Release 370

Database Documentation | HRM & Payroll

Exact® software

release 370

Database Documentation | HRM & Payroll

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Preface

To provide a better service when making reports or integrated business solutions, Exact has started with describing the database model of Exact Globe 2003 and Exact e-Synergy. Since the Exact Globe 2003 product line and the Exact e-Synergy product line are based on the same database model, this manual is applicable to both product lines.

The documentation of the database model is intended for a consultant, who knows how Exact Globe 2003 or Exact e-Synergy works and has some knowledge about SQL database structures, but lacks sufficient knowledge and information about the Exact Globe 2003/ Exact e-Synergy database structure when making reports or integrated business solutions.

The following information will be provided for each table discussed:

1. A brief description of the purpose of the table
   Most tables have a single purpose. Some tables have multiple purposes.

2. The fields of the table
   What is stored in the field?
   What is this field used for?

3. The functionalities of the table
   Some tables have multiple purposes. Per table, the different functionalities (if available) are described.

4. The technical specifications of the fields in the table
   This information can be useful in making reports or business solutions.

5. Standard SQL queries
   With some standard SQL queries, it will be easy to retrieve the most commonly used data. The standard SQL queries supplied can also be used as the basis for extended or specific SQL queries used in reports and business solutions.

This manual will cover the main HRM database tables and Payroll database table. The database tables described in this manual are based on version 370. It is Exact Software's intention to keep the documentation up to date with the latest developments.

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Chapter 1 | Introduction

1. Introduction

Human resources play an important role within the applications of Exact Software. Together with machines, they are the most important resource type. In order to realize the correct registration of a human resource, several database tables are use to register the human resources and all resource related data. The following HRM tables and functionalities will be described in this document:

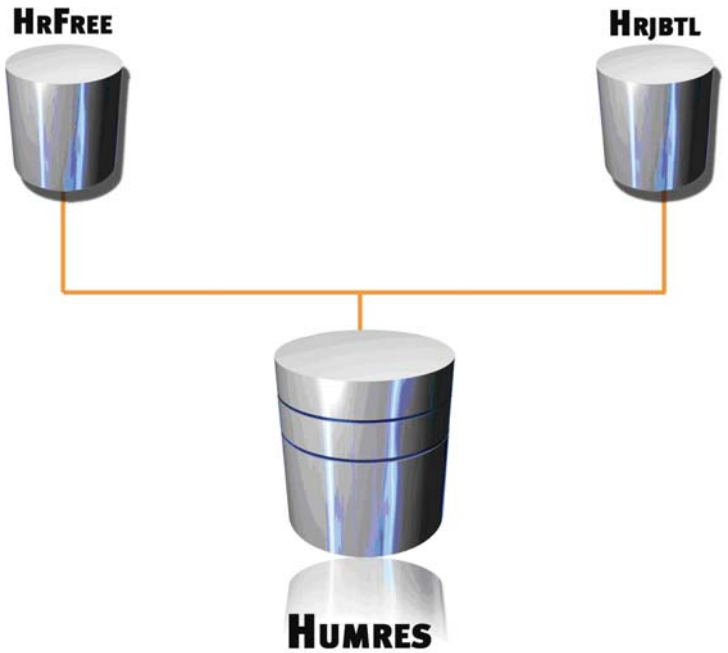
Humres	- This table stores the actual human resource data.
HrFree	- This table stores the component groups, job groups,job activities and scales.
Hrjbtl	- This table stores the job titles.
AbsenceEntitlements	- This table stores the absences entitlement.
Public Holidays	- This table stores different types of public holidays.
WorkSchedules	- This table stores different types of work schedules.

The information pertaining to human resources is the basis of payroll processing as employees hired by a company will be paid wages in various ways. Therefore, database tables are also made available to store the various payroll related data that are linked to the HRM database tables. Understanding the payroll process enables a clearer view of the usage of the database tables. The payroll process can be divided into the following steps:

1. Create payroll components
2. Define payroll settings per resource
3. Link components to resources with resource specific data
4. Start the payroll calculation (by generating and calculating the payroll entries)
5. Approve the calculated payroll entries (only for Exact Globe 2003 Enterprise and if defined in the settings)
6. Process the payroll calculation (which will create the financial transactions and the outstanding items)
7. Make the payroll payments via Cash Flow
8. Create official reports to third parties (if applicable)

This documentation will describe the Payroll database tables that are used in the first six steps (excluding the financial transactions). The following Payroll database tables will be described:

HrComponents	- Components
HrComp_Resource	- Resource specific components
HrComp_Trans	- Payroll transactions
HrComponentItemLinks	- Component item links
HrPayroll	- Resource payroll settings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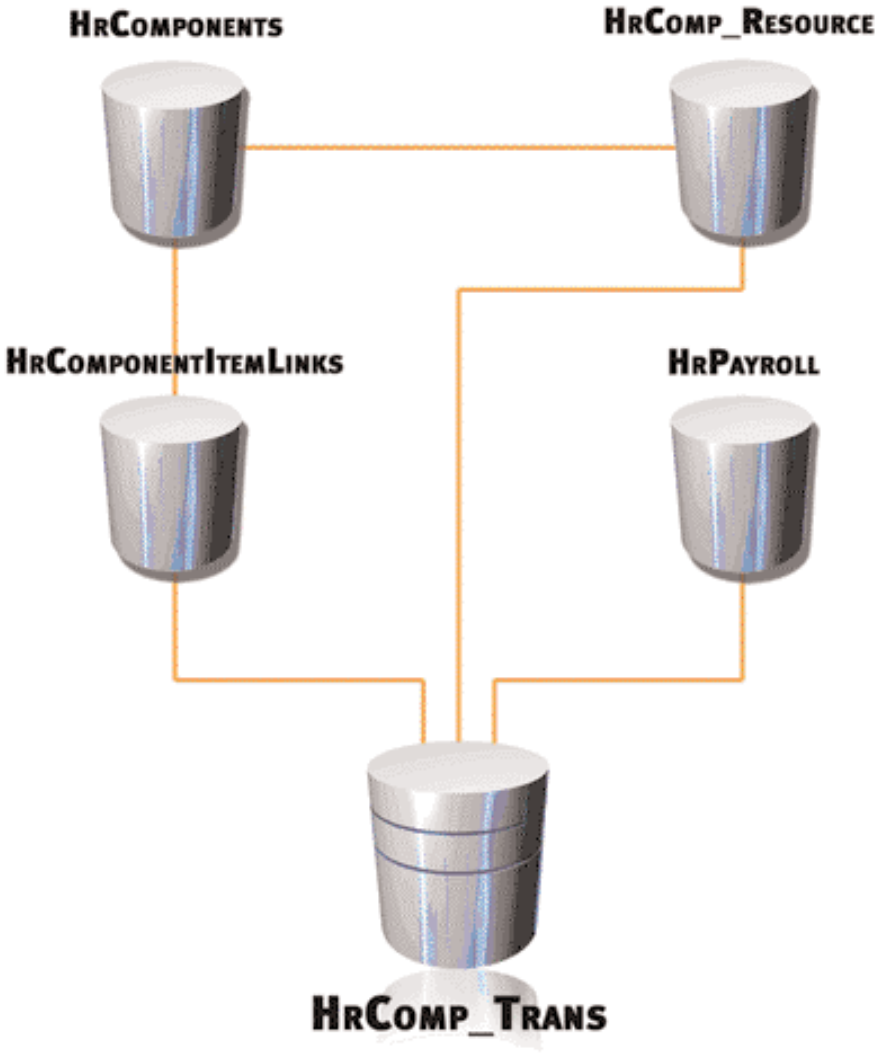

HrComponents
HrComp_Resource
HrComponentItemLinks
HrPayroll
HrComp_Trans

Chapter 2 | Humres - Resources

2. Humres - Resources

2.1 General description

The [Humres] table is the central table for all HRM-related information. The [Humres] table stores the organizational and personal details of all resources. A resource in this context means employees (including contractors, students and temporary staff), applicants and reseller's contact persons.

The type of resource is identified by the value stored in the [Humres.Emp_stat] field.

The [Humres] table is also used to validate users:

- In Exact Globe 2003, when a user attempts to log in, his user name is first validated against known user ID's (the [Humres.Usr_ID] field) in the [Humres] table. If a match is found, the system then checks to see if the user is allowed to access the database (field [Humres.BackOfficeBlocked] field).

- In Exact e-Synergy, when a user attempts to log in, his user name is first validated against known user ID's (the [Humres.Usr_ID] field) in the [Humres] table. If a match is found, the system then checks to see if the user has the appropriate security level (the [Humres.Job_Level] field) and has not been denied access (the [Humres.Blocked] field). The system then directs the user to either the employee portal or the reseller portal, based on the security level of the resource.

Note that payroll information is not stored in the [Humres] table. For more information about this, see the Payroll Database Documentation.

The [Humres] table stores several entities:

- Applicants.
- Vacancies.
- Employees.
- Contact persons of partners which have portal access.
- Contact persons of customers which have portal access.

2.2 Humres field details

Absent – Out of office
The [Humres.Absent] field indicates if the resource is absent. The value "1" indicates that the resource is absent. The value "0" indicates that the resource is present.
Note: If a request with the option "out of office" marked is created for a resource, the value in the [Humres.Absent] field will be changed by the HRM background job.

Addr_no – Address number
The [Humres.Addr_no] field stores the house number of the resource's private address.

Addr_xtra – Suffix
The [Humres.Addr_xtra] field stores the suffix of the resource's private address.

AdjustedHireDate – Adjusted Hire Date
The [Humres.AdjustedHireDate] field stores the adjusted hire date by minus the amount of time off with the actual hire date. Adjusted Hire Date is needed by HR because of things layoff and rehire, and the Family Leave Act in the US that allows employees to take time off without pay. Most companies will not include this time in seniority calculations for benefit programs. Thus they adjust the actual hire date by the amount of time off and enter in the adjusted hire date. They then calculate any seniority based benefit plan on the adjusted hire date.
Note: The [Humres.AdjustedHireDate] field is only used in US legislation.

Adres1 – Address 1
The [Humres.Adres1] field stores the first line of address details of the resource's private address.

Adres2 – Address 2
The [Humres.Adres2] field stores the second line of address details of the resource's private address.

Adv_Code – Processed flag
The [Humres.Adv_Code] field indicates if a resource is already been set to inactive by the HRM background job. The HRM background job will automatically set the status of a resource to inactive if necessary. The HRM background job will only take resources into account where the [Humres.Adv_Code] field is "0".

Affix – Suffix title
The [Humres.Affix] field stores the suffix title of the name of the resource. The user can select one of the values (like "Baron", "Baronesse", "Erbprinz", etc.) that are predefined by law in Germany. These values are used on declarations to social security offices.
Note: The [Humres.Affix] field is only used in German legislation and is needed for the DUEV certification.

ApplicationStage – Vacancy Application Stage
The [Humres.ApplicationStage] field stores Application status or rather stages of a vacancy.

Assistant – Assistant
The [Humres.Assistant] field stores the ID of the assistant of the resource. The [Humres.Assistant] field refers to the [Humres.Res_ID] field.

BackOfficeBlocked – Blocked for back office
The [Humres.BackOfficeBlocked] field indicates if the resource has access to Exact Globe 2003 system. The value "1" indicates that the user is blocked. The value "0" indicates that the user has access rights.

Bankac_0 – Bank account number 1 (default)
The [Humres.Bankac_0] field stores the first bank account number of the resource. In Exact Globe 2003, the [Humres.Bankac_0] field stores the bank account number that is defined as the default bank account number of the resource. In Exact e-Synergy the [Humres.Bankac_0] field stores the bank account number that is defined as the first bank account. The [Humres.Bankac_0] field can only be filled if the [Humres.Crdnr] field is filled for the resource. The [Humres.Bankac_0] field refers to the [Bnkacc.Banknr] field and the [Bnkkop.Bank_rek] field.

Bankac_1 – Bank account number 2
The [Humres.Bankac_1] field stores the second bank account number of the resource. In Exact Globe 2003, the [Humres.Bankac_1] field is filled when a second bank account number is imported with the import of resource data via XML.
In Exact e-Synergy the [Humres.Bankac_1] field stores the bank account number that is defined as the second bank account. The [Humres.Bankac_1] field refers to the [Bnkacc.Banknr] field and the [Bnkkop.Bank_rek] field.

BankingLimit – Payment limit
The [Humres.BankingLimit] field is not used.

Birth_Affix – Birth name suffix title
The [Humres.Birth_Affix] field stores the suffix title of the birth name of the resource.
The user can select one of the values (like "Baron", "Baronesse", "Erbprinz", etc.) that are predefined by law in Germany. These values are used on declarations to social security offices.
Note: The [Humres.Birth_Affix] field is only used in German legislation and is needed for the DUEV certification.

Birth_Prefix – Birth name prefix
The [Humres.Birth_Prefix] field stores the prefix of the birth name of the resource. The user can select one of the values (like "Von", "Von der", "Auf dem", etc.) that are predefined by law in Germany. These values are used on declarations to social security offices.
Note: The [Humres.Birth_Prefix] field is only used in German legislation and is needed for the DUEV certification.

Blocked – Blocked
The [Humres.Blocked] field indicates if the resource has access to Exact e-Synergy system. The value "1" indicates that the user is blocked. The value "0" indicates that the user has access rights.

BTW_Nummer – VAT number
The [Humres.BTW_Nummer] field stores the NIT code. It is a code which can be assimilated to a VAT number. It is only used in Colombian legislation.

Buyer – Buyer
The [Humres.Buyer] field indicates if the resource is a purchase agent or not. The value "0" indicates that the resource is not a purchase agent. The value "1" indicates that the resource is a purchase agent. The [Humres.Buyer] field is updated when the purchase agent role is assigned to or removed from a resource.
Note: The [Humres.Buyer] is only used in Exact Globe 2003.

ChildBirthDate1 – Date of birth child 1
The [Humres.ChildBirthDate1] field is not used.

ChildBirthDate2 – Date of birth child 2
The [Humres.ChildBirthDate2] field is not used.

ChildBirthDate3 – Date of birth child 3
The [Humres.ChildBirthDate3] field is not used.

ChildBirthDate4 – Date of birth child 4
The [Humres.ChildBirthDate4] field is not used.

ChildBirthDate5 – Date of birth child 5
The [Humres.ChildBirthDate5] field is not used.

ChildName1 – Name child 1
The [Humres.ChildName1] field is not used.

ChildName2 – Name child 2
The [Humres.ChildName2] field is not used.

ChildName3 – Name child 3
The [Humres.ChildName3] field is not used.

ChildName4 – Name child 4
The [Humres.ChildName4] field is not used.

ChildName5 – Name child 5
The [Humres.ChildName5] field is not used.

Classification – Classification
The [Humres.Classification] field stores the user-definable classification.
Note: The [Humres.Classification] field is only used in US legislation.

Cmp_wwn – Account Guid
The [Humres.Cmp_wwn] field stores the unique identifier value (Guid) of the account to whom the resource is linked. This value is automatically generated when a contact person of an account is granted portal access to Exact e-Synergy. Depending on the type of resource (the [Humres.Emp_Type] field), the [Humres.Cmp_wwn] field refers to a reseller/supplier or a customer. The user cannot change this field.

Comp – Division
The [Humres.Comp] field stores the division to which the resource belongs. The [Humres.Comp] field refers to the [Bedryf.Bedrnr] field.

Cont_End_Date – Contract end date
The [Humres.Cont_End_Date] field stores the contract end date of the resource. The contract end date is the last day of employment as specific in the employment contract. This is different from the departure date (the [Humres.Ldatuitdienst] field).

CostCenter – Cost center
The [Humres.CostCenter] field stores the cost center of the resource. The cost center of a resource must be linked to the division of the resource. The [Humres.CostCenter] field refers to the [Kstpl.KstplCode] field.

CrCard_expd – Credit card expiry date
The [Humres.CrCard_expd] field is not used.

CrCard_no – Credit card number
The [Humres.CrCard_no] field is not used.

CrCard_Type – Credit card type
The [Humres.CrCard_Type] field is not used.

Crdnr – Creditor number
The [Humres.Crdnr] field stores the creditor number linked to the resource. The [Humres.Crdnr] field refers to the [Cicmpy.Crdnr] field (where the [Humres.Comp] field is equal to the [Cicmpy.Administration] field).

Division – Division
The [Humres.Division] field stores the division code. The [Humres.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

Email – E-mail address
The [Humres.Email] field stores the personal e-mail address of the resource.

Emp_stat – Employee status
The [Humres.Emp_stat] field stores the employment status of the resource. The status is automatically set depending on the employment start date and contract end date of the resource. The [Humres.Emp_stat] field refers to the [ResourceStatus.Status] field and to the DDTests table which contains the following values for this field:

Value	Description	Resource type	Remark
A	Active	A, C, E, K, R, S, T, V	Start date ‹ Today and Contract end date › Today or NULL
F	Fulfilled	V	
H	Hired	A, E	Start date › Today
I	Inactive	A, C, E, R, S, T, V	Contract end date ‹ Today
R	Rejected	A, V	Application is rejected

Note: The employee status will be set via the HRM background job for the “Active” and “Inactive” status, depending on the [Humres.Ldatindienst] and the [Humres.Ldatuitdienst] fields.

Emp_statd – Employee status date
The [Humres.Emp_statd] field is not used.

