task Library 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 - 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.

Aggregate Privilege	Description
Use REST Service - Journeys	Allows the user to call all methods associated with the Journeys REST Service.
Use REST Service - Journeys List of Values	Allows the user to call the GET method associated with the Journeys List of Values 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 - 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 - 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 REST Service - eLearning Content Read Only	Allows the user to call the GET method associated with the eLearning Content 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 Archived Document Records	Allows viewing of archived documents of record.
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 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.

Aggregate Privilege	Description
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.
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.

Aggregate Privilege	Description
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	Privilege Description
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Access Talent Pool Overview	Allows access to the talent pools page that lists the available talent pools.	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.	Address Job Offer	Allows to address job offers of persons.
Address Job Offer	Address job offers of persons.	Cancel Job Offer	Allows to cancel job offer after being approved.

Granted Role	Granted Role Description	Privilege	Privilege Description
Address Job Offer	Address job offers of persons.	Change Job Offer Start Date	Allows to change job offer start date.
Address Job Offer	Address job offers of persons.	Redraft Job Offer After HR Phase	Allows to redraft job offer after HR phase.
Career Growth Access by Administrator	Allows the user to access the Career Growth page as an administrator.	Access Career Growth by Administrator	Allows the user to access the Career Growth page as an administrator.
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker	Allows addition of new contingent worker records.
Contingent Worker Addition	Adds contingent workers.	Create User	Allows creation of users.
Contingent Worker Addition	Adds contingent workers.	Renew Placement	Allows renewal of contingent-worker placements.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
Employee Hire	Hires employees.	Create User	Allows creation of users.
Employee Hire	Hires employees.	Hire Employee	Allows addition of new employee records.
Employee Hire	Hires employees.	Rehire Employee	Allows rehire of employees.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables

Granted Role	Granted Role Description	Privilege	Privilege Description
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition	Allows configuration of data to be extracted and output in any generic format, such as delineated text or XML.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition Report	Allows access to the extract data model when defining a report.
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Task	Manage Payroll Task
Human Resource Specialist	Performs duties of a human resources specialist.	Absence Administration Work Area	Allows access to the Absence Administration work area to administer all absence business processes.
Human Resource Specialist	Performs duties of a human resources specialist.	Absence Entry Using Calendar	Allows the button Schedule Absence in the TIME work area to be secured.
Human Resource Specialist	Performs duties of a human resources specialist.	Access HCM Common Components	Allows access to HCM common components.
Human Resource Specialist	Performs duties of a human resources specialist.	Access Oracle Taleo Recruiting Cloud Service	Allows access to Oracle Taleo Recruiting Cloud Service from Oracle Fusion.
Human Resource Specialist	Performs duties of a human resources specialist.	Add New Task for Worker	Allows the addition of new tasks to a worker.
Human Resource Specialist	Performs duties of a human resources specialist.	Add Task for Worker from Task Library	Allows the addition of tasks to a worker from the task library.
Human Resource Specialist	Performs duties of a human resources specialist.	Add Worker Performance Document Content	Allows adding content to performance documents on which to evaluate workers.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Align Performance Goals	Allows aligning of performance goals.
Human Resource Specialist	Performs duties of a human resources specialist.	Allocate Checklist to Worker	Allows the allocation of checklists.
Human Resource Specialist	Performs duties of a human resources specialist.	Approve Transactions	Allows ability to approve transactions
Human Resource Specialist	Performs duties of a human resources specialist.	Assign Workers Goals Mass Process	Assign Workers Goals Mass Process
Human Resource Specialist	Performs duties of a human resources specialist.	Cancel Performance Goals	Allows performance goals to be cancelled.
Human Resource Specialist	Performs duties of a human resources specialist.	Conduct Talent Review	Allows conducting talent review meetings.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Absence Batch Parameter	Allows configuration of absence batch processing parameters.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Human Resource Specialist	Performs duties of a human resources specialist.	Configure Talent Review	Allows management of talent review configuration options.
Human Resource Specialist	Performs duties of a human resources specialist.	Copy Development Goals	Allows copying of development goals.
Human Resource Specialist	Performs duties of a human resources specialist.	Copy Performance Goals	Allows copying of performance goals.
Human Resource Specialist	Performs duties of a human resources specialist.	Copy Personal Data to LDAP for All Users	Allows communication to Oracle Identity Management of changes to personal data for multiple active users.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Create Performance Document by Manager	Allows creation of performance documents by managers.
Human Resource Specialist	Performs duties of a human resources specialist.	Create Talent Pool	Allows creation of talent pools.
Human Resource Specialist	Performs duties of a human resources specialist.	Delete Development Goals	Allow development goals to be deleted.
Human Resource Specialist	Performs duties of a human resources specialist.	Delete Performance Goals	Allow performance goals to be deleted.
Human Resource Specialist	Performs duties of a human resources specialist.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.
Human Resource Specialist	Performs duties of a human resources specialist.	Enable worker searches using termination date	Allows the user to perform searches on workers and assignments using termination dates.
Human Resource Specialist	Performs duties of a human resources specialist.	Extend Performance Goals	Allows performance goals to be extended to another goal plan.
Human Resource Specialist	Performs duties of a human resources specialist.	Extract Work Structure Model Details	Allows management of work structure data model
Human Resource Specialist	Performs duties of a human resources specialist.	Extract Work Structure Report Details	Allows management of work structure report
Human Resource Specialist	Performs duties of a human resources specialist.	Extract Worker Model Details	Allows management of worker data model
Human Resource Specialist	Performs duties of a human resources specialist.	Extract Worker Report Details	Allows management of worker report
Human Resource Specialist	Performs duties of a human resources specialist.	Flatten HCM Position Hierarchy	Allows flattening of the HCM position hierarchy.
Human Resource Specialist	Performs duties of a human resources specialist.	Flatten Manager Hierarchy	Allows running of the process to flatten the manager hierarchy of all managers of the enterprise.
Human Resource Specialist	Performs duties of a human resources specialist.	Generate Default Connection Lists	Allows generation of default connection lists, such as managers, peers, and direct reports.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Category	Allows configuration of setup objects to manage absence categories.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Certification	Allows configuration of setup objects to manage an absence certification.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Plan	Allows configuration of setup objects to manage an absence plan.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Reason	Allows configuration of setup objects to manage an absence reason.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Absence Types	Allows configuration of setup objects to manage absence types.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage All Application Profile Values	Allows management of all application profile option settings and values at various levels to control application behavior.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Common Lookup	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are

Granted Role	Granted Role Description	Privilege	Privilege Description
			lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Calendar Event	Allows management of calendar events.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Data Exchange Work Area	Allows management of the Data Exchange work area.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Development Goal in Goal Library	Allows management of development goals in the goal library.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Extracts Work Area	Allows access to the Extract Maintenance work area.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Geography Tree	Allows management of geography tree
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Goal Eligibility Profiles	Define options and business rules for eligibility profiles for Goal Management
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Goal Management Notifications	Manage Goal Management Notifications
Human Resource Specialist	Performs duties of a human resources specialist.	Manage HCM Predictive Models	Provide the ability to configure predictive models and attributes.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Leave Agreements	Allows configuration of shared parental leave agreements
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Mass Updates Work Area	Allows managing all mass updates.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Payroll Calculation Entries	Ability to manage calculation entries
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Performance Goal in Goal Library	Allows management of performance goals in the goal library.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Person Eligibility Derived Factor	Allows benefit professionals to manage person derived eligibility factors.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Person Work Area	Allows access to the Person Management work area.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Questionnaire Templates	Allows creating, updating, and deleting of questionnaire templates.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Questionnaires	Allows creating, updating, and deleting of questionnaires.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Questions	Allows creating, updating, and deleting of questions that will be included in the library.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Repeating Time Periods	Allows management of repeating time periods.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Schedule Assignment Administration	Allows management of schedule assignments for workers.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Shifts	Allows creation and update of shifts.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Talent Notifications	Allows management of talent management notifications.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Talent Review Content	Allows management of content used at the talent review meeting.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Work Pattern Templates	Allows users to manage work pattern templates and assignment rules.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Work Schedule	Allows management of work schedule definitions.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Work Shift	Allows management of shifts used in workday patterns, which are part of a work schedule.
Human Resource Specialist	Performs duties of a human resources specialist.	Manage Work Workday Pattern	Allows management of the workday patterns used in the definition of work schedules.
Human Resource Specialist	Performs duties of a human resources specialist.	Mass Assign Development Goals to Workers Process	Allows mass assignment of development goals to workers.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Monitor Absence Process	Allows review of history and statuses of absence processes.
Human Resource Specialist	Performs duties of a human resources specialist.	Move Performance Goals	Allows performance goals to be moved to another goal plan.
Human Resource Specialist	Performs duties of a human resources specialist.	New Person Work Area	Allows HR specialists to access the New Person work area.
Human Resource Specialist	Performs duties of a human resources specialist.	Perform Worker Mass Transfer	Allows performing mass transfers for selected workers.
Human Resource Specialist	Performs duties of a human resources specialist.	Populate Seniority Dates	Allows running of the process to populate seniority dates.
Human Resource Specialist	Performs duties of a human resources specialist.	Print Performance Document	Allows printing of performance documents
Human Resource Specialist	Performs duties of a human resources specialist.	Process Absence Certification	Allows creation and processing of an absence certification.
Human Resource Specialist	Performs duties of a human resources specialist.	Process Worker Prediction Data Collection	Provide the ability to Process Worker Prediction Data Collection
Human Resource Specialist	Performs duties of a human resources specialist.	Process Worker Prediction Data Mining	Provide the ability to Process Worker Prediction Data Mining
Human Resource Specialist	Performs duties of a human resources specialist.	Recommend by HR Job	Allows the user to recommend using HR jobs.
Human Resource Specialist	Performs duties of a human resources specialist.	Recommend by Manager Hierarchy	Allows the user to recommend using manager hierarchy.
Human Resource Specialist	Performs duties of a human resources specialist.	Recommend by Position	Allows the user to recommend using HR positions.
Human Resource Specialist	Performs duties of a human resources specialist.	Review Calendar Event Coverage	Allows identification of the resources covered by a particular calendar event.
Human Resource Specialist	Performs duties of a human resources specialist.	Roll Back Last Absence Accrual Run	Allows rolling back of the last absence accrual process run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Absence Report	Allows administrators to run absence report to list absences for workers within an enterprise.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Run Accrual Plan Enrollment Report	Allows administrators to run accrual plan enrollment reports to list workers enrolled in accrual plans..
Human Resource Specialist	Performs duties of a human resources specialist.	Run Australian HR Reports	Allows Australian HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Australian TFN Declaration E-file and Listing Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Australian Workplace Gender Profile Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Autoconvert Pending Workers Process	Schedules or runs process that automatically quick converts pending workers matching the conversion criteria.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Brazilian HR Reports	Allows Brazilian HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Canadian HR Reports	Allows Canadian HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Chinese HR Reports	Allows Chinese HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch First Day Notification Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Gatekeeper Law Process	Allocate Dutch Gatekeeper Law checklist actions.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch HR Reports	Allows Dutch HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Long-Term Sickness Recovery Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Long-Term Sickness Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Sickness Recovery Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch Sickness Report	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Run Dutch WAZO Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Emirati Disabled Workers Report	Run Emirati Disabled Workers Report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Emirati HR Reports	Allows Emirati HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Access to Training Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Disability Employment Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French HR Reports	Allows French HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Manpower Movement Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Personnel Register	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Social Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Unique Statement of Employment Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run French Work Certificate	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run German Annual Leave Certificate Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run German Disability Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run German HR reports	Allows German HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Goals Batch Process	Allows scheduling of goals batch processes.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Run HCM Extract	Allows running of the extract process and submission of the write process.
Human Resource Specialist	Performs duties of a human resources specialist.	Run HCM Extract Write Process	Allows running of the write process to write data in a required format and delivery type.
Human Resource Specialist	Performs duties of a human resources specialist.	Run HCM Extracts Report	Allows access to the extract data model when running a report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Hong Kong HR Reports	Allows Hong Kong HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Indian HR Reports	Allows Indian HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Irish HR Reports	Allows Irish HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Kuwaiti Disabled Workers Report	Run Kuwaiti Disabled Workers Report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Kuwaiti HR Reports	Allows Kuwaiti HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Mexican HR Report	Allows Mexican HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Person Absence Entry Report	Allows administrators to run absence entry reports to list absences of workers by absence type.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Qatari HR Reports	Allows Qatari HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Reassign Pending Approvals for Terminations and Correct Invalid Supervisor Assignments Process	Schedules or runs process to reassign pending approvals for terminated workers and correct invalid supervisor assignments.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Regenerate HCM Data Security Grants Process	Allows the Regenerate HCM Data Security Grants process to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Retrieve Latest LDAP Changes Process	Allows the Retrieve Latest LDAP Changes process to be run.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Run Revoke Share Data Access Process	Allows the process that revokes shared data access to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Saudi Disabled Workers Report	Run Saudi Disabled Workers Report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Saudi HR Reports	Allows Saudi HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Send Pending LDAP Requests Process	Allows the Send Pending LDAP Requests process to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Singaporean HR Reports	Allows Singaporean HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run Talent Profile Summary Report	Allows running of talent profile summary report.
Human Resource Specialist	Performs duties of a human resources specialist.	Run UK HR reports	Allows UK HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run US Employee Verification Service Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run US HR Reports	Allows US HR reports to be run.
Human Resource Specialist	Performs duties of a human resources specialist.	Run US New Hire State Report	Not Available
Human Resource Specialist	Performs duties of a human resources specialist.	Run Worker Data Validation Report	Allows running of worker validation report.
Human Resource Specialist	Performs duties of a human resources specialist.	Schedule Absence Certification Evaluation	Allows scheduling of absence evaluation process
Human Resource Specialist	Performs duties of a human resources specialist.	Schedule Absence Evaluation Process	Allows scheduling of absence evaluation process.
Human Resource Specialist	Performs duties of a human resources specialist.	Schedule Absence Plan Participation Process	Allows scheduling of absence enrollment evaluation process.
Human Resource Specialist	Performs duties of a human resources specialist.	Schedule Accrual Process	Allows scheduling of accrual process.
Human Resource Specialist	Performs duties of a human resources specialist.	Share Development Goals	Allows development goals to be shared with other workers.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Share Performance Goals	Allows performance goals to be shared with other workers.
Human Resource Specialist	Performs duties of a human resources specialist.	Synchronize Line Manager Hierarchy	Allows synchronization of the line manager hierarchy from the HCM position hierarchy.
Human Resource Specialist	Performs duties of a human resources specialist.	Transfer Donation Pool Balances	Allows absence donations to be transferred from and returned to donation pools.
Human Resource Specialist	Performs duties of a human resources specialist.	Unarchive Document Records	Allows unarchiving of archived documents of record.
Human Resource Specialist	Performs duties of a human resources specialist.	Update Person Profile Evaluation Type	Allows a user to edit in the profile the evaluation type on ratings and proficiencies associated with any content type that has ratings and proficiencies.
Human Resource Specialist	Performs duties of a human resources specialist.	Update Stored Manager Hierarchy	Allows update of the stored manager hierarchy.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Address Lists of Values	Allows the user to call the GET method associated with the Address list of values REST Services.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Benefits Lists of Values	Allows users to call the GET method associated with the benefits list of values REST services.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Collective Agreements List of Values	Allows the user to call the GET method associated with the Collective Agreements list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.

Granted Role	Granted Role Description	Privilege	Privilege Description
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Model Profiles List of Values	Allows the user to call the GET method associated with the Model Profiles list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Questionnaire Lists of Values	Allows the user to call the GET method associated with the questionnaire lists of values REST services
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Responsibility Templates List of Values	Allows the user to call the GET method associated with the Responsibility Templates list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Review Periods List of Values	Allows the user to call the GET method associated with the Review Periods List of Values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Human Resource Specialist	Performs duties of a human resources specialist.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST Services.
Human Resource Specialist	Performs duties of a human resources specialist.	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics
Human Resource Specialist	Performs duties of a human resources specialist.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Human Resource Specialist	Performs duties of a human resources specialist.	View Unpublished Document Records	Allows viewing of document records for workers before the specified publish date.
Human Resource Specialist	Performs duties of a human resources specialist.	Worker Mass Assignment Change	Allows management of worker mass assignment change.
Journey Builder	Allows users to access journey builder.	Manage Journey Configurations	Allows management of journey configurations.

Granted Role	Granted Role Description	Privilege	Privilege Description
Journey Builder	Allows users to access journey builder.	Manage Journey Integrations	Allows management of journey integrations.
Journey Builder	Allows users to access journey builder.	Manage Journey Scheduled Allocations	Allows management of journey scheduled allocations.
Journey Builder	Allows users to access journey builder.	Use REST Service - Alert Templates List of Values	Allows the user to call the GET method associated with the Alert Templates LOV REST service.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Communication Method	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Email	Allows access to a person's emails.
Manage Contact Person PII	Manages a contact person's PII data.	Manage Person Phone	Allows access to a person's phones.
Manage Contextual Journey by HR	Allows HR specialists to access and manage worker contextual journeys.	Bypass Contextual Journeys	Allows the user to perform a transaction without having to undertake a contextual journey.
Manage Contextual Journey by HR	Allows HR specialists to access and manage worker contextual journeys.	Manage Assigned Journey Advanced Settings	Allows management of advanced settings for assigned journeys.
Manage Contextual Journey by HR	Allows HR specialists to access and manage worker contextual journeys.	Manage Assigned Task Advanced Settings	Allows management of advanced settings for assigned tasks.
Manage Contextual Journey by HR	Allows HR specialists to access and manage worker contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Explore Journeys	Allows exploration of journeys.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Assigned Journey Advanced Settings	Allows management of advanced settings for assigned journeys.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Assigned Task Advanced Settings	Allows management of advanced settings for assigned tasks.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Personal Journey	Allows users to create and manage personal journeys.

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Personal Journey Advanced Settings	Allows management of advanced settings for personal journeys.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Manage Worker Journey By HR	Allows HR specialists to access and manage worker journeys.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	View Global Journeys	Allows users to view global journeys. Viewing of personal journeys is not restricted by this privilege.
Manage Journey By HR	Allows HR specialists to access and manage worker journeys.	View Journey Activity	Allows viewing of journey activities.
Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.	Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.
Manage User Account	Manages user roles.	Copy Personal Data to LDAP	Allows copy of worker personal data to LDAP
Manage User Account	Manages user roles.	Manage User Account	Allows access to Manage User Account.
Manage User Account	Manages user roles.	Manage User Account and My Account	Allows access to the page components that are common to My Account and Manage User Account.
Manage User Account	Manages user roles.	Reset Password	Allows reset password links to be emailed to users.
Manage Users	Creates and updates users and assigns roles to users.	Manage User Details	Allows management of user account information.
Nonworker Addition	Adds nonworkers.	Create Person Nonworker	Allows addition of new nonworker records.
Nonworker Addition	Adds nonworkers.	Create User	Allows creation of users.

Granted Role	Granted Role Description	Privilege	Privilege Description
Nudge Configuration	Allows the user to configure nudges.	Configure Nudges	Allows the user to configure nudges.
Nudge Configuration	Allows the user to configure nudges.	Use REST Service - Alert Templates List of Values	Allows the user to call the GET method associated with the Alert Templates LOV REST service.
Nudge Configuration	Allows the user to configure nudges.	Use REST Service - Nudge Definitions	Allows the user to call all methods associated with the Nudge Definitions REST service.
Nudge Configuration	Allows the user to configure nudges.	Use REST Service - Nudge Templates Read Only	Allows the user to call the GET method associated with the Nudge Templates REST service.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Definition	Manage Payroll Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Element Classification	Manage Payroll Element Classification

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank	Allows review of banks.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Account	Allows review of bank accounts.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Branch	Allows review of bank branches.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Payroll Payment Type	View Payroll Payment Type
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire	Allows addition of new pending-worker records.
Pending Worker Addition and Hire	Adds and hires pending workers.	Correct Oracle Taleo Recruiting Candidate Import Errors	Allows correction of errors found during pending workers import.
Pending Worker Addition and Hire	Adds and hires pending workers.	Edit Pending Worker	Allows users to correct pending-worker records.

Granted Role	Granted Role Description	Privilege	Privilege Description
Pending Worker Addition and Hire	Adds and hires pending workers.	Hire Pending Worker	Allows hire or placement of pending workers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Acknowledge Performance Document	Allows acknowledging receiving and reviewing performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Acknowledge Performance Review Meeting	Allows acknowledging that a performance review meeting was conducted.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Add Worker Performance Document Content	Allows adding content to performance documents on which to evaluate workers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Cancel Worker Performance Document	Allows canceling of performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Change Performance Document Collaboration Status	Allows changing the performance document set goals task collaboration status from either worker or manager to the other so the evaluation can continue.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Change Performance Document Due Dates	Allows changing the due dates of performance documents and the individual tasks in the documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Complete Worker Performance Document	Allows completion of performance documents on behalf of workers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Create Performance Document	Allows creation of performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Create Performance Document by Manager	Allows creation of performance documents by managers.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Create Worker Performance Document Mass Process	Allows creation of performance document using a mass process.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Delete Participant Feedback	Allows deletion of participant feedback from a 360 performance evaluation.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Delete Worker Performance Document	Allows deletion of performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Manage Worker Eligibility	Allows adding workers to and removing them from eligibility profiles.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Monitor Performance Document Missing	Allows monitoring of missing performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Monitor Performance Evaluation Section Step Late Tasks	Allows monitoring of performance tasks that are overdue for performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Print Performance Document	Allows printing of performance documents
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Reopen Performance Document	Allows reopening performance documents.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Reset Worker Performance Evaluation Status	Allows resetting of the performance evaluation status so that the evaluation can continue.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Restore Performance Document	Allows restoring canceled performance documents so the evaluation can continue.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Search for My Organization Performance Documents	Allows search and viewing of performance documents
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Send Performance Document E-Mail Notifications	Allows sending performance e-mail notifications when performance task statuses are changed or overdue.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Transfer Performance Document	Allows transferring performance documents from one manager to another.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Update Competency Sections in Performance Documents	Allows mass updating of competency sections populated with model profiles in performance documents.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	Use REST Service - Performance Management Lists of Values	Allows the user to call the GET method associated with the Performance Management Lists of Values REST services.
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	Allows the user to call the GET method associated with the Performance Template Document Names List of Values REST service.
Performance Management HR Specialist	Manages performance documents to for example, create, cancel, delete, and transfer them.	View Worker Performance Management Document	Allows viewing of performance documents.
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	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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	Allows access to a person's emails.
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	Allows access to a person's phones.
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	Allows access to a person's other communication methods. For example, instant message, LinkedIn and so on.
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	Allows access to a person's emails.
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	Allows access to a person's phones.