Emp_Type – Employee type
The [Humres.Emp_Type] field indicates the type of the resource. The [Humres.Emp_Type] field refers to the [ResourceTypes.Type] field and to the DDTests table which contains the following values for this field:

Value	Description	Remark
A	Applicant	
C	Contractor	
E	Employee	
K	Customer	Used in Exact e-Synergy only. The [Humres.Job_level] field is “1”.
R	Partner	Used in Exact e-Synergy only. The [Humres.Job_level] field is “2”.
S	Student	
T	Temporary	
V	Vacancy	The [Humres.FullName] is filled with “Vacancy”.

Extra_Code – Extra code
The [Humres.Extra_Code] field is not used.

Extra_Text – Extra text
The [Humres.Extra_Text] field is not used.

Exttar – External rate
The [Humres.Exttar] field is not used.

Faxnr – Fax number
The [Humres.Faxnr] field stores the office fax number of the resource.

First_Name – First name
The [Humres.First_Name] field stores the first name of the resource.

FreeField1 – Free field 1
The [Humres.FreeField1] field stores information that does not correspond to any set value. Free field 1 is the first of 20 free fields that store such data. Users can enter any information in the free fields.
Note: The free fields are available for employees (so where the [Humres.Emp_Type] field is "E", "C", "S" or "T"). In Exact e-Synergy, the free fields are only available when a free field is activated by defining a label for the free field. In Exact Globe 2003 the free fields are always available.

FreeField2 – Free field 2
The [Humres.FreeField2] field stores information that does not correspond to any set value. Free field 2 is the second of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField3 – Free field 3
The [Humres.FreeField3] field stores information that does not correspond to any set value. Free field 3 is the third of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField4 – Free field 4
The [Humres.FreeField4] field stores information that does not correspond to any set value. Free field 4 is the fourth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField5 – Free field 5
The [Humres.FreeField5] field stores information that does not correspond to any set value. Free field 5 is the fifth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField6 – Free field 6
The [Humres.FreeField6] field stores information that does not correspond to any set value. Free field 6 is the sixth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField7 – Free field 7
The [Humres.FreeField7] field stores information that does not correspond to any set value. Free field 7 is the seventh of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField8 – Free field 8
The [Humres.FreeField8] field stores information that does not correspond to any set value. Free field 8 is the eight of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField9 – Free field 9
The [Humres.FreeField9] field stores information that does not correspond to any set value. Free field 9 is the ninth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField10 – Free field 10
The [Humres.FreeField10] field stores information that does not correspond to any set value. Free field 10 is the tenth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField11 – Free field 11
The [Humres.FreeField11] field stores information that does not correspond to any set value. Free field 11 is the eleventh of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField12 – Free field 12
The [Humres.FreeField12] field stores information that does not correspond to any set value. Free field 12 is the twelfth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField13 – Free field 13
The [Humres.FreeField13] field stores information that does not correspond to any set value. Free field 13 is the thirteenth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField14 – Free field 14
The [Humres.FreeField14] field stores information that does not correspond to any set value. Free field 14 is the fourteenth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField15 – Free field 15
The [Humres.FreeField15] field stores information that does not correspond to any set value. Free field 15 is the fifteenth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField16 – Free field 16
The [Humres.FreeField16] field stores information that does not correspond to any set value. Free field 16 is the sixteenth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField17 – Free field 17
The [Humres.FreeField17] field stores information that does not correspond to any set value. Free field 17 is the seventeenth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField18 – Free field 18
The [Humres.FreeField18] field stores information that does not correspond to any set value. Free field 18 is the eighteenth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField19 – Free field 19
The [Humres.FreeField19] field stores information that does not correspond to any set value. Free field 19 is the nineteenth of 20 free fields that store such data. Users can enter any information in the free fields.

FreeField20 – Free field 20
The [Humres.FreeField20] field stores information that does not correspond to any set value. Free field 20 is the twentieth of 20 free fields that store such data. Users can enter any information in the free fields.

Fte – FTE
The [Humres.Fte] field stores the Full Time Equivalent (FTE) rate. A resource working the same hours as the division's working hours will have an FTE value of 1.00. This field is used when granting absence entitlements. The FTE must be equal to or less than 1.

FullName – Full name
The [Humres.FullName] field stores the full name of the resource. The full name is derived by concatenating the values of the first name ([Humres.FirstName]), the middle name ([Humres.Middle_Name]), the last name ([Humres.LastName]) and the maiden name ([Humres.Maiden_Name]).

FuncNivo – Job level
The [Humres.FuncNivo] field stores the previous performance rating of a resource. The values in this field can be "A", "B", "C", "D" or "E".

Geb_ldat – Date of birth
The [Humres.Geb_ldat] field stores the date of birth of the resource.

Geb_pl – Place of birth
The [Humres.Geb_pl] field stores the place of birth of the resource.

ID – ID
The [Humres.ID] field stores the system generated database record identification number. This field is not functionally used.

Identiteit – Identity
The [Humres.Identiteit] field is not used.

Initialen – Initials
The [Humres.Initialen] field stores the initials of the resource.

Internetac – ISP account
The [Humres.Internetac] field stores the Internet Service Provider (ISP) account of the resource. It is only used in Exact e-Synergy.

Inttar – Internal rate
The [Humres.Inttar] field stores the internal rate of the resource.
Note: The [Humres.Inttar] field is only used in Exact Globe 2003.

InvoiceLimit – Sales invoice limit
The [Humres.InvoiceLimit] field stores the limit up to which the resource can approve sales invoices.

ISO_Taalcd – ISO language
The [Humres.ISO_Taalcd] field stores the ISO code of the language of the resource. The [Humres.ISO_Taalcd] field refers to the [Taal.TaalCode] field.

IsPersonalAccount – Personal account
The [Humres.IsPersonalAccount] field indicates if the resource makes use of a personal account. It is only used in Colombian legislation.

ItemCode – Item code
The [Humres.ItemCode] field stores the item code that is linked to the resource as hour item. The sales price of this hour item will be used in invoice proposals. With this item code it is possible to use a rate per resource in projects. The [Humres.ItemCode] field refers to the [Items.ItemCode] field.

Job_Level – Security level
The [Humres.Job_Level] field stores the security level of the resource. The following values indicate the type of resource.

Value	Remark
0	Public
1	Customer
2	Customer specific
3	Partner
4	Partner specific
10 - higher	Internal user

Job_Title – Job title
The [Humres.Job_Title] field stores the job title of the resource. The [Humres.Job_Title] field refers to the [Hrjbtl.Job_Title] field.

JobCategory – Job category
The [Humres.JobCategory] field stores the user-definable job category.
Note: The [Humres.JobCategory] field is only used in US legislation.

Kamer – Room
The [Humres.Kamer] field stores the office room number of the resource.

Kstdr_Code – Cost unit
The [Humres.Kstdr_Code] field stores the code of the cost unit to which the resource is linked. The [Humres.Kstdr_Code] field refers to the [Kstdr.KstdrCode] field.

Land_ISO – ISO country
The [Humres.Land_ISO] field stores the ISO country code of the personal address of the resource. The [Humres.Land_ISO] field refers to the [Land.LandCode] field.

Land_ISO2 – Country of origin
The [Humres.Land_ISO2] field stores the ISO country code of the place of birth of the resource. It is only used in German legislation. The [Humres.Land_ISO2] field refers to the [Land.LandCode] field.

Ldatindienst – Employment start date
The [Humres.Ldatindienst] field stores the start date of the employment of the resource.

Ldatuitdienst – Departure date
The [Humres.Ldatuitdienst] field stores the departure date. The departure date is the date on which a resource physically leaves the company. It can be earlier than the contract end date. The HRM Background job processes all inactive resources based on the departure date.

Loc – Location
The [Humres.Loc] field stores the physical location of the resource. The physical location can differ from the contractual location (the [Humres.MainLoc] field). The [Humres.Loc] field refers to the [Hrloc.Loc] field.

Maiden_Name – Maiden name
The [Humres.Maiden_Name] stores the maiden (birth) name of the resource.

Mail – e-mail
The [Humres.Mail] field stores the office e-mail address of the resource. In Exact e-Synergy, the domain portion of the e-mail address is validated against the list of valid domains entered in the HRM settings. If the domain is valid, the e-mail account of the resource will be updated by the HRM background job in the Microsoft Exchange list of e-mail addresses. This only happens if the Exact e-Synergy setting 'Create Exchange Mailbox' is active.

MainLoc – Main location
The [Humres.MainLoc] field stores the contractual location of the resource. The contractual location is used to associate public holidays to a resource. The contractual location can differ from the physical location (the [Humres.Loc] field). The [Humres.MainLoc] field refers to the [Hrloc.Loc] field.

Mar_Date – Date marital status
The [Humres.Mar_Date] field stores the date of the current marital status of the resource. The [Humres.Mar_Date] field is only filled when the [Humres.Mar_stat] has the value "L", "M" or "W".

Mar_stat – Marital state
The [Humres.Mar_stat] field stores the marital state of a resource. The [Humres.Mar_stat] field refers to the DDTests table which contains the following values for this field:

Value	Description
D	Divorced
L	Living together
M	Married
S	Single
W	Widowed

Middle_Name – Middle name
The [Humres.Middle_Name] field stores the middle name of a resource.
Note: The [Humres.Middle_Name] field is not used in Spanish legislation.

Mobile_Short – Mobile shortcut
The [Humres.Mobile_Short] field stores the extension of the office mobile telephone number of the resource.

MSNID – MSN ID
The [Humres.MSNID] field stores the MSN ID of the resource. The [Humres.MSNID] field is used to start a Windows messenger or MSN messenger conversation.
Note: The [Humres.MSNID] field is only used in Exact e-Synergy.

Mv1 – Gender
The [Humres.Mv1] field stores the gender of the resource. The [Humres.Mv1] field refers to the DDTests table which contains the following values for this field:

Value	Description
M	Male
O	Unknown
V	Female

Nat – Nationality
The [Humres.Nat] field stores the nationality of the resource. The [Humres.Nat] field refers to the [Land.LandCode] field.

Notes – Notes
The [Humres.Notes] field stores the notes of an applicant or vacancy. This note field can be used for a note or for an applicant to cut & paste his/her resume into this notes field. When an applicant applies for a job from the public web-site, there is no possibility for an applicant to attach a document (with a resume). When an applicant is hired and changes to a resource, the content of the notes field will automatically be created as a document in the [BacoDiscussion] table which is the central document table. The [Humres.Notes] field refers to the [Notes.ID] field.

OldNTFullName – Old NT full name
The [Humres.OldNTFullName] field stores the Windows user name for each resource. In the event that the resource subsequently changes his/her name, the system will use this initial name to trace the resource to update other information when required. Without this field, the system would not be able to match resources in Exact e-Synergy to Windows Active Directory users, because user full names are used as keys in Active Directory.

Partner – Partner
The [Humres.Partner] field stores the ID of the resource who fulfilled the vacancy. The [Humres.Partner] field is only available for vacancies (so where the [Humres.Emp_Type] field = "V").

PartnerBirthDate – Date of birth partner
The [Humres.PartnerBirthDate] field is not used.

Payempl – Payroll employee
The [Humres.Payempl] field indicates if the resource is used in e-Payroll. The value "1" indicates that the resource is used in e-Payroll; the value "0" indicates the resource is not used in e-Payroll. The [Humres.Payempl] field will automatically be set to "1" when payroll data is created for the resource (after checking if the birth date is filled and if a creditor code is linked to the resource). Upon saving payroll data, the application will trigger to auto-generate a creditor code to this resource (if not already linked) and the [Humres.Payempl] field will be set to 1.

Picture – Picture
The [Humres.Picture] field stores the binary format of the picture linked to the resource.

PictureFileName – Picture file name
The [Humres.PictureFileName] field stores the name of file that is linked to the resource as picture [Humres.Picture]. In Exact Globe 2003, the full path of the file name is stored in this field.

PortalCreator – Portal Creator
The [Humres.PortalCreator] field stores the resource ID that grants or revokes the portal access of a contact person. All contact persons who have been granted portal access, will have a record created in [HUMRES] table.
Note: NT Account will be created or deleted according to the actions of portal access being granted or revoked.

Postcode – Postal code
The [Humres.Postcode] field stores the postal code of the personal address of the resource.

Prafd_Code – Department code
The [Humres.Prafd_Code] field is not used.

PredCode – Title
The [Humres.PredCode] field stores the title of the resource. The user can select a title from a list of titles that can be maintained by the user. The title stored in the [Humres.PredCode] field is used as the salutation of the resource. The [Humres.PredCode] field refers to the [Pred.PredCode] field.

PredCode2 – Second title
The [Humres.PredCode2] field stores the free definable title of the resource. The user can fill this field with any value. Contrary to the [Humres.PredCode] field, the [Humres.PredCode2] field should be used to store titles like academic titles that can be used on declarations.
Note: The [Humres.PredCode2] field is only used in German legislation and is needed for the DUEV certification.

Prefix – Prefix
The [Humres.Prefix] field stores the prefix of the name of the resource. The user can select one of the values (like "Von", "Von der", "Auf dem", etc.) that are predefined by law in Germany. These values are used on declarations to social security offices.
Note: The [Humres.Prefix] field is only used in German legislation and is needed for the DUEV certification.

Prob_endd – End date probationary period
The [Humres.Prob_endd] field stores the end date of the probationary period of the resource. The [Humres.Prob_endd] field must lie behind the employment start date (the [Humres.Ldatindienst] field) and before or equal to the employment end date (the [Humres.Ldatuitdienst] field). The [Humres.Prob_endd] field is default filled with a date that is the result of the [Humres.Prob_per] field and the [Humres.Prob_pert] field.

Prob_per – Probationary period
The [Humres.Prob_per] field stores the number of periods of the probation of the resource. The number of periods in combination with the type of period (the [Humres.Prob_pert] field) will supply the default value of the end date of the probationary period (the [Humres.Prob_endd] field).

Prob_pert – Probationary period type
The [Humres.Prob_pert] field stores the type of period. The [Humres.Prob_pert] field refers to the DDTests table which contains the following values for this field.

Value	Description
D	Days
M	Months
W	Weeks
Y	Years

ProcessedByBackgroundJob – Processed by background job

The [Humres.ProcessedByBackgroundJob] field indicates if the background job (Hrbgjobs) has created or deleted an NT account for the resource. The field is also used to indicate whether the password of a resource is going to be reset. The [Humres.ProcessedByBackgroundJob] field can contain the following values:

Value	Description
0	The NT account has not yet been created (for a new resource) or is deleted (for example for an inactive resource).
1	The NT account has been created or the password of the resource is reset.
2	The password of the resource will be reset.

Projempl – Project employee

The [Humres.Projempl] field is not used.

Pur_Limit – Purchase limit

The [Humres.Pur_Limit] field stores the limit up to which the resource can approve purchase orders.

Race – Race

The [Humres.Race] field stores the race of the resource. It is only used in U.S.A. , Vietnamese, Singaporean and South African legislation. The [Humres.Race] field can contain one of the following values:

Legislation	Value	Description
SG	A	Chinese
SG	B	Indian
SG	C	Malay
SG	D	Eurasian
SG	E	Others
US	A	Asian
US	AI	American Indian
US	B	Black
US	H	Hispanic
US	O	Others
US	PI	Pacific Islander
US	W	White

Legislation	Value	Description
VN	A	Kinh
VN	B	Thai
VN	C	Kho'me
VN	D	Muong
VN	E	H'Mong
VN	F	Tay
VN	G	Van Kieu
VN	H	Cham
VN	I	Hoa
VN	J	Dao
VN	K	Bana
VN	L	E'de
VN	M	Others
ZA	A	Black
ZA	B	White
ZA	C	Colored
ZA	D	Indian
ZA	F	Others

Rating – Rating
The [Humres.Rating] field stores the current performance rating of a resource. The value in this field can be "A", "B", "C", "D" or "E".

Reason_Resign – Reason end of employment
The [Humres.Reason_Resign] field stores the reason of the end of the employment of the resource. This field can only be filled if the [Humres.Ldatuitdienst] field is filled.

Representative – Representative
The [Humres.Representative] field indicates if the resource has been assigned the predefined representative role. The value "1" indicates the resource has the representative role. The value "0" indicates the resource does not have the representative role.

Repto_ID – Manager
The [Humres.Repto_ID] field stores the ID of the manager of the resource. The [Humres.Repto_ID] field refers to the [Humres.Res_ID] field.

Res_ID – Resource ID
The [Humres.Res_ID] field stores the main identifying code for the resource. The [Humres.Res_ID] field is the reference field for almost all tables that need a reference to the [Humres] table. The user can fill this field manually.
Note: For some tables (like the [Orkrg] table], the reference to the [Humres] table is the [Humres.Usr_ID] field.

RMALimit – RMA limit
The [Humres.RMALimit] field stores the limit up to which the resource can approve Return to Merchant Authorization (RMA) orders.

SalesLimit – Sales order limit
The [Humres.Sales_Limit] field stores the limit up to which the resource can approve sales orders or service orders.

Scale – Job level
The [Humres.Scale] field stores the job level of the resource. The value that can be selected depends on the job title of the resource (the [Humres.Job_Title] field) and has to lie between the minimum ([Hrjbtl.Scalemin]) and maximum ([Hrjbtl.Scalemax]) job level of the job title ([Hrjbtl.Job_Title]).

Signature – Signature
The [Humres.Signature] field stores the binary format of the signature linked to the resource. The signature can be used for printing electronic in mailing, checks, reminders, letters, etc.

SignatureFile – Signature file name
The [Humres.SignatureFile] field stores the name of file that is linked to the resource as signature [Humres.Signature]. In Exact Globe 2003, the full path of the file name is stored in this field.

SkypeID – Skype ID
The [Humres.SkypeID] field stores the Skype ID of the resource.
Note: The [Humres.SkypeID] field is only used in Exact e-Synergy.