Granted Role	Granted Role Description	Privilege	Privilege Description
Person Configuration	Manages person types, name formats, checklists, and document types.	Apply Name Formats to Person Names Keywords and LDAP	Run the job set that updates person names, keywords, and LDAP when the person name format definitions have been updated.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage HR Name Format	Allows management of person-name formats.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Name Style	Allows management of person name styles.
Person Configuration	Manages person types, name formats, checklists, and document types.	Manage Person Type	Allows management of person types.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Keyword Refresh Process	Allows running of the process to update the database of keywords used for person search.
Person Configuration	Manages person types, name formats, checklists, and document types.	Run Person Relevance Refresh Process	Allows running of the process to maintain the database of search-relevance information. This information is used to order person-search results according to their relevance to the searcher.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Calculate Relationship Strength	Allows scheduling of the calculate-relationship-strength process.
Person Configuration	Manages person types, name formats, checklists, and document types.	Schedule Person Keyword Crawler	Allows scheduling of the person-keyword crawler process.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Manage Person	Allows management of person information such as name, addresses, and biographical information.
Person Management	Manages person related data such as name, address, communications, documentation, and others. This role is associated with the HR specialist.	Search Person	Allows searching for a person.
Schedule Talent Review Meeting	Allows management of talent review meetings.	Schedule Talent Review Meeting	Allows management of talent review meetings.

Granted Role	Granted Role Description	Privilege	Privilege Description
Succession Plan Management	Manages succession plans.	Manage Succession Plan	Allows assigning candidates to succession plans.
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	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 - 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 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	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.	Manage External Payee Payment Details	Allows management of external payee payment details.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Third Party Bank Account	Allows update of external bank accounts.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account	Allows viewing of external bank accounts.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.
View Succession Org Chart by HR	Allows an HR specialist to view the succession org chart.	Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
View Succession Org Chart by HR	Allows an HR specialist to view the succession org chart.	View Succession Org Chart	Allows viewing of the succession org chart.
View Team Skills as HR	Allows an HR Specialist to view team skills.	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.	Edit Workforce Model Plan	Allows editing of workforce model plans during the approval process.
Workforce Model Plan HR Specialist	Manages workforce model plans, for example, creating, editing, and reviewing the plans.	Manage Workforce Model Plan as HR Specialist	Allows the management of workforce model plans for a HR Specialist.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Define Talent Profile	Allows definition of talent profile.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Define Talent Profile Item	Allows definition of talent profile item.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Application Common Lookup	Not Available
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Best Fit Batch Process	Allows the manage best fit batch process to be run.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Model Talent Profile	Allows management of a talent profile for a job, position, or other workforce structure.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Manage Person Talent Profile	Allows management of talent profile for a person.

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Match Talent Profile	Allows access to perform best fit analysis.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Search Talent Profile	Allows search of talent profiles.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	Update Talent Profile Item	Allows update to talent profile items.
Workforce Profile Specialist	Performs workforce profile duties as a human resources specialist.	View Talent Profile	Allows management of profile task flows that are common to model and person 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.	Create Job Profile	Allows user to create job 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.	Create Position	Allows creation of positions.
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	Allows user to create position 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.	Manage Application Tree	Manage application trees and tree versions
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	Manage application tree labels

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows mapping of workforce structures' flexfields to a worker's assignment flexfields.
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	Allows management of grades.
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	Allows management of grade ladders.
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	Allows management of grade rates.
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	Allows management of 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	Allows management of department hierarchies
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	Allows management of disability organizations.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows management of enterprises.
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	Allows management of HCM related information defined at the enterprise level.
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	Allows management of the 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	Allows management of 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.	Manage HR Job Family	Allows management of job families.
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	Allows management of 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	Allows management of locations.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows management of organization hierarchies
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	Allows management of position hierarchies
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	Allows management of 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.	Manage Workforce Structures Work Area	Allows access to the Work Structures Management 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	Allows mass creation of 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	Allows mass creation of 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	Allows mass creation of jobs.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows mass creation of 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	Allows mass creation of 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	Allows mass creation of 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	Allows requesting 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	Allows the user to call the GET method associated with the job requisition template lists of values REST Services.

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	Role: Manage Accrual Type Absence Plan Enrollment Events

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Absence Plan Enrollment Event (Data) Resource: Absence Enrollment Event
Application Objects	A Human Resource Specialist can manage application objects for the journey application object	Role: Manage Guided Journeys Privilege: Manage Application Objects (Data) Resource: Application Objects
Application Objects	A Human Resource Specialist can manage application objects for the journey category application object	Role: Manage Journey Categories Privilege: Manage Application Objects (Data) Resource: Application Objects
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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: Portrait Benefits

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	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) 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 create check-in document for people and assignments in their person and assignment security profile	Role: View Performance Summary Privilege: Create Check-In Document (Data) Resource: Check In Document

Business Object	Policy Description	Policy Store Implementation
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 and assignments in their person and assignment security profile	Role: View Performance Summary Privilege: View 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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 that are about people in their person security profile	Role: View HCM Person Note 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

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: 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) 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 Guided Journeys Privilege: Manage Journey (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 Guided 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: Manage Journey Privilege: View Journey (Data)

Business Object	Policy Description	Policy Store Implementation
		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 List of Values 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 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 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 Category	A Human Resource Specialist can manage journey category for journey categories to which they have been granted access	Role: Manage Journey Categories Privilege: Manage Journey Category (Data) Resource: Journey Category
Journey Category	A Human Resource Specialist can view journey category for journey categories to which they have been granted access	Role: Manage Journey Categories Privilege: View Journey Category (Data) Resource: Journey Category

Business Object	Policy Description	Policy Store Implementation
Journey Scheduled Allocation	A Human Resource Specialist can manage 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: Manage Journey Allocation (Data) Resource: Journey Scheduled Allocation
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: Manage All Tasks in Journey Task Library Privilege: Manage Journey Task Library (Data) Resource: Journey Task
Journey Task	A Human Resource Specialist can manage journey task library for all tasks in the journey task library	Role: Use REST Service - All Tasks in 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 - All Tasks in Journey Task Library Privilege: View Journey Task Library (Data) Resource: Journey Task
Journey Task Group	A Human Resource Specialist can manage journey task groups for all journey task groups	Role: Manage All Journey Task Groups Privilege: Manage Journey Task Groups (Data) Resource: Journey Task Group
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

Business Object	Policy Description	Policy Store Implementation
Legislative Data Group	A Human Resource Specialist can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Access HCM Spreadsheet Data Loader Templates 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: 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) Resource: Legislative Data Group
Legislative Data Group	A Human Resource Specialist can choose payroll reference for legislative data groups in their legislative data group security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group
Legislative Data Group	A Human Resource Specialist can choose payroll reference for legislative data groups in their legislative data group security profile	Role: View Employee Payroll in Employment Processes Privilege: Choose Payroll Reference (Data) 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

Business Object	Policy Description	Policy Store Implementation
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) 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	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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Submit a Payroll Flow

Business Object	Policy Description	Policy Store Implementation
	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 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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 choose payroll for payrolls in their payroll security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Payroll (Data) Resource: Payroll Definition
Payroll Definition	A Human Resource Specialist can choose payroll for payrolls in their payroll security profile	Role: View Employee Payroll in Employment Processes 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
Payroll Element Type	A Human Resource Specialist can view payroll element for legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: View 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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 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 Specialist can create anytime performance document for people in their person and assignment security profile	Role: Create Anytime Performance Document

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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

Business Object	Policy Description	Policy Store Implementation
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 scurity profile	Role: Perform Worker Local and Global Transfers Privilege: Maintain Absence Record (Data) Resource: Person Absence Entry
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
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

Business Object	Policy Description	Policy Store Implementation
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) Resource: Person Assignment
Person Assignment	A Human Resource Specialist can access person identification information for persons and	Role: Access Person Identification Information by HR

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	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) Resource: Person Assignment
Person Assignment	A Human Resource Specialist can change employment start dates for persons and	Role: Change Employment Start Dates

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	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
Person Assignment	A Human Resource Specialist can choose person for persons and assignments in their person and assignment security profile	Role: Simulate Salary Ranges Privilege: Choose Person (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 scurity profile	Role: Perform Worker Local and Global Transfers Privilege: Maintain Absence Record (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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
		Privilege: Search 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 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

Business Object	Policy Description	Policy Store Implementation
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: Manage 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 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

Business Object	Policy Description	Policy Store Implementation
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
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 documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile	Role: View Archived Document Records 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

Business Object	Policy Description	Policy Store Implementation
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 assignments in their person and assignment security profile	Role: View Worker Assignment History Details 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: Create Work Relationship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship
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 Citizenship	A Human Resource Specialist can manage person citizenship for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship
Person Citizenship	A Human Resource Specialist can view person citizenship for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Citizenship (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Citizenship
Person Citizenship	A Human Resource Specialist can view person citizenship for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View 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: Create Work Relationship 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: 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) 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

Business Object	Policy Description	Policy Store Implementation
Person Contact Relationship	A Human Resource Specialist can view person contact details for persons and assignments in their person and assignment security profile	Role: Create Work Relationship 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 create work relationship for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: Create Work Relationship (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	Role: Create Work Relationship Privilege: Manage Person Biographical (Data)

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	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
Person Detail	A Human Resource Specialist can manage person biographical for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Manage Person Biographical (Data) Resource: Person Detail
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

Business Object	Policy Description	Policy Store Implementation
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
Person Detail	A Human Resource Specialist can view person biographical for persons and assignments in their person and assignment security profile	Role: Create Work Relationship 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: 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: Perform Worker Local and Global Transfers 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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

Business Object	Policy Description	Policy Store Implementation
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 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: View Archived Document Records 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 Privilege: Manage Person Email (Data) Resource: Person Email
Person Ethnicity	A Human Resource Specialist can manage person ethnicity for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	A Human Resource Specialist can manage person ethnicity for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity

Business Object	Policy Description	Policy Store Implementation
Person Ethnicity	A Human Resource Specialist can view person ethnicity for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	A Human Resource Specialist can view person ethnicity for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity
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: Create Work Relationship Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data
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

Business Object	Policy Description	Policy Store Implementation
Person Legislative Data	A Human Resource Specialist can manage person legislative for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers 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: Create Work Relationship Privilege: View 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 Legislative Data	A Human Resource Specialist can view person legislative for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers 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: Create Work Relationship Privilege: Change Person Name (Data) Resource: Person Name
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 Name	A Human Resource Specialist can change person name for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Change Person Name (Data) Resource: Person Name
Person Name	A Human Resource Specialist can view person name for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Name (Data) Resource: Person Name
Person Name	A Human Resource Specialist can view person name for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View Person Name (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Name
Person National Identifier	A Human Resource Specialist 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 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

Business Object	Policy Description	Policy Store Implementation
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) 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 scurity profile	Role: Perform Worker Local and Global Transfers Privilege: View Accrual Plan Balance (Data) 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 Religion	A Human Resource Specialist can manage person religion for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Religion (Data) Resource: Person Religion
Person Religion	A Human Resource Specialist can manage person religion for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: Manage Person Religion (Data) Resource: Person Religion
Person Religion	A Human Resource Specialist can view person religion for persons and assignments in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Religion (Data) Resource: Person Religion

Business Object	Policy Description	Policy Store Implementation
Person Religion	A Human Resource Specialist can view person religion for persons and assignments in their person and assignment security profile	Role: Perform Worker Local and Global Transfers Privilege: View Person Religion (Data) Resource: Person Religion
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Workforce Structures Management

Business Object	Policy Description	Policy Store Implementation
	for organizations in their organization security profile	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 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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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 compare public skills for persons and assignments in their public person security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Public Skills (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
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
Role Guide	A Human Resource Specialist can manage role guide for all role guides in the enterprise	Role: Manage All Role Guides Privilege: Manage Role Guide (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Role Guide
Role Guide	A Human Resource Specialist can view role guide for all role guides in the enterprise	Role: Manage All Role Guides Privilege: View Role Guide (Data) Resource: Role Guide
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

Business Object	Policy Description	Policy Store Implementation
Schedule 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: Schedule Assignment
Secured Payroll Element Classification	A Human Resource Specialist can choose payroll element classification for payroll element classifications in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: Choose Payroll Element Classification (Data) Resource: Secured Payroll Element Classification
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: Manage Payroll Element Privilege: Manage Payroll Element (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: Manage Payroll Element Privilege: View Payroll Element (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	Role: Use REST Service - Performance Goals List of Values

Business Object	Policy Description	Policy Store Implementation
	assignments in their person and assignment security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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 compare talent profiles for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Talent Profiles (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Talent Profile
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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: Manage Employee Payroll in Employment Processes Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit

Business Object	Policy Description	Policy Store Implementation
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
Tax Reporting Unit	A Human Resource Specialist can choose tax reporting unit for tax reporting units in their organization security profile	Role: View Employee Payroll in Employment Processes 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) 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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

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: 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
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

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 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) 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

Business Object	Policy Description	Policy Store Implementation
		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 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 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

Business Object	Policy Description	Policy Store Implementation
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	Privilege Description
IT Auditor	Individual responsible for analyzing and assessing for an organization its information technology infrastructure, policies, and operations.	View Sensitive Data Access Audit	Allows viewing of HCM sensitive data access audit information.
Security Reporting	Reviews and reports security information, including user access and role design.	Analyze Security	Analyze security including roles by category, and user role memberships.
Security Reporting	Reviews and reports security information, including user access and role design.	Import User Login History	Imports last login timestamp for users.
Security Reporting	Reviews and reports security information, including user access and role design.	Manage All Application Profile Values	Allows management of all application profile option settings and values at various levels to control application behavior.
Security Reporting	Reviews and reports security information, including user access and role design.	Manage Reports and Analytics	Allows access to the Reports and Analytics from Navigator Menu.
Security Reporting	Reviews and reports security information, including user access and role design.	Manage Scheduled Processes	Allows managment of Scheduled Processes

Granted Role	Granted Role Description	Privilege	Privilege Description
Security Reporting	Reviews and reports security information, including user access and role design.	Run Inactive Users Report	Submit inactive users report.
Security Reporting	Reviews and reports security information, including user access and role design.	Run Privilege Discoverer Report	Submit Privilege Discoverer report.
Security Reporting	Reviews and reports security information, including user access and role design.	Run Role Hierarchy Optimization Report	Submit role hierarchy optimization report.
Security Reporting	Reviews and reports security information, including user access and role design.	Run User Access Audit Report	Submit user and role access audit report.
Security Reporting	Reviews and reports security information, including user access and role design.	Run User Password Changes Audit Report	Submit User Password Changes Audit Report
Security Reporting	Reviews and reports security information, including user access and role design.	Run User Role Membership Report	Submit User Role Membership report.
Security Reporting	Reviews and reports security information, including user access and role design.	View Role	Search and view an existing role and its relationships.
Security Reporting	Reviews and reports security information, including user access and role design.	View User Account	Search and view an existing 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	Allows users to call all methods associated with the advanced access control role analysis REST resource
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	Allows user to view 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	Privilege Description
Knowledge Authoring	Provides for the ability to participate in the life cycle of a knowledge article from creation to deletion	Knowledge Authoring	Manage Knowledge Articles

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
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	Privilege Description
Knowledge Home for HCM	Knowledge Home duty role strictly for HCM access	Access Knowledge Home in HCM	Allow accessing Knowledge Home under HR Help Desk.
Knowledge Search HCM	Provides for the ability to search HR Knowledge articles	View Articles	View knowledge article

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 Catalog All Items Management
    - Manage All Learning Catalog Items
    - View All Learning Catalog Items
  - Learning Catalog Management
    - Manage Self-Paced Learning
    - View Learning Catalog Items
  - 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 Learning Catalog Items
  - Manage All Learning User Groups
  - 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 Plan Profile
- Manage Learning Program
- Manage Learning User Groups
- Manage Recommendation Profiles by Administrator
- 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
- View and Respond to 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 Catalog All Items Management	Allows the user to manage all learning catalog items.

Duty Role	Description
Learning Catalog Management	Allows the user to manage learning catalog items.
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 Learning Catalog Items	Allows the user to manage all learning catalog items.
Manage All Learning User Groups	Allows the user to view and manage all learning user groups.
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 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 Learning User Groups	Allows the user to view open learning user groups, or view and manage private ones they are named managers of.
Manage Recommendation Profiles by Administrator	Allows the user to create and manage recommendation profiles as an administrator

Aggregate Privilege	Description
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 Self-Paced Learning	Allows the user to create and manage self-paced learning content.
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.
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

Aggregate Privilege	Description
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
Use REST Service - eLearning Content	Allows the user to call all methods associated with the eLearning Content REST Service.
View All Learning Catalog Items	Allows the user to view all learning catalog items.
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 Catalog Items	Allows the user to view learning catalog items.
View Learning Program	Allows users to view learning programs.

Aggregate Privilege	Description
View Learning Recommendations by Administrator	Allows searching and viewing learning recommendations in the administrator work area.
View and Respond to Recommendations by Administrator	Allows the user to view and respond to recommendations as an administrator

Privileges

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

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Learning Administration	Access to the learning administration work area.	Access Learning Administration	Allows access to the Learning Administration and administration dashboard.
Access Learning Common Components	Access common learning components.	Access Learning Common Components	Allows access to common components in learning self-service and administration work area.
Learner REST Services	Allows learners to access REST services	Use REST Service - Learning Descriptive Flex Field Value Sets List of Values	Allows the user to call the GET method associated with the Learning Descriptive Flex Field Value Sets List Of Values REST service
Learner REST Services	Allows learners to access REST services	Use REST Service - My Learning Assignments Read Only	Allows the user to call the GET method associated with the My Learning Assignments REST Service.
Learning Catalog All Items Management	Allows the user to manage all learning catalog items.	Deactivate Learning Catalog Item	Allows the user to deactivate a learning catalog item.
Learning Catalog All Items Management	Allows the user to manage all learning catalog items.	Delete Learning Catalog Item	Allows the user to delete a learning catalog item.
Learning Catalog All Items Management	Allows the user to manage all learning catalog items.	Delete Learning Catalog Item Content	Allows the user to delete the content of a learning catalog item.
Learning Catalog Management	Allows the user to manage learning catalog items.	Deactivate Learning Catalog Item	Allows the user to deactivate a learning catalog item.

Granted Role	Granted Role Description	Privilege	Privilege Description
Learning Catalog Management	Allows the user to manage learning catalog items.	Delete Learning Catalog Item	Allows the user to delete a learning catalog item.
Learning Catalog Management	Allows the user to manage learning catalog items.	Delete Learning Catalog Item Content	Allows the user to delete the content of a learning catalog item.
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	Allows access to 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.	Access Learning and Development Agents	Allows the user to access learning and development agents.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Create Learning User Groups	Allows the user to create learning user groups.
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	Allows creation of recommended learning assignments in the learning administration work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows creation of required learning assignments in the learning administration work area.
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	Allows creation of voluntary learning assignments in the learning administration work area.
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	Allows users to delete catalog learning items.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Manage Catalog Administration Profile	Allows the user to manage catalog administration profiles.
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	Allows management of catalog learning items 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	Allows management of catalog learning items access groups
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	Allows users to manage integration to external eLearning content providers.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application	Manage Learning Assignment Record Activities	Allows access to manage assignment record activities in the administrator work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
	configuration, and learning background processes.		
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Manage Learning Catalog Item Description Agent	Allows the user to manage the Learning Catalog Item Description Agent.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Manage Learning Catalog Topic Enrichment Agent	Allows the user to manage the Learning Catalog Topic Enrichment Agent.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Manage Learning Catalog Translation Agent	Allows the user to manage the Learning Catalog Translation Agent.
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	Allows adding members to communities using OTBI analysis objects.
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	Allows creation and management of required community assignments.
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	Allows access to provisioning the 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	Allows users to manage learning plans.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning	Manage Learning Plan Record	Allows users to manage learning plan records.

Granted Role	Granted Role Description	Privilege	Privilege Description
	records and initiatives, application configuration, and learning background processes.		
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	Allows access Learning Administration settings.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Manage Learning Skills Enrichment Agent	Allows the user to manage the Learning Skills Enrichment Agent.
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	Allows access to web plugins setup in learning administration work area.
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	Allows creating, updating, and deleting of 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	Allows creating, updating, and deleting of 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	Allows creating, updating, and deleting of questions that will be included in the library.
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	Allows managing recommended learning assignments in the learning administration work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows managing required learning assignments in the learning administration work area.
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	Allows managing voluntary learning assignments in the learning administration work area.
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Mass Activate Learning Assignments	Allows the user to perform mass activate 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.	Mass Bypass and Approve Learning Assignments	Allows the user to perform mass bypass and approve 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.	Mass Bypass and Complete Learning Assignments	Allows the user to perform mass bypass and complete 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.	Mass Bypass and Reject Learning Assignments	Allows the user to perform mass bypass and reject 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.	Mass Complete Learning Assignment Activities	Allows the user to perform mass mark activities complete 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.	Mass Delete Learning Assignments	Allows the user to perform mass delete on learning assignments.