Slip_Tekst – Payroll slip text
The [Humres.Slip_Tekst] field is not used.

Socsec_nr – Social security number
The [Humres.Soscec_nr] field stores the social security number of the resource. In the Netherlands, a validation is used to verify the number. A value with X's is considered to be valid.

StateCode – State code
The [Humres.StateCode] field stores the code of the state of the personal address of the resource. The [Humres.StateCode] field refers to the [AddressStates.StateCode] field (where the [Humres.LandISO] field is equal to the [AddressStates.CountryCode] field.

Sur_Name – Surname
The [Humres.Sur_Name] field stores the surname of the resource.

SynchronizeExchange – Synchronize MS Exchange calendar
The [Humres.SynchronizeExchange] field indicates if the MS Exchange calendar of the resource should be synchronized with the workflow of the resource. The value "1" indicates that the MS Exchange calendar should be synchronized. The value "0" indicates that the MS Exchange calendar should not be synchronized. When the MS Exchange calendar is synchronized, the system will periodically compare the MS Exchange calendar of the resource with the workflow and create "Appointment" requests for items marked as "Busy" in the MS Exchange calendar (if not already created).
Note: The [Humres.SynchronizeExchange] field is only used in Exact e-Synergy.

Syscreated – Created date and time
The [Humres.Syscreated] field stores the date and time that the resource has been created.

Syscreator – Creator
The [Humres.Syscreator] field stores the resource who created the resource data. The [Humres.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [Humres.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all resources.

Sysmodified – Modified date and time
The [Humres.Sysmodified] field stores the ldate and time that the resource data was last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [Humres.Sysmodifier] field stores the resource who last modified the resource data. Initially, this field contains the creator as is stored in the [Humres.Syscreator] field. The [Humres.Sysmodifier] field refers to the [Humres.Res_ID] field.

Task – Focus
The [Humres.Task] field stores the focus of the resource.

Telnr_prv – Private telephone number
The [Humres.Telnr_prv] field stores the private telephone number of the resource.

Telnr_prv2 – Private mobile telephone number
The [Humres.Telnr_prv2] field stores the private mobile telephone number of the resource.

Telnr_Werk – Office telephone number
The [Humres.Telnr_Werk] field stores the office telephone number of the resource.

Telnr_Werk2 – Office mobile telephone number
The [Humres.Telnr_Werk2] field stores the office mobile telephone number of the resource.

Timestamp – Timestamp
The [Humres.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the resources in created or changed order. The system assigns a new timestamp for each new record and updates the timestamp of the changed records. The system uses the timestamp for replication.

TimeZone – Time zone
The [Humres.TimeZone] field stores the time zone of the resource. The [Humres.TimeZone] field refers to the [TimeZones.ID] field.
Note: The [Humres.TimeZone] field is only used in Exact e-Synergy.

Toestel – Telephone extention
The [Humres.Toestel] field stores the extention of the office telephone number of the resource.

Uitk_Code – Social benefit authority
The [Humres.Uitk_Code] field is not used.

UserGroup – User group
The [Humres.UserGroup] field is not used.

Usr_ID – User ID
The [Humres.Usr_ID] field stores the second identifying code for the resource. The [Humres.Usr_ID] field is used to determine whether a user has access to Exact Globe 2003 / Exact e-Synergy. The system will compare the user's web login name with the value in the [Humres.Usr_ID] field; the [Humres.Usr_ID] field must contain a valid MS Windows user name for the corresponding domain.

Usr_ID2 – Secure user ID
The [Humres.Usr_ID2] field stores the secure user ID of the resource. This field is used to meet the regulations of the Food and Drug Administration (FDA) for securing approval of documents. For the FDA it is not allowed that the [Humres.Usr_ID] field is used for this purpose. The secure user ID must be a valid MS Windows user name for the corresponding domain. The [Humres.Usr_ID2] field cannot be populated with the same value as the [Humres.Usr_ID] field. If the document type is defined to use a secure approval (the [BacoDiscussionsFixedTypes.Sec_ap_Use] field has the value "1"), the [Humres.Usr_ID2] field will be used to check if the user has rights to approve the document.
Note: The [Humres.Usr_ID2] field is only used in Exact e-Synergy.

VacancyStartDate – Vacancy Start Date
The [Humres.VacancyStartDate] field stores the starting date of vacancy.

VacancyType – Vacancy Type
The [Humres.VacancyType] field stores the vacancy type created. The [Humres.VacancyType] field can have one of the following values:

Value	Description
I	Internal (Default)
E	External
B	Both

ValCode – Currency code
The [Humres.ValCode] field is not used.

Woonpl – City
The [Humres.Woonpl] field stores the city of the private address of the resource.

Workstat – Workstation
The [Humres.Workstat] field is not used.

Workstat_addr – Workstation IP address
The [Humres.Workstat_addr] field stores the IP address of the workstation of the resource.

Chapter 3 | HrFree - HRM free table

3. HrFree - HRM free table

3.1 Introduction

The [HrFree] table is used for HRM related entities. Those entities are distinguished by the [HrFree.FileType] field:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

Job group: A job group is linked to job titles. It is used to group different job titles together, to make a horizontal grouping in the jobtitles.

Job activty: A job activity is linked to job titles. It is used to show the main activity of the job, to make a vertical grouping in the jobtitles.

Component group: A compoment group is used to group a group of payroll components so they can be linked in one go to a resource.

Scales: Scales can be used to divide the payroll resources into different salary scales.

Since all these functionalities use the [HrFree] fields differently, this table will be described per functionality. If a field is not used by a specific functionality, it will not be mentioned in that functionality's section.

3.2 HrFree: Component group

3.2.1 General description

One of the functions of the [HrFree] table is to store the payroll component groups.
Component groups are used to group different payroll components so they can be linked to a resource in 1 action.

3.2.2 HrFree: Component group field details

Descr60 – Description
The [HrFree.Descr60] field stores the description of the component group.

Division – Division
The [HrFree.Division] field stores the division code. The [HrFree.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocID – Document ID
The [HrFree.DocID] field stores the component group's Attachment. The [HrFree.DocID] field refers to the [BacoDiscussions.ID] field.

FileType – Type
The [HrFree.FileType] field stores the code for the sort of data that is stored in the [HrFree] table. The code for component group is "CG". The [HrFree.FileType] field can have one of the following values:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

ID – ID
The [HrFree.ID] field stores the system generated database record identification number. This is the field that is used to refer from other tables to the [HrFree] table.

Notes – Notes
The [HrFree.Notes] field stores the ID of the record in the [Notes] table where the component group's note is stored. The [HrFree.Notes] field refers to the [Notes.ID] field.

RecKey – Code
The [HrFree.RecKey] field stores the identification code of the component group. The [HrFree.RecKey] field in combination with the [HrFree.FileType] needs to be unique.

Syscreated – Created date and time
The [HrFree.Syscreated] field stores the date and time that the component group has been created.

Syscreator – Creator
The [HrFree.Syscreator] field stores the resource who created the component group. The [HrFree.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrFree.SysGuid] field stores the Guid field generated by the system upon creation of the component group.

Sysmodified – Modified date and time
The [HrFree.Sysmodified] field stores the date and time that the component group was last modified.

Sysmodifier – Modifier
The [HrFree.Sysmodifier] field stores the resource who last modified the component group. Initially, this field contains the creator as is stored in the [HrFree.Sysmodifier.Syscreator] field. The [HrFree.Sysmodifier.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrFree.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the component group. This field is mainly used for replication purposes.

3.3 HrFree: Job group

3.3.1 General description

One of the functions of the [HrFree] table is to store the job groups. Job groups are used to group job activities and job titles that are closely related.

3.3.2 HrFree: Job group field details

Descr60 – Description
The [HrFree.Descr60] field stores the description of the job group.

Division – Division
The [HrFree.Division] field stores the division code. The [HrFree.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocID – Document ID
The [HrFree.DocID] field stores the ID of the document that is linked to the job group.
The [HrFree.DocID] field refers to the [BacoDiscussions.ID] field.

FileType – Type
The [HrFree.FileType] field stores the code for the sort of data that is stored in the [HrFree] table. The code for job group is "JG". The [HrFree.FileType] field can contain one of the following values:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

HrGroup – Level 2
The [HrFree.HrGroup] field stores the ID of the secondary job group, the secondary job group is used to link 2 job groups together that have common attributes. The [HrFree.HrGroup] field refers to the [HrFree.RecKey] field where the [HrFree.FileType] = "JG".

ID – ID
The [HrFree.ID] field stores the system generated database record identification number. This is the field that is used to refer from other tables to the [HrFree] table.

Notes – Notes
The [HrFree.Notes] field stores the ID of the record in the [Notes] table where the component group's note is stored. The [HrFree.Notes] field refers to the [Notes.ID] field.

RecKey – Code
The [HrFree.RecKey] field stores the stores the identification code of the component group. The [HrFree.RecKey] field in combination with the [HrFree.FileType] needs to be unique.

Syscreated – Created date and time
The [HrFree.Syscreated] field stores the date and time that the job group has been created.

Syscreator – Creator
The [HrFree.Syscreator] field stores the resource who created the job group. The [HrFree.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrFree.SysGuid] field stores the Guid field generated by the system upon creation of the job group.

Sysmodified – Modified date and time
The [HrFree.Sysmodified] field stores the date and time that the job group was last modified. Initially, this field contains the creation date.

Sysmodifier – Sysmodifier
The [HrFree.Sysmodifier] field stores the resource who last modified the job group. Initially, this field contains the creator as is stored in the [HrFree.Syscreator] field. The [HrFree.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrFree.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the job group. This field is mainly used for replication purposes.

3.4 HrFree: Job activities

3.4.1 General description

One of the functions of the [HrFree] table is to store the job activities. The job activities are all the activities that are performed by resources within the company.

For each job activity a selection of the most suitable competencies can be selected out of a set of 13.

3.4.2 HrFree: Job activities field details

Competency1 – Competency 1
The [HrFree.Competency1] field stores the first of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency2 – Competency 2
The [HrFree.Competency2] field stores the second of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency3 – Competency 3
The [HrFree.Competency3] field stores the third of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency4 – Competency 4
The [HrFree.Competency4] field stores the fourth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency5 – Competency 5
The [HrFree.Competency5] field stores the fifth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency6 – Competency 6
The [HrFree.Competency6] field stores the sixth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency7 – Competency 7
The [HrFree.Competency7] field stores the seventh of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency8 – Competency 8
The [HrFree.Competency8] field stores the eighth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency9 – Competency 9
The [HrFree.Competency9] field stores the ninth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency10 – Competency 10
The [HrFree.Competency10] field stores the tenth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency11 – Competency 11
The [HrFree.Competency11] field stores the eleventh of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency12 – Competency 12
The [HrFree.Competency12] field stores the twelfth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Competency13 – Competency 13
The [HrFree.Competency13] field stores the thirteenth of 13 indicators that can be selected, and that indicate if for the job activity the competence is relevant. The value “1” indicates the competence is relevant. The value “0” indicates the competence is not relevant.

Descr60 – Description
The [HrFree.Descr60] field stores the description of the job activity.

Division – Division
The [HrFree.Division] field stores the division code. The [HrFree.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocID – Document ID
The [HrFree.DocID] field stores the ID of the document that is linked to the job activity.
The [HrFree.DocID] field refers to the [BacoDiscussions.ID] field.

FileType – Type
The [HrFree.FileType] field stores the code for the sort of data that is stored in the [HrFree] table. The code for job activities is "VG". The [HrFree.FileType] field can contain one of the following values:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

ID – ID
The [HrFree.ID] field stores the system generated database record identification number. This is the field that is used to refer from other tables to the [HrFree] table.

JobGroup – Job group
The [HrFree.JobGroup] field stores the code of the job group the job activity belongs to. The [HrFree.JobGroup] field refers to the [HrFree. RecKey] field where the [HrFree.filetype] = "JG".

Notes – Notes
The [HrFree.Notes] field stores the ID of the record in the [Notes] table where the job activity's note is stored. The [HrFree.Notes] field refers to the [Notes.ID] field.

RecKey – Code
The [HrFree.RecKey] field stores the identification code of the job activity. The [HrFree.RecKey] field in combination with the [HrFree.filetype] needs to be unique.

Syscreated – Created date and time
The [HrFree.Syscreated] field stores the date and time that the job activities has been created.

Syscreator – Creator
The [HrFree.Syscreator] field stores the ID of the resource that created the job activities. The [HrFree.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrFree.SysGuid] field stores the Guid field generated by the system upon creation of the job activities.

Sysmodified – Modified date and time
The [HrFree.Sysmodified] field stores the date and time that the job activities was last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [HrFree.Sysmodifier] field stores the resource who last modified the job activities. Initially, this field contains the creator as is stored in the [HtFree.Syscreator] field. The [HrFree.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrFree.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the job activities. This field is mainly used for replication purposes.

3.5 HrFree: Scales

3.5.1 General description

One of the functions of the [HrFree] table is to store the payroll component scales.
The scales can be used to divide the payroll resources into different salary scales.

3.5.2 HrFree: Scales field details

Descr60 – Description
The [HrFree.Descr60] field stores the description of the salary scale.

Division – Division
The [HrFree.Division] field stores the division code. The [HrFree.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocID – Document ID
The [HrFree.DocID] field stores the ID of the document that is linked to the salary scale. The [HrFree.DocID] field refers to the [BacoDiscussions.ID] field.

FileType – Type
The [HrFree.filetype] field stores the code for the sort of data that is stored in the [HrFree] table. The code for component scales is “SC”. The [HrFree.FileType] field can contain one of the following values:

Value	Description
CG	Component group
JG	Job group
VG	Job activities
SC	Scales

ID – ID
The [HrFree.ID] field stores the system generated database record identification number. This is the field that is used to refer from other tables to the [HrFree] table.

Notes – Notes
The [HrFree.Notes] field stores the ID of the record in the [Notes] table where the job activity's note is stored. The [HrFree.Notes] field refers to the [Notes.ID] field.

RecKey – Code
The [HrFree.RecKey] field stores the identification code of the scale. The [HrFree.RecKey] field in combination with the [HrFree.filetype] needs to be unique.

Syscreated – Created date and time
The [HrFree.Syscreated] field stores the date and time that the scales has been created.

Syscreator – Creator
The [HrFree.Syscreator] field stores the ID of the resource that created the scales. The [HrFree.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrFree.SysGuid] field stores the Guid field generated by the system upon creation of the scales.

Sysmodified – Modified date and time
The [HrFree.Sysmodified] field stores the date and time that the scales was last modified. Initially, this field contains the creation date.

Sysmodifier – Sysmodifier
The [HrFree.Sysmodifier] field stores the resource who last modified the scales. Initially, this field contains the creator as is stored in the [HrFree.Syscreator] field. The [HrFree.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrFree.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the scales. This field is mainly used for replication purposes.

Chapter 4 | Hrjbtl - Job titles

4. Hrjbtl - Job titles

4.1 General description

The [Hrjbtl] table stores the job titles. With each job title, also job title related defaults and restriction values are stored.

4.2 Hrjbtl field details

Beroep_cd – Profession codes
The [Hrjbtl.Beroep_cd] field is not used.

Code_fnc – Position code
The [Hrjbtl.Code_fnc] field stores the payroll function code. This function code can be used within payroll to distinguish groups of resources.

Del_doc_Name – Document
The [Hrjbtl.Del_doc_Name] field is not used.

Del_doc_Path – Document path
The [Hrjbtl.Del_doc_Path] field is not used.

Descr50 – Description
The [Hrjbtl.Descr50] field stores the description of the job title.

Division – Division
The [Hrjbtl.Division] field stores the division code. The [Hrjbtl.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocID – Document ID
The [Hrjbtl.DocID] field stores the ID of the document that is linked to the job title.
The [Hrjbtl.DocID] field refers to the [BacoDiscussions.ID] field.

Exttar – External rate
The [Hrjbtl.Exttar] field stores the external rate used for job costing purposes within the E- Job Costing package.

ID – ID
The [Hrjbtl.ID] field stores the system generated database record identification number. This field is not functionally used.

Inttar – Internal rate
The [Hrjbtl.Inttar] field stores the internal rate used for job costing purposes within the E- Job Costing package.

Job_grp – Job group
The [Hrjbtl.Job_grp] field stores the code of the job group to which the job title belongs. The [Hrjbtl.Job_grp] field refers to the [HrFree.RecKey] field where thee [HrFree.filetype] field='JG'.

Job_Level – Job level
The [Hrjbtl.Job_Level] field stores the default job level for a resource with this job title.

Job_Title – Job title
The [Hrjbtl.Job_Title] field stores the identifying code of the job title. This is the field that is used to refer from other tables to the [Hrjbtl] table.

Kmrateint – Internal travel rate
The [Hrjbtl.Kmrateint] field is not used.

Notes – Notes
The [Hrjbtl.Notes] field stores the ID of the record in the [Notes] table where the job title's note is stored. The [Hrjbtl.Notes] field refers to the [Notes.ID] field.

Prodpct – Productive percentage
The [Hrjbtl.Prodpct] field is not used.

Productiv – Productive
The [Hrjbtl.Productiv] field indicates for which type of person the job title is created.
This could be for an HRM resource or for a CRM contact person. The value "1" indicates that the job title is used in CRM. The value "0" indicates it is used in HRM.

RoleID – RoleID
The [Hrjbtl.RoleID] field is not used.

RoleLevel – RoleLevel
The [Hrjbtl.RoleLevel] field is not used.

ScaleMax – Maximum scale
The [Hrjbtl.ScaleMax] field stores the maximum job level for a resource with this job title.

ScaleMin – Minimum scale
The [Hrjbtl.ScaleMin] field stores the minimal job level for a resource with this job title.

SchaalCode – Scale codes
The [Hrjbtl.SchaalCode] field is not used.

Schaalsrt – Scale types
The [Hrjbtl.Schaalsrt] field is not used.

Syscreated – Created date and time
The [Hrjbtl.Syscreated] field stores the date and time that the job titles has been created.

Syscreator – Creator
The [Hrjbtl.Syscreator] field stores the ID of the resource that created the job titles. The [Hrjbtl.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [Hrjbtl.SysGuid] field stores the Guid field generated by the system upon creation of the job titles.

Sysmodified – Modified date and time
The [Hrjbtl.Sysmodified] field stores the date and time that the job titles was last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [Hrjbtl.Sysmodifier] field stores the resource who last modified the job titles Initially, this field contains the creator as is stored in the [Hrjbtl.Syscreator] field. The [Hrjbtl.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [Hrjbtl.Timestamp] field stores a system generated timestamp. The timestamp field is regenerated upon every change in the job titles. This field is mainly used for replication purposes.

Vert_grp – Vertical group
The [Hrjbtl.Vert_grp] field stores the code of the job activity to which the job title belongs. The [Hrjbtl.Vert_grp] field refers to the [HrFree.RecKey] field where thee [HrFree.filetype] field='VG'.

Wkcp_Risk – Workers' compensation risk code
The [Hrjbtl.Wkcp_Risk] field is not used.

Xdefratelv – Rate level
The [Hrjbtl.Xdefratelv] field is not used.

Chapter 5 | AbsenceEntitlements- Absence Entitlements

5. AbsenceEntitlements- Absence Entitlements

5.1 General description

The [AbsenceEntitlements] table stores absences entitlements. The entitlement is a combination of a request type with a number of days or hours. The entitlement can either apply to all resources within a division, or can be resource-specific, meaning that it deviates from the division entitlement.

5.2 AbsenceEntitlements fields details

AbsenceType – Request type
The [AbsenceEntitlements.AbsenceType] field stores the request type that is the basis for the calculation of the absence entitlement. The [AbsenceEntitlements.AbsenceType] field refers to the [AbsenceTypes.ID] field.

CompanyCode – Division
The [AbsenceEntitlements.CompanyCode] field stores the division code in case of division entitlement only. In case of resource-specific entitlements, the [AbsenceEntitlements.CompanyCode] is not filled. The [AbsenceEntitlements.CompanyCode] field refers to the [Bedryf.Bedrnr] field.
Note: In Exact Globe 2003 and an integrated scenario the [AbsenceEntitlements.CompanyCode] field is always filled.

Days – Number of day
The [AbsenceEntitlements.Days] field stores the number of days of an entitlement, if this is defined in days. An absence entitlement can also be stored in hours. In that case the [AbsenceEntitlements.Hours] field is used and the [AbsenceEntitlements.Days] field is not filled.

Division – Division
The [AbsenceEntitlements.Division] field stores the division code. The [AbsenceEntitlements.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. The [AbsenceEntitlements.Division] field is not used yet. It is added for future functionality.

EmpID – Resource
The [AbsenceEntitlements.EmpID] field stores the resource for whom the entitlement applies. In case of division entitlements, the [AbsenceEntitlements.EmpID] field is not filled. The [AbsenceEntitlements.EmpID] field refers to the [Humres.Res_ID] field.

ID – Guid
The [AbsenceEntitlements.ID] field stores the Guid generated by the system upon creation of the absence entitlements.

Hours – Number of hour
The [AbsenceEntitlements.Hours] field stores the number of hours of an entitlement, if this is defined in hours. An absence entitlement can also be stored in days. In that case the [AbsenceEntitlements.Days] field is used and the [AbsenceEntitlements.Hours] field is not filled.

JobGroup – Job group
The [AbsenceEntitlements.JobGroup] field is not used. This will be build in the future.

Scale – Scale
The [AbsenceEntitlements.Scale] field stores the service year or age that is related to the entitlement. This depends on the Entitlements settings in the request type definition: the [AbsenceTypes.Basis] field.
Note: The [AbsenceEntitlements.Scale] field is not filled when the absence entitlement basis is calculated on a fixed basis (defined in the Request type definition).

Syscreated – Created date and time
The [AbsenceEntitlements.Syscreated] field stores the date and time that the absence entitlement has been created.

Syscreator – Creator
The [AbsenceEntitlements.Syscreator] field stores the resource who created the absence entitlement. The [AbsenceEntitlements.Syscreator] field refers to the [Humres.Res_ID] field.

Sysmodified – Modified date and time
The [AbsenceEntitlements.Sysmodified] field stores the date and time that the absence entitlement was last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [AbsenceEntitlements.Sysmodifier] field stores the resource who last modified the absence entitlement. Initially, this field contains the creator as is stored in the [AbsenceEntitlements.Syscreator] field. The [AbsenceEntitlements.Sysmodifier] field refers to the [Humres.Res_ID] field.

Chapter 6 | PublicHolidays- Public Holidays

6. PublicHolidays- Public Holidays

6.1 General descriptions

The [PublicHolidays] table stores public holidays for country or division or location. The public holidays can be on three levels:

Country specific: The public holiday is applicable for all resources who work for a division in this country.

Division specific: The public holiday is applicable for all resources in this division.

Location specific: The public holiday is applicable for all resources who have a location as main location. The location specific public holiday is entitled when a public holiday is special for a particular city.

6.2 PublicHolidays fields details

Country – Country
The [PublicHolidays.Country] field stores the country for which the public holiday applies. The [PublicHolidays.Country] field refers to the [Land.LandCode] field. A public holiday can also be division specific or location specific. In case of division specific or location specific public holidays, the [PublicHolidays.Country] field is not filled.

Date – Date
The [PublicHolidays.Date] field stores the dates when the public holidays takes place.

Deduct – Deduct
The [PublicHolidays.Deduct] field is not used.

Description – Description
The [PublicHolidays.Description] field stores the descriptions of the public holidays.

Division – Division
The [PublicHolidays.Division] field stores the division code when a public holiday is division specific. The [PublicHolidays.Division] field refers to the [Bedryf.Bedrnr] field. In case of country specific or location specific public holidays, the [PublicHolidays.Division] field is not filled.
Note: The [PublicHolidays.Division] field is only used in Exact e-Synergy but not used in Exact Globe 2003 (enterprise).

DivisionX – DivisionX
The [PublicHolidays.DivisionX] field is not used yet. It is added for future functionality.

ID – Guid
The [PublicHolidays.ID] field stores the ID generated by the system upon creation of the public holiday.

MainLoc – Main location
The [PublicHolidays.MainLoc] field stores the location for which the public holiday applies. The [PublicHolidays.MainLoc] field refers to the [Hrloc.Loc] field. A public holiday can also be country specific or division specific. In case of country specific or division specific public holidays, the [PublicHolidays.MainLoc] field is not filled.

Syscreated – Created date and time
The [PublicHolidays.Syscreated] field stores the date and time that the public holiday has been created.

Syscreator – Creator
The [PublicHolidays.Syscreator] field stores the resource who created the public holiday. The [PublicHolidays.Syscreator] field refers to the [Humres.Res_ID] field.

Sysmodified – ModifieddateandtimeThe [PublicHolidays.Sysmodified] field stores the date and time that the public holiday was last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [PublicHolidays.Sysmodifier] field stores the resource who last modified the public holiday. Initially, this field contains the creator as stored in the [PublicHolidays.Syscreator] field. The [PublicHolidays.Sysmodifier] field refers to the [Humres.Res_ID] field.

Chapter 7 | WorkSchedules- Work Schedules

7. WorkSchedules- Work Schedules

7.1 General description

The [WorkSchedules] table stores the work schedules which consist of default work schedule, division work schedule and resource-specific work schedule. The division work schedule is use within a division and the resource-specific work schedule is use on a specific resource. Each work schedule in the table represents the work schedule for one period in a day. A period can be either a morning period or an afternoon period. A complete work schedule for a day can have either one or two periods per day, each period may includes a different start time and a different end time.

7.2 WorkSchedules fields details

CompanyCode – Division
The [WorkSchedules.CompanyCode] field stores the division code to which the work schedule is linked. In case of default work schedule and resource-specific work schedule, the [WorkSchedules.CompanyCode] is not filled.
The[WorkSchedules.CompanyCode] field refers to the [Bedryf.Bedrnr] field.

Division – Division
The [WorkSchedules.Division] field stores the division code. The [WorkSchedules.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

EmpID – Resource
The [WorkSchedules.EmpID] field stores the resource, for whom the work schedule applies. In case of default work schedule and division work schedule, the [WorkSchedules.EmpID] field is not filled. The [WorkSchedules.EmpID] field refers to the [Humres.Res_ID] field.

EndTime – End time
The [WorkSchedules.EndTime] field stores the different end time of each period in the work schedule. There can be one or two work schedule parts per day.

ID – Guid
The [WorkSchedules.ID] field stores the Guid per work schedule part that is generated by the system when the schedule (or a separate line) is created.

StartTime – Start time
The [WorkSchedules.StartTime] field stores the different start time of each session in the work schedule. There can be one or two work schedule parts per day.

Syscreated – Created date and time
The [WorkSchedules.Syscreated] field stores the date and time that the work schedule has been created.

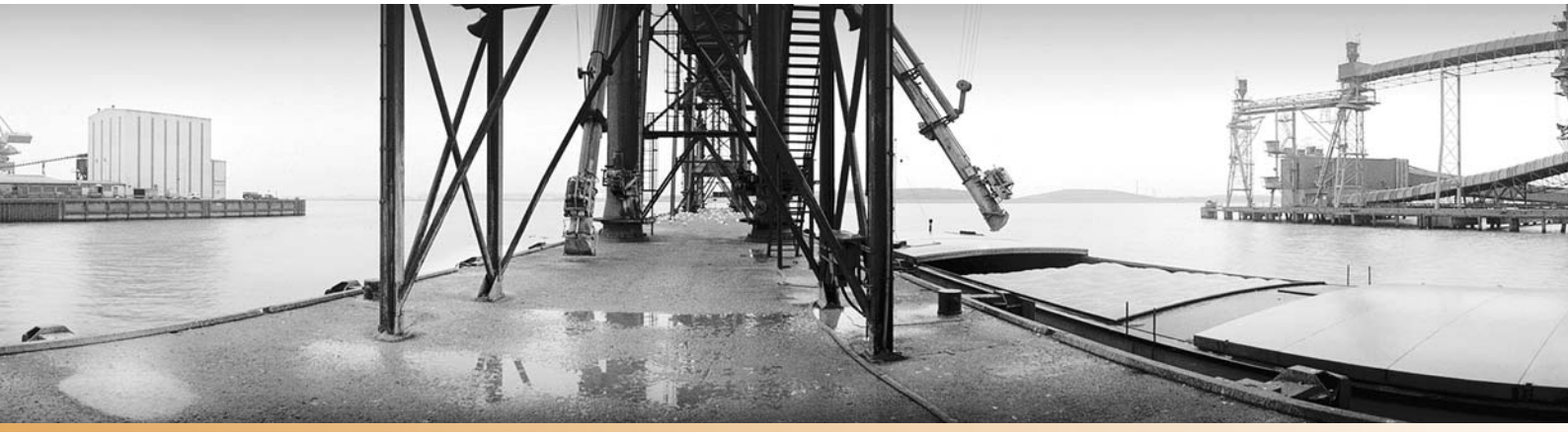
Syscreator – Creator
The [WorkSchedules.Syscreator] field stores the resource who created the work schedule. The [WorkSchedules.Syscreator] field refers to the [Humres.Res_ID] field.

Sysmodified – Modified date and time
The [WorkSchedules.Sysmodified] field stores the date and time that the work schedule was last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [WorkSchedules.Sysmodifier] field stores the resource who last modified the work schedule. Initially, this field contains the creator as is stored in the [WorkSchedules.Syscreator] field. The [WorkSchedules.Sysmodifier] field refers to the [Humres.Res_ID] field.

Weekday – Weekday
The [WorkSchedules.Weekday] field stores the weekday. The [WorkSchedules.Weekday] field can have one of the following values:

Value	Description
1	Monday
2	Tuesday
3	Wednesday
4	Thursday
5	Friday
6	Saturday
7	Sunday



Chapter 8 | Pwrole - Roles

8. Pwrole - Roles

8.1 General descriptions

The [Pwrole] table stores the security roles created and are used as a master table where these security roles are assigned to users. By default, there are three (3) system roles and a few predefined roles that will be created during Exact Globe installation. System roles such as 'System administrator' and 'Administrator' are always created and users are not able to change the role rights for these roles. Predefined roles such as 'HR', 'Purchase agent' & 'Representative' are created based on the license purchased by the user. Predefined roles are created via script and is also known as fixed roles because the role_id for these roles are fixed (unlike other roles that user creates via Maintain roles application). Each default roles created has the default access rights to the relevant menu path. The table below describes the default role name created, with the respective role ID:

Role_ID	Role name
11	HR
25	Purchase Agent
999	Representative
1000	System Administrator
0	Administrator

The [Pwrole] table is also used at the 'Maintain: Resources / Rights tab' menu path for both HR and Payroll module.

8.2 Pwrole field descriptions

Descr64 – Description
The [Pwrole.Descr64] field stores the description for the role. This field is filled when a new role is created. The [Pwrole.Descr64] field will be updated when a user changes the description of an existing role and the value will be deleted when a user deletes the role.

Division – Division
The [Pwrole.Division] field stores the division code. The [Pwrole.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not functionally used at this moment.

Job_group – Job group
The [Pwrole.Job_group] field is not used.

Rb_id – Role bar ID
The [Pwrole.Rb_id] field stores the role bar item for the role. This field is filled when user creates the default role bar items for a role and the default value is '0' (i.e no role bar item). The [Pwrole.Rb_id] field will be updated when a user changes the role bar item and the value will be deleted when a user removes the entire role bar item. The [Pwrole.Rb_id] field refers to the [SYSMNU.Mnu_id] field.

Role_id – Role ID
The [Pwrole.Role_id] field stores the role ID for every security role created. The [Pwrole.Role_id] is an auto increment field for each new record created in this table.

Role_name – Role name
The [Pwrole.Role_name] field stores the role name. The [Pwrole.Role_name] field is filled when a new role is created. The [Pwrole.Role_name] field is a unique field and validation will be made against the existing role names. The [Pwrole.Role_name] field will be updated when a user changes the role name of an existing role and the value will be deleted when a user deletes the role.

Syscreated – Created date & time
The [Pwrole.Syscreated] field stores the date and time the security role were created.

Syscreator – Creator
The [Pwrole.Syscreator] field stores the creator ID of the security role. The [Pwrole.Syscreator] field refers to the [Humres.Res_ID] field.

Sysguid – Sysguid
The [Pwrole.Sysguid] field stores the Guid generated by the system upon creation of the security role. It has no functional meaning.

Sysmodified – Modified date & time
The [Pwrole.Sysmodified] field stores the date and time that the security role were last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [Pwrole.Sysmodifier] field stores the resource that last modified the security role. Initially, this field contains the creator as is stored in the [Pwrole.Syscreator] field. The [Pwrole.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [Pwrole.Timestamp] field stores the date and time the security role were created.

Visible – Visible
The [Pwrole.Visible] field stores a value that indicates whether the security role is visible or not. The [Pwrole.Visible] field can store one of the following values:

Value	Description
0	Security role is not visible
1	Security role is visible

Chapter 9 | Pwrprm - Role Rights

9. Pwrprm - Role Rights

9.1 General descriptions

The [Pwrprm] table stores the role's rights for each security role created in [Pwrole] table. A record will only be created in the [Pwrprm] table if there is role right assigned to the security role. The role_id field links the [Pwrprm] table and [Pwrole] table.
Note: A record is created in the [Pwrprm] table when menu rights/function rights are being assigned to a security role. The record will be deleted when the role rights to a menu path are removed from the security role. Therefore, when the field descriptions below states that the value in a field is filled or deleted, it means that the record of the table is updated or deleted.

9.2 Pwrprm field descriptions

Division – Division
The [Pwrprm.Division] field stores the division code. The [Pwrprm.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not functionally used at this moment.

Fnc_id – Function ID
The [Pwrprm.Fnc_id] field stores the function id. The [Pwrprm.Fnc_id] field is filled when role rights to a menu path are being assigned to a security role. The value in [Pwrprm.Fnc_id] field will be deleted when the role rights to a menu path are removed from the security role. The [Pwrprm.Fnc_id] field refers to the [Pwfunc.Fnc_id] field.

ID – ID
The [Pwrprm.ID] field stores the system generated database record identification number. This field is not functionally used.

Right_id – Access right ID
The [Pwrprm.Right_id] field stores the access right ID to the menu path. The [Pwrprm.Right_id] field is filled when role right is assigned to a security role. The value in [Pwrprm.Right_id] field will be deleted when role right to a menu path are removed from the security role.

Role_id – Role ID
The [Pwrprm.Role_id] field stores the role ID. The [Pwrprm.Role_id] field is filled when role rights are being assigned to a role. The value in [Pwrprm.Role_id] field will be deleted when the role rights are removed from the role. The [Pwrprm.Role_id] field refers to the [Pwrole.Role_id] field.

Syscreated – Created date & time
The [Pwrprm.Syscreated] field stores the date and time the role right were created.

Syscreator – Creator
The [Pwrprm.Syscreator] field stores the creator ID of the role right. The [Pwrprm.Syscreator] field refers to the [Humres.Res_ID] field.