Granted Role	Granted Role Description	Privilege	Privilege Description
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Mass Send Learning Assignment Alerts	Allows the user to perform mass send alert 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.	Mass Update Learning Assignment Dates	Allows the user to perform mass update learning date 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.	Mass Withdraw Learning Assignments	Allows the user to perform mass withdraw 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.	Perform Mass Actions on Learning Assignments	Allows the user to 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.	Recommend by Analysis	Allows the user to define a recommendation audience using analysis reports
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Recommend by Filtered List	Allows the user to define a recommendation audience using filtered lists
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application configuration, and learning background processes.	Select Learning Audience by Analysis	Allows the user to define a learning audience using analysis reports
Learning Specialist	Individual responsible for managing the learning catalog and its resources, learning records and initiatives, application	Select Learning Audience by Filtered List	Allows the user to define a learning audience using filtered lists

Granted Role	Granted Role Description	Privilege	Privilege Description
	configuration, and learning background processes.		
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	Allows users to view learning plan records.
Learning Specialist REST Services	Allows specialists to access REST services	Use REST Service - Learning Administrator Lists of Values	Allows the user to call the GET method associated with the learning administrator List of Values REST Services

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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: View Learning Recommendations by Administrator

Business Object	Policy Description	Policy Store Implementation
	recommendations assigned to persons in their person security profile	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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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 created by persons in their person security profile	Role: Use REST Service - Learning Specialization Privilege: Manage Catalog Learning Specializations (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 catalog items for all learning catalog items in the enterprise	Role: Manage All Learning Catalog Items Privilege: Manage Learning Catalog Items (Data) Resource: Learning Item
Learning Item	A Learning Specialist can manage learning catalog items for self-paced learning catalog items associated to catalog profiles they can contribute to.	Role: Manage Self-Paced Learning Privilege: Manage Learning Catalog Items (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 self-service tutorials for self-service tutorials they created	Role: Use REST Service - Learner Learning Tutorial Privilege: Manage Learning Self-Service Tutorials (Data)

Business Object	Policy Description	Policy Store Implementation
		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
Learning Item	A Learning Specialist can manage learning user groups for all learning user groups in the enterprise	Role: Manage All Learning User Groups Privilege: Manage Learning User Groups (Data) Resource: Learning Item
Learning Item	A Learning Specialist can manage learning user groups for learning user groups that they are a manager of	Role: Manage Learning User Groups Privilege: Manage Learning User Groups (Data) Resource: Learning Item
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

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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 catalog items for all learning catalog items in the enterprise	Role: Manage All Learning Catalog Items Privilege: View Learning Catalog Items (Data) Resource: Learning Item
Learning Item	A Learning Specialist can view learning catalog items for all learning catalog items in the enterprise	Role: View All Learning Catalog Items Privilege: View Learning Catalog Items (Data) Resource: Learning Item
Learning Item	A Learning Specialist can view learning catalog items for learning catalog items associated to catalog profiles they can access.	Role: View Learning Catalog Items Privilege: View Learning Catalog Items (Data) Resource: Learning Item
Learning Item	A Learning Specialist can view learning catalog items for self-paced learning catalog items associated to catalog profiles they can access.	Role: Manage Self-Paced Learning Privilege: View Learning Catalog Items (Data) Resource: Learning Item
Learning Item	A Learning Specialist can view learning user groups for learning user groups that are open to all administrators or learning user groups they are a manager of	Role: Manage Learning User Groups Privilege: View Learning User Groups (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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

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 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
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

Business Object	Policy Description	Policy Store Implementation
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 Privilege: Choose Learner Public Person (Data) Resource: Public Person

Business Object	Policy Description	Policy Store Implementation
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
Recommendation Profiles	A Learning Specialist can manage recommendation profiles by administrator for recommendation profiles created by persons in their person security profile	Role: Manage Recommendation Profiles by Administrator Privilege: Manage Recommendation Profiles by Administrator (Data) Resource: Recommendation Profiles
Recommendations	A Learning Specialist can manage recommendations by administrator for recommendations received by persons in their person security profile	Role: View and Respond to Recommendations by Administrator Privilege: Manage Recommendations by Administrator (Data) Resource: Recommendations

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
  - Access Learning Common Components
  - Access Person Gallery
  - Access Touchpoints by Manager
    - Manage HCM Person Note
    - Request Feedback
    - 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 - Talent Worker Check-Ins
    - Use REST Service - Talent Worker Engagements by Manager Read Only
  - Add Worker Assignment
  - Availability Patterns Transaction Analysis
  - Career Development Transaction Analysis
  - Change Employment Start Dates
  - Change Worker Location
  - Change Worker Location and Position by Manager
  - Change Worker Manager
  - Change Worker Working Hour
  - Change Worker Working Hour and Position by Manager
  - Compare HCM Information
  - Compensation Analysis
    - Business Intelligence Authoring
    - Employee Data Security
    - Human Resources Analysis Currency Preference
    - Supervisor Hierarchy Data Security
  - Compensation Transaction Analysis
    - Business Intelligence Authoring
  - Contingent Worker Addition

- Create Non-Catalog Learning Request by Learner Manager
- Create Succession Plan for Worker
- Create Work Relationship
- Documents of Record Transaction Analysis
- Edit Person Career Planning
- Edit Person Skills and Qualifications
- Edit Succession Plan and Manage Candidates
- 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 Manager REST Services
  - Use REST Service - Learning Record Searches by Manager
- 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 - All Tasks in Journey Task Library
  - 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 - Journeys
  - Use REST Service - Public Workers Read Only
  - Use REST Service - Worker Journeys
  - Use REST Service - Workers List of Values
  - Use REST Service - eLearning Content Read Only
- Manage Learning Communities
- Manage Learning Community Required Members
- Manage Learning Self-Service Tutorials
- Manage Learning Self-Service Videos
- Manage My Team Posts
- Manage My Vacancies
- Manage Offline Learning
- Manage Onboarding by Manager
- Manage Performance Goal by Manager
- Manage Person Document Delivery Preferences
- Manage Person Documentation by Manager
- Manage Person Identifiers for External Applications
- Manage Recommendation Profiles by Manager
- Manage Recommended Learning
- Manage Required Learning by Learner Manager
- Manage Salaries
- Manage Schedules and Exceptions Assignment
- Manage Survey by Manager
  - Use REST Service - Journeys
  - Use REST Service - Worker Journeys
  - Use REST Service - Workers List of Values

- Manage Talent Pool
- 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
- Manage Time Change Requests by Line Manager
- Manage User Account
  - Edit User Name
  - Manage User Roles
  - Use REST Service - Public Workers Read Only
- Manage Vacancy
- Manage Voluntary Learning by Learner Manager
- Manage Work Patterns
- Manage Worker Checklist
- Manage Worker Contract
- Manage Worker Information Sharing
- Manage Workforce Compensation Budgets by Line Manager
- Moderate User Generated Learning
- 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 Data Access Transaction Analysis
- Share Personal Data Access
- Share Personal Information
- Submit Absence Bid by Manager
- Submit Time Cards by Line 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 Performance Goal by Manager
- 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
- View Time Zone Overrides
- View Total Compensation Statement Feedback by Line Manager
- View Voluntary Learning by Learner Manager
- View Worker Assignment History Details
- View Worker Calendar by Manager
- View Worker Contract
- View Workforce Predictions as Line Manager
- View Workforce Schedule by Line Manager
- View and Respond to Recommendations by Manager
- Workforce Assignment Salary Transaction Analysis
- Workforce Deployment Analysis
  - Business Intelligence Authoring
  - Employee Data Security
  - Human Resources Analysis Currency Preference

        - Supervisor Hierarchy Data Security
    - Workforce Model Plan Line Manager
        - View Salary Data Only
    - Workforce Modeling Transaction Analysis
    - Workforce Profile Line Manager
    - Workforce Profile Transaction Analysis
        - Business Intelligence Authoring
    - Workforce Scheduling Transaction Analysis
    - 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.
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.

Duty Role	Description
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	Analyses individual compensation transactional information
Learner Manager REST Services	Allows line managers to access REST services required for the team learning app.
Learner REST Services	Allows learners to access REST services
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 Survey by Manager	Allows managers to access and manage their own surveys.
Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.

Duty Role	Description
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.
Share Data Access Transaction Analysis	Analyzes share data access requests.
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.
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

Duty Role	Description
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	Analyzes Workforce Modeling transactional information
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.
Workforce Profile Transaction Analysis	Analyzes Workforce Profile transactional information
Workforce Scheduling Transaction Analysis	Analyses workforce scheduling transactional information
Workforce Transaction Analysis	Analyzes 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.
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.

Aggregate Privilege	Description
Create Anytime Performance Document	Allows creation of anytime performance documents
Create Non-Catalog Learning Request by Learner Manager	Not Available
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.
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.

Aggregate Privilege	Description
Manage HCM Person Note	Views and manages all types of HCM person notes.
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 Team Posts	Allows managers to send posts to their team members.
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 Recommendation Profiles by Manager	Allows the user to create and manage recommendation profiles as a manager
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.
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.

Aggregate Privilege	Description
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
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.

Aggregate Privilege	Description
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 Time Cards by Line Manager	Allows the line manager to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
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 - All Tasks in Journey Task Library	Allows the user to access all tasks in the task library and call all methods associated with the Journey Task Library 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.
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 - 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 - Learning Record Searches by Manager	Allows the user to search learning records as a manager.
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 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.
Use REST Service - Team Skills Searches	Allows the user to call the Team Skills Searches REST Services.

Aggregate Privilege	Description
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.
Use REST Service - eLearning Content Read Only	Allows the user to call the GET method associated with the eLearning Content REST Service.
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.

Aggregate Privilege	Description
View Learner Contributions	Allows users to view a person's learning contributions.
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 Goal by Manager	View performance goals of subordinates.
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.

Aggregate Privilege	Description
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.
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.
View and Respond to Recommendations by Manager	Allows the user to view and respond to recommendations as a manager

Privileges

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

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Learning Common Components	Access common learning components.	Access Learning Common Components	Allows access to common components in learning self-service and administration work area.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - Feedback Templates List of Values	Allows the user to call the GET method associated with the Feedback Templates List of Values REST service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - Feedback Templates Read Only	Allows the user to call the GET method associated with the Feedback Templates REST service.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - HCM Surveys List of Values	Allows the user to call the GET method associated with the HCM Surveys List of Values REST Service.
Access Touchpoints by Manager	Allows managers to access touchpoints for the workers who report to them.	Use REST Service - Nudges	Allows the user to call all methods associated with the Nudges REST service.
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	Allows users to call GET and describe methods with the Talent Check-In Templates REST service.
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker	Allows addition of new contingent worker records.
Contingent Worker Addition	Adds contingent workers.	Create User	Allows creation of users.
Contingent Worker Addition	Adds contingent workers.	Renew Placement	Allows renewal of contingent-worker placements.
Employee Hire	Hires employees.	Create User	Allows creation of users.
Employee Hire	Hires employees.	Hire Employee	Allows addition of new employee records.
Employee Hire	Hires employees.	Rehire Employee	Allows rehire of employees.
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.	Approve Expense Report	Allows approval or rejection of expense reports, as well as requests for additional information about questionable expenses.
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.	Approve Travel Authorization or Cash Advance	Allows approval or rejection of travel authorizations.
Learner REST Services	Allows learners to access REST services	Use REST Service - Learning Descriptive Flex Field Value Sets List of Values	Allows the user to call the GET method associated with the Learning Descriptive Flex Field Value Sets List Of Values REST service
Learner REST Services	Allows learners to access REST services	Use REST Service - My Learning Assignments Read Only	Allows the user to call the GET method associated with the My

Granted Role	Granted Role Description	Privilege	Privilege Description
			Learning Assignments REST Service.
Line Manager	Identifies the person as a line manager.	Absence Entry Using Calendar	Allows the button Schedule Absence in the TIME work area to be secured.
Line Manager	Identifies the person as a line manager.	Access FUSE My Team Page	Allows access to the FUSE My Team page.
Line Manager	Identifies the person as a line manager.	Access FUSE Team Talent Page	Allows access to the FUSE Team Talent page
Line Manager	Identifies the person as a line manager.	Access HCM Celebrate Manager Dashboard	Allows accessing the manager dashboard for recognitions and awards.
Line Manager	Identifies the person as a line manager.	Access HCM Common Components	Allows access to HCM common components.
Line Manager	Identifies the person as a line manager.	Access Learner Manager Self-Service Work Area	Allows access to the My Team tab in the learning self-service work area.
Line Manager	Identifies the person as a line manager.	Access Oracle Taleo Recruiting Cloud Service	Allows access to Oracle Taleo Recruiting Cloud Service from Oracle Fusion.
Line Manager	Identifies the person as a line manager.	Access Tap Application	Allows access to Tap application.
Line Manager	Identifies the person as a line manager.	Access Time Work Area	Allows access to the Time work area.
Line Manager	Identifies the person as a line manager.	Add New Task for Worker	Allows the addition of new tasks to a worker.
Line Manager	Identifies the person as a line manager.	Add Task for Worker from Task Library	Allows the addition of tasks to a worker from the task library.
Line Manager	Identifies the person as a line manager.	Align Performance Goals	Allows aligning of performance goals.
Line Manager	Identifies the person as a line manager.	Allocate Checklist to Worker	Allows the allocation of checklists.
Line Manager	Identifies the person as a line manager.	Analytical view of team's compliance violations	Analytical view of team's compliance violations

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	Analyze Team Compensation	Allows managers to analyze compa-ratio versus performance ratings for their team.
Line Manager	Identifies the person as a line manager.	Approve Individual Compensation Award	Review and approve proposed individual compensation awards.
Line Manager	Identifies the person as a line manager.	Approve Salary Updates	Review and approve proposed salary changes.
Line Manager	Identifies the person as a line manager.	Assign Development Goals	Allows assigning of development goals to workers.
Line Manager	Identifies the person as a line manager.	Assign Performance Goals	Allows performance goals to be assigned to other workers.
Line Manager	Identifies the person as a line manager.	Assign Workers Goals Mass Process	Assign Workers Goals Mass Process
Line Manager	Identifies the person as a line manager.	Award People	Allows sending awards
Line Manager	Identifies the person as a line manager.	Cancel Performance Goals	Allows performance goals to be cancelled.
Line Manager	Identifies the person as a line manager.	Change Manager Mobile	Enables the change manager transaction in HCM Cloud Mobile
Line Manager	Identifies the person as a line manager.	Copy Development Goals	Allows copying of development goals.
Line Manager	Identifies the person as a line manager.	Copy Performance Goals	Allows copying of performance goals.
Line Manager	Identifies the person as a line manager.	Create Position Profile	Allows user to create position profiles.
Line Manager	Identifies the person as a line manager.	Delete Development Goals	Allow development goals to be deleted.
Line Manager	Identifies the person as a line manager.	Delete Performance Goals	Allow performance goals to be deleted.
Line Manager	Identifies the person as a line manager.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments using effective dates.

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	Extend Performance Goals	Allows performance goals to be extended to another goal plan.
Line Manager	Identifies the person as a line manager.	Manage Goal Management Notifications	Manage Goal Management Notifications
Line Manager	Identifies the person as a line manager.	Manage Learning Community Members using OTBI	Allows adding members to communities using OTBI analysis objects.
Line Manager	Identifies the person as a line manager.	Manage Learning Community Required Learning	Allows creation and management of required community assignments.
Line Manager	Identifies the person as a line manager.	Manage Outstanding Corporate Card Transaction	Allows management of corporate card transactions for which payment has not been made to the corporate card issuer.
Line Manager	Identifies the person as a line manager.	Manage Salary Mobile	Enables the manage salary transaction in HCM Cloud Mobile
Line Manager	Identifies the person as a line manager.	Manage Social Network Connections	Manage social connections
Line Manager	Identifies the person as a line manager.	Manage Talent Review Content	Allows management of content used at the talent review meeting.
Line Manager	Identifies the person as a line manager.	Manage Team Compensation	Allows managers to view salary and compensation for their employees.
Line Manager	Identifies the person as a line manager.	Manage Team Compliance Violations List View	Manage and view team's compliance violations list view
Line Manager	Identifies the person as a line manager.	Manage Team Reputation Scores List View	Manage and view team's reputation scores list view
Line Manager	Identifies the person as a line manager.	Manage Team Reputation Tasks	Manage team reputation tasks
Line Manager	Identifies the person as a line manager.	Manager Suggest Mentorship Relationships	Suggest mentorship relationships
Line Manager	Identifies the person as a line manager.	Manager's View of Employee's Reputation Scores	Manager's view of employee's reputation scores

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	Manager's View of Employee's Social Roles	Manager's view of employee's social roles
Line Manager	Identifies the person as a line manager.	Move Performance Goals	Allows performance goals to be moved to another goal plan.
Line Manager	Identifies the person as a line manager.	New Person Work Area As Line Manager	Allows line managers to access the New Person work area.
Line Manager	Identifies the person as a line manager.	Perform Performance Evaluations Mobile	Allows access to performance evaluations in HCM Cloud Mobile
Line Manager	Identifies the person as a line manager.	Promote Worker Mobile	Enables the promote transaction in HCM Cloud Mobile
Line Manager	Identifies the person as a line manager.	Recommend by HR Job	Allows the user to recommend using HR jobs.
Line Manager	Identifies the person as a line manager.	Recommend by Manager Hierarchy	Allows the user to recommend using manager hierarchy.
Line Manager	Identifies the person as a line manager.	Recommend by Position	Allows the user to recommend using HR positions.
Line Manager	Identifies the person as a line manager.	Request a New Position	Allows requesting a new position.
Line Manager	Identifies the person as a line manager.	Run Talent Profile Summary Report	Allows running of talent profile summary report.
Line Manager	Identifies the person as a line manager.	Search and Review Skills	Search and review skills
Line Manager	Identifies the person as a line manager.	Share Development Goals	Allows development goals to be shared with other workers.
Line Manager	Identifies the person as a line manager.	Share Performance Goals	Allows performance goals to be shared with other workers.
Line Manager	Identifies the person as a line manager.	Use Assignment Status Type Service	Allows the Assignment Status Type Service to be called
Line Manager	Identifies the person as a line manager.	Use Position lookup Service	Allows use of the position lookup service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Collective Agreements List of Values	Allows the user to call the GET method associated with the

Granted Role	Granted Role Description	Privilege	Privilege Description
			Collective Agreements list of values REST Service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Individual Compensation Lists of Values	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
Line Manager	Identifies the person as a line manager.	Use REST Service - Job Requisition Templates List of Values	Allows the user to call the GET method associated with the job requisition template lists of values REST Services.
Line Manager	Identifies the person as a line manager.	Use REST Service - Model Profiles List of Values	Allows the user to call the GET method associated with the Model Profiles list of values REST Service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.
Line Manager	Identifies the person as a line manager.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Line Manager	Identifies the person as a line manager.	Use REST Service - Users and Roles Lists of Values	Allows the user to call the GET method associated with the Users and Roles lists of values REST Services.
Line Manager	Identifies the person as a line manager.	Use Time Card Templates	Allows the use of time card templates.
Line Manager	Identifies the person as a line manager.	View Calendar by Line Manager	Allows line manager to view worker calendar.
Line Manager	Identifies the person as a line manager.	View Career Overview by Manager	Allows managers to access to Career Overview page.
Line Manager	Identifies the person as a line manager.	View Employee Social Connections	View employee social connections
Line Manager	Identifies the person as a line manager.	View Notification Details	Allows product specific notification details.

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager	Identifies the person as a line manager.	View Performance Overview by Manager	Allows managers to access the Performance Overview page.
Line Manager	Identifies the person as a line manager.	View Team Compliance Outlier Reports	View team's compliance outlier reports
Line Manager	Identifies the person as a line manager.	View Team Reputation Outlier Reports	View team's reputation outlier reports
Line Manager	Identifies the person as a line manager.	View Team Reputation Scores Analytic View	Analytical view of team's reputation scores
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	Allows allocating compensation during a periodic compensation cycle.
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	Allows approving and submitting compensation proposals made during a periodic compensation cycle.
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	Allows rating worker performance during a periodic compensation cycle.
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	Allows promotion of workers during a periodic compensation cycle by changing their job, grade, or position.
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	Allows creation of models to automatically allocate worker allocations, budget amounts, or defined targets.
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	Allows exporting worksheet data and importing allocations, promotions, and performance ratings.
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	Allows generation of compensation change statements to communicate compensation awards, promotions, and performance ratings given to workers during a periodic compensation cycle.

Granted Role	Granted Role Description	Privilege	Privilege Description
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Print Performance Document	Allows printing of performance documents
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	Allows viewing online reports to analyze the current status or results of a periodic compensation cycle.
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	Allows viewing of performance documents.
Manage Contextual Journey by Manager	Allows managers to access and manage worker contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Explore Journeys	Allows exploration of journeys.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Manage Personal Journey	Allows users to create and manage personal journeys.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Manage Worker Journey By Manager	Allows managers to access and manage worker journeys.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	View Global Journeys	Allows users to view global journeys. Viewing of personal journeys is not restricted by this privilege.
Manage Journey By Manager	Allows managers to access and manage worker journeys.	View Journey Activity	Allows viewing of journey activities.
Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service	Manage Offline Learning	Allows download and management of learning item content on mobile device in learning self-service
Manage Survey by Manager	Allows managers to access and manage their own surveys.	Manage Survey by Manager	Allows managers to access and manage their own surveys.

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage Survey by Manager	Allows managers to access and manage their own surveys.	Use REST Service - Content Items List of Values	Allows the user to call the GET method associated with the Content Items list of values REST Service.
Manage Talent Pool	Allows to view, edit talent pools and add workers to the Talent Pools.	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 Time Cards by Line Manager	Allows the line manager to create, edit, delete, and approve time cards for workers.
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	Lets the person call the Time Card Field Values REST Service.
Manage User Account	Manages user roles.	Copy Personal Data to LDAP	Allows copy of worker personal data to LDAP
Manage User Account	Manages user roles.	Manage User Account	Allows access to Manage User Account.
Manage User Account	Manages user roles.	Manage User Account and My Account	Allows access to the page components that are common to My Account and Manage User Account.
Manage User Account	Manages user roles.	Reset Password	Allows reset password links to be emailed to users.
Mass Evaluate Performance Documents by Manager	Allows mass manager evaluation of performance documents.	Mass Evaluate Performance Documents by Manager	Allows mass evaluations of performance documents by managers
Mass Evaluate Performance Documents by Manager	Allows mass manager evaluation of performance documents.	Use REST Service - Performance Template Document Names List of Values	Allows the user to call the GET method associated with the Performance Template Document Names List of Values REST service.
Mass Evaluate Performance Documents by Manager	Allows mass manager evaluation of performance documents.	Use REST Service - Review Periods List of Values	Allows the user to call the GET method associated with the Review Periods List of Values REST Service.
Nonworker Addition	Adds nonworkers.	Create Person Nonworker	Allows addition of new nonworker records.

Granted Role	Granted Role Description	Privilege	Privilege Description
Nonworker Addition	Adds nonworkers.	Create User	Allows creation of users.
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire	Allows addition of new pending-worker records.
Pending Worker Addition and Hire	Adds and hires pending workers.	Correct Oracle Taleo Recruiting Candidate Import Errors	Allows correction of errors found during pending workers import.
Pending Worker Addition and Hire	Adds and hires pending workers.	Edit Pending Worker	Allows users to correct pending-worker records.
Pending Worker Addition and Hire	Adds and hires pending workers.	Hire Pending Worker	Allows hire or placement of pending workers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Approve Worker Performance Document	Allows approving of performance documents.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Cancel Worker Performance Document by Manager	Allows canceling performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Change Participant Due Date by Manager	Allows a manager to change the due date for a participant to provide feedback in a 360 performance evaluation.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Complete Worker Performance Document by Manager	Allows completion of worker performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Create Performance Document by Manager	Allows creation of performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Delete Worker Performance Document by Manager	Allows deletion of worker performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Print Performance Document	Allows printing of performance documents
Performance Management Line Manager	Views performance documents from line manager dashboard.	Reopen Performance Document by Manager	Allows reopening performance documents by managers.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Reset Worker Performance Evaluation Status by Manager	Allows resetting of the performance evaluation status by managers so that the evaluation can continue.

Granted Role	Granted Role Description	Privilege	Privilege Description
Performance Management Line Manager	Views performance documents from line manager dashboard.	Restore Performance Document by Manager	Allows restoring canceled performance documents by managers so evaluations can continue.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Select Feedback Participants	Allows selection of feedback participants.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Track Participant Feedback Status	Allows tracking of participant feedback status.
Performance Management Line Manager	Views performance documents from line manager dashboard.	Transfer Performance Document by Manager	Allows transferring performance documents by managers from one manager to another.
Performance Management Line Manager	Views performance documents from line manager dashboard.	View Performance Information on Manager Dashboard	Allows viewing of performance information on the manager dashboard.
Performance Management Line Manager	Views performance documents from line manager dashboard.	View Performance Information on Worker Dashboard for Manager	Allows viewing of performance information on worker dashboard for manager.
Performance Management Line Manager	Views performance documents from line manager dashboard.	View Performance and Potential	Allows viewing of performance and potential 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.	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 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	Allows the user to call the GET method associated with the Succession Management list of values REST Services.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.
View Succession Org Chart by Manager	Allows a manager to view the succession org chart.	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 Succession Org Chart by Manager	Allows a manager to view the succession org chart.	View Succession Org Chart	Allows viewing of the succession org chart.

Granted Role	Granted Role Description	Privilege	Privilege Description
View Team Skills as Manager	Allows a manager to view team skills.	View Team Skills as Manager	Allows a manager to view team skills.
Workforce Model Plan Line Manager	Manages workforce model plans, including creating and editing the plans.	Manage Workforce Model Plan as Line Manager	Allows the management of workforce model plans.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Define Talent Profile	Allows definition of talent profile.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Define Talent Profile Item	Allows definition of talent profile item.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Manage Careers of Interest	Allows management of the careers of interest for a worker.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Manage Person Talent Profile	Allows management of talent profile for a person.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Match Talent Profile	Allows access to perform best fit analysis.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Update Talent Profile Item	Allows update to talent profile items.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	View Talent Profile	Allows management of profile task flows that are common to model and person profiles.

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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

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: 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 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
		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 create check-in document for subordinates in their person and assignment security profile	Role: View Performance Summary 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
Check In Document	A Line Manager can view check-in document for subordinates in their person and assignment security profile	Role: View Performance Summary Privilege: View Check-In Document (Data) Resource: Check In Document
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

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: 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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 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: 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 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 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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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 manage 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: Manage Journey Allocation (Data) Resource: Journey Scheduled Allocation
Journey Scheduled Allocation	A Line Manager can view journey allocation for allocations of journey templates to which	Role: Use REST Service - Journey Scheduled Allocations

Business Object	Policy Description	Policy Store Implementation
	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 Scheduled Allocation
Journey Task	A Line Manager can manage journey task library for all tasks in the journey task library	Role: Use REST Service - All Tasks in 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 - All Tasks in 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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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
Learning Record	A Line Manager can view learning records by manager for learning records assigned to subordinates in their person security profile	Role: Use REST Service - Learning Record Searches by Manager Privilege: View Learning Records by Manager (Data) Resource: Learning Record

Business Object	Policy Description	Policy Store Implementation
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 choose payroll reference for legislative data groups in their legislative data group security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Payroll Reference (Data) Resource: Legislative Data Group
Legislative Data Group	A Line Manager can choose payroll reference for legislative data groups in their legislative data group security profile	Role: View Employee Payroll in Employment Processes Privilege: Choose Payroll Reference (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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Location
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
Manager Posts	A Line Manager can manage team posts for posts that i created.	Role: Manage My Team Posts Privilege: Manage Team Posts (Data) Resource: Manager Posts
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

Business Object	Policy Description	Policy Store Implementation
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
Payroll Definition	A Line Manager can choose payroll for payrolls in their payroll security profile	Role: Manage Employee Payroll in Employment Processes Privilege: Choose Payroll (Data) Resource: Payroll Definition
Payroll Definition	A Line Manager can choose payroll for payrolls in their payroll security profile	Role: View Employee Payroll in Employment Processes Privilege: Choose Payroll (Data) Resource: Payroll Definition
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	Role: Submit a Payroll Flow Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	group security profile and payroll flows in their payroll flow security profile	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: Compensation Transaction Analysis Privilege: Report Person Process Result (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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
		Privilege: View Development Goal (Data) Resource: Performance Goal
Performance Goal	A Line Manager can view performance goal by manager for subordinates in their person and assignment security profile	Role: View Performance Goal by Manager Privilege: View Performance Goal by Manager (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) 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

Business Object	Policy Description	Policy Store Implementation
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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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: Compensation Transaction Analysis Privilege: Report Payroll Relationship (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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

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 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 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 Line Manager can view costing of position in employment processes for assignments	Role: View Costing of Position in Employment Processes

Business Object	Policy Description	Policy Store Implementation
	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	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
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

Business Object	Policy Description	Policy Store Implementation
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: Maintain Absence Records Privilege: View Worker Availability (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 availability for subordinates in their person and assignment security profile	Role: View Worker Calendar 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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 Citizenship	A Line Manager can manage person citizenship for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Citizenship (Data) Resource: Person Citizenship
Person Citizenship	A Line Manager can view person citizenship for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Citizenship (Data) Resource: Person Citizenship
Person Contact Relationship	A Line Manager can manage person contact details for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Contact Details (Data) Resource: Person Contact Relationship
Person Contact Relationship	A Line Manager can view person contact details for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Contact Details (Data) Resource: Person Contact Relationship
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)

Business Object	Policy Description	Policy Store Implementation
		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
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 create work relationship for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Create Work Relationship (Data) Resource: Person Detail
Person Detail	A Line Manager can manage person biographical for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Biographical (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

Business Object	Policy Description	Policy Store Implementation
Person Detail	A Line Manager can report person extra information for persons and assignments in their person and assignment security profile	Role: Workforce Transaction Analysis Privilege: Report Person Extra Information (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 biographical for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Biographical (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 Ethnicity	A Line Manager can manage person ethnicity for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Ethnicity (Data) Resource: Person Ethnicity
Person Ethnicity	A Line Manager can view person ethnicity for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Ethnicity (Data) Resource: Person Ethnicity
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

Business Object	Policy Description	Policy Store Implementation
		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
Person Legislative Data	A Line Manager can manage person legislative for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Legislative (Data) Resource: Person Legislative Data
Person Legislative Data	A Line Manager can view person legislative for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Legislative (Data) Resource: Person Legislative Data
Person Name	A Line Manager can change person name for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Change Person Name (Data) Resource: Person Name
Person Name	A Line Manager can view person name for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Name (Data) Resource: Person Name
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)

Business Object	Policy Description	Policy Store Implementation
		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 Religion	A Line Manager can manage person religion for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Manage Person Religion (Data) Resource: Person Religion
Person Religion	A Line Manager can view person religion for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: View Person Religion (Data) Resource: Person Religion
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) 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)

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: 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 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: 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
Position	A Line Manager can report position for positions in their position security profile	Role: Workforce Transaction Analysis Privilege: Report Position (Data)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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) Resource: Public Assignment

Business Object	Policy Description	Policy Store Implementation
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 compare public skills for persons and assignments in their public person security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Public Skills (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: Share Data Access 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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
Recommendation Profiles	A Line Manager can manage recommendation profiles by manager for recommendation profiles created by subordinates in their person security profile	Role: Manage Recommendation Profiles by Manager Privilege: Manage Recommendation Profiles by Manager (Data) Resource: Recommendation Profiles
Recommendations	A Line Manager can manage recommendations by manager for recommendations received by subordinates in their person security profile	Role: View and Respond to Recommendations by Manager Privilege: Manage Recommendations by Manager (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Recommendations
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
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

Business Object	Policy Description	Policy Store Implementation
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
Secured Payroll Element Type	A Line Manager can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Line Manager can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Individual Compensation Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Share Data Access	A Line Manager can report share data access for persons and assignments in their person and assignment security profile	Role: Share Data Access Transaction Analysis Privilege: Report Share Data Access (Data) Resource: Share Data Access
Share Data Access	A Line Manager can report share data access for subordinates in their person and assignment security profile	Role: Share Data Access Transaction Analysis Privilege: Report Share Data Access (Data) Resource: Share Data Access
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) Resource: Shared Performance Goal

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 compare talent profiles for people and assignments in their person and assignment security profile	Role: Edit Person Skills and Qualifications Privilege: Compare Talent Profiles (Data) Resource: Talent Profile
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

Business Object	Policy Description	Policy Store Implementation
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 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)

Business Object	Policy Description	Policy Store Implementation
		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 - 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: Manage Employee Payroll in Employment Processes Privilege: Choose Tax Reporting Unit (Data) Resource: Tax Reporting Unit
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
Tax Reporting Unit	A Line Manager can choose tax reporting unit for tax reporting units in their organization security profile	Role: View Employee Payroll in Employment Processes 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

Business Object	Policy Description	Policy Store Implementation
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
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 Record Group Summary	A Line Manager can submit time cards by line manager for subordinates in their person and assignment security profile	Role: Submit Time Cards by Line Manager

Business Object	Policy Description	Policy Store Implementation
		Privilege: Submit 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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
Work Relationship	A Line Manager can create work relationship for subordinates in their person and assignment security profile	Role: Create Work Relationship Privilege: Create Work Relationship (Data) Resource: Work Relationship
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 subordinates 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 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

Business Object	Policy Description	Policy Store Implementation
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 subordinates in their person and assignment security profile	Role: Workforce Modeling Transaction Analysis Privilege: Report Workforce Model Plan (Data) 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
  - 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
  - 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
  - Adjust Individual Payroll Balance
  - Calculate QuickPay
  - Manage Payroll Relationship
- Payroll Completeness Confirmation
  - Person View
  - View Person Process Results
- Payroll Distribution Calculation Administration
  - Manage Payroll Payment Results
  - Manage Payroll Relationship
- Payroll Implementation View
  - Manage Costing of Element
  - Manage Fast Formula
  - View Costing Details at Department Level
  - View Costing Details at Element Level
  - View Costing Details at Job Level
  - View Costing Details at Location Level
  - View Costing Details at Payment Source Level
  - View Costing Details at Payroll Level
  - View Costing Details at Position Level
  - View Payroll Element
- Payroll Payment Distribution Administration
  - 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 French Tax Card

- 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.
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.

Duty Role	Description
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.
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.

Aggregate Privilege	Description
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 Costing of Element	Allows users to manage costing of elements.
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.
Manage Payroll Third-Party Person Payment Method	Not Available
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.

Aggregate Privilege	Description
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.
View Costing Details at Department Level	Allows user to view costing at department level.
View Costing Details at Element Level	Allows user to view costing at element level.
View Costing Details at Job Level	Allows user to view costing at job level.
View Costing Details at Location Level	Allows user to view costing at location level.

Aggregate Privilege	Description
View Costing Details at Payment Source Level	Allows user to view costing at payment source level.
View Costing Details at Payroll Level	Allows user to view costing at payroll level.
View Costing Details at Position Level	Allows user to view costing at position level.
View French Tax Card	Allows a user to view the French tax cards.
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 Element	Allows users to view payroll elements.
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	Privilege Description
Access Payroll Flows	Allows users to access Payroll Flows.	Access Payroll Flows	Access Payroll Flows
Access Payroll Flows	Allows users to access Payroll Flows.	View Payroll Process Results	View Payroll Process Results
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
Payroll Administrator	Assists with running company payroll and responds to employee	Access HCM Common Components	Allows access to HCM common components.

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows access to Pay page
Payroll Administrator	Assists with running 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 Payroll Activity Center	Allows users to access the payroll activity center
Payroll Administrator	Assists with running 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	Allows submission of the program to activate subledger journal entry rule set assignments to 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.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments 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	Allows the user to perform searches on workers and assignments using termination 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.	Import Subledger Balance for Supporting Reference	Allows submission of the program to upload initial subledger balance for supporting reference.
Payroll Administrator	Assists with running company payroll and responds to employee	Manage Data Exchange Work Area	Allows management of the Data Exchange work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Ability to manage 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	Allows access to the Person Management 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	Allows creation or update of the 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	Allows update of the assignment of sources to accounting attributes.
Payroll Administrator	Assists with running 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	Allows creation or selection of subledger application context for setup 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	Allows creation or update of the subledger accounting method.
Payroll Administrator	Assists with running company payroll and responds to employee	Manage Subledger Accounting Option	Allows update of the subledger accounting options for a ledger.

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows creation or update of the 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	Allows creation or update of the 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	Allows creation or update of the 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	Allows creation or update of the 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	Allows creation or update of 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	Allows creation or update of mapping set value.
Payroll Administrator	Assists with running company payroll and responds to employee	Manage Subledger Standard Source	Allows creation or update of subledger sources.

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows creation or update of the 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	Not Available
Payroll Administrator	Assists with running 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	Allows review of the 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	Allows review of the assignment of sources to accounting attributes.
Payroll Administrator	Assists with running 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	Allows review of the 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	Allows review of mapping set.
Payroll Administrator	Assists with running company payroll and responds to employee	Review Subledger Standard Source	Allows review of subledger sources.

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows Australian payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee	Run Canadian Payroll Reports	Allows Canadian payroll reports to be run.

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee	Run Chinese PHF/SI Contribution Amount Monthly Report	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Chinese payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee	Run Emirati Form 1	Run Emirati Employee Hiring Report.

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Run Emirati Employee 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 2 OBSOLETE	Not Available
Payroll Administrator	Assists with running 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	Run Emirati Insured Employee Information 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 6 OBSOLETE	Not Available
Payroll Administrator	Assists with running 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	Run Emirati Employees Monthly Movements Report.
Payroll Administrator	Assists with running company payroll and responds to employee	Run Emirati Form 7 OBSOLETE	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	questions concerning payroll.The user runs various payroll processes, prints payslips, reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Emirati payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Submit a report to view employee level balance results based on a balance group usage.
Payroll Administrator	Assists with running 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	Allows French payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Hong Kong payroll reports to be run.
Payroll Administrator	Assists with running 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 Indian Payroll Reports	Allows Indian payroll reports to be run.
Payroll Administrator	Assists with running 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 Irish Payroll Reports	Allows Irish Payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	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	Allows Kuwaiti payroll reports to be run.
Payroll Administrator	Assists with running 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	Run Kuwaiti New Hires and Terminations 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 Report 166	Run Kuwaiti Monthly Contributions 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 Report 167	Run Kuwaiti Additional Contributions 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 Report 168	Run Kuwaiti Monthly Movements 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 Report 55	Run Kuwaiti Detailed Salary Statement Report.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Run Kuwaiti Commencement and Termination of Additional Contributions 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 Mexican Payroll Reports	Allows Mexican payroll reports to be run.
Payroll Administrator	Assists with running 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	Allows users to run the 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	Allows Qatari payroll reports to be run.
Payroll Administrator	Assists with running 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	Run Saudi Workers 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 Saudi GOSI Form 4	Run Saudi Monthly Contributions 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 GOSI Form 5	Run Saudi New and Terminated Workers Report.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Saudi payroll reports to be run.
Payroll Administrator	Assists with running 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	Allows Singaporean payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	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	Run UK NI Category Update Under 21 April 2015.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows UK payroll reports to be run.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows US payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	View Payroll Flow Based Analytics
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Manage Payroll Batch Upload	Manage Payroll Batch Upload. Allows element entries to be loaded in batch.
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Purge HCM Batch	Not Available
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Transfer Payroll Batch	Transfer Payroll Batch
Payroll Batch Load Management	Manages the creation and upload of batches of data.	View HCM Import and Load Results	Allows access to review the status of an HCM Data Loader data set.
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Run Payroll Data Validation Report	Run Payroll Data Validation Report
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Run Payroll Run Result Report	Run Payroll Run Result Report

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Run UK Payroll Validation Report	Not Available
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Verify Statement of Earnings	Verify Statement of Earnings
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	View Employee Level Messages	View Payroll Messages, Employee Level
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	View Payroll Balance	View Payroll Balance
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	View Payroll Run Results	View Payroll Run Results
Payroll Completeness Confirmation	Verifies the payroll process results and person process results.	View Payroll Process Results	View Payroll Process Results
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Adjust Cost for a Person	Adjust Cost for a Person
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Calculate QuickPay Prepayments	Calculate QuickPay Prepayments
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Mark for Retry	Not Available
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Perform Payroll Process Roll Back	Perform Payroll Process Roll Back
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Reverse Payroll Calculations	Reverse Payroll Calculations
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Run Payroll Costing Report	Allows viewing and use of costing results containing account numbers and amounts used in journal entries.
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	View Payroll Costed Payments	View Payroll Costed Payments
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	View Payroll Costed Results	View Payroll Costed Results
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	View Payroll Costing Results from Subledger Accounting	Allows drill down from subledger accounting to view the payroll process costing results for a specific transaction.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Department	Manage Costing of Department
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Job	Manage Costing of Job
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Payment Source	Manage Costing of Payment Source
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Payroll	Manage Costing of Payroll
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Position	Manage Costing of Position
Payroll Implementation View	Views complete payroll setup.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Implementation View	Views complete payroll setup.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction	Manage Payroll Deduction
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction Group Rule	Manage Payroll Deduction Group Rules
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction Range	Manage Payroll Deduction Range
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Definition	Manage Payroll Definition
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Event Group	Manage Payroll Event Groups

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Process Configuration	Manage Payroll Process Configuration
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Task	Manage Payroll Task
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Implementation View	Views complete payroll setup.	View Bank	Allows review of banks.
Payroll Implementation View	Views complete payroll setup.	View Bank Account	Allows review of bank accounts.
Payroll Implementation View	Views complete payroll setup.	View Bank Branch	Allows review of bank branches.
Payroll Implementation View	Views complete payroll setup.	View Payroll Payment Type	View Payroll Payment Type
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Cancel Payroll Payment	Cancel Payroll Payment
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Generate Payslips	Generate Payslips
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Make External Payroll Payment	Make External Payroll Payment
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Make US IAT EFT Payments	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Reissue Payroll Payment	Reissue Payroll Payment

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Run US Deposit Advice	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Run US Direct Deposit Electronic Report	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Run US Third-Party Involuntary Deductions Initialization Extract	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Run US Third-Party Involuntary Payments Extract	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Void Payroll Payment	Void Payroll Payment
Person View	Searches and views person related information.	Search Person	Allows searching for a person.
Person View	Searches and views person related information.	View Person	Allows viewing of a person's information.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage External Payee Payment Details	Allows management of external payee payment details.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Third Party Bank Account	Allows update of external bank accounts.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account	Allows viewing of external bank accounts.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.

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
Department	A Payroll Administrator can choose department for departments in their organization security profile	Role: View Costing Details at Department Level 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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: Access HCM Spreadsheet Data Loader Templates 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: 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 legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing of Element 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 within their legislative data group security profile	Role: View Costing Details at Element Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group

Business Object	Policy Description	Policy Store Implementation
Legislative Data Group	A Payroll Administrator can choose legislative data group for legislative data groups within their legislative data group security profile	Role: View Costing Details at Job Level 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 within their legislative data group security profile	Role: View Costing Details at Payment Source Level 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 within their legislative data group security profile	Role: View Costing Details at Payroll Level 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 within their legislative data group security profile	Role: View Costing Details at Position Level 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
Legislative Data Group	A Payroll Administrator can view costing details at location level for legislative data groups within their legislative data group security profile	Role: View Costing Details at Location Level Privilege: View Costing Details at Location Level (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 details at location level for all locations in the enterprise	Role: View Costing Details at Location Level Privilege: View Costing Details at Location Level (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)

Business Object	Policy Description	Policy Store Implementation
		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 Adjustment Group	A Payroll Administrator can access adjust individual payroll balance for payrolls in their payroll security profile	Role: Adjust Individual Payroll Balance Privilege: Access Adjust Individual Payroll Balance (Data) Resource: Payroll Balance Adjustment Group
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 choose payroll for payrolls within their payroll security profile	Role: View Costing Details at Payroll Level 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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 Element Type	A Payroll Administrator can view payroll element for legislative data groups in their legislative data group security profile	Role: View Payroll Element 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
		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
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
		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
	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
		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
	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
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
		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
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
	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
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
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
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 french tax card for people and assignments in person and assignment security profile	Role: View French Tax Card Privilege: View French Tax Card (Data) Resource: Payroll Relationship

Business Object	Policy Description	Policy Store Implementation
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 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 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

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: Manage Worker Personal Payment Method 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: 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

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 Calculation, Validation, and Balancing 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: 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

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 Payment 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 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)

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 Calculation 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 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Payroll Template Solution Classification Usage
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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
Position	A Payroll Administrator can choose position for positions in their position security profile	Role: View Costing Details at Position Level 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 choose payroll element type for elements in their element security profile that are in legislative data	Role: Manage Costing for a Person Privilege: Choose Payroll Element Type (Data)

Business Object	Policy Description	Policy Store Implementation
	groups in their legislative data group security profile	Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Payroll Administrator can choose payroll element type for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Element Type (Data) Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Payroll 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: Manage Costing of Element Privilege: Manage Payroll Element (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
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: View Costing Details at Element Level Privilege: View Payroll Element (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: View Payroll Element 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) 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

Business Object	Policy Description	Policy Store Implementation
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
      - 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
    - Payroll Interface Transaction Analysis
    - 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 - Worker Bank Accounts
    - Use REST Service - Worker Bank Accounts Read Only
    - View Payroll Integration Delivery Exceptions
    - 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	Allows users to manage payroll elements.
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	Not Available
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	Privilege Description
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods

Granted Role	Granted Role Description	Privilege	Privilege Description
			associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Manage Payroll Batch Upload	Manage Payroll Batch Upload. Allows element entries to be loaded in batch.
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Purge HCM Batch	Not Available
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Transfer Payroll Batch	Transfer Payroll Batch
Payroll Batch Load Management	Manages the creation and upload of batches of data.	View HCM Import and Load Results	Allows access to review the status of an HCM Data Loader data set.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group	Manage Balance Groups

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Definition	Manage Payroll Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank	Allows review of banks.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Account	Allows review of bank accounts.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Branch	Allows review of bank branches.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Payroll Payment Type	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	Take a snapshot of the data used in the pay calculation to ensure consistent payslip/tax reporting
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	Calculate Gross Earnings for Payroll Outbound Interface
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	Load absence information, including absence dates, duration, and rate definition, for payroll processing.
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	Load benefit information, including dates, amount and periodicity, or rate definition details, for payroll processing.
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	Load time card information, including dates, hours, and rate definition details, for payroll processing.
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	Not Available
Payroll Interface	Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Manage Payroll Calculation Entries	Ability to manage 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	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	Allows management and capture of information required for third-party payroll processing.
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	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	Allows management and capture of information required by ADP PayForce for third-party payroll processing.
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	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	Run Payroll Run Result Report
Payroll Interface	Manages the setup and implementation of the payroll interface, allowing the exchange	View Employee Level Messages	View Payroll Messages, Employee Level

Granted Role	Granted Role Description	Privilege	Privilege Description
	of data 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.	View Payroll Messages	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	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	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	Allows access to HCM common components.
Payroll Interface Coordinator	Manages tasks that generate the personal payroll information required by third-party payroll providers.	Access Pay	Allows access to Pay page
Payroll Interface Coordinator	Manages tasks that generate the personal payroll information required by third-party payroll providers.	Calculate HCM Rates	Allows submission of a process to calculate rate values.
Payroll Interface Coordinator	Manages tasks that generate the personal payroll information required by third-party payroll providers.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments 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	Allows the user to perform searches on workers and assignments using termination dates.
Payroll Interface Coordinator	Manages tasks that generate the personal payroll information required by third-party payroll providers.	Load External Payroll Information from Spreadsheet	Allows loading of data to an external payroll system using a spreadsheet loader provided by the external payroll service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Interface Coordinator	Manages tasks that generate the personal payroll information required by third-party payroll providers.	Manage Data Exchange Work Area	Allows management of the 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	Allows management of external payee payment details.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Third Party Bank Account	Allows update of external bank accounts.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account	Allows viewing of external bank accounts.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.