Sysguid – Sysguid
The [Pwrprm.Sysguid] field stores the Guid generated by the system upon creation of the role right. It has no functional meaning.

Sysmodified – Modified date & time
The [Pwrprm.Sysmodified] field stores the date and time that the role right were last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [Pwrprm.Sysmodifier] field stores the resource that last modified the role right. Initially, this field contains the creator as is stored in the [Pwrprm.Syscreator] field. The [Pwrprm.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [Pwrprm.Timestamp] field stores the date and time the role right were created.

Chapter 10 | Pwruc - Roles per company

10. Pwruc - Roles per company

10.1 General descriptions

The [Pwruc] table is used to store information about the roles that users have access. The [Pwruc] table has relation with [Pwrprm] table which stores the access rights/menu paths for each role. The role_id field is used links the [Pwruc] table and [Pwrprm] table.
Certain applications check the records in this table to determine the available functionality for a particular login user when it tries to run some particular applications such as "Maintain human resource".

The [Pwruc] table is used at the following Globe menu path:

System / HR_Security / Security Roles
System / HR_Security / User Rights
HR / Human Resources / Maintain / Rights tab

10.2 Pwruc field descriptions

Division – Division
The [Pwruc.Division] field stores the division code. The [Pwruc.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not functionally used at this moment.

ID – ID
The [Pwruc.ID] field stores the system generated database record identification number. This field is not functionally used.

Res_id – Human resource ID
The [Pwruc.Res_id] field stores the employee number. This field is filled up when an employee is assigned with a role. This field is not updatable once created and it will be deleted when the role is removed from the employee. The [Pwruc.Res_id] field refers to the [Humres.Res_id] field.

Role_id – Role ID
The [Pwruc.Role_id] field stores the role ID assigned to an employee/user. This field is created when a role is assigned to the employee. This field is not updatable once created and it will be deleted when the role is no longer assigned to the employee. **Note:** The value in the [Pwruc.Role_id] field will be checked when the employee logons to Exact Globe to determine the accessible menu paths. This value will also be checked when user execute the "Maintain human resource" or "Maintain user application" (to determine the available functionality within the application). The [Pwruc.Role_id] field refers to the [Pwrole.Role_id] field.

Rolelevel – Role level
The [Pwruc.Rolelevel] field is not used.

Syscreated – Created date and time
The [Pwruc.Syscreated] field stores the date and time the users' role was created.

Syscreator – Creator
The [Pwruc.Syscreator] field stores the creator ID of the users' role. The [Pwruc.Syscreator] field refers to the [Humres.Res_ID] field.

Sysguid – Sysguid
The [Pwruc.Sysguid] field stores the Guid generated by the system upon creation of the users' role. It has no functional meaning.

Sysmodified – Modified date and time
The [Pwruc.Sysmodified] field stores the date and time that the users' role were last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [Pwruc.Sysmodifier] field stores the resource that last modified the users' role. Initially, this field contains the creator as is stored in the [Pwruc.Syscreator] field. The [Pwruc.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [Pwruc.Timestamp] field stores the date and time the users' role was created.

Chapter 11 | HREffectiveDateDataLog - Effective Date Data Log

11. HREffectiveDateDataLog - Effective Date Data Log

11.1 General Descriptions

The [HREffectiveDateDataLog] tables stores the record of changes done to the human resource information. These records cover changes of crucial human resource information such as employment start date, reporting manager, job title, cost center, employee name and etc. The changes are recorded in a log format to enable authorization of the changes as and when required. The [HREffectiveDateDataLog] tables are used in both Exact e-Synergy and Exact Globe to store information pertaining to human resource changes. The menu paths are as follows:

Exact e-Synergy: HRM/Entry/HRM/Authorize HR Changes

Exact Globe: HR/Entries/Authorize HR Changes

11.2 HREffectiveDateDataLog field details

Division – Division
The [HREffectiveDateDataLog.Division] field stores the division code. The [HREffectiveDateDataLog.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not functionally used at this moment.

EffectiveDate – Effective date
The [HREffectiveDateDataLog.EffectiveDate] field stores the date when the change to the specific resource information is authorized.

FieldName – Field name
The [HREffectiveDateDataLog.FieldName] field stores the name of the field that has been changed.

ID – ID
The [HREffectiveDateDataLog.ID] field contains the system generated database record identification number. This field is not functionally used.

NewValue – New value
The [HREffectiveDateDataLog.NewValue] field stores the new value of the field that has been changed.

OldValue – Old value
The [HREffectiveDateDataLog.OldValue] field stores the old value of the field that has been changed.

Res_id – Resource
The [HREffectiveDateDataLog.Res_id] field stores the resource ID where changes of the resource information has been recorded. The [HREffectiveDateDataLog.Res_id] field refers to the [Humres.Res_id] field.

Status – Status
The [HREffectiveDateDataLog.Status] field stores a value that indicates the status of the resource information changes. The [HREffectiveDateDataLog.Status] field can store one of the following values:

Value	Description
O	Open
A	Authorized
R	Rejected
P	Processed

Syscreated – Created date and time
The [HREffectiveDateDataLog.Syscreated] field stores the date and time the resource information changes were created.

Syscreator – Creator
The [HREffectiveDateDataLog.Syscreator] field stores the creator ID of the resource information changes. The [HREffectiveDateDataLog.Syscreator] field refers to the [Humres.Res_ID] field.

Sysguid – SysGuid
The [HREffectiveDateDataLog.SysGuid] field stores the Guid generated by the system upon creation of the resource information changes. It has no functional meaning.

Sysmodified – Modified date and time
he [HREffectiveDateDataLog.Sysmodified] field stores the date and time that the resource information changes were last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [HREffectiveDateDataLog.Sysmodifier] field stores the resource that last modified the resource information. Initially, this field contains the creator as is stored in the [HREffectiveDateDataLog.Syscreator] field.
The [HREffectiveDateDataLog.Sysmodifier] field refers to the [Humres.Res_ID] field.

TableName – Table name
The [HREffectiveDateDataLog.TableName] field stores the target database table where the new resource information will be stored.

Timestamp – Timestamp
The [HREffectiveDateDataLog.Timestamp] field stores the date and time the resource information changes were created. This field is only used in Exact e-Synergy

Chapter 12 | HRHumresLinks - Resources Link

12. HRHumresLinks - Resources Link

12.1 General descriptions

The [HRHumresLinks] table stores the various types of resource links. The type of resource link is indicated at the [HRHumresLinks.Type] field.
Note: At the time of this documentation, the [HRHumresLinks] table is only used for vacancy handling. The resource links created in this table are of vacancy types where [HRHumresLinks.Type] field has the value 'V'. Functionally, the links are displayed at the following menu path:

Exact Globe
HR/Human resources/Maintain/Vacancies tab

HR/Entries/Applicant/Vacancies tab

The [HRHumresLinks] table is created to support handling of multiple vacancies. User will be able to add in multiple vacancies from this screen by clicking the 'Add' button. Upon clicking one of the Vacancies, user will be able to fulfill and UN-fulfill the selected vacancies.

12.2 HRHumresLinks field details

ChildID – Children (Applicant)
The [HRHumresLinks.ChildID] field stores the resource/applicant ID of the resource link.

Division – Division
The [HRHumresLinks.Division] field stores the division code. The [HRHumresLinks.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not functionally used at this moment.

ID – ID
The [HRHumresLinks.ID] field contains the system generated database record identification number. This field is not functionally used.

MainLink – Main link
The [HRHumresLinks.MainLink] field stores a value that indicates whether the vacancy is fulfilled by any applicant or not fulfilled. The [HRHumresLinks.MainLink] field can have one of the following values:

Value	Description
0	Not fulfilled
1	Fulfilled

Res_id – Resource (Vacancy)
The [HRHumresLinks.Res_ID] field stores the vacancy number linked to an applicant.

Syscreated – Created date & time
The [HRHumresLinks.Syscreated] field stores the date and time the resource link were created.

Syscreator – Creator
The [HRHumresLinks.Syscreator] field stores the creator ID of the resource link. The [HRHumresLinks.Syscreator] field refers to the [Humres.Res_ID] field.

Sysmodified – Modified date & time
The [HRHumresLinks.Sysmodified] field stores the date and time that the resource link were last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [HRHumresLinks.Sysmodifier] field stores the resource that last modified the resource link. Initially, this field contains the creator as is stored in the [HRHumresLinks.Syscreator] field. The [HRHumresLinks.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HRHumresLinks.Timestamp] field stores the date and time the resource link were created. This field is only used in Exact e-Synergy.

Type – Type
The [HRHumresLinks.Type] field stores the type of resource link. Currently, this field is only used to store the vacancy link type with the value 'V'.

Chapter 13 | Hrwdoc - Word Merge Documents

13. Hrwdoc - Word Merge Documents

13.1 General descriptions

The [Hrwdoc] table is used to store the word document templates that were created via the following menu path:

System/General/Settings/Document Settings/CRM/Letters
System/General/Settings/Document Settings/HRM/Letters

The path above enables you to create a Word merge template where the relevant fields from the human resources table [Humres] can be inserted into the letter template where appropriate. By doing this, a word document template has been created.

The Word template created above can be used at the following menu path:

HR/Human Resources/Maintain/Word Merge button
Payroll/Human Resources/Maintain/Word Merge button

Once the resource is selected in 'Maintain: Resource', the Word Merge button is enabled. Press on the Word Merge button and the system will insert the values of the selected fields into the document thus creating a document that is addressed specifically to the resource. This facility is only available for letter and fax.

The Word Merge function can also be accessed via the Word Merge icon found at the tool bar in the 'Maintain: Resources' screen. When this icon is selected, all defined word templates is available for selection, and thus a letter/memo can be composed

13.2 Hrwdoc field details

Descr40_0 – Multilanguage description
The [Hrwdoc.Descr40_0] field stores a textual description of the Word merge document.
Note: The [Hrwdoc.Descr40_0] field is the first of five fields that stores such data. The other fields are [Hrwdoc.Descr40_1], [Hrwdoc.Descr40_2], [Hrwdoc.Descr40_3] and [Hrwdoc.Descr40_4].

Descr40_1 – Multilanguage description 1
The [Hrwdoc.Descr40_1] field stores the first alternative language textual description of the Word merge document. This field is only enabled when the 'Description field 2' (at the [Settings.Settingname] field with the value "lang2") under 'Descriptions in list boxes' in the general setting is set with a different language (at the [Settings.StringValue] field).
Note: The [Hrwdoc.Descr40_1] field is the second of five fields that stores such data. The other fields are [Hrwdoc.Descr40_0], [Hrwdoc.Descr40_2], [Hrwdoc.Descr40_3] and [Hrwdoc.Descr40_4].

Descr40_2 – Multilanguage description 2
The [Hrwdoc.Descr40_2] field stores the second alternative language textual description of the Word merge document. This field is only enabled when the 'Description field 3' (at the [Settings.Settingname] field with the value "lang3") under 'Descriptions in list boxes' in the general setting is set with a different language (at the [Settings.StringValue] field).
Note: The [Hrwdoc.Descr40_2] field is the third of five fields that stores such data. The other fields are [Hrwdoc.Descr40_0], [Hrwdoc.Descr40_1], [Hrwdoc.Descr40_3] and [Hrwdoc.Descr40_4].

Descr40_3 – Multilanguage description 3
The [Hrwdoc.Descr40_3] field stores the third alternative language textual description of the Word merge document. This field is only enabled when the 'Description field 4' (at the [Settings.Settingname] field with the value "lang4") under 'Descriptions in list boxes' in the general setting is set with a different language (at the [Settings.StringValue] field).
Note: The [Hrwdoc.Descr40_3] field is the fourth of five fields that stores such data. The other fields are [Hrwdoc.Descr40_0], [Hrwdoc.Descr40_1], [Hrwdoc.Descr40_2] and [Hrwdoc.Descr40_4].

Descr40_4 – Multilanguage description 4
The [Hrwdoc.Descr40_4] field stores the fourth alternative language textual description of the Word merge document. This field is only enabled when the 'Description field 5' (at the [Settings.Settingname] field with the value "lang5") under 'Descriptions in list boxes' in the general setting is set with a different language (at the [Settings.StringValue] field).
Note: The [Hrwdoc.Descr40_4] field is the fifth of five fields that stores such data. The other fields are [Hrwdoc.Descr40_0], [Hrwdoc.Descr40_1], [Hrwdoc.Descr40_2] and [Hrwdoc.Descr40_3].

Division – Division
The [Hrwdoc.Division] field stores the division code. The [Hrwdoc.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not functionally used at this moment.

Doc_code – Document template name
The [Hrwdoc.Doc_code] field stores the name of the document template. This is a unique code with a maximum length of 8 characters.

Docid – Document GUID
The [Hrwdoc.Docid] field stores the system generated document GUID. This field is not functionally used.

ID – ID
The [Hrwdoc.ID] field stores the system generated database record identification number.This field is not functionally used.

Value	Description
X	CRM template such as quotation
Null	HRM template such as Confirmation, Appointment, letter of offer, release letter and target letter

MergeType – Merge Type
The [Hrwdoc.MergeType] field stores a value that indicates the type of merging for the document template. The [Hrwdoc.MergeType] field can store one of the following values:

Syscreated – Created date & time
The [Hrwdoc.Syscreated] field stores the date and time the Word merge document were created.

Syscreator – Creator
The [Hrwdoc.Syscreator] field stores the creator ID of the Word merge document. The [Hrwdoc.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – Sysguid
The [Hrwdoc.SysGuid] field stores the Guid generated by the system upon creation of the Word merge document. It has no functional meaning.

Sysmodified – Modified date & time
The [Hrwdoc.Sysmodified] field stores the date and time that the Word merge document were last modified. Initially, this field contains the creation date.

Sysmodifier – Modifier
The [Hrwdoc.Sysmodifier] field stores the resource that last modified the Word merge document. Initially, this field contains the creator as is stored in the [Hrwdoc.Syscreator] field. The [Hrwdoc.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [Hrwdoc.Timestamp] field stores the date and time the Word merge document were created.

Type – Type
The [Hrwdoc.Type] field stores a value that indicates the type of Word merge document. The [Hrwdoc.Type] field can store one of the following values:

Value	Description
H	For template such as appointment, confirmation, release, offer letter
C	For quotation template
T	For target letter template

Chapter 14 | HrComponents - Components

14. HrComponents - Components

14.1 General description

The payroll calculation consists of several parts. In the International Payroll module, all parts of the payroll calculation are defined as components. So for example, all premiums, taxes, overtime will be defined as components. Several components will be supplied by Exact Software (for example the components of which the calculation is defined by law).

The [HrComponents] table is the central table for all components. This includes the following entities:

- Manually created payroll components
- Predefined payroll components (premiums etc.)
- Hour matrix components
- Cost price components
- Commission method components

14.2 HrComponents field details

Account – Account
The [HrComponents.Account] field stores the unique Guid of the account that is linked to the component. This field is only enabled for Tax components, Deduction components and Bank account components (so only components that are part of the net salary that must be paid to third parties). The [HrComponents.Account] field refers to the [Cicmpy.Cmp_wwn] field.

Age – Age
The [HrComponents.Age] field stores the age if applicable in a wage scale.
Note: The [HrComponents.Age] field is only used in wage scales.

BankAccount – Bank account
The [HrComponents.BankAccount] field stores the bank account that is linked to the component. This field is only filled if the account field (the [HrComponents.Account] field) is also filled and is only available for Tax components and Deduction components (so components where [HrComponents.Type] has the value “D” or “T”). The [HrComponents.BankAccount] field is used to create an outstanding item that will be directly paid to the specific bank account. The [HrComponents.BankAccount] field refers to the [Bnkacc.Banknr] field and the [Bnkkop.Bank_rek] field.

Blocked – Blocked
The [HrComponents.Blocked] field indicates if the component is blocked. The value “1” indicates that the component is blocked; the value “0” indicates the component is not blocked. If the component is blocked, it cannot be linked to a resource or used in a payroll calculation.
Note: Payroll calculations that are already generated (and authorized) and include an item that has been marked “Blocked” afterwards, can still be processed. If such a payroll calculation is recalculated after that (so still including a blocked component), then this component will not be included in the recalculation.

Comp_Code – Component
The [HrComponents.Comp_Code] field stores the code of the component. Although the code identifies a certain component, it is possible to have 2 or more components with the same code, for example when the first component has ended and a new one has started. The start date of the second component with the same code has to lie after the end date of the first component.

Comp_Status – Component status
The [HrComponents.Comp_Status] field indicates if the component is complete or not. If not all required data is available for a component, the component will have the status "Incomplete". Only components with the status "Complete" can be used. The [HrComponents.Comp_Status] field refers to the DDTests table which contains the following values for this field:

Value	Description
C	Complete
I	Incomplete

Note: Components with status "Complete" are often divided into alternative statuses "Active", "Future" and "Inactive" depending on the start and end dates of the component (compared to the current date).

Comp_Sub_Type – Component sub type
The [HrComponents.Comp_Sub_Type] field indicates the subtype of the component. It is a further classification of the type as defined in the [HrComponents.Comp_Type] field. The [HrComponents.Comp_Sub_Type] field determines how the component will be calculated and how it behaves on official reports. The values used in this field are country dependent. For more information see the Country specific section(s).

Comp_Type – Component type
The [HrComponents.Comp_Type] field indicates the type of the component. This field is used for general validations and selections on reports. The type of component is dependent on the relation this component is meant for.
The [HrComponents.Comp_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description	Remark
B	Bank accounts	If the component is used for payment of the net salary (employer ‹—› employee relation).
C	Cost price	Used to add additional amounts when the salary has to be invoiced (Parent ‹- -› Children relation).
D	Deduction	If there is an (employer and/or employee) ‹—› third party (e.g. pension organization) relation.
F	Financial components	If there is an employer ‹—› employee relation. The [HrComponents.Comp_Sub_Type] field further specifies what kind of financial component this is.

Value	Description	Remark
H	Hour	Used to store the logic for the hour matrix. The parent stores the description and the method used. In the children, the start and end time is stored.
I	In between calculation	If the component is only used for “in between” calculations. Nothing is done with the result. Only used in German and Austrian legislation for special hourly wage calculations. This type cannot be entered via the maintenance of components.
L	General ledger link	Used to store other general ledgers on cost center level. These components are stored as children (of type “L”) for the component involved.
M	More then one component	If components are entered together. Only used in German and Austrian legislation (Krankenkasse / Umlage) or for the children components of wage scales. This type cannot be entered via the maintenance of components.
P	Commission method	This component is not used in the payroll calculation, but to link a method for commission calculation to a resource. Only used in Exact e-Synergy.
R	Reservation	If the employer saves an amount that will be paid later to the employee.
T	Tax	If there is an (employer and/or employee) ‹—› government relation.
Y	Cost allocation	Used to store the component used for cost allocation. Per country administration, only one of these types can exist.

Comp_Visible – Component is visible

The [HrComponents.Comp_Visible] field indicates if the component can be linked by the user or that it is automatically generated during the calculation. Depending on the employee payroll settings the component can be calculated differently. Components that are automatically generated are amongst others tax components and premiums. The value of the [HrComponents.Comp_Visible] field is not defined by the user. It is the result of the [HrComponents.Comp_Type], the [HrComponents.Comp_Sub_Type] and the [HrComponents.Paid_By] fields. The [HrComponents.Comp_Visible] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Always
N	Advanced
V	Never

Note: At the moment, the value “N” is not used.

CompanyCode – Company Code
The [HrComponents.CompanyCode] field stores the company code in multi-division handling.

Country – Country
The [HrComponents.Country] field stores the code of the country to which the component applies. Only components with a country code that is equal to the country code of the resource (the [Humres.Land_ISO] field) can be used for that resource. The [HrComponents.Country] field refers to the [Land.LandCode] field.

Country_char1 – Country specific character field 1
The [HrComponents.Country_char1] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char2 – Country specific character field 2
The [HrComponents.Country_char2] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char3 – Country specific character field 3
The [HrComponents.Country_char3] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char4 – Country specific character field 4
The [HrComponents.Country_char4] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char5 – Country specific character field 5
The [HrComponents.Country_char5] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char6 – Country specific character field 6
The [HrComponents.Country_char6] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char7 – Country specific character field 7
The [HrComponents.Country_char7] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char8 – Country specific character field 8
The [HrComponents.Country_char8] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char9 – Country specific character field 9
The [HrComponents.Country_char9] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float1 – Country specific number field
The [HrComponents.Country_float1] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s) of the [HrComponents] table.

Country_float2 – Country specific number field
The [HrComponents.Country_ float2] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float3 – Country specific number field
The [HrComponents.Country_ float3] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float4 – Country specific number field
The [HrComponents.Country_ float4] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float5 – Country specific number field
The [HrComponents.Country_ float5] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float6 – Country specific number field
The [HrComponents.Country_ float6] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float7 – Country specific number field
The [HrComponents.Country_ float7] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float8 – Country specific number field
The [HrComponents.Country_ float8] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float9 – Country specific number field
The [HrComponents.Country_ float9] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float10 – Country specific number field
The [HrComponents.Country_ float10] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float11 – Country specific number field
The [HrComponents.Country_ float11] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float12 – Country specific number field
The [HrComponents.Country_ float12] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_Guid1 – Country specific Guid field 1
The [HrComponents.Country_Guid1] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_Guid2 – Country specific Guid field 2
The [HrComponents.Country_Guid2] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny1 – Country specific no / yes field 1
The [HrComponents.Country_ny1] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny2 – Country specific no / yes field 2
The [HrComponents.Country_ny2] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny3 – Country specific no / yes field 3
The [HrComponents.Country_ny3] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny4 – Country specific no / yes field 4
The [HrComponents.Country_ny4] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny5 – Country specific no / yes field 5
The [HrComponents.Country_ny5] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny6 – Country specific no / yes field 6
The [HrComponents.Country_ny6] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny7 – Country specific no / yes field 7
The [HrComponents.Country_ny7] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny8 – Country specific no / yes field 8
The [HrComponents.Country_ny8] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny9 – Country specific no / yes field 9
The [HrComponents.Country_ny9] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny10 – Country specific no / yes field 10
The [HrComponents.Country_ny10] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny11 – Country specific no / yes field 11
The [HrComponents.Country_ny11] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny12 – Country specific no / yes field 12
The [HrComponents.Country_nu12] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny13 – Country specific no / yes field 13
The [HrComponents.Country_ny13] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny14 – Country specific no / yes field 14
The [HrComponents.Country_ny14] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny15 – Country specific no / yes field 15
The [HrComponents.Country_ny15] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny16 – Country specific no / yes field 16
The [HrComponents.Country_ny16] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny17 – Country specific no / yes field 17
The [HrComponents.Country_ny17] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_ny18 – Country specific no / yes field 18
The [HrComponents.Country_ny18] field is used to define country specific details for a component. Per country a different meaning applies to this field. For more information see the Country specific section(s).

Country_string1 – Country specific text field
The [HrComponents.Country_string1] field is used to define country specific details for a component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Creditor – Sequence number
The [HrComponents.Creditor] field stores the successor number of a wage scale component. This field is only used in a parent – children relation (where the child component has the value "M" for the field [HrComponents.Comp_Type] and the component code of the parent in the [HrComponents.Parent_Code] field). The first scale has the value "0", successors of that wage scale increment every time with +1.

Creditor_Account – Creditor general ledger account number
The [HrComponents.Creditor_Account] field stores the general ledger account number on which the outstanding items will be created. This field is only used for specific component types, like tax, social premiums and salary savings. The [HrComp_Trans.Amount_To_Be_Paid] field will use the value in the [HrComponents.Creditor_Account] to process the amount. The [HrComponents.Creditor_Account] field refers to the [Grtbk.Reknr] field.
Note: The type of the general ledger account number should be "suspense account".

Creditor_CostCenter – Cost center
The [HrComponents.Creditor_CostCenter] field is not used.

Creditor_CostUnit – Cost unit
The [HrComponents.Creditor_CostUnit] field is not used.

Currency – Currency
The [HrComponents.Currency] field stores the currency of the component. The default value depends on the legislation and cannot be changed by the user. The [HrComponents.Currency] field refers to the [Valuta.ValCode] field.
Note: The [HrComponents.Currency] field is used to fill the [Amutas.ValCode] field during the financial processing.

Default_Amount – Default amount
The [HrComponents.Default_Amount] field stores the amount that will be default suggested when the component is linked to a resource. This field is only filled if the component is handled as an amount (so the [HrComponents.Unit] field has the value "A").

Default_Percentage – Default percentage
The [HrComponents.Default_Percentage] field stores the percentage that will be default suggested when the component is linked to a resource. This field is only filled if the component is handled as a percentage (so the [HrComponents.Unit] field has the value "P").

DefaultHourlyWage – Default Hourly Wage
The [HrComponents.DefaultHourlyWage] field stores the hourly wage that will be default suggested when the component is linked to a resource. This field is only filled if the component is handled as a hourly wage (so the [HrComponents.Unit] field has the value "H").This field is needed for the component that define the amounts on hourly basis. When link the component to resource, this field will copy to hrcomp_resource.hourlywage

Descr50_0 – Description
The [HrComponents.Descr50_0] field stores the description of the component.

Descr50_1 – Description 1
The [HrComponents.Descr50_1] field stores the description of the component in the second language. This field is only available if a second language is defined in the settings (in Exact Globe 2003) and the user has selected this language in the user settings (in Exact Globe 2003).

Descr50_2 – Description 2
The [HrComponents.Descr50_2] field stores the description of the component in the third language. This field is only available if a third language is defined in the settings (in Exact Globe 2003) and the user has selected this language in the user settings (in Exact Globe 2003).

Descr50_3 – Description 3
The [HrComponents.Descr50_3] field stores the description of the component in the fourth language. This field is only available if a fourth language is defined in the settings (in Exact Globe 2003) and the user has selected this language in the user settings (in Exact Globe 2003).

Descr50_4 – Description 4
The [HrComponents.Descr50_4] field stores the description of the component in the fifth language. This field is only available if a fifth language is defined in the settings (in Exact Globe 2003) and the user has selected this language in the user settings (in Exact Globe 2003).

Division – Division
The [HrComponents.Division] field stores the division code. The [HrComponents.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocAttachmentID – Attachment ID
A user can add an attachment to a component. The attachment can contain additional information which is relevant to a specific component. The attachment can be any type of file, such as an Excel sheet, an image, or a Word document. Attachments are stored as documents in the [BacoDiscussions] table, which is the central document table. The system uses the attachment id field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComponents.DocAttachmentID] field refers to the [BacoDiscussions.ID] field.

Edit_Resource_Level – Adjustable
The [HrComponents.Edit_Resource_Level] field indicates if the component can be adjusted at resource level. The value “1” indicates that the component can be adjusted at resource level; the value “0” indicates that the component cannot be adjusted at resource level.

EndDate – End date
The [HrComponents.EndDate] field stores the end date of the component. If the end date lies before the current date, the component is inactive. If there are components with the same code (the [HrComponents.Comp_Code] field), then the end date of the first component must lie before the start date of the second component.

FormulaField – Formula
The [HrComponents.FormulaField] field stores the formula of the component. Whether or not it is possible to define a formula for a component depends on the subtype of the component. The way a formula is stored is country specific. For more information see the Country specific section(s).

ID – ID
The [HrComponents.ID] field stores the system generated database record identification number. This field is not functionally used.

JobActivity – Job activity
The [HrComponents.JobActivity] field indicates which entities are used in a wage scale component. If applicable, this field stores the job group for the children of a wage scale component. The [HrComponents.JobActivity] field can contain one or a combination of the following values for wage scales. The value "N" is never part of a combination. Which value or combination of values is available is country dependent. For more information, see the Country specific details section(s):

Value	Description
A	Age
D	Years in service
G	Job group
N	Not applicable
L	Function (job) level
S	Scale

The [HrComponents.JobActivity] field is also used to store the color of the child components of the hour matrix (so the color of the components where [HrComponents.Comp_Type] = "M" and [HrComponents.Comp_Type] for the parent component equals "H").

Ledger_Account – General ledger account number
The [HrComponents.Ledger_Account] field stores the general ledger account number on which the costs and revenues will be booked. This field is available for reservations (so where [HrComponents.Comp_Type] = "R") and financial components (so where [HrComponents.Comp_Type] = "F").
It is also available for tax components (so where [HrComponents.Comp_Type] = "T") and deductions (so where [HrComponents.Comp_Type] = "D") when paid by the employer.

Ledger_CostCenter – General ledger cost center
The [HrComponents.Ledger_CostCenter] field stores the cost center for which a deviating general ledger account number is defined for the component. The [HrComponents.Ledger_CostCenter] field refers to the [Kstpl.KstplCode] field.
Note: This field is also used for different purposes in country specific functionality. For more information see Country specific section(s).

Ledger_CostUnit – General ledger cost unit
The [HrComponents.Ledger_CostUnit] field is not used.

LedgerType – General ledger account type

The [HrComponents.LedgerType] field indicates the type of the general ledger account number linked to the component (the [HrComponents.Ledger_Account] field). The [HrComponents.LedgerType] field refers to the DDTests table which contains the following values for this field:

Value	Description
C	Creditor general ledger account
T	Suspense general ledger account

Note: The [HrComponents.LedgerType] field is only used for reporting reasons.

LocalCode – Local code

The [HrComponents.LocalCode] field stores the city or community for which the component can be used. The field can be used to create components that will be used in one specific city or community, for example city dependent taxes or premiums. The [HrComponents.LocalCode] field is only used in USA legislation.

MainType – Payment term

The [HrComponents.MainType] field stores the payment frequency of the component. This field can contain the following values:

Value	Description	Remark
1	Monday	When used in hour schedules (HrComponents.Comp_Type = “H”)
2	Tuesday	When used in hour schedules (HrComponents.Comp_Type = “H”)
3	Wednesday	When used in hour schedules (HrComponents.Comp_Type = “H”)
4	Thursday	When used in hour schedules (HrComponents.Comp_Type = “H”)
5	Friday	When used in hour schedules (HrComponents.Comp_Type = “H”)
6	Saturday	When used in hour schedules (HrComponents.Comp_Type = “H”)
7	Sunday	When used in hour schedules (HrComponents.Comp_Type = “H”)
8	Public holiday	When used in hour schedules (HrComponents.Comp_Type = “H”)
D	The payment is set on payment date of the entry	When used in tax or deduction components (HrComponents.Comp_Type = “D” or “T”) where a ledger of type creditor account is linked
M	The payment is set on the last day of the month	When used in tax or deduction components (HrComponents.Comp_Type = “D” or “T”) where a ledger of type creditor account is linked
Q	The payment is set on the last day of the quarter	When used in tax or deduction components (HrComponents.Comp_Type = “D” or “T”) where a ledger of type creditor account is linked
Y	The payment is set on the last day of the year	When used in tax or deduction components (HrComponents.Comp_Type = “D” or “T”) where a ledger of type creditor account is linked

Notes – Notes
The user can add a note to a component. Notes are stored as documents in the [BacoDiscussions] table, which is the central document table of Exact Globe 2003 and Exact e-Synergy. The system uses the [HrComponents.Notes] field to store a unique reference to the document in the [BacoDiscusssions] table. The [HrComponents.Notes] field refers to the [BacoDiscussions.ID] field.

Origin – Origin
The [HrComponents.Origin] field stores the origin of numbers or days of the component. This field can be filled for components of type Financial (so where [HrComponents.Comp_Type] = "F"). Whether or not the different values can be selected differ per legislation. For more information see the Country specific section(s). The [HrComponents.Origin] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Actual
C	Contract
N	N/A
T	Time
X	Commission invoice

OriginalCode – Original code
The [HrComponents.OriginalCode] field stores the budget version linked to a commission component. The [HrComponents.OriginalCode] field is also used for components that are delivered for a collective agreement to have the original collective agreement code stored for the components so it can not be lost after recoding of componen

Paid_By – Paid by
The [HrComponents.Paid_By] field indicates who will pay the component. The [HrComponents.Paid_By] field refers to the DDTests table which contains the following values for this field:

Value	Description
E	Employee
R	Employer

Example: when a gross component is paid by the employee, the amount entered at the component will be handled as a negative amount in the gross-nett calculation as shown on the payroll slip. Paid by employer will lead to a positive amount.

Parent_Code – Parent
The [HrComponents.Parent_Code] field stores the code of a component to which the component is linked as child component. For more information, see sections 'Country specific field details – Netherlands' and 'Commission method components'. The [HrComponents.Parent_Code] field refers to the [HrComponents.Comp_Code] field.

Payment_Period – Payment period
The [HrComponents.Payment_Period] field stores the payment period of the component. The payment period determines how often a component will be used in a calculation. The [HrComponents.Payment_Period] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Half-yearly
B	Bi-weekly
D	Daily
H	Hourly
M	Monthly
O	Once-only
P	Periodically
Q	Quarterly
S	Semi monthly
V	4-weekly
W	Weekly
Y	Yearly

Note: A component with payment period "P" will be handled as having the same payment period as can be found in the payroll settings for the employee the component is linked to (the [HrPayroll.Payment_Period] field). This removes the need to create a separate component for every payment period that is used.

Payroll – Link automatically
The [HrComponents.Payroll] field indicates if the component will be linked automatically to a new resource. This field is also used to indicate if a component is a payroll component and if the component is supplied by Exact (via the premium wizard). The [HrComponents.Payroll] field can contain the following values:

Value	Description
0	No payroll (e.g. commission components)
1	Payroll
2	Delivered by Exact via premium wizard
3	Payroll + Delivered by Exact via premium wizard
4	Link automatically
5	Payroll + Link automatically
6	Delivered by Exact via premium wizard + Link automatically
7	Payroll + Delivered by Exact via premium wizard + Link automatically

Priority – Priority
The [HrComponents.Priority] field indicate the priority level of the payroll component.

Scale – Scale
The [HrComponents.Scale] field stores the life cycle of a job level in a wage scale. This field is meant to store the job levels within a wage scale.

The [HrComponents.Scale] field can contain the following values:

Value	Description
A	Half yearly
B	Two yearly
N	N/A
P	Periodically
Y	Yearly

StartDate – Start date
The [HrComponents.StartDate] field stores the start date of the component. If 2 or more components with the same code exist, then the start date of the second component with the same code has to lie after the end date (the [HrComponents.EndDate] field) of the first component.

StateCode – State code
The [HrComponents.StateCode] field stores the code of the state of the component. The field can be used to create components that will be used in one specific state, for example state dependent taxes or premiums. The [HrComponents.StateCode] field is only used in German and USA legislation

Syscreated – Syscreated
The [HrComponents.Syscreated] field stores the date and time when a component was created. The system populates this field for all components.

Syscreator – Syscreator
The [HrComponents.Syscreator] field stores the creator of a component. The system populates this field for all components. The [HrComponents.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrComponents.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all components.