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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

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: Access HCM Spreadsheet Data Loader Templates 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: Payroll Interface Coordinator 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 - 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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Access Payroll Administration Work Area

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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: Manage Payroll Element Privilege: View 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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	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) 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	Role: Submit a Payroll Process or Report Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	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) 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	Role: Access Payment Distribution Work Area Privilege: Manage Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
Payroll Interface Inbound Record	A Payroll Interface Coordinator can report payroll interface inbound record for people and assignments in person 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	Role: Payroll Interface

Business Object	Policy Description	Policy Store Implementation
	payroll security profile and legal employers in their organization security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Payroll Interface

Business Object	Policy Description	Policy Store Implementation
	data groups in their legislative data group security profile	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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 assignments in their person and assignment security profile	Role: Manage External Payroll Information 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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 Classification	A Payroll Interface Coordinator can choose payroll element classification for payroll element classifications in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: Choose Payroll Element Classification (Data) Resource: Secured Payroll Element Classification
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: Manage Payroll Element Privilege: Manage Payroll Element (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

Business Object	Policy Description	Policy Store Implementation
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: Manage Payroll Element Privilege: View Payroll Element (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) 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)

Business Object	Policy Description	Policy Store Implementation
		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

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
    - Access Person Gallery
    - 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
    - Adjust Individual Payroll Balance
    - Calculate QuickPay
    - Manage Payroll Relationship
- Payroll Completeness Confirmation
    - Person View
    - View Person Process Results
- Payroll Distribution Calculation Administration
    - Manage Payroll Payment Results
    - Manage Payroll Relationship
- Payroll Implementation View
    - Manage Costing of Element
    - Manage Fast Formula
    - View Costing Details at Department Level
    - View Costing Details at Element Level
    - View Costing Details at Job Level
    - View Costing Details at Location Level
    - View Costing Details at Payment Source Level
    - View Costing Details at Payroll Level
    - View Costing Details at Position Level
    - View Payroll Element
- Payroll Payment Distribution Administration
    - 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 French Tax Card
        - 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
    - Payroll Analysis
        - Business Intelligence Authoring
        - Employee Data Security
        - Human Resources Analysis Currency Preference
        - Legislative Data Group Data Security
        - Payroll Data Security
    - Payroll Balances Transaction Analysis
    - Payroll Batch Load Management
    - Payroll Calculation Cards Transaction Analysis
    - Payroll Calculation, Validation, and Balancing Administration
        - Adjust Individual Payroll Balance
        - Calculate QuickPay
        - Manage Payroll Relationship
    - Payroll Calculation, Validation, and Balancing Management
    - Payroll Completeness Confirmation
        - Person View
        - View Person Process Results
    - Payroll Costing Setup Details Transaction Analysis
    - Payroll Distribution Calculation Administration
        - Manage Payroll Payment Results
        - Manage Payroll Relationship
    - Payroll Distribution Calculation Management
        - Person View
    - Payroll Element Entries Transaction Analysis
    - Payroll Flows Transaction Analysis
    - Payroll Implementation
        - Employee Bank Account Management
        - Functional Setups
        - Manage Costing Details at Department Level

- Manage Costing Details at Element Level
- Manage Costing Details at Job Level
- Manage Costing Details at Location Level
- Manage Costing Details at Payment Source Level
- Manage Costing Details at Payroll Level
- Manage Costing Details at Position Level
- Manage Fast Formula
- Manage HCM Rates
- Manage Payment Method Preferences
- Manage Payroll Element
- 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
    - Manage Payroll Element Entry
    - Manage Value Defined by Criteria

- 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
        - 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
  - Payroll Payment Distribution Administration
      - View Payroll Archive Results
  - Payroll Payment Distribution Management
      - Person View
      - View Worker Payslip
  - Payroll Payments Costing Transaction Analysis
  - Payroll Payments Distribution Transaction Analysis
  - Payroll Personal Payment Methods Transaction Analysis
  - Payroll Rate Calculation Results Transaction Analysis
  - Payroll Retroactive Pay Transaction Analysis
  - Payroll Run Costing Transaction Analysis
  - Payroll Run Results Transaction Analysis
  - Payroll Transaction Analysis
      - Business Intelligence Authoring
  - Payroll User-Defined Tables Transaction Analysis
  - Search Payroll Person
  - Subledger Accounting Manager
      - Business Intelligence Consumer
      - Customer Account Inquiry
  - 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 French Tax Card
- View Payroll Absence Entries
- View Payroll Event
- View Payroll Event Action Notification
- 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 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

Duty Role	Description
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.
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.

Duty Role	Description
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.
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.

Duty Role	Description
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.
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.

Aggregate Privilege	Description
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.
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 Details at Department Level	Allows user to manage costing at department level .
Manage Costing Details at Element Level	Allows user to manage costing at element level.
Manage Costing Details at Job Level	Allows user to manage costing at job level.
Manage Costing Details at Location Level	Allows user to manage costing at location level.
Manage Costing Details at Payment Source Level	Allows user to manage costing at payment source level.
Manage Costing Details at Payroll Level	Allows user to manage costing at payroll level.
Manage Costing Details at Position Level	Allows user to manage costing at position level.
Manage Costing for a Person	Manages the costing of a person.
Manage Costing of Element	Allows users to manage costing of elements.
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.

Aggregate Privilege	Description
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	Allows users to manage payroll elements.
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	Not Available
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.

Aggregate Privilege	Description
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.
View Costing Details at Department Level	Allows user to view costing at department level.
View Costing Details at Element Level	Allows user to view costing at element level.
View Costing Details at Job Level	Allows user to view costing at job level.
View Costing Details at Location Level	Allows user to view costing at location level.
View Costing Details at Payment Source Level	Allows user to view costing at payment source level.
View Costing Details at Payroll Level	Allows user to view costing at payroll level.
View Costing Details at Position Level	Allows user to view costing at position level.
View French Tax Card	Allows a user to view the French tax cards.

Aggregate Privilege	Description
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 Element	Allows users to view payroll elements.
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	Privilege Description
Access Payroll Flows	Allows users to access Payroll Flows.	Access Payroll Flows	Access Payroll Flows
Access Payroll Flows	Allows users to access Payroll Flows.	View Payroll Process Results	View Payroll Process Results
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Access Person Spotlight	Access the person spotlight to view details of your own or another

Granted Role	Granted Role Description	Privilege	Privilege Description
			person's HCM profile such as employment details.
Access Person Spotlight Advanced Search	Allows access to the Person Spotlight advanced search.	Search Person	Allows searching for a person.
Customer Account Inquiry	View customer account details.	Export Customer Account	Not Available
Customer Account Inquiry	View customer account details.	Export Customer Account Relationship	Allows the export of customer account contact relationship information.
Customer Account Inquiry	View customer account details.	Search Customer Account Relationships	Allows the search of customer account relationships. If assigning, also assign the ability to view the customer account relationship.
Customer Account Inquiry	View customer account details.	Search Customer Account Site	Allows the search of customer account sites. If assigning, also assign the ability to view the customer account site.
Customer Account Inquiry	View customer account details.	Search Trading Community Organization	Allows the search of organizations. If assigning, also assign the ability to view the trading community organization.
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Additional Identifier	Not Available
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Additional Name	Not Available
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Address	Not Available
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Classification Code Assignment	Not Available
Customer Account Inquiry	View customer account details.	Search Trading Community Organization Contact Point	Not Available
Customer Account Inquiry	View customer account details.	View Customer Account	Allows the viewing of customer account information.
Customer Account Inquiry	View customer account details.	View Customer Account Information	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Customer Account Inquiry	View customer account details.	View Customer Account Relationship	Allows the viewing of customer account relationship information.
Customer Account Inquiry	View customer account details.	View Customer Account Relationships	Allows the viewing of customer account relationship information.
Customer Account Inquiry	View customer account details.	View Customer Account Site	Allows the viewing of the customer account site information.
Customer Account Inquiry	View customer account details.	View Customer Account Site Use	Allows the viewing of the customer account site use information.
Customer Account Inquiry	View customer account details.	View Location of Final Discharge	Allows view of location of final discharge.
Customer Account Inquiry	View customer account details.	View Party Fiscal Classification	Allows viewing of tax classifications used by a tax authority to categorize a party and is applicable in the tax determination process.
Customer Account Inquiry	View customer account details.	View Third-Party Site Tax Profile	Allows viewing of tax profiles that contain tax information that relate to a third-party site's transaction tax activities.
Customer Account Inquiry	View customer account details.	View Third-Party Tax Profile	Allows viewing of tax profiles that contain tax information that relate to a third party's transaction tax activities.
Customer Account Inquiry	View customer account details.	View Trading Community Organization	Allows exporting, searching, and viewing of organization details such as addresses, classifications, identifiers, and names.
Customer Account Inquiry	View customer account details.	View Trading Community Organization Additional Identifier	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Additional Name	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Address	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Address Use	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
Customer Account Inquiry	View customer account details.	View Trading Community Organization Classification Code Assignment	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Contact Point	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Contact Preference	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Source System Mapping	Not Available
Customer Account Inquiry	View customer account details.	View Trading Community Organization Usage Assignment	Not Available
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage External Payee Payment Details	Allows management of external payee payment details.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Employee Bank Account Management	Manages employee bank accounts and other payment details.	Manage Third Party Bank Account	Allows update of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account	Allows viewing of external bank accounts.
Employee Bank Account Management	Manages employee bank accounts and other payment details.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
FSCM Load Interface Administration	Manages load interface file for import	Access FSCM Integration Rest Service	Allow financials and supply chain users to access the methods associated with the Integration Rest Service.
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface	Allows file data load to interface tables
FSCM Load Interface Administration	Manages load interface file for import	Load Interface File for Import	Allows a user to load interface file for import
FSCM Load Interface Administration	Manages load interface file for import	Manage File Import and Export	Privilege to manage import and export of files.
FSCM Load Interface Administration	Manages load interface file for import	Transfer File	Allows management of file transfer from server

Granted Role	Granted Role Description	Privilege	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition	Allows configuration of data to be extracted and output in any generic format, such as delineated text or XML.
HCM Extract Definition	Grants access to the extract definition duty.	Manage HCM Extract Definition Report	Allows access to the extract data model when defining a report.
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
HCM Extract Definition	Grants access to the extract definition duty.	Manage Payroll Task	Manage Payroll Task
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Address	Allows creation and update of the legal address used to register with a legal authority.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Authority	Allows the association of a governing legal body that operates within a jurisdiction to a legal entity for purposes of providing legal reports and financial statements.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity	Allows creation and update of the legal entity.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity Contact Information	Allows creation and update of the legal entity contact information.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity Deduction Records	Manage Legal Entity Deduction Records
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity Financial Information	Allows creation and update of legal entity financial information.

Granted Role	Granted Role Description	Privilege	Privilege Description
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity HCM Information	Allows creation and update of the legal entity HCM information.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity Intercompany Exception	Allows the creation or update of legal entity intercompany exceptions.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity Primary Ledger	Manage Legal Entity Primary Ledger
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity Registration	Allows creation and update of the legal entity registration.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Entity for Associated Business Entity	Allows the definition of associations between business entities and legal entities or legal reporting units for tax calculation purposes.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Jurisdiction	Allows the definition of the geographic area or areas for which a legal authority is responsible.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Reporting Unit	Allows the definition of the legal reporting unit.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Reporting Unit Contact Information	Allows creation and update of the legal reporting unit contact information.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Reporting Unit Deduction Records	Manage Legal Reporting Unit Deduction Records
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Reporting Unit Financial Information	Allows creation and update of the legal reporting unit financial information.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Reporting Unit Registration	Allows creation and update of the legal reporting unit registration.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Reporting Unit Workforce Information	Manage Legal Reporting Unit HCM Information
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Manage Legal Reporting Unit for Associated Balancing Segment	Allows the association of one or multiple balancing segments value to a legal report unit to meet the legal reporting requirement of specific countries.

Granted Role	Granted Role Description	Privilege	Privilege Description
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Mass Create Legal Entity HCM Information	Allows mass creation of legal entity HCM information.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Search Legal Entity	Allows the search for existing legal entities to update or delete them.
Legal Entities Administration	Manages legal entities, legal reporting units and registrations.	Search Legal Reporting Unit	Allows the search for the 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	Allows access to 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	Allows access to Pay page
Payroll Administrator	Assists with running 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 Payroll Activity Center	Allows users to access the payroll activity center
Payroll Administrator	Assists with running 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	Allows submission of the program to activate subledger journal entry rule set assignments to 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.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments 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,	Enable worker searches using termination date	Allows the user to perform searches on workers and assignments using termination dates.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows submission of the program to upload initial 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	Allows management of the 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	Ability to manage 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	Allows access to the Person Management 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	Allows creation or update of the 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	Allows update of the assignment of sources to accounting attributes.
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Manage Subledger Accounting Existing Scope	Allows creation or selection of subledger application context for setup scope.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows creation or update of the 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	Allows update of the subledger accounting options for a ledger.
Payroll Administrator	Assists with running 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	Allows creation or update of the 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	Allows creation or update of the 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	Allows creation or update of the 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	Allows creation or update of the 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,	Manage Subledger Mapping Set	Allows creation or update of mapping set.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows creation or update of 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	Allows creation or update of subledger sources.
Payroll Administrator	Assists with running 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	Allows creation or update of the 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	Not Available
Payroll Administrator	Assists with running 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	Allows review of the 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	Allows review of the assignment of sources to accounting attributes.
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Review Subledger Application	Allows review of the subledger application.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows review of 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	Allows review of subledger sources.
Payroll Administrator	Assists with running 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	Allows Australian payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run Canadian End-of-Year Register	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Canadian payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run Chinese Individual Income Tax Detail Report	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Chinese payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run Emirati ADRPBF New Hire Report	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Run Emirati Employee Hiring 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 OBSOLETE	Not Available
Payroll Administrator	Assists with running 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	Run Emirati Employee 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 2 OBSOLETE	Not Available
Payroll Administrator	Assists with running 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	Run Emirati Insured Employee Information Report.
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run Emirati Form 6 OBSOLETE	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Run Emirati Employees Monthly Movements 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 7 OBSOLETE	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Emirati payroll reports to be run.
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run Emirati Request for Refund File	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Submit a report to view employee level balance results based on a balance group usage.
Payroll Administrator	Assists with running 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	Allows French payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Hong Kong payroll reports to be run.
Payroll Administrator	Assists with running 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 Indian Payroll Reports	Allows Indian payroll reports to be run.
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run Irish Payroll Reports	Allows Irish Payroll reports to be run.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	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	Allows Kuwaiti payroll reports to be run.
Payroll Administrator	Assists with running 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	Run Kuwaiti New Hires and Terminations 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 Report 166	Run Kuwaiti Monthly Contributions 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 Report 167	Run Kuwaiti Additional Contributions Report.
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run Kuwaiti Report 168	Run Kuwaiti Monthly Movements Report.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Run Kuwaiti Detailed Salary Statement 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 Report 56	Run Kuwaiti Commencement and Termination of Additional Contributions 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 Mexican Payroll Reports	Allows Mexican payroll reports to be run.
Payroll Administrator	Assists with running 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	Allows users to run the 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	Allows Qatari payroll reports to be run.
Payroll Administrator	Assists with running 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	Run Saudi Workers Movement Report.
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run Saudi GOSI Form 4	Run Saudi Monthly Contributions Report.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Run Saudi New and Terminated Workers 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 Consolidated Report	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Allows Saudi payroll reports to be run.
Payroll Administrator	Assists with running 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	Allows Singaporean payroll reports to be run.
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run UK CMS DEO Payment Schedule	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run UK Employer Payment Summary	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run UK NI Category Update	Run UK NI Category Update.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	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	Not Available
Payroll Administrator	Assists with running 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	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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run UK P46 Pension Notification EDI Process	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Allows UK payroll reports to be run.
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run US ADP Quarterly Tax Extract	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run US Employer Tax Liability Recalculation	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run US Payroll Reports	Allows US payroll reports to be run.

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running company payroll and responds to employee questions concerning payroll.The user runs various payroll processes, prints payslips,	Run US W-2 Register and Totals	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	reconciles payroll charges, and verifies payroll results.		
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	Not Available
Payroll Administrator	Assists with running 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	View Payroll Flow Based Analytics
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Manage Payroll Batch Upload	Manage Payroll Batch Upload. Allows element entries to be loaded in batch.
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Purge HCM Batch	Not Available
Payroll Batch Load Management	Manages the creation and upload of batches of data.	Transfer Payroll Batch	Transfer Payroll Batch

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Batch Load Management	Manages the creation and upload of batches of data.	View HCM Import and Load Results	Allows access to review the status of an HCM Data Loader data set.
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Run Payroll Data Validation Report	Run Payroll Data Validation Report
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Run Payroll Run Result Report	Run Payroll Run Result Report
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Run UK Payroll Validation Report	Not Available
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	Verify Statement of Earnings	Verify Statement of Earnings
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	View Employee Level Messages	View Payroll Messages, Employee Level
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	View Payroll Balance	View Payroll Balance
Payroll Calculation, Validation, and Balancing Administration	Administers the payroll calculation and validation.	View Payroll Run Results	View Payroll Run Results
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Calculate Payroll	Process payroll run
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Load Initial Payroll Balances	Load Initial Payroll Balances
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Recalculate Payroll for Retroactive Changes	Recalculate Payroll for Retroactive Changes
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Run Batch Balance Adjustments	Run Batch Balance Adjustments
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Run Element Register Report	Run Element Register Report

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Run Employee Active Payroll Balance Report	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	Run Gross-to-Net Report
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Run Payroll Activity Report	Run Activity Report
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Run Payroll Balance Exception Report	Run Payroll Balance Exception Report
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	Run Payroll Deduction Report	Run Deduction Report
Payroll Calculation, Validation, and Balancing Management	Manages the calculation, validation, and balancing of the payroll.	View Payroll Messages	View Payroll Messages
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Definition	Manage Payroll Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank	Allows review of banks.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Account	Allows review of bank accounts.
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Bank Branch	Allows review of bank branches.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Common HCM Implementation	Manages all payroll setup definitions required by other HCM products.	View Payroll Payment Type	View Payroll Payment Type
Payroll Completeness Confirmation	Verifies the payroll process results and person process results.	View Payroll Process Results	View Payroll Process Results
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Adjust Cost for a Person	Adjust Cost for a Person
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Calculate QuickPay Prepayments	Calculate QuickPay Prepayments
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Mark for Retry	Not Available
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Perform Payroll Process Roll Back	Perform Payroll Process Roll Back
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Reverse Payroll Calculations	Reverse Payroll Calculations
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	Run Payroll Costing Report	Allows viewing and use of costing results containing account numbers and amounts used in journal entries.
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	View Payroll Costed Payments	View Payroll Costed Payments
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	View Payroll Costed Results	View Payroll Costed Results
Payroll Distribution Calculation Administration	Administers the payroll distribution of prepayments and costing.	View Payroll Costing Results from Subledger Accounting	Allows drill down from subledger accounting to view the payroll process costing results for a specific transaction.
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.	Calculate Costing of Payroll Payments	Calculate Costing of Payroll Payments
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.	Calculate Payroll Prepayments	Calculate Payroll Prepayments
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.	Calculate Retroactive Costing	Calculate Retroactive Costing

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.	Costing of Payroll Balance Adjustment	Costing of Payroll Balance Adjustment
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.	Manage Payroll Event Notification	Manage Payroll Event Notification. Used to define changes that initiate retropay processing.
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.	Retry Payroll Process	Rerun an existing payroll process that has outstanding Employees to process
Payroll Distribution Calculation Management	Manages payroll distribution of prepayments and costing.	Run Payroll Register Report	Run Payroll Register Report
Payroll Implementation	Manages complete payroll setup and maintenance.	Configure Payroll Legislation	Configure Payroll Legislation
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage All Application Profile Values	Allows management of all application profile option settings and values at various levels to control application behavior.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Common Lookup	Not Available
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Descriptive Flexfield	Allows management of application descriptive flexfields.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Extensible Flexfield	Manage implementation of the Extensible Flexfield feature on a given entity.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Flexfield Value Set	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Key Flexfield	Allows management of application key flexfields.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Set-Enabled Lookup	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Application Standard Lookup	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Features by Country or Territory	Allows selection of the country extension and address validation settings for each country or territory in the enterprise.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Deduction	Manage Payroll Deduction
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Deduction Card Definition	Manage Payroll Deduction Card Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Deduction Group Rule	Manage Payroll Deduction Group Rules
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Deduction Range	Manage Payroll Deduction Range
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Definition	Manage Payroll Definition

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Element Classification	Manage Payroll Element Classification
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Process Configuration	Manage Payroll Process Configuration
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Relationship Type Mapping	Not Available
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll RetroPay Definition	Manage Payroll RetroPay Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Task	Manage Payroll Task
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Template	Manage Payroll Template
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Implementation	Manages complete payroll setup and maintenance.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Implementation	Manages complete payroll setup and maintenance.	View Bank	Allows review of banks.
Payroll Implementation	Manages complete payroll setup and maintenance.	View Bank Account	Allows review of bank accounts.
Payroll Implementation	Manages complete payroll setup and maintenance.	View Bank Branch	Allows review of bank branches.