Sysmodified – Sysmodified
The [HrComponents.Sysmodified] field stores the date and time when a component was last modified. Initially, this field contains the creation date. When a user modifies a component, the date and time stored in the [HrComponents.Sysmodified] field are changed to the date and time of modification. The system populates this field for all components.

Sysmodifier – Sysmodifier
The [HrComponents.Sysmodifier] field stores the ID of the person who modified a component. Initially, this field contains the creator ID. When a user modifies a component, the modifier ID stored in the [HrComponents.Sysmodifier] field is changed to the ID of the user who modified the component. The system populates this field for all components. The [HrComponents.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrComponents.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the components in created or changed order. The system assigns a new timestamp for each new component and updates the timestamp of the changed components. The system uses the timestamp for replication. The replication process uses only the components that have the latest timestamp, which means that the target system receives only the new or updated components.

Unit – Unit
The [HrComponents.Unit] field indicates if the component is handled as an amount or a percentage. If the component is handled as a percentage, the [HrComponents.Default_Percentage] field can be filled; if the component is handled as an amount, the [HrComponents.Default_Amount] field can be filled. The [HrComponents.Unit] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Amount
P	Percentage

14.3 Country specific field details - Netherlands (NL)

Country_char1 – Country specific character field 1
The [HrComponents.Country_char1] field stores the type of entry a component should be used in. The available values are dependent on the (sub)type of the component. The following values can be used:

Value	Description
B	Both
R	Regular
S	Special

Country_char2 – Country specific character field 2
The [HrComponents.Country_char2] field stores the type of franchise / maximum wage for the component. By default, this field will contain the value “J”. The value “D” is only allowed for gross premiums with a percentage (the [HrComponents.Comp_Type] field = “D” and the [HrComponents.Comp_Sub_Type] field = “2100” or “2101”).
The value of this field determines whether the values filled in the [HrComponents.Country_float1] and [HrComponents.Country_float2] fields are amounts per day or per year.

Value	Description
D	Day
J	Year
U	Day/Hour franchise

Country_char3 – Country specific character field 3

The [HrComponents.Country_char3] field stores the method of payment of the holiday / 13th month reservation when an employee is out of service. By default this field will contain the value "L".

Value	Description
L	Payment in last period of employment.
M	Payment in first period after ending employment.
N	No payment.
O	Niet uitbetalen (wel in uitbetalingsperiode).
P	Niet uitbetalen (wel indien gelijk aan einddatum uitbetalingsperiode).

Country_char4 – Country specific character field 4

The [HrComponents.Country_char4] field indicates if the component is calculated cumulative per year or per period. This field is only available for the following subtypes:

- Bruto premie werknemer percentage over bruto loon ([HrComponents.Comp_Sub_Type] = "2100")
- Bruto premie werkgever percentage over bruto loon ([HrComponents.Comp_Sub_Type] = "2101")
- Bruto premie werknemer percentage over BTER-loon ([HrComponents.Comp_Sub_Type] = "2200")
- Bruto premie werkgever percentage over BTER-loon ([HrComponents.Comp_Sub_Type] = "2201")
- Bruto premie werknemer percentage over SV-loon ([HrComponents.Comp_Sub_Type] = "2400")
- Bruto premie werkgever percentage over SV-loon ([HrComponents.Comp_Sub_Type] = "2401")
- Netto premie werknemer percentage over bruto loon ([HrComponents.Comp_Sub_Type] = "2900")
- Netto premie werkgever percentage over bruto loon ([HrComponents.Comp_Sub_Type] = "2901")
- Netto premie werknemer percentage over BTER-loon ([HrComponents.Comp_Sub_Type] = "2910")
- Netto premie werkgever percentage over BTER-loon ([HrComponents.Comp_Sub_Type] = "2911")
- Netto premie werknemer percentage over SV-loon ([HrComponents.Comp_Sub_Type] = "2920")
- Netto premie werkgever percentage over SV-loon ([HrComponents.Comp_Sub_Type] = "2921")

Value	Description
P	Period
Y	Year

Country_char5 – Country specific character field 5

The [HrComponents.Country_char5] field stores the type of minimum age calculation for a deduction. For the deduction calculation, this can be the age at the start of the payroll year or at the start of the period. The value of the field [HrComponents.Country_float4] will be used as the minimum age.

If the [HrComponents.Country_char5] field has the value "P", then the deduction will only be calculated for employees who have the age stored in the [HrComponents.Country_float4] field in the period or are older. If the employee is younger, nothing is calculated.

Value	Description
P	Period
Y	Year

Country_char6 – Country specific character field 6

The [HrComponents.Country_char6] field stores the type of maximum age calculation for a deduction. For the deduction calculation, this can be the age at the start of the payroll year or at the start of the period. The value of the field [HrComponents.Country_float5] will be used as the maximum age.

If the [HrComponents.Country_char5] field has the value "P", then the deduction will only be calculated for employees who have the age stored in the [HrComponents.Country_float5] field in the period or are younger. If the employee is older, nothing is calculated.

Value	Description
P	Period
Y	Year

Country_char7 – Country specific character field 7

The [HrComponents.Country_char7] field indicates if a specific "vakantiefonds" calculation has to be included in the payroll calculation. This field is only used for components of type "vakantiebon" (so components where [HrComponents.Comp_Type] = "F" and [HrComponents.Comp_Sub_Type] = "1300", "1301" or "1302").

The values in the [HrComponents.Country_char7] field refer to a specific sub sector agreement.

Value	Description
N	Not used
1	SFB: CAO Bouw
2	SFS: CAO Stukadoors
3	SFB: CAO Natuursteen
6	SFS: CAO Schilders
9	SFB: CAO Timmerfabrieken

Country_float1 – Country specific number field 1
The [HrComponents.Country_float1] field stores the franchise for the component. The amount of the franchise (= the amount over which the component is not to be calculated) can be entered as an amount per year or per day, dependent on the value of the [HrComponents.Country_char2] field. A value is only allowed for gross premiums with a percentage (so components where [HrComponents.Comp_Type] = "D" and [HrComponents.Comp_Sub_Type] = "2100" or "2101").
Note: The [HrComponents.Country_float1] field can also store the non taxable amount for components with subtype "1800" or "1810" (so where [HrComponents.Comp_Sub_Type] has value "1800" or "1810").

Country_float2 – Country specific number field 2
The [HrComponents.Country_float2] field stores the maximum wage for the component. The amount of the maximum wage (= above this wage, the component is not to be calculated) can be entered as an amount per year or per day, dependent on the value of the [HrComponents.Country_char2] field. If the value of the [HrComponents.Country_float2] field is not equal to "0", then this amount must be bigger than the value of the [HrComponents.Country_float1] field.
A value is only allowed for gross premiums with a percentage (so components where [HrComponents.Comp_Type] = "D" and [HrComponents.Comp_Sub_Type] = "2100" or "2101").

Country_float3 – Country specific number field 3
The [HrComponents.Country_float3] field stores in which period a reservation will be paid. A value is only allowed for reservations (so components where [HrComponents.Comp_Sub_Type] = "1900", "1910", "1920" or "1930"). When such a component is linked to an employee and this field is filled in the component, it will automatically be paid in the period entered.

Country_float4 – Country specific number field 4
The [HrComponents.Country_float4] field stores the minimum age of a resource for a component. The age can be entered as the age at the start of the year or the start of the period, depending on the value of the [HrComponents.Country_char5] field. For more information, see the [HrComponents.Country_char5] field.

Country_float5 – Country specific number field 5
The [HrComponents.Country_float5] field stores the maximum age of a resource for the component. The age can be entered as the age at the start of the year or the start of the period, depending on the value of the [HrComponents.Country_char6] field. For more information, see the [HrComponents.Country_char6] field.

Country_float9 – Country specific number field 9
The [HrComponents.Country_float9] field stores the number of hours per day for the component.

Country_ny2 – Country specific no / yes field 2
The [HrComponents.Country_ny2] field indicates whether the component is to be included in the BTER wage (E-Bouwloon module). The BTER wage is used as a basic value for calculating various premiums that are specific for building construction companies. The value "1" indicates that the component will be included in the BTER wage; the value "0" indicates that the component will not be included in the BTER wage. The [HrComponents.Country_ny2] field is only available for components with subtype "1000", "1010", "1020", "1030", "1310", "1400", "1500", "1900", "1901", "1920", "1921", "1950" and "1960".

Country_ny4 – Country specific no / yes field 4
The [HrComponents.Country_ny4] field indicates whether the number of hours entered for the component is used in the calculation of some tax rebates (for component subtypes “3100”, “3110” and “3120”). This field is only used for components of subtype “1850” (gross hour) and “1860” (net hour).
Regardless of the value of this field, the (calculated) amount for the hour type will always be taken into account when calculating the tax rebates. This calculation also needs a number of hours worked this period and this field determines whether the hours entered at the base salary should be raised / lowered with the number of hours entered for this hour type.
The value “1” indicates that the number of hours entered for this component will be used for the calculation of the tax rebates; the value “0” indicates that the number of hours entered for this component will not be used for the calculation of the tax rebates.
Example: when the employee has worked 144 regular hours (base salary) this period and this hour type was added with 12 hours, the tax rebates will be calculated using 156 hours.

FormulaField – Formula field
The [HrComponents.FormulaField] is used to determine which components should be taken into account for calculating the base value for this component.
A value in this field is only allowed for reservations and deductions in terms of percentage (so components with subtype ([HrComponents.Comp_Sub_Type]) “1900”, “1910”, “2100”, “2101”, “2900” and “2901”).
This field can contain two things:

- component subtypes ([HrComponents.Comp_Sub_Type] and/or
- component codes ([HrComponents.Comp_Code]).

When all components of a certain subtype are selected, only the subtype is saved. When not all components of a certain subtype are selected, the component codes are saved.
Notation is as follows: first all subtypes (the [HrComponents.Comp_Sub_Type] field) separated by a comma, then a semi-colon (;), then all components (the [HrComponents.Comp_Code] field) separated by a comma. The semi-colon is always saved, except when nothing is selected.
When this field is left empty for the six sub types mentioned above, the component will be calculated using only the base salary as a basic value (so components where the [HrComponents.Comp_Sub_Type] field = “1000” or “1010”).

Example: “1000,1950;BRUTO,VAKGELD” means that the base value for this component will be calculated from all components of sub type “1000” and subtype “1950” and of components “BRUTO” and “VAKGELD”.

JobActivity – Job activity

The [HrComponents.JobActivity] field indicates which entities are used in a wage scale component. If applicable, this field stores the job group for the children of a wage scale component. The [HrComponents.JobActivity] field can contain the following values for wage scales:

Value	Description
A	Age
AL	Age – Function level
G	Job group
GA	Job group – Age
GAL	Job group – Age – Function level
GL	Job group – Function level
N	Not applicable
L	Function level
S	Scale
SA	Scale – Age
SAL	Scale – Age – Function level
SL	Scale – Function level

Ledger_CostCenter – Cost center for deviating general ledger account number

The [HrComponents.Ledger_CostCenter] field stores the cost center of the component in case a deviating general ledger account number or a deviating percentage for the "WA" / "WAO" premiums per cost center is defined.

- to store deviating percentages per cost center for the WA / WAO premium: a child component record is created for the original WA / WAO component. The [HrComponents.Comp_Code] field will be the same but will be preceded with "#" and a sequence number. The [HrComponents.Parent_Code] is filled with the [HrComponents.Comp_Code] of the original WA / WAO premium. The [HrComponents.Comp_Type] has value "M" for the child component.
- to store deviating general ledger account numbers per cost center: the [HrComponents.Comp_Code] field will be the same as the original component code, but will be preceded with "*". The [HrComponents.Comp_Type] field has value "L".

Origin – Origin

The [HrComponents.Origin] field stores the origin of numbers or days of the component. This field can be filled for components of type Financial (so where [HrComponents.Comp_Type] = “F”) where one of the following conditions also applies:

- The subtype of the component is “Salary”, “Salary net” or “Wage illness” (so where [HrComponents.Comp_Sub_Type] is value “1000”, “1010” or “1015”).
- The payment period is set to “Daily” or “Hourly” (so where [HrComponents.Payment_Period] is value “D” or “H”).
- The payment period is set to “Once only” and the subtype is “Gross deduction” or “Nett-Gross calculation” (so where [HrComponents.Payment_Period] is value “O” and [HrComponents.Comp_Sub_Type] is value “1020” or “1030”).

The [HrComponents.Origin] field refers to the DDTests table which contains the following values for this field:

Value	Description	Remark
A	Actual	The number of days (HrComp_Trans.Number_Days_Period) and hours (HrComp_Trans.Number) are retrieved from the actual hour records of the employee. Items of type “Labor hours” can be selected in the “Activity” tab of the component.
C	Contract	The number of days (HrComp_Trans.Number_Days_Period) and hours (HrComp_Trans.Number) are retrieved from the MRS records of the employee. Items of type “Labor hours” can be selected in the “Activity” tab of the component.
N	N/A	N/A
T	Time	Only available for components of type “Gross hour compensation” (HrComponents.Comp_Sub_Type = “1850”) and type “Gross hour deduction” (HrComponents.Comp_Sub_Type = “1860”). If Time is selected as source, only 1 item of the type “Labor hour” can be linked in the “Activity” tab of the component.
X	Commission invoice	Only available for financial components (so where [HrComponents.Comp_Type] = “F”) where the payment frequency is set to “Once only” (so where [HrComponents.Payment_Period] = “O”). If Commission invoice is selected as source, only items of the type “Phantom” can be linked in the “Activity” tab of the component. In this case, records are created in table [HrComp_Resource] from E-Invoice to pay commissions.

Parent_Code – Parent
The [HrComponents.Parent_Code] field is used to link a component of type reservation to a component. When a reservation component is linked to this component, this component cannot be linked to an employee anymore. In the parent component, it is possible to enter a period in which the reservation is to be paid. In that period, the current component will automatically be used to pay the reservation. A value is obligatory for components with subtype “1950”, “1960”, “1970” and “1980”. For all other (financial) components, this field must be empty.

A component with subtype X can only have a component with subtype Y linked:

Component X	Component Y
1950	1900
1960	1910
1970	1920
1980	1930

14.4 Country specific field details - China (CN)

Country_char1 — Prorate basis / hourly wage
The [HrComponents.Country_char1] field stores the denominator for prorate calculation. The [HrComponents.Country_char1] field is available for components with subtype "1000", "1100", "1200", "1300", "1350", "1400" and "1500" at the [HrComponents.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1500	Net allowance

The [HrComponents.Country_char1] field can have one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period

Note: The [HrComponents.Country_char1] field is only filled based on the value in the [HrComponents.Country_ny1] field that stores the prorate component. If the prorate component indicate any of the payment frequencies except for daily, once only and hourly, the [HrComponents.Country_char1] field will be filled.

Country_char2 – Tax method

The [HrComponents.Country_char2] field stores the type of tax method. The [HrComponents.Country_char2] field is available based on the following conditions:

- Only for components with subtype "1100", "1300" and "1350" at the [HrComponents.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1300	Fixed allowance
1350	Variable allowance

- Only if the [HrComponents.Country_ny1] field indicate that the prorate component is based on the payment frequencies of once-only, monthly, quarterly, half- yearly and yearly.

The [HrComponents.Country_char2] field can have one of the following values:

Value	Description	Remarks
N	Normal	The tax amount is paid over every month
A	Average	The tax amount is paid over a few periods
I	Independent	The tax amount is paid once in every quarter
O	Once- only	The tax amount is paid once-only in full

Note: The [HrComponents.Country_char2] field is available to store the normal tax method if the [HrComponents.Payment_period] field is defined as once-only, monthly, quarterly, half-yearly and yearly. The [HrComponents.Country_char2] field is available to store the average tax method if the [HrComponents.Payment_period] field is defined as quarterly, half-yearly and yearly.
The [HrComponents.Country_char2] field is available to store the independent tax method if the [HrComponents.Payment_period] field is defined as once-only, monthly, quarterly, half-yearly and yearly. The [HrComponents.Country_char2] field is available to store the once-only tax method if the [HrComponents.Payment_period] field is defined as once-only and yearly.

Tax Method	Payment Period
Normal	once-only, monthly, quarterly, half-yearly and yearly
Average	quarterly, half-yearly and yearly
Independent	once-only, monthly, quarterly, half-yearly and yearly
Once-only	once-only and yearly

Country_char3 – Rounding
The [HrComponents.Country_char3] field stores the types of rounding method used for final amount calculation. The [HrComponents.Country_char3] field is available for components with all subtypes except for subtype “4000” and “4100”. The [HrComponents.Country_char3] field can have one of the following values:

Value	Description	Remarks
N	None	No rounding
O	Normal	Normal rounding
U	Up	Rounding up
D	Down	Rounding down

Country_char4 – Precision
The [HrComponents.Country_char4] field stores the types of precision method used for calculation. The [HrComponents.Country_char4] field is available for components with all subtypes except for subtype “4000” and “4100”. The [HrComponents.Country_char4] field can have one of the following values:

Value	Description	Remarks
A	0.01	2 decimal
B	0.10	1 decimal
C	1.00	0 decimal

Note: The [HrComponents.Country_char4] field is only filled if the rounding method is not defined as none in the [HrComponents.Country_char3] field.

Country_float1 – Denominator

The [HrComponents.Country_float1] field stores the divisor used with the prorated amount.

The [HrComponents.Country_float1] field is filled for components with subtype "1000", "1100", "1200", "1300", "1350, "1400", "1450" and "1500" at the [HrComponents.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction
1500	Net allowance

Note: The [HrComponents.Country_float1] field is filled only if the [HrComponents.Country_char1] field indicate that the prorate basis is based on fixed days.