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation	Manages complete payroll setup and maintenance.	View Payroll Payment Type	View Payroll Payment Type
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Department	Manage Costing of Department
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Job	Manage Costing of Job
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Payment Source	Manage Costing of Payment Source
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Payroll	Manage Costing of Payroll
Payroll Implementation View	Views complete payroll setup.	Manage Costing of Position	Manage Costing of Position
Payroll Implementation View	Views complete payroll setup.	Manage HCM User-Defined Table	Manage HCM User-Defined Table
Payroll Implementation View	Views complete payroll setup.	Manage Organization Payment Method	Manage organization level payment details, including the payment source bank account
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Definition	Manage Payroll Balance Definition
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Exception	Manage Payroll Balance Exception
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Group	Manage Balance Groups
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Balance Group Usage	Manage Payroll Balance Group Usage
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Consolidation Group	Manage Payroll Consolidation Group
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction	Manage Payroll Deduction
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction Group Rule	Manage Payroll Deduction Group Rules
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Deduction Range	Manage Payroll Deduction Range
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Definition	Manage Payroll Definition
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Element Classification	Manage Payroll Element Classification

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Event Group	Manage Payroll Event Groups
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Flow Pattern	Manage Payroll Flow Pattern
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Object Group	Defines groups of objects such as element groups and people groups.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Process Configuration	Manage Payroll Process Configuration
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Run Type	Manage Payroll Run Type
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Task	Manage Payroll Task
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Third Parties	Allows the review or creation of third-party persons and organizations that can be associated with payment methods.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Third-Party Organization Payment Method	Allows management of payment methods for third-party organizations.
Payroll Implementation View	Views complete payroll setup.	Manage Payroll Time Definition	Manage Payroll Time Definition
Payroll Implementation View	Views complete payroll setup.	View Bank	Allows review of banks.
Payroll Implementation View	Views complete payroll setup.	View Bank Account	Allows review of bank accounts.
Payroll Implementation View	Views complete payroll setup.	View Bank Branch	Allows review of bank branches.
Payroll Implementation View	Views complete payroll setup.	View Payroll Payment Type	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	Take a snapshot of the data used in the pay calculation to ensure consistent payslip/tax reporting
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	Calculate Gross Earnings for Payroll Outbound Interface

Granted Role	Granted Role Description	Privilege	Privilege 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.	Load Payroll Absence Batches	Load absence information, including absence dates, duration, and rate definition, for payroll processing.
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	Load benefit information, including dates, amount and periodicity, or rate definition details, for payroll processing.
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	Load time card information, including dates, hours, and rate definition details, for payroll processing.
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	Not Available
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	Manage implementation of the Extensible Flexfield feature on a given entity.
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	Ability to manage 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	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	Allows management and capture of information required for third-party payroll processing.

Granted Role	Granted Role Description	Privilege	Privilege 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.	Run Payroll Data Validation Report	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	Allows management and capture of information required by ADP PayForce for third-party payroll processing.
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	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	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	View Payroll Messages, Employee Level
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	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	View Payroll Process Results
Payroll Interface	Manages the setup and implementation of the payroll interface, allowing the exchange of data between Global Human	View Payroll Run Results	View Payroll Run Results

Granted Role	Granted Role Description	Privilege	Privilege Description
	Resources and third-party payroll providers.		
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	Allows access to 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	Allows access to Pay page
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 Payroll Activity Center	Allows users to access the payroll activity center
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	Adjust Payroll Run Balance 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.	Archive End-of-Year Payroll Results	Archive End-of-Year Payroll 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	Allows submission of a process to calculate rate values.
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	Confirm Completion of Payroll Preprocessing
Payroll Manager	Manages all aspects of payroll business processes through setup, data entry, running payroll	Confirm Conversion Rates	Confirm Conversion Rates

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Enable worker searches using effective dates	Allows the user to perform searches on workers and assignments 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	Allows the user to perform searches on workers and assignments using termination 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.	Estimate Costs for Partial Period Accrual	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	Allows management of work structure data model
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	Allows management of work structure 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.	Extract Worker Model Details	Allows management of worker data model
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	Allows management of worker report
Payroll Manager	Manages all aspects of payroll business processes through	Generate Payroll Run Balances	Generate Payroll Run Balances

Granted Role	Granted Role Description	Privilege	Privilege Description
	setup, data entry, running 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.	Load Payroll Absence Batches	Load absence information, including absence dates, duration, and rate definition, for payroll processing.
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	Load benefit information, including dates, amount and periodicity, or rate definition details, for payroll processing.
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	Load time card information, including dates, hours, and rate definition details, for payroll processing.
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	Allows management of the 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	Allows access to the Extract Maintenance 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	Ability to manage 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 Payroll Legislative Updates	Allows users to manage payroll legislative updates.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows access to the Person Management 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	Submit a report to view employee level balance results based on a balance group usage.
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 French DSN Processes	Allows a user to run the French DSN processes.
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	Allows running of the extract process and submission of the write 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 HCM Extract Write Process	Allows running of the write process to write data in a required format and delivery type.
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	Allows access to the extract data model when running a 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	Allows users to run the 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	Run Statutory Deduction Register

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Not Available
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	Not Available
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	Not Available
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	Not Available
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	Not Available
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	Not Available
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	Not Available
Payroll Manager	Manages all aspects of payroll business processes through setup, data entry, running payroll processes and reports, and	Run UK Pensions Automatic Enrollment Assessment Process	Not Available

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 UK Start of Year Cleardown Process	Not Available
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	Not Available
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	Run Year End Negative Balance 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	Allows scheduling of 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	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	Allows the UK Pay as You Earn service to be called
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	Allows the UK Payroll Personal Deduction service to be called.
Payroll Manager	Manages all aspects of payroll business processes through setup, data entry, running payroll	View Payroll Flow Based Analytics	View Payroll Flow Based Analytics

Granted Role	Granted Role Description	Privilege	Privilege Description
	processes and reports, and verifying and correcting calculated results.		
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Cancel Payroll Payment	Cancel Payroll Payment
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Generate Payslips	Generate Payslips
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Make External Payroll Payment	Make External Payroll Payment
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Make US IAT EFT Payments	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Reissue Payroll Payment	Reissue Payroll Payment
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Run US Deposit Advice	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Run US Direct Deposit Electronic Report	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Run US Third-Party Involuntary Deductions Initialization Extract	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Run US Third-Party Involuntary Payments Extract	Not Available
Payroll Payment Distribution Administration	Administers payroll payment distribution.	Void Payroll Payment	Void Payroll Payment
Payroll Payment Distribution Management	Manages payroll payment distribution.	Archive Periodic Employment Results	Archive Periodic Employment Results
Payroll Payment Distribution Management	Manages payroll payment distribution.	Archive Periodic Payroll Results	Take a snapshot of the data used in the pay calculation to ensure consistent payslip/tax reporting
Payroll Payment Distribution Management	Manages payroll payment distribution.	Generate Check Payments	Generate Check Payments
Payroll Payment Distribution Management	Manages payroll payment distribution.	Make EFT Payroll Payments	Create, verify and submit Electronic File Transfer for direct deposit payroll payments

Granted Role	Granted Role Description	Privilege	Privilege Description
Payroll Payment Distribution Management	Manages payroll payment distribution.	Make Payroll Cash Payment	Make Payroll Cash Payment
Payroll Payment Distribution Management	Manages payroll payment distribution.	Make Payroll Third Party Check Payments	Make Payroll Third Party Check Payments
Payroll Payment Distribution Management	Manages payroll payment distribution.	Run Payroll Payment Register Report	Run Payroll Payment Register Report
Payroll Payment Distribution Management	Manages payroll payment distribution.	Run Payroll Third-Party Payments Register	Run Payroll Third Party Payments Register
Payroll Payment Distribution Management	Manages payroll payment distribution.	Transfer Payroll Payments to Cash Management	Transfer Payments to Cash Management
Payroll Payment Distribution Management	Manages payroll payment distribution.	View Payroll Payment Transactions	View Payroll Payment Transactions
Person View	Searches and views person related information.	Search Person	Allows searching for a person.
Person View	Searches and views person related information.	View Person	Allows viewing of a person's information.
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	Allows creation of journal entries for a batch of transactions.
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	Allows creation of journal entries online for a transaction.
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	Allows submission of the Create Accounting for Third Party Merge program to process third party merge events.
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	Allows submission of the Create Subledger Accrual Reversal Entry program.
Subledger Accounting Manager	Creates accounting for transactions, reviews journal	Manage Subledger Journal Entry Manually	Allows recording of manual journal entries.

Granted Role	Granted Role Description	Privilege	Privilege Description
	entries, and runs account analysis, 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.	Override Subledger Journal Entry	Allows override of subledger journal entries.
Subledger Accounting Manager	Creates accounting for transactions, reviews journal entries, and runs account analysis, journal entries, and period close exceptions reports.	Post Journal	Allows journals to be posted.
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	Allows submission of the program to transfer to and post journal entries in 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	Allows submission of programs to generate and purge transaction objects diagnostics 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	Allows inquiries on subledger journal entries and entry lines.
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	Allows review of the journals and related third party information.
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	Allows review of the journals and related subledger details.
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	Allows review of the third party account balances.
Subledger Accounting Manager	Creates accounting for transactions, reviews journal	Run Global Third Party Balances Summary Report	Allows review of the third party account balances summary.

Granted Role	Granted Role Description	Privilege	Privilege Description
	entries, and runs account analysis, 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.	Run Global Third Party Detail and Balances Report	Allows review of the third party details and account balances summary.
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	Allows submission of the journal import program by a 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	Allows submission of the 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	Allows submission of programs to generate and purge transaction objects diagnostics data.
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	Allows submission of the 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	Allows submission of the 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	Allows submission of the 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	Run Trading Partner Summary Report
Subledger Accounting Manager	Creates accounting for transactions, reviews journal	Transfer Online Journal Entry to General Ledger	Allows submission of the program to transfer journal entries to

Granted Role	Granted Role Description	Privilege	Privilege Description
	entries, and runs account analysis, journal entries, and period close exceptions reports.		General Ledger for online accounting.
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	Allows submission of the program to update subledger third party account and supporting reference balances.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage External Payee Payment Details	Allows management of external payee payment details.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Payment Instrument Assignment	Allows creation of payment instrument assignment
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	Manage Third Party Bank Account	Allows update of external bank accounts.
Use REST Service - Worker Bank Accounts	Allows the user to manage worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	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	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account	Allows viewing of external bank accounts.
Use REST Service - Worker Bank Accounts Read Only	Allows the user to view worker bank accounts using REST.	View Third Party Bank Account Assignment	Allows viewing of payment instrument assignments.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.

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

Business Object	Policy Description	Policy Store Implementation
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 Privilege: Report Assignment Grade (Data) Resource: Assignment Grade

Business Object	Policy Description	Policy Store Implementation
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 Privilege: Report Assignment Grade Ladder (Data) Resource: Assignment Grade Ladder

Business Object	Policy Description	Policy Store Implementation
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) Resource: Assignment Grade Ladder

Business Object	Policy Description	Policy Store Implementation
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) Resource: Assignment Grade Rate

Business Object	Policy Description	Policy Store Implementation
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: Manage Costing Details at Department Level Privilege: Choose Department (Data) Resource: Department
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 choose department for departments in their organization security profile	Role: View Costing Details at Department Level 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

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 Balances 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 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

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 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 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

Business Object	Policy Description	Policy Store Implementation
		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 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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Legal Employer
Legislative Data Group	A Payroll Manager can choose legislative data group for legislative data groups in their legislative data group security profile	Role: Access HCM Spreadsheet Data Loader Templates 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 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 legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Department Level 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 within their legislative data group security profile	Role: Manage Costing Details at Element Level 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 within their legislative data group security profile	Role: Manage Costing Details at Job Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group

Business Object	Policy Description	Policy Store Implementation
Legislative Data Group	A Payroll Manager can choose legislative data group for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Payment Source Level 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 within their legislative data group security profile	Role: Manage Costing Details at Payroll Level 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 within their legislative data group security profile	Role: Manage Costing Details at Position Level 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 within their legislative data group security profile	Role: Manage Costing of Element 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 within their legislative data group security profile	Role: View Costing Details at Element Level 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 within their legislative data group security profile	Role: View Costing Details at Job Level 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 within their legislative data group security profile	Role: View Costing Details at Payment Source Level 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 within their legislative data group security profile	Role: View Costing Details at Payroll Level 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 within their legislative data group security profile	Role: View Costing Details at Position Level Privilege: Choose Legislative Data Group (Data) Resource: Legislative Data Group

Business Object	Policy Description	Policy Store Implementation
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 details at location level for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Location Level Privilege: Manage Costing Details at Location Level (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 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

Business Object	Policy Description	Policy Store Implementation
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) 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 details at location level for legislative data groups within their legislative data group security profile	Role: Manage Costing Details at Location Level Privilege: View Costing Details at Location Level (Data) Resource: Legislative Data Group

Business Object	Policy Description	Policy Store Implementation
Legislative Data Group	A Payroll Manager can view costing details at location level for legislative data groups within their legislative data group security profile	Role: View Costing Details at Location Level Privilege: View Costing Details at Location Level (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 details at location level for all locations in the enterprise	Role: Manage Costing Details at Location Level Privilege: Manage Costing Details at Location Level (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 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

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 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) 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 details at location level for all locations in the enterprise	Role: Manage Costing Details at Location Level Privilege: View Costing Details at Location Level (Data) Resource: Location
Location	A Payroll Manager can view costing details at location level for all locations in the enterprise	Role: View Costing Details at Location Level Privilege: View Costing Details at Location Level (Data)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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 Adjustment Group	A Payroll Manager can access adjust individual payroll balance for payrolls in their payroll security profile	Role: Adjust Individual Payroll Balance Privilege: Access Adjust Individual Payroll Balance (Data) Resource: Payroll Balance Adjustment Group
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 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 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	Role: Payroll Implementation View Privilege: View Payroll Balance (Data)

Business Object	Policy Description	Policy Store Implementation
	group security profile and for payrolls in their payroll security profile	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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: HCM Extract Definition

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile and payroll flows in their payroll flow security profile	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
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

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: 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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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: Manage Costing Details at Payroll Level Privilege: Choose Payroll (Data) Resource: Payroll Definition

Business Object	Policy Description	Policy Store Implementation
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 for payrolls within their payroll security profile	Role: View Costing Details at Payroll Level 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 data group security profile and payrolls in their payroll security profile	Role: Payroll Calculation Cards 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 Element Entries 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 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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
Payroll Element Type	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: View Payroll Element (Data) Resource: Payroll Element Type

Business Object	Policy Description	Policy Store Implementation
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 Element Type	A Payroll Manager can view payroll element for legislative data groups in their legislative data group security profile	Role: View Payroll Element 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Payroll Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	group security profile and payroll flows in their payroll flow security profile	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 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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Access Regulatory and Tax Reporting Work Area

Business Object	Policy Description	Policy Store Implementation
	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: HCM Extract Definition 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) 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	Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	group security profile and payroll flows in their payroll flow security profile	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 Regulatory and Tax Reporting 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: 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 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

Business Object	Policy Description	Policy Store Implementation
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
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	Role: Access Payroll Checklist Work Area Privilege: View Payroll Flow (Data)

Business Object	Policy Description	Policy Store Implementation
	group security profile and payroll flows in their payroll flow security profile	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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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 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 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

Business Object	Policy Description	Policy Store Implementation
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) 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

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 Calculation, Validation, and Balancing Administration Privilege: Manage Payroll Person Process Results (Data) Resource: Payroll Latest Balance
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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 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

Business Object	Policy Description	Policy Store Implementation
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 assignment security profile and for payroll statutory units in their organization security profile	Role: Payroll Payment Distribution Management 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: 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

Business Object	Policy Description	Policy Store Implementation
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 statutory units in their organization security profile	Role: Payroll Distribution Calculation Management 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: 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

Business Object	Policy Description	Policy Store Implementation
		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
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	Role: Payroll Personal Payment Methods Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile	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
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)

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 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) 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

Business Object	Policy Description	Policy Store Implementation
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 french tax card for people and assignments in person and assignment security profile	Role: View French Tax Card Privilege: View French Tax Card (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
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	Role: Manage Costing for a Person

Business Object	Policy Description	Policy Store Implementation
	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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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)

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 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) 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

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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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 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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

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 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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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) Resource: Personal Payment Method
Position	A Payroll Manager can choose position for positions in their position security profile	Role: Manage Costing Details at Position Level Privilege: Choose Position (Data) Resource: Position
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 choose position for positions in their position security profile	Role: View Costing Details at Position Level 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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

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 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
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

Business Object	Policy Description	Policy Store Implementation
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 Classification	A Payroll Manager can choose payroll element classification for payroll element classifications in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Manage Payroll Element Privilege: Choose Payroll Element Classification (Data) Resource: Secured Payroll Element Classification
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 choose payroll element type for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Manage Costing for a Person Privilege: Choose Payroll Element Type (Data) Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Payroll Manager can choose payroll element type for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Element Type (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: Manage Costing Details at Element Level 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: Manage Costing of Element 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: Manage Payroll Element 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 Common HCM Implementation Privilege: Manage Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
		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 report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Payroll Element Entries Transaction Analysis Privilege: Report Payroll Element (Data) Resource: Secured Payroll Element Type
Secured Payroll Element Type	A Payroll Manager can report payroll element for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Payroll Transaction Analysis Privilege: Report 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: Manage Payroll Element 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 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
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: View Costing Details at Element Level 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	Role: View Payroll Element Privilege: View Payroll Element (Data)

Business Object	Policy Description	Policy Store Implementation
	are in legislative data groups in their legislative data group security profile	Resource: Secured Payroll Element Type
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 - All Tasks in Journey Task Library Read Only
    - Use REST Service - HR Document Types List of Values
    - 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 - All Tasks in Journey Task Library Read Only	Allows the user to access all tasks in the task library and call the GET method associated with the Journey Task Library 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 - 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	Privilege Description
Access Journey by Worker	Allows workers to access their own journeys.	Access Journey by Worker	Allows workers to access their own journeys.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
Access Journey by Worker	Allows workers to access their own journeys.	Use REST Service - Worker Journey Tasks	Allows the user to call all methods associated with the Worker Journey Tasks REST Service.
Access Learning Common Components	Access common learning components.	Access Learning Common Components	Allows access to common components in learning self-service and administration work area.
Learner REST Services	Allows learners to access REST services	Use REST Service - Learning Descriptive Flex Field Value Sets List of Values	Allows the user to call the GET method associated with the Learning Descriptive Flex Field Value Sets List Of Values REST service
Learner REST Services	Allows learners to access REST services	Use REST Service - My Learning Assignments Read Only	Allows the user to call the GET method associated with the My Learning Assignments REST Service.
Manage Contextual Journey by Worker	Allows workers to access and manage their own contextual journeys.	Use REST Service - Questionnaire Instructions Read Only	Allows access to the GET method associated with the Questionnaire Instructions REST Service.
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	Allows access to HCM common components.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows access to the My Learning tab in the learning 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	Allows access to the What to Learn tab in learning 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.	Approve Transactions	Allows ability to 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	Allows product specific 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	Allows the user to call the GET method associated with the HR document types 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.	Use REST Service - Workers List of Values	Allows the user to call the GET method associated with the Workers list of values REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description

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
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

Business Object	Policy Description	Policy Store Implementation
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 - All Tasks in 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 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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
		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
  - 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 - Legislative Data Groups 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
- View Recruitment Campaign

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.
Recruiting Sourcing Transaction Analysis	Analyses Recruiting sourcing transactional information
Recruiting Transaction Analysis	Analyses Recruiting transactional information

Duty Role	Description
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.
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.

Aggregate Privilege	Description
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 - 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 - 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.
View Recruitment Campaign	Allows to view recruiting campaigns.

Privileges

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

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Access Recruiting Activity Center	Allow access to the recruiting activity center.
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Applications	Allows the user to call all methods associated with the Recruiting job applications REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Offers	Allows the user to call all methods associated with the Recruiting job offers REST Service.
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Requisitions	Allows the user to call all methods associated with the Recruiting job requisitions REST Service.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Access HCM Common Components	Allows access to 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	Access LinkedIn candidate search from the recruiting candidate search results.
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	Allows users to access their 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	Allows access to Hiring as a 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	Allows to add the candidate to the job requisition.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Approve Transactions	Allows ability to 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	Allows to associate an existing standard job requisition to a pipeline requisition.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential	Communicate Job Offer	Allows to communicate the job offer to the candidate.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Communicate Job Offer Ignoring Number of Openings	Allows to extend more job offers than the 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	Allows to confirm a candidate job application and talent community subscription on behalf of the candidate.
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	Allows to 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	Allows to copy a single job offer to create multiple new job offers.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Create Candidate Job Application	Allows to 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	Allows to create or update candidate files.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Delete Candidate	Allows to delete the 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	Allows to delete the candidate job application.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential	Delete Completed Job Requisition Questionnaire	Allows to delete the job requisition questionnaire.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Display Recruiting Duplicate Check with Sensitive Info Match	Allows the user of post-offer duplicate check to view whether the candidate's sensitive information matches the information of any possible duplicate person.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Initiate Job Offer	Allows to create the 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	Allows to create the job requisition using a blank requisition with no values.
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	Allows to create the job requisition based on an 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	Allows to create the job requisition based on a 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	Allows to create the job requisition based on a 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	Allows to create the job requisition based on a requisition 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	Allows to create pipeline job requisitions.
Recruiter	Individual who supports the recruitment process by pursuing	Interact with Candidate	Allows to interact with the candidate.

Granted Role	Granted Role Description	Privilege	Privilege Description
	and evaluating potential 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 Interview Schedule	Allows to create or update interview schedules for job requisition.
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	Allows to manage the list of questionnaires associated with a job requisition.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Manage Job Requisition Screening	Allows to manage the job requisition screening page.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Manage Recruiting QR Codes	Allows management of 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	Allows to manage recruitment campaigns.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Manage Scheduled Processes	Allows managment of 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	Allows to manually initiate or cancel screening packages from candidate job application.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Move Candidate Job Applications	Allows to change the candidate job application phase and status.
Recruiter	Individual who supports the recruitment process by pursuing	Move Candidate Job Applications Ignoring Constraints	Allows to move candidates in the candidate selection process

Granted Role	Granted Role Description	Privilege	Privilege Description
	and evaluating potential candidates. Also manages recruiting sites and job postings.		while ignoring constraints such as mandatory phases and conditions for leaving a state.
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	Allows performing a duplicate check on candidate files and merging duplicate files.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Personalize Candidates Lists	Allows to personalize candidate job application and candidate 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	Allows to post the job requisition.
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	Allows access to partner portal for job posting and job posting removal.
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	Allows users to send a request to external candidates to get more information from them.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Save Candidate Profile or Job Application as PDF	Allows to create a PDF of a candidate profile or candidate job application. The BI Publisher reports used to create the PDF are secured using separate privileges. This applies to Recruiting Redwood Experience only.
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	Allows to update candidate job application screening packages.
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	Allows to update the content of the email created from a template before sending it.

Granted Role	Granted Role Description	Privilege	Privilege Description
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Update Person Address for Recruiting	Allows user to update the external candidate address for Recruiting. This applies to Recruiting Redwood Experience only.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Update Person Email for Recruiting	Allows user to update the external candidate email for Recruiting. This applies to Recruiting Redwood Experience only.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Update Person Phone for Recruiting	Allows user to update the external candidate phone for Recruiting. This applies to Recruiting Redwood Experience only.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Update Referral Additional Information	Allows updating referral additional personal information provided by referrers.
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	Allows the user to call the GET method associated with the Address list of values REST Services.
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	Allows the user to call the GET method associated with the candidate lists of values REST Services.
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	Allows the user to call the GET method associated with the Content Items list of values REST Service.
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	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
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	Allows the user to call the GET method associated with the questionnaire lists of values REST services

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Use Recruiting	Allows to view the progress panel in job requisitions, candidate job applications and job offers.
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	Allows to review the 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	Allows to view the job application employment screening results page.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	View Notification Details	Allows product specific 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	Allows viewing recommended candidates for a job requisition and sorting job applications using recommended ranking.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	View Similar Candidates	Allows the user to view application-generated list of candidates that are similar to an existing candidate. This applies to Recruiting Redwood Experience only.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Update Job Offer	Updates job offer.	Change Job Offer Start Date	Allows to change job offer start date.
Update Job Offer	Updates job offer.	Update Job Offer	Allows to update the job offer content.

Granted Role	Granted Role Description	Privilege	Privilege Description
Update Job Offer Other Compensation	Updates job offer other compensation.	Update Job Offer Other Compensation	Allows to update the job offer other compensation for users with the Update Job Offer privilege.
Update Job Offer Salary	Updates job offer salary.	Update Job Offer Salary	Allows to update the job offer salary for users with the Update Job Offer privilege.
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	Allows the user 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.	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	Allows to access the job offer page.
View Job Offer Other Compensation	Views job offer other compensation.	View Job Offer Other Compensation	Allows to view the job offer other compensation within the job offer page.
View Job Offer Salary	Views job offer salary.	View Job Offer Salary	Allows to view the job offer salary within the job offer page.

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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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 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)

Business Object	Policy Description	Policy Store Implementation
		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) Resource: Job Application
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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
Legislative Data Group	A Recruiter 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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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)

Business Object	Policy Description	Policy Store Implementation
		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) 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

Business Object	Policy Description	Policy Store Implementation
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
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
Recruitment Campaign	A Recruiter can view recruitment campaign for recruitment campaigns which they are the owner	Role: View Recruitment Campaign Privilege: View Recruitment Campaign (Data) Resource: Recruitment Campaign
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

Business Object	Policy Description	Policy Store Implementation

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 - Recruiting Lists of Values
  - Use REST Service - Workers List of Values
  - Use REST Service - Workforce Structure 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 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.

Privileges

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

Granted Role	Granted Role Description	Privilege	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.
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	Access Alerts Composer	Allows access to Alerts Composer.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.		
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	Allows access to 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	Allows access to Oracle Taleo Recruiting Cloud Service from Oracle Fusion.
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.	Configure Career Site	Allows user to configure career sites.
Recruiting Administrator	Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo Recruiting Cloud Service, a	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.		
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.	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood 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.	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood 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 Application Attachment Category	Manage application attachment categories
Recruiting Administrator	Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle Recruiting Cloud. In Oracle Taleo	Manage Benefit Eligibility Profile	Allows configuration and management of eligibility profiles.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.		
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	Allows managing geography hierarchies and hierarchy structure.
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	Allows managing job offer reports. Allows uploading job offer letter templates from the recruiting content library to job offer reports.
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	Allows to manage the job requisition template.
Recruiting Administrator	Supports integration with Oracle Taleo Recruiting Cloud Service and configuration of Oracle	Manage Organization Tree	Allows management of organization hierarchies

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.		
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 Questionnaire Templates	Allows creating, updating, and deleting of questionnaire 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 Questionnaires	Allows creating, updating, and deleting of questionnaires.
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 Questions	Allows creating, updating, and deleting of questions that will be included in the library.
Recruiting Administrator	Supports integration with Oracle Taleo Recruiting Cloud Service	Manage Recruiting Administration	Allows to manage the setup tasks related to recruiting.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.		
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 Recruiting Content Library	Allows to manage the content library related to recruiting.
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 Scheduled Processes	Allows managment of Scheduled Processes
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	Allows management of talent profile rating models.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows the running of the process to load geography data from external data providers.
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	Allows users to call the GET method associated with the benefits list of values REST services.
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	Allows the user to call the GET method associated with the Workers list of values REST Service.

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
Assignment Grade	A Recruiting 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
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)

Business Object	Policy Description	Policy Store Implementation
		Resource: Business Unit
Business Unit	A Recruiting 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
Candidate Pool	A Recruiting Administrator 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
Department	A Recruiting Administrator can choose department for departments in their organization security profile	Role: Recruiting Administrator Privilege: Choose Department (Data) Resource: Department
Department	A Recruiting 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
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
HR Job	A Recruiting 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

Business Object	Policy Description	Policy Store Implementation
Job Requisition	A Recruiting Administrator 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 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
Legal Employer	A Recruiting 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
Location	A Recruiting 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
Organization	A Recruiting Administrator can choose organization for organizations in their security profile	Role: Recruiting Administrator Privilege: Choose Recruiting Organization (Data) Resource: Organization
Organization	A Recruiting Administrator 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 Recruiting 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

Business Object	Policy Description	Policy Store Implementation
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
Position	A Recruiting 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
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
Tax Reporting Unit	A Recruiting 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

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
  - Manage Completed Candidate Follow-Up Task

- Manage External Candidate Sensitive Information
- Manage Job Offer by Recruiting Manager
- Recruiter
  - Access Recruiting Activity Center
  - 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 - Legislative Data Groups 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
  - View Recruitment Campaign
- Recruiting Candidate Tracking Transaction Analysis
- Recruiting Manager Reporting
- Use REST Service - Job Offers for Recruiting Manager List of Values
- 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.
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.
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.
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 - 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 - 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.

Aggregate Privilege	Description
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.
View Recruitment Campaign	Allows to view recruiting campaigns.

Privileges

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

Granted Role	Granted Role Description	Privilege	Privilege Description
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Access Recruiting Activity Center	Allow access to the recruiting activity center.
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Applications	Allows the user to call all methods associated with the Recruiting job applications REST Service.
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Offers	Allows the user to call all methods associated with the Recruiting job offers REST Service.
Access Recruiting Activity Center	Access the recruiting activity center duty role.	Use REST Service - Job Requisitions	Allows the user to call all methods associated with the Recruiting job requisitions REST Service.
Manage External Candidate Sensitive Information	Manage the job application external candidate sensitive information data.	Manage External Candidate Sensitive Information	Allows to manage the job application external candidate sensitive information. This includes national identifier and date of birth.
Manage External Candidate Sensitive Information	Manage the job application external candidate sensitive information data.	View External Candidate Sensitive Information	Allows to view the job application external candidate sensitive information. This includes national identifier and date of birth.
Manage Job Offer by Recruiting Manager	Allows to manage candidate job offers based on person security profile.	Cancel Job Offer	Allows to cancel job offer after being approved.

Granted Role	Granted Role Description	Privilege	Privilege Description
Manage Job Offer by Recruiting Manager	Allows to manage candidate job offers based on person security profile.	Redraft Job Offer After HR Phase	Allows to 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	Allows access to 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	Access LinkedIn candidate search from the recruiting candidate search results.
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	Allows users to access their 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	Allows access to Hiring as a 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	Allows to add the candidate to the job requisition.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Approve Transactions	Allows ability to 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	Allows to associate an existing standard job requisition to a 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	Allows to communicate the job offer to the candidate.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows to extend more job offers than the 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	Allows to confirm a candidate job application and talent community subscription on behalf of the candidate.
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	Allows to 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	Allows to copy a single job offer to create multiple new job offers.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Create Candidate Job Application	Allows to 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	Allows to create or update candidate files.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Delete Candidate	Allows to delete the 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	Allows to delete the 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	Allows to delete the job requisition questionnaire.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows the user of post-offer duplicate check to view whether the candidate's sensitive information matches the information of any possible duplicate person.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Initiate Job Offer	Allows to create the 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	Allows to create the job requisition using a blank requisition with no values.
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	Allows to create the job requisition based on an 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	Allows to create the job requisition based on a 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	Allows to create the job requisition based on a 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	Allows to create the job requisition based on a requisition 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	Allows to create pipeline job requisitions.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Interact with Candidate	Allows to interact with the candidate.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows to create or update interview schedules for job requisition.
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	Allows to manage the list of questionnaires associated with a job requisition.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Manage Job Requisition Screening	Allows to manage the job requisition screening page.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Manage Recruiting QR Codes	Allows management of 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	Allows to manage recruitment campaigns.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Manage Scheduled Processes	Allows managment of 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	Allows to manually initiate or cancel screening packages from candidate job application.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Move Candidate Job Applications	Allows to change the candidate job application phase and status.
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	Allows to move candidates in the candidate selection process while ignoring constraints such as mandatory phases and conditions for leaving a state.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows performing a duplicate check on candidate files and merging duplicate files.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Personalize Candidates Lists	Allows to personalize candidate job application and candidate 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	Allows to post the job requisition.
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	Allows access to partner portal for job posting and job posting removal.
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	Allows users to send a request to external candidates to get more information from them.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Save Candidate Profile or Job Application as PDF	Allows to create a PDF of a candidate profile or candidate job application. The BI Publisher reports used to create the PDF are secured using separate privileges. This applies to Recruiting Redwood Experience only.
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	Allows to update candidate job application screening packages.
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	Allows to update the content of the email created from a template before sending it.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential	Update Person Address for Recruiting	Allows user to update the external candidate address for Recruiting.

Granted Role	Granted Role Description	Privilege	Privilege Description
	candidates. Also manages recruiting sites and job postings.		This applies to Recruiting Redwood Experience only.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Update Person Email for Recruiting	Allows user to update the external candidate email for Recruiting. This applies to Recruiting Redwood Experience only.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Update Person Phone for Recruiting	Allows user to update the external candidate phone for Recruiting. This applies to Recruiting Redwood Experience only.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	Update Referral Additional Information	Allows updating referral additional personal information provided by referrers.
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	Allows the user to call the GET method associated with the Address list of values REST Services.
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	Allows the user to call the GET method associated with the candidate lists of values REST Services.
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	Allows the user to call the GET method associated with the Content Items list of values REST Service.
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	Allows the user to call the GET method associated with the Individual Compensation list of values REST Services.
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	Allows the user to call the GET method associated with the questionnaire lists of values REST services
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential	Use REST Service - Salary Bases List of Values	Allows the user to call the GET method associated with the Salary Bases list of values REST Service.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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	Allows to view the progress panel in job requisitions, candidate job applications and job offers.
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	Allows to review the 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	Allows to view the job application employment screening results page.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	View Notification Details	Allows product specific 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	Allows viewing recommended candidates for a job requisition and sorting job applications using recommended ranking.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	View Similar Candidates	Allows the user to view application-generated list of candidates that are similar to an existing candidate. This applies to Recruiting Redwood Experience only.
Recruiter	Individual who supports the recruitment process by pursuing and evaluating potential candidates. Also manages recruiting sites and job postings.	View Trading Community Common Setup	Allows viewing of common setup data through web services.
Recruiting Manager	Individual who supports the recruitment process by pursuing and evaluating potential candidates and having access to all recruiting capabilities.	Manage Candidates Lists	Allows to manage candidate job application and candidate lists.
Recruiting Manager	Individual who supports the recruitment process by pursuing and evaluating potential	Manage Job Requisition Interview Schedule Before Job Formatting Phase	Allows to create or update interview schedules for a job

Granted Role	Granted Role Description	Privilege	Privilege Description
	candidates and having access to all recruiting capabilities.		requisition before the 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	Allows updating candidate job application offer letter before sending.
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	Allows to update some job requisition fields when a requisition is not in 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	Allows to update a job requisition's primary location and other locations when a requisition can't be redrafted.
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	Allows to view the confidential questionnaires and answers from candidates.
Update Job Offer	Updates job offer.	Change Job Offer Start Date	Allows to change job offer start date.
Update Job Offer	Updates job offer.	Update Job Offer	Allows to update the job offer content.
Update Job Offer Other Compensation	Updates job offer other compensation.	Update Job Offer Other Compensation	Allows to update the job offer other compensation for users with the Update Job Offer privilege.
Update Job Offer Salary	Updates job offer salary.	Update Job Offer Salary	Allows to update the job offer salary for users with the Update Job Offer privilege.
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	Allows the user 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 - Job Offers List of Values	Allows the user to call the GET method associated with the job offers list of values REST Service.

Granted Role	Granted Role Description	Privilege	Privilege 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.	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 External Candidate Sensitive Information	Allows to view the job application external candidate sensitive information. This includes national identifier and date of birth.
View Job Offer	Views job offer.	View Job Offer	Allows to access the job offer page.
View Job Offer Other Compensation	Views job offer other compensation.	View Job Offer Other Compensation	Allows to view the job offer other compensation within the job offer page.
View Job Offer Salary	Views job offer salary.	View Job Offer Salary	Allows to view the job offer salary within the job offer page.

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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
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)

Business Object	Policy Description	Policy Store Implementation
		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
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 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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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 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)

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
Legislative Data Group	A Recruiting 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
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) 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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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) 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)

Business Object	Policy Description	Policy Store Implementation
		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
Recruitment Campaign	A Recruiting Manager can view recruitment campaign for recruitment campaigns which they are the owner	Role: View Recruitment Campaign Privilege: View Recruitment Campaign (Data) Resource: Recruitment Campaign
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 Geofences for Web Clocks
  - 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.

Aggregate Privilege	Description
Manage Fast Formula	Manages formula definitions used for validation and calculations.
Manage Geofences for Web Clocks	Allows the management of geofences for use with web clocks.
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	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance 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.	Access HCM Common Components	Allows access to HCM common components.
Time and Labor Administrator	Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes.	Access Time Management Work Area	Allows access to the Time Management work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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.	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
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.	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.
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.	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
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	Allows the worker to create a new 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	Allows creation of project cost transactions for third-party applications in Excel or in Oracle Fusion Project Costing.
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	Allows the administrator to refresh the membership of a group on a scheduled or as required basis.
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	Allows export of configuration data to the time device.
Time and Labor Administrator	Manages time and labor system and data, resolves system errors during import of time, validation,	Generate Time Attributes in Data Dictionary	Allows generation of time attributes in workforce

Granted Role	Granted Role Description	Privilege	Privilege Description
	approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks.		management data dictionary, to be available for time entry.
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	Allows generation of time card fields from payroll time types and absence types. Time card field values will be available for time entry.
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	Allows creation of time card entries using time device events received 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	Not Available
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	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
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	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
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	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
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 Attendance Rule Sets	Allows users to manage attendance rule sets.
Time and Labor Administrator	Manages time and labor system and data, resolves system errors	Manage Custom Time Attributes	Allows the administrator to create and maintain custom time

Granted Role	Granted Role Description	Privilege	Privilege Description
	during import of time, validation, approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks.		attributes for use in time card fields and 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 HCM Groups	Allows the administrator to create and maintain HCM groups of employees, for use in further application processing.
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	Allows creating, updating, and deleting of 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	Allows creating, updating, and deleting of 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	Allows creating, updating, and deleting of questions that will be included in the library.
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	Allows management of repeating time periods.
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	Allows creation and update of an association of a line manager with labor demand values and page layout options to configure the view of planned or published schedules.
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	Allows viewing and updating of the shift color or display name for workforce shifts.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows creation, editing, and duplication of 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	Allows creating, editing and deleting 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	Allow creation, editing, and duplication of positive or negative accumulation of time tracked for specific periods and updated during time processing.
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	Allow creation, editing, and duplication of the time period and summation level for 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 Card Fields	Allows management of 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	Allows management of 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	Allows management of time consumer 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 Device Configuration	Allows management of time device configuration.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows management of 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	Allows management of 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	Allows management of 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	Allows management of 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	Allows management of 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	Allows users to 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	Allows the processing of shifts that were imported using HCM Data Loader or REST services.
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	Allows administrator to correct time cards that failed during the transfer process.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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	Allows administrator to review incomplete time transfers, and to reset time for 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.	Run Workforce Management Processes	Allows running 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 Attendance Rule Sets	Allows users to view attendance 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.	View HCM Groups	Allows viewing of HCM group definitions.

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 Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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)

Business Object	Policy Description	Policy Store Implementation
		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) 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 choose location for all locations in the enterprise	Role: Manage Geofences for Web Clocks Privilege: Choose Location (Data) Resource: Location
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

Business Object	Policy Description	Policy Store Implementation
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) 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

Business Object	Policy Description	Policy Store Implementation
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 Geofences for Web Clocks
  - 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
  - Submit Time Cards by Time and Labor Manager
  - 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 Geofences for Web Clocks
        - 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.
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 Geofences for Web Clocks	Allows the management of geofences for use with web clocks.
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.

Aggregate Privilege	Description
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.
Submit Time Cards by Time and Labor Manager	Allows the time and labor manager to submit time cards they're not allowed to edit. Applies only to the Redwood experience.
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.

Privileges

This table lists privileges granted to duties of the Time and Labor Manager job role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Execute Setup Tasks	Allows setup task execution and searching of tasks and tasks lists.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Applications Offering	Provides access to the Getting Started page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Review Setups Functional User Overview	Allows access to the Assigned Implementation Tasks page.
Functional Setups	Uses the functional user overview, and assigned tasks, and task lists.	Setup and Maintain Applications	Allows access to the Setup and Maintenance work area.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows clearing of time cards 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	Allows time and labor manager to create, edit, delete, and approve time cards for workers.
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	Allows approval of many time cards at one time.
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	Lets the person call the Time Card Field Values REST Service.
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	Allows withdrawal of pending approval notifications sent to approvers.
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	Allows access to HCM common components.
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	Allows access to the 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.	Configure Questionnaire Templates	Allows users to manage questionnaire templates. This privilege applies to only the Redwood experience.
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.	Configure Questionnaires	Allows users to manage questionnaires. This privilege applies to only the Redwood experience.

Granted Role	Granted Role Description	Privilege	Privilege Description
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.	Configure Questions	Allows users to manage questions. This privilege applies to only the Redwood experience.
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	Allows the worker to create a new 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	Allows creation of project cost transactions for third-party applications in Excel or in Oracle Fusion Project Costing.
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	Allows the administrator to refresh the membership of a group on a scheduled or as required basis.
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	Allows export of configuration data to the time device.
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	Allows generation of time attributes in workforce management data dictionary, to be available for time entry.
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	Allows generation of time card fields from payroll time types and absence types. Time card field values will be available for time entry.
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	Allows creation of time card entries using time device events received from time collection devices.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Not Available
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	Allows management of value sets to validate the content of a flexfield segment. Value sets provide declarative validation for use in applications flexfield attributes and key segments.
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	Manage sub-type entities stored in the Application Set-Enabled Lookup entity. Lookup Types are lists of values such as Days of the Week or Yes/No which can be used to validate column values.
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	Manage sub-type entities stored in the Application Standard Lookup Values entity. Lookup Types are lists of values such as "Days of the Week" or "Yes/No" which can be used to validate columns values.
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 Attendance Rule Sets	Allows users to manage attendance 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 Custom Time Attributes	Allows the administrator to create and maintain custom time attributes for use in time card fields and 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 HCM Groups	Allows the administrator to create and maintain HCM groups of employees, for use in further application processing.
Time and Labor Administrator	Manages time and labor system and data, resolves system errors during import of time, validation, approval and transfer processes.	Manage Questionnaire Templates	Allows creating, updating, and deleting of questionnaire templates.

Granted Role	Granted Role Description	Privilege	Privilege Description
	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 Questionnaires	Allows creating, updating, and deleting of 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	Allows creating, updating, and deleting of questions that will be included in the library.
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	Allows management of repeating time periods.
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	Allows creation and update of an association of a line manager with labor demand values and page layout options to configure the view of planned or published schedules.
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	Allows viewing and updating of the shift color or display name for workforce 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.	Manage Time Allocations	Allows creation, editing, and duplication of 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	Allows creating, editing and deleting time attestation sets.
Time and Labor Administrator	Manages time and labor system and data, resolves system errors during import of time, validation,	Manage Time Balance Definitions	Allow creation, editing, and duplication of positive or negative accumulation of time tracked

Granted Role	Granted Role Description	Privilege	Privilege Description
	approval and transfer processes. Maintains rules, groups, layout sets, and other maintenance tasks.		for specific periods and updated during time processing.
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	Allow creation, editing, and duplication of the time period and summation level for 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 Card Fields	Allows management of 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	Allows management of 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	Allows management of time consumer 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 Device Configuration	Allows management of 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	Allows management of 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	Allows management of time repository rule sets.
Time and Labor Administrator	Manages time and labor system and data, resolves system errors	Manage Time Repository Rule Templates	Allows management of time repository rule templates.

Granted Role	Granted Role Description	Privilege	Privilege Description
	during import of time, validation, approval and transfer processes. 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 Repository Rules	Allows management of 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	Allows management of 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	Allows users to 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	Allows the processing of shifts that were imported using HCM Data Loader or REST services.
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	Allows administrator to correct time cards that failed during the transfer process.
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	Allows administrator to review incomplete time transfers, and to reset time for 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.	Run Workforce Management Processes	Allows running Workforce Management processes.

Granted Role	Granted Role Description	Privilege	Privilege Description
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 Attendance Rule Sets	Allows users to view attendance 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.	View HCM Groups	Allows viewing of HCM group definitions.
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	Allows access to 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	Allows access to the 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	Allows creation of project cost transactions for third-party applications in Excel or in Oracle Fusion Project Costing.
Time and Labor Manager	Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure.	Manage Attendance Rule Sets	Allows users to manage attendance 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 Data Exchange Work Area	Allows management of the 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	Allows creation and update of an association of a line manager with labor demand values and page layout options to configure the view of planned or published schedules.
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	Allows the user to create, edit, delete and publish shifts in the team schedule.
Time and Labor Manager	Manages setup, maintenance, and support of Time and Labor.	Manage Time Repository Rule Sets	Allows management of time repository rule sets.

Granted Role	Granted Role Description	Privilege	Privilege Description
	Supervises other roles that support the Time and Labor infrastructure.		
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	Allows management of time repository rules.
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	Allows approval of many time change requests at one time.
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	Allows view, and editing exceptions for workers.
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	Allows view, and editing 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	Allows full access to time attribute data in the 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.	Use REST Service - HCM Groups List of Values	Allows the user to call the GET method associated with the HCM Group list of values REST service.
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	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Time and Labor Manager	Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure.	Use Time Card Templates	Allows the use of time card templates.
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	Allows access to the web service that validates project attributes on time cards.
Time and Labor Manager	Manages setup, maintenance, and support of Time and Labor. Supervises other roles that support the Time and Labor infrastructure.	View Attendance Rule Sets	Allows users to view attendance rule sets.

Granted Role	Granted Role Description	Privilege	Privilege Description
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	Allows product specific 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	Allows viewing of published team schedules in the 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	Allows the user to call the GET method associated with the Workers list of values REST Service.

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

Business Object	Policy Description	Policy Store Implementation
		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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
		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
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: Access HCM Spreadsheet Data Loader Templates 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

Business Object	Policy Description	Policy Store Implementation
Location	A Time and Labor Manager can choose location for all locations in the enterprise	Role: Manage Geofences for Web Clocks Privilege: Choose Location (Data) Resource: Location
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
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

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: 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
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

Business Object	Policy Description	Policy Store Implementation
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
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

Business Object	Policy Description	Policy Store Implementation
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
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 Record Group Summary	A Time and Labor Manager can submit time cards by time and labor manager for persons and assignments in their person and assignment security profile	Role: Submit Time Cards by Time and Labor Manager Privilege: Submit Time Cards by Time and Labor Manager (Data)

Business Object	Policy Description	Policy Store Implementation
		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

Workforce Recognition and Award Program Administrator (Job Role)

Manages setup and configuration of recognition and award programs.

Role Hierarchy

The Workforce Recognition and Award Program Administrator job role directly and indirectly inherits these roles.

- Workforce Recognition and Award Program Administrator
  - Use REST Service - Legal Employers List of Values
  - Use REST Service - Legislative Data Groups List of Values
  - Use REST Service - Payroll Reference Data Lists of Values

Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the Workforce Recognition and Award Program Administrator job role.

Aggregate Privilege	Description
Use REST Service - Legal Employers List of Values	Allows the user to call the GET method associated with the Legal Employers LOV 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 Reference Data Lists of Values	Allows users to call the GET method associated with the Payroll Reference Data list of values REST Services.

Privileges

This table lists privileges granted to duties of the Workforce Recognition and Award Program Administrator job role.

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Recognition and Award Program Administrator	Manages setup and configuration of recognition and award programs.	Access HCM Common Components	Allows access to HCM common components.
Workforce Recognition and Award Program Administrator	Manages setup and configuration of recognition and award programs.	Configure HCM Celebrate Global Settings	Allows configuration of product global settings.
Workforce Recognition and Award Program Administrator	Manages setup and configuration of recognition and award programs.	Configure Recognition and Award Programs	Allows configuration of recognition and award programs.
Workforce Recognition and Award Program Administrator	Manages setup and configuration of recognition and award programs.	Run Celebrate Batch Processes	Allows running of batch processes for celebrate product.
Workforce Recognition and Award Program Administrator	Manages setup and configuration of recognition and award programs.	Use REST Service - Benefits Lists of Values	Allows users to call the GET method associated with the benefits list of values REST services.

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the Workforce Recognition and Award Program Administrator job role.

Business Object	Policy Description	Policy Store Implementation
Legal Employer	A Workforce Recognition and Award Program Administrator can choose legal employer for legal employers in their organization security profile	Role: Use REST Service - Legal Employers List of Values Privilege: Choose Legal Employer (Data) Resource: Legal Employer
Legislative Data Group	A Workforce Recognition and Award Program 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 Workforce Recognition and Award Program 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
Secured Payroll Element Type	A Workforce Recognition and Award Program Administrator can choose payroll element type for elements in their element security profile that are in legislative data groups in their legislative data group security profile	Role: Use REST Service - Payroll Reference Data Lists of Values Privilege: Choose Payroll Element Type (Data) Resource: Secured Payroll Element Type

Workforce Schedule Administrator (Job Role)

Defines and manages setup and administration tasks for workforce scheduling.

Role Hierarchy

The Workforce Schedule Administrator job role directly and indirectly inherits these roles.

- Workforce Schedule Administrator
  - Advanced Workforce Scheduling Transaction Analysis
  - Manage Schedule Generation Profiles by Schedule Administrator
  - Manage Staffing Plans
  - Manage Work Patterns
  - Manage Workforce Schedule

- Manage Workforce Scheduling Workloads
- Use REST Service - Guided Journey Responses
- Use REST Service - Guided Journeys Read Only
- Use REST Service - Public Absences Read Only
- View Schedule Generation Profiles by Schedule Administrator
- View Staffing Plans
- View Workforce Scheduling Workloads

Duties

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

Duty Role	Description
Advanced Workforce Scheduling Transaction Analysis	Analyses advanced workforce scheduling transactional information

Aggregate Privileges

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

Aggregate Privilege	Description
Manage Schedule Generation Profiles by Schedule Administrator	Allows schedule administrators to manage schedule generation profiles.
Manage Staffing Plans	Allows users to manage the workforce scheduling staffing plans for which they are a manager.
Manage Work Patterns	Allows users to create, edit and delete work patterns for a worker.
Manage Workforce Schedule	Allows users to manage the workforce schedules for which they are responsible.
Manage Workforce Scheduling Workloads	Allows users to manage the workforce scheduling workloads for which they are a manager.
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 - Public Absences Read Only	Allows users to call the GET method with the Public Absences REST service.
View Schedule Generation Profiles by Schedule Administrator	Allows schedule administrators to view schedule generation profiles.
View Staffing Plans	Allows users to view the workforce scheduling staffing plans for which they are a manager.
View Workforce Scheduling Workloads	Allows users to view the workforce scheduling workloads for which they are a manager.

Privileges

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

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Access HCM Common Components	Allows access to HCM common components.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Access Quick Actions	Provides function access to the Quick Actions page where users can easily see and initiate all actions available to them.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Generate Workforce Schedule	Allows generation of workforce schedules.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Manage Application Common Lookup	Not Available
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Manage Reports and Analytics	Allows access to the Reports and Analytics from Navigator Menu.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Manage Scheduled Processes	Allows managment of Scheduled Processes
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Manage Scheduling Rule Sets	Allows users to manage workforce scheduling rule sets.

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Manage Shifts	Allows creation and update of shifts.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Manage Workforce Scheduling Setup Options	Allows users to manage workforce scheduling setup options.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Publish Workforce Schedule	Allows publishing and unpublishing of workforce schedules.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	Use Workforce Labor Optimization	Allows use of workforce labor optimization features.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	View Scheduling Rule Sets	Allows users to view workforce scheduling rule sets.
Workforce Schedule Administrator	Defines and manages setup and administration tasks for workforce scheduling.	View Workforce Scheduling Setup Options	Allows users to view workforce scheduling setup options.

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation
Department	A Workforce Schedule Administrator can choose department for departments in their organization security profile	Role: Manage Schedule Generation Profiles by Schedule Administrator Privilege: Choose Department (Data) Resource: Department
Department	A Workforce Schedule Administrator can choose department for departments in their organization security profile	Role: View Schedule Generation Profiles by Schedule Administrator Privilege: Choose Department (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Department
Guided Journey Response	A Workforce Schedule 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 Workforce Schedule 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
HR Job	A Workforce Schedule Administrator can choose hr job for all jobs in the enterprise	Role: Manage Schedule Generation Profiles by Schedule Administrator Privilege: Choose HR Job (Data) Resource: HR Job
HR Job	A Workforce Schedule Administrator can choose hr job for all jobs in the enterprise	Role: View Schedule Generation Profiles by Schedule Administrator Privilege: Choose HR Job (Data) Resource: HR Job
HR Job	A Workforce Schedule Administrator can report hr job for all jobs in the enterprise	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Journey	A Workforce Schedule 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
Location	A Workforce Schedule Administrator can report location for all locations in the enterprise	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Location (Data) Resource: Location
Person Assignment	A Workforce Schedule Administrator can search person live for persons and assignments in their person and assignment security profile	Role: Manage Workforce Schedule Privilege: Search Person Live (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Person Assignment
Position	A Workforce Schedule Administrator can choose position for positions in their position security profile	Role: Manage Schedule Generation Profiles by Schedule Administrator Privilege: Choose Position (Data) Resource: Position
Position	A Workforce Schedule Administrator can choose position for positions in their position security profile	Role: View Schedule Generation Profiles by Schedule Administrator Privilege: Choose Position (Data) Resource: Position
Position	A Workforce Schedule Administrator can report position for positions in their position security profile	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Position (Data) Resource: Position
Public Absence Entry	A Workforce Schedule Administrator can view public absence entry for persons and assignments in their public person security profile	Role: Use REST Service - Public Absences Read Only Privilege: View Public Absence Entry Resource: Public Absence Entry
Schedule Generation Profile	A Workforce Schedule Administrator can manage schedule generation profiles for all schedule generation profiles in the enterprise	Role: Manage Schedule Generation Profiles by Schedule Administrator Privilege: Manage Schedule Generation Profiles (Data) Resource: Schedule Generation Profile
Schedule Generation Profile	A Workforce Schedule Administrator can view schedule generation profiles for all schedule generation profiles in the enterprise	Role: Manage Schedule Generation Profiles by Schedule Administrator Privilege: View Schedule Generation Profiles (Data) Resource: Schedule Generation Profile
Schedule Generation Profile	A Workforce Schedule Administrator can view schedule generation profiles for all schedule generation profiles in the enterprise	Role: View Schedule Generation Profiles by Schedule Administrator Privilege: View Schedule Generation Profiles (Data) Resource: Schedule Generation Profile

Business Object	Policy Description	Policy Store Implementation
Scheduling Workload	A Workforce Schedule Administrator can manage workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Scheduling Workloads Privilege: Manage Workforce Scheduling Workload (Data) Resource: Scheduling Workload
Scheduling Workload	A Workforce Schedule Administrator can report workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Scheduling Workload (Data) Resource: Scheduling Workload
Scheduling Workload	A Workforce Schedule Administrator can view workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Scheduling Workloads Privilege: View Workforce Scheduling Workload (Data) Resource: Scheduling Workload
Scheduling Workload	A Workforce Schedule Administrator can view workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: View Workforce Scheduling Workloads Privilege: View Workforce Scheduling Workload (Data) Resource: Scheduling Workload
Scheduling Workload Plan	A Workforce Schedule Administrator can report workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Scheduling Workload (Data) Resource: Scheduling Workload Plan
Staffing Plan	A Workforce Schedule Administrator can manage staffing plan for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Staffing Plans Privilege: Manage Staffing Plan (Data) Resource: Staffing Plan
Staffing Plan	A Workforce Schedule Administrator can view staffing plan for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Staffing Plans Privilege: View Staffing Plan (Data) Resource: Staffing Plan
Staffing Plan	A Workforce Schedule Administrator can view staffing plan for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: View Staffing Plans Privilege: View Staffing Plan (Data) Resource: Staffing Plan

Business Object	Policy Description	Policy Store Implementation
Work Patterns	A Workforce Schedule Administrator can report work patterns for people and assignments in their person and assignment security profile	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Work Patterns (Data) Resource: Work Patterns
Worker Availability Preferences	A Workforce Schedule Administrator can view scheduling availability preferences for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Schedule Privilege: View Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Workforce Schedule	A Workforce Schedule Administrator can manage workforce schedule for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler, and persons and assignments in their person and assignment security profile	Role: Manage Workforce Schedule Privilege: Manage Workforce Schedule (Data) Resource: Workforce Schedule
Workforce Schedule	A Workforce Schedule Administrator can report workforce schedules for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Schedules (Data) Resource: Workforce Schedule
Workforce Schedule	A Workforce Schedule Administrator can view workforce schedule for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Schedule Privilege: View Workforce Schedule (Data) Resource: Workforce Schedule
Workforce Schedule Coverage	A Workforce Schedule Administrator can report workforce schedule coverage for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Schedule Coverage (Data) Resource: Workforce Schedule Coverage
Workforce Scheduling Department	A Workforce Schedule Administrator can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Staffing Plans Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Administrator can choose workforce scheduling department for the workforce scheduling departments for	Role: Manage Workforce Schedule

Business Object	Policy Description	Policy Store Implementation
	which they are responsible and are included in schedule generation profiles for which they are a scheduler	Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Administrator can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Scheduling Workloads Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Administrator can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: View Staffing Plans Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Administrator can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: View Workforce Scheduling Workloads Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Administrator can report workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department

Workforce Schedule Manager (Job Role)

Manages scheduling business processes to establish and publish schedules for workers.

Role Hierarchy

The Workforce Schedule Manager job role directly and indirectly inherits these roles.

- Workforce Schedule Manager
  - Advanced Workforce Scheduling Transaction Analysis
  - Manage Staffing Plans
  - Manage Work Patterns
  - Manage Workforce Schedule
  - Manage Workforce Scheduling Workloads
  - Use REST Service - Guided Journey Responses
  - Use REST Service - Guided Journeys Read Only
  - Use REST Service - Public Absences Read Only
  - View Schedule Generation Profiles by Schedule Manager
  - View Staffing Plans
  - View Workforce Scheduling Workloads

Duties

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

Duty Role	Description
Advanced Workforce Scheduling Transaction Analysis	Analyses advanced workforce scheduling transactional information

Aggregate Privileges

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

Aggregate Privilege	Description
Manage Staffing Plans	Allows users to manage the workforce scheduling staffing plans for which they are a manager.
Manage Work Patterns	Allows users to create, edit and delete work patterns for a worker.
Manage Workforce Schedule	Allows users to manage the workforce schedules for which they are responsible.

Aggregate Privilege	Description
Manage Workforce Scheduling Workloads	Allows users to manage the workforce scheduling workloads for which they are a manager.
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 - Public Absences Read Only	Allows users to call the GET method with the Public Absences REST service.
View Schedule Generation Profiles by Schedule Manager	Allows schedule managers to view schedule generation profiles.
View Staffing Plans	Allows users to view the workforce scheduling staffing plans for which they are a manager.
View Workforce Scheduling Workloads	Allows users to view the workforce scheduling workloads for which they are a manager.

Privileges

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

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Access HCM Common Components	Allows access to HCM common components.
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Access Quick Actions	Provides function access to the Quick Actions page where users can easily see and initiate all actions available to them.
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Generate Workforce Schedule	Allows generation of workforce schedules.
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Manage Reports and Analytics	Allows access to the Reports and Analytics from Navigator Menu.
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Manage Scheduled Processes	Allows managment of Scheduled Processes

Granted Role	Granted Role Description	Privilege	Privilege Description
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Manage Shifts	Allows creation and update of shifts.
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Publish Workforce Schedule	Allows publishing and unpublishing of workforce schedules.
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Use REST Service - Scheduling Lists of Values	Allows the user to call the GET method associated with the Scheduling lists of values REST services.
Workforce Schedule Manager	Manages scheduling business processes to establish and publish schedules for workers.	Use Workforce Labor Optimization	Allows use of workforce labor optimization features.

Data Security Policies

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

Business Object	Policy Description	Policy Store Implementation
Department	A Workforce Schedule Manager can choose department for departments in their organization security profile	Role: View Schedule Generation Profiles by Schedule Manager Privilege: Choose Department (Data) Resource: Department
Guided Journey Response	A Workforce Schedule 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 Workforce Schedule 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 Workforce Schedule Manager can choose hr job for all jobs in the enterprise	Role: View Schedule Generation Profiles by Schedule Manager

Business Object	Policy Description	Policy Store Implementation
		Privilege: Choose HR Job (Data) Resource: HR Job
HR Job	A Workforce Schedule Manager can report hr job for all jobs in the enterprise	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report HR Job (Data) Resource: HR Job
Journey	A Workforce Schedule 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
Location	A Workforce Schedule Manager can report location for all locations in the enterprise	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Location (Data) Resource: Location
Person Assignment	A Workforce Schedule Manager can search person live for persons and assignments in their person and assignment security profile	Role: Manage Workforce Schedule Privilege: Search Person Live (Data) Resource: Person Assignment
Position	A Workforce Schedule Manager can choose position for positions in their position security profile	Role: View Schedule Generation Profiles by Schedule Manager Privilege: Choose Position (Data) Resource: Position
Position	A Workforce Schedule Manager can report position for positions in their position security profile	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Position (Data) Resource: Position
Public Absence Entry	A Workforce Schedule Manager can view public absence entry for persons and assignments in their public person security profile	Role: Use REST Service - Public Absences Read Only Privilege: View Public Absence Entry Resource: Public Absence Entry
Schedule Generation Profile	A Workforce Schedule Manager can view schedule generation profiles for the schedule	Role: View Schedule Generation Profiles by Schedule Manager

Business Object	Policy Description	Policy Store Implementation
	generation profiles for which they are a scheduler	Privilege: View Schedule Generation Profiles (Data) Resource: Schedule Generation Profile
Scheduling Workload	A Workforce Schedule Manager can manage workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Scheduling Workloads Privilege: Manage Workforce Scheduling Workload (Data) Resource: Scheduling Workload
Scheduling Workload	A Workforce Schedule Manager can report workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Scheduling Workload (Data) Resource: Scheduling Workload
Scheduling Workload	A Workforce Schedule Manager can view workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Scheduling Workloads Privilege: View Workforce Scheduling Workload (Data) Resource: Scheduling Workload
Scheduling Workload	A Workforce Schedule Manager can view workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: View Workforce Scheduling Workloads Privilege: View Workforce Scheduling Workload (Data) Resource: Scheduling Workload
Scheduling Workload Plan	A Workforce Schedule Manager can report workforce scheduling workload for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Scheduling Workload (Data) Resource: Scheduling Workload Plan
Staffing Plan	A Workforce Schedule Manager can manage staffing plan for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Staffing Plans Privilege: Manage Staffing Plan (Data) Resource: Staffing Plan
Staffing Plan	A Workforce Schedule Manager can view staffing plan for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Staffing Plans Privilege: View Staffing Plan (Data) Resource: Staffing Plan

Business Object	Policy Description	Policy Store Implementation
Staffing Plan	A Workforce Schedule Manager can view staffing plan for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: View Staffing Plans Privilege: View Staffing Plan (Data) Resource: Staffing Plan
Work Patterns	A Workforce Schedule Manager can report work patterns for people and assignments in their person and assignment security profile	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Work Patterns (Data) Resource: Work Patterns
Worker Availability Preferences	A Workforce Schedule Manager can view scheduling availability preferences for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Schedule Privilege: View Scheduling Availability Preferences (Data) Resource: Worker Availability Preferences
Workforce Schedule	A Workforce Schedule Manager can manage workforce schedule for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler, and persons and assignments in their person and assignment security profile	Role: Manage Workforce Schedule Privilege: Manage Workforce Schedule (Data) Resource: Workforce Schedule
Workforce Schedule	A Workforce Schedule Manager can report workforce schedules for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Schedules (Data) Resource: Workforce Schedule
Workforce Schedule	A Workforce Schedule Manager can view workforce schedule for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Schedule Privilege: View Workforce Schedule (Data) Resource: Workforce Schedule
Workforce Schedule Coverage	A Workforce Schedule Manager can report workforce schedule coverage for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Schedule Coverage (Data) Resource: Workforce Schedule Coverage
Workforce Scheduling Department	A Workforce Schedule Manager can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Staffing Plans Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department

Business Object	Policy Description	Policy Store Implementation
Workforce Scheduling Department	A Workforce Schedule Manager can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Schedule Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Manager can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Manage Workforce Scheduling Workloads Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Manager can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: View Staffing Plans Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Manager can choose workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: View Workforce Scheduling Workloads Privilege: Choose Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department
Workforce Scheduling Department	A Workforce Schedule Manager can report workforce scheduling department for the workforce scheduling departments for which they are responsible and are included in schedule generation profiles for which they are a scheduler	Role: Advanced Workforce Scheduling Transaction Analysis Privilege: Report Workforce Scheduling Department (Data) Resource: Workforce Scheduling Department

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
Advanced Workforce Scheduling Transaction Analysis without Restrictions	Allows users to report on Advanced Workforce Scheduling transactional information with no restrictions
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.
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.
REST Services used by Talent Network in Recruiting	Allows Talent Network to access REST services in Recruiting environments. Internal use only.
Report All HCM Communicate Campaigns	Analyses all HCM communicate transactional information
Report All Hiring Events	Analyses all hiring events 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.

Duty Role	Role Description
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.
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.