Country_float2 – Overtime rate

The [HrComponents.Country_float2] field stores the multiplier to calculate the overtime hourly wage for overtime component. This field enables the calculation of overtime pay based on the normal salary of resources that works overtime. The [HrComponents.Country_float2] field is only filled for component with subtype "1200", which is the overtime (daily) subtype.

Country_float3 – Fixed deduction / tax threshold

The [HrComponents.Country_float3] field is shared to store the fixed deduction value for social insurance calculation and tax threshold value for fixed tax calculation for local workers. The value stored in the [HrComponents.Country_float3] field is determined by the subtype of the component described as follows:

Stored Value	Component Subtype
Fixed deduction (social insurance calculation)	"2000", "2100", "2200", "2250", "2300", "2400", "2500"
Tax threshold (fixed tax calculation)	"3000"

The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund
3000	Tax

Country_float4 – Minimum base value / foreigner tax threshold

The [HrComponents.Country_float4] field is shared to store the minimum base value for social insurance calculation and foreigner tax threshold value for tax calculation for foreign workers. The value stored in the [HrComponents.Country_float4] field is determined based on the subtype of the component described as follows:

Stored Value	Component Subtype
Minimum base value	"2000", "2100", "2200", "2250", "2300", "2400", "2500"
Foreigner tax threshold	"3000"

The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund
3000	Tax

The [HrComponents.Country_float4] that stores minimum base value can have one of the following values that determine the calculation:

Value	Remarks
0	No minimum
Less than minimum value	No calculation
More than minimum value	Perform calculation

Country_float5 – Maximum base value

The [HrComponents.Country_float5] field stores the maximum based value of social insurance calculation. The [HrComponents.Country_float5] field is filled to stores the maximum base value for components with subtype "2000", "2100", "2200", "2250", "2300", "2400" and "2500" at the [HrComponents.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund

The [HrComponents.Country_float5] field can have one of the following values:

Value	Remarks
0	No limit
Less than maximum value	Take defined value as the base
More than maximum value	Take maximum value as the base

Country_float6 – Maximum contribution housing fund

The [HrComponents.Country_float5] field stores the maximum housing fund value contributed by the employee or employer. The [HrComponents.Country_float6] field is only filled for component with subtype "2500", which is the housing fund subtype.

Country_ny1 – Prorate component

The [HrComponents.Country_ny1] field stores the value that indicate whether or not to perform prorate calculation. The [HrComponents.Country_ny1] field can have one of the following values:

Value	Remarks
0	No - Do not perform prorate calculation
1	Yes - Perform prorate calculation

The [HrComponents.Country_ny1] field is filled for components with subtype "1000", "1100", "1200", "1300", "1350", "1400", "1450" and "1500" at the [HrComponents.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction
1500	Net allowance

Note: The [HrComponents.Country_ny1] field is only filled if the prorate component is based on any of the frequencies except for daily, hourly and once-only. The [HrComponents.Country_ny1] field stores the "1" value if it is filled for component with subtype "1200". This enables the [HrComponent.Country_ny1] field to use the [HrComponents.Country_char1] field to calculate the component overtime hourly wages.

Country_string1 – Employer reference number
The [HrComponents.Country_string1] field stores the employer reference number when the company declares the deduction components such as tax, social insurance and housing fund. The [HrComp_trans.Country_string1] field is filled for components with subtype "2000", "2100", "2200", "2250", "2300", "2400" and "2500" at the [HrComponents.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund

14.5 Country specific field details - Malaysia (MY)

Country_char1 – Prorate basis / hourly wage
The [HrComponents.Country_char1] field stores the denominator for a prorate calculation. The [HrComponents.Country_char1] field is available for components with subtype "1000", "1100", "1200" and "1300"
(stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowances

The [HrComponents.Country_char1] field can have one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period

Note: The [HrComponents.Country_char1] field is enabled only if the [HrComponents.Country_ny1] field indicates that the prorate component is based on any of the payment frequencies except for daily, once-only and hourly for components with subtype "1000", "1100" and "1300".

Country_char2 – Prorate basis (Worked days)

The [HrComponents.Country_char2] field stores the total actual worked days of a resource. The prorate basis is based on the working days or the calendar days. The [HrComponents.Country_char2] field is available for components with subtype "1000", "1100", "1300" and only if the [HrComponents.Country_ny1] field indicates that the prorate component is based on any of the payment frequencies except for daily, once-only and hourly. The [HrComponents.Country_char2] field can have one of the following values:

Value	Description
W	Working days
C	Calendar

Country_float2 – Denominator

The [HrComponents.Country_float2] field stores the fixed days in a month for calculating the prorated salary (for newly joined or resigned employee). The [HrComponents.Country_float2] field is available for components with subtype "1000", "1100", "1200" and "1300" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowances

Note: The [HrComponents.Country_float2] field is enabled only if the [HrComponents.Country_char1] field indicates that the prorate basis is based on fixed days and must not be empty.

Country_float3 – Overtime rate

The [HrComponents.Country_float3] field stores the multiplier for the overtime hourly wage for an overtime component. This field stores the overtime rate when a resource works overtime. The [HrComponents.Country_float3] field is only available for component with subtype "1200".

Country_float4 – Print on EA form under code

The [HrComponents.Country_float4] field indicates at which category/code the remuneration amount will be displayed on the respective statutory reports (EA form). The [HrComponents.Country_float4] field is available for all the financial components with subtype "1000", "1100", "1200", "1300", and Non-monetary benefits (Benefit in Kind) component with subtype "2103".

Country_float5 – Print on CP21 form under code

The [HrComponents.Country_float5] field indicates at which category/ code the remuneration amount will be displayed on the respective statutory reports (CP21 form). The [HrComponents.Country_float5] field allows a company to declare to the Lembaga Hasil Dalam Negeri (LHDN) department when a resource is leaving the current country to work for another country.

Country_ny1 – Prorate component

The [HrComponents.Country_ny1] field stores a value that determines if the component is a prorate component in order to perform prorate calculation. This also determines whether to calculate the overtime hourly wages. The [HrComponents.Country_ny1] field is available for components with subtype "1000", "1100", "1200" and "1300" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowance

The [HrComponents.Country_ny1] field can have one of the following values:

Value	Remarks
0	No - Do not perform prorate calculation
1	Yes - Perform prorate calculation

Note: The [HrComponents.Country_ny1] field is only enabled if the prorate component is based on any of the frequencies except for daily, hourly and once only. The [HrComponents.Country_ny1] field stores the value "1" if it is filled for component with subtype "1200". This enables the [HrComponent.Country_ny1] field to use the [HrComponents.Country_char1] field to calculate the component overtime hourly wages.

Country_ny2 – EPF contribution

The [HrComponents.Country_ny2] field indicates if the payroll component has any Employee Provident Fund (EPF) contribution. The value "0" indicates it has no EPF contribution. The value "1" indicates it has an EPF contribution.

Country_ny3 – SOCSO contribution

The [HrComponents.Country_ny3] field indicates if the payroll component has any Social Security Organization (SOCSO) contribution. The value "0" indicates it has no SOCSO contribution. The value "1" indicates it has a SOCSO contribution.

Country_ny4 – Tax contribution

The [HrComponents.Country_ny4] field indicates if the payroll component has any tax contribution. The value "0" indicates it has no tax contribution. The value "1" indicates it has a tax contribution.

Country_string1 – Employer reference number

The [HrComponents.Country_string1] field stores the employer reference number when a company declares the deduction components such as EPF employer, SOCSO, tax employee, HRDF, Non-monetary benefits and CP38. The [HrComponents.Country_string1] field is available for components with subtype "2100", "2101", "2102", "2103", "2104", "2105", "3000" and "3100" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
2100	Employee provident fund (EPF)
2101	Social security organization (SOCSO)
2102	Human resource development fund (HRDF)
2103	Non-monetary benefits
2104	Amanah Sahan Nasional
2105	Tabung Haji
3000	Monthly scheduler tax deduction (PCB)
3100	CP38 deduction

Note: The [HrComponents.Country_string1] field is enabled only if the components are paid by employer (indicated in the [HrComponents.Paid_by] field with value "R") for components with subtype "2100", "2101", "2102", "2103" and "3000". For components (paid by employer) with subtype "2100" and "2101", once the [HrComponents.Country_string1] field is filled, the value in this field will be copied into the same field of the other components (paid by employee) that has the same subtype.

The [HrComponents.Country_string1] field is enabled only if the components are paid by employee (indicated in the [HrComponents.Paid_by] field with value "E") for components with subtype "2104", "2105", "3000" and "3100". For component with subtype "3000" and "3100", once any of the [HrComponents.Country_string1] field is filled, the value in this field will be copied into the same field of the other components with the same subtype range ("3000" and "3100").

14.6 Country specific field details - Middle East (AE)

Country_char1 – Prorate basis / hourly wage

The [HrComponents.Country_char1] field stores the denominator for a prorate calculation. The [HrComponents.Country_char1] field is available for components with subtype "1000", "1100", "1200", "1300", "1301", "1302", "1400" and "1950" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Unpaid Leave
1300	Earning/deduction affect pension
1301	Earning/deduction affect provident fund
1302	Earning/deduction affect pension and provident fund
1400	Net earning/deduction
1950	Indemnity benefits

The [HrComponents.Country_char1] field can have one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period
U	User Defined	User defined the total days of a period

Note: The [HrComponents.Country_char1] field is enabled only if the [HrComponents.Country_ny1] field identified the prorate component is set to any of the payment frequencies except for daily, once only and hourly. The [HrComp_Trans.Country_char1] with value "U" (User Defined) is only applicable to component with subtype "1200".

Country_char2 – Profit / loss base

The [HrComponents.Country_char2] field stores the amount of the profit or loss from the provident fund which will be shared with the fund contributors. The [HrComponents.Country_char2] field is available for components with subtype "1930" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following description:

Subtype	Description
1930	Profit/loss from provident fund

The [HrComponents.Country_char2] field can have one of the following values:

Value	Description	Remarks
B	Fund balance	Profit/loss calculated based on profit/ loss balance
P	Fund balance & Profit or Loss	Profit/loss calculated based on profit/ loss balance and profit/ loss

Country_char3 – Deduction

The [HrComponents.Country_char3] field stores the method for the deduction of loan repayment. The [HrComponents.Country_char3] field is available for components with subtype "1610", "1910" and "1951" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1610	Loan
1910	Provident fund loan
1951	Loan against indemnity benefits

The [HrComponents.Country_char3] field can have one of the following values:

Value	Description	Remarks	Applicable for
C	Current period	Repay on the same month when a loan is released to resource	Components with subtype "1610", "1910", "1951"
N	Next period	Repay on the next month after a loan is released to resource	Components with subtype "1610", "1910", "1951"
S	With salary payments	Repay when there is a salary payment	Components with subtype "1610"
R	On resignation	Repay in the period that the resource last salary is calculated	Components with subtype "1951"

Country_char4 – Pension fund

The [HrComponents.Country_char4] field stores the different types of pension funds. The [HrComponents.Country_char4] field is available for components with subtype "2000" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following description:

Subtype	Description
2000	Pension/ social security employee

The [HrComponents.Country_char4] field can have one of the following values:

Value	Description	Remarks	Note
B	Basic fund	The total pension amount is subject to a limit of 1250	If the total pension amount is lesser than the basic fund (limit to 1250), the calculated pension amount will be used. If the total pension amount is more than the basic fund, the maximum value of 1250 will be used.
T	Takmeeli fund	The total pension amount is subject to a limit of 2250	If the total pension amount is lesser than the Takmeeli fund (limit to 2250), the calculated pension amount will be used. If the total pension amount is more than the Takmeeli fund, the maximum value of 2250 will be used.
N	Normal fund	No limit on the total pension amount	Nil

Country_char5 – Accrual factors

The [HrComponents.Country_char5] field stores the accrual factors for indemnity benefits calculation. The [HrComponents.Country_char5] field is available for components with subtype "1950" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following description:

Subtype	Description
1950	Indemnity benefits

The [HrComponents.Country_char5] field can have one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
C	Calendar days	Total days of the period

Country_float1 – Illness day 1/ overtime/ denominator
The [HrComponents.Country_float1] field is shared to store the first range of illness day, the overtime day or the denominator. The [HrComponents.Country_float1] field is available for components with subtype "1501", "1200" and "1950" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following

Subtype	Description
1501	Illness/ Illness repayment
1200	Unpaid leave
1950	Indemnity benefits

Illness day 1: The [HrComponents.Country_float1] field stores the resource's absent day for components with subtype of "1501". If the number of absent days is within the range specified in this field, the resource is entitled to a specific percentage of illness payment, depending on the first illness percentage (stored in the [HrComp_Trans.Country_float2] field). The [HrComponents.Country_float1] field is the first of five fields that stores such data. The other fields are [HrComponents.Country_float4] storing illness day 2, [HrComponents.Country_float6] storing illness day 3, [HrComponents.Country_float8] storing illness day 4 and [HrComponents.Country_float12] storing illness day 5.

Overtime: The [HrComponents.Country_float1] field is used to store the overtime day or unpaid leave day for components with subtype "1200". This field stores the day when a resource works overtime or take unpaid leave.

Denominator: The [HrComponents.Country_float1] field is used to store a denominator for components with subtype "1950". This field stores the number of days in a year for indemnity benefits calculation.

Country_float2 – Illness percentage 1/ overtime rate/ exempt amount
The [HrComponents.Country_float2] field is shared to store the first illness percentage, overtime rate or the exempt amount. The [HrComponents.Country_float2] field is available for component with subtype "1200", "1501" and "1950" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1200	Unpaid leave
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness percentage 1: The [HrComponents.Country_float2] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country_float1] field) for components with subtype "1501". The illness payment is entitled to the resource in percentage when the resource actual absent days exceeds the first range of illness days (stored in the [HrComp_Trans.Country_float1] field). The [HrComponents.Country_float2] field is the first of five fields that stores such data. The other fields are [HrComponents.Country_float3] storing illness percentage 2, [HrComponents.Country_float5] storing illness percentage 3, [HrComponents.Country_float7] storing illness percentage 4 and [HrComponents.Country_float10] storing illness percentage 5.

Overtime rate: The [HrComponents.Country_float2] field is used to store the multiplier for the overtime hourly wage for components with subtype "1200". This field stores the overtime rate when a resource works for overtime. This field is available only if the component is paid by employer (where the [HrComponents.Paid_By] field has the value "R").

Exempt amount: The [HrComponents.Country_float2] field is used to store the exempt amount for indemnity benefits calculation for components with subtype "1950".
Note: The [HrComponents.Country_float2] field is available for component with subtype "1950" only if the country code is set to "Kuwait" in the company data settings (where the [Bedryf.LandCode] field has the value "KW").

Country_float3 – Illness percentage 2/ minimum bonus/ EOSB service year 1
The [HrComponents.Country_float3] field is shared to store the second illness percentage, the minimum bonus amount or the first EOSB service year. The [HrComponents.Country_float3] field is available for component with subtype "1100", "1501" and "1950" (store in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness percentage 2: The [HrComponents.Country_float3] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country_float4] field) for components with subtype "1501". The illness payment is entitled to the resource in percentage when the resource actual absent days exceeds the number of days specified in the second range of illness days (stored in the [HrComp_Trans.Country_float4] field). The [HrComponents.Country_float3] field is the second of five fields that stores such data. The other fields are [HrComponents.Country_float2] storing illness percentage 1, [HrComponents.Country_float5] storing illness percentage 3, [HrComponents.Country_float7] storing illness percentage 4 and [HrComponents.Country_float10] storing illness percentage 5.

Minimum bonus: The [HrComponents.Country_float3] field is used to store the minimum bonus amount for calculation for components with subtype "1100". This field stores the minimum amount to validate whether the bonus value falls within the range for the calculation.

EOSB service year 1: The [HrComponents.Country_float3] field is used to store the entitlement for the End of Service Benefits (EOSB)/ indemnity benefits based on service year for components with subtype "1950". If the number of service years is greater than or equal to the number specified in this field, the resource is entitled to a number of indemnity benefit days, indicated in the first range of indemnity benefit days (stored in the [HrComp_Trans.Country_float4] field).

The [HrComponents.Country_float3] field is the first of three fields that stores such data. The other fields are [HrComponents.Country_float5] storing EOSB service year 2 and [HrComponents.Country_float7] storing EOSB service year 3.

Country_float4 – Illness day 2/ EOSB day 1

The [HrComponents.Country_float4] field is shared to store the second range of illness day or the first range of indemnity benefit days. The [HrComponents.Country_float4] field is available for component with subtype "1501" and "1950" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness percentage 4: The [HrComponents.Country_float7] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country_float8] field) for components with subtype "1501". The illness payment is entitled to the resource in percentage when the resource absent days exceeds the fourth range of illness days (stored in the [HrComponents.Country_float8] field). The [HrComponents.Country_float7] field is the fourth of five fields that stores such data. The other fields are [HrComponents.Country_float2] storing illness percentage 1, [HrComponents.Country_float3] storing illness percentage 2, [HrComponents.Country_float5] storing illness percentage 3 and [HrComponents.Country_float10] storing illness percentage 5.

Bonus start date: The [HrComponents.Country_float7] field is used to store the start date of a bonus period for component with subtype "1100". This field stores the start date to validate whether the bonus fall within the range for calculation.

Note: The [HrComponents.Country_foat7] field is enabled only if the frequency is set to once-only and must not be monthly in the [HrComponents.Country_ny1] field.

EOSB service year 3: The [HrComponents.Country_float7] field is used to store the entitlement for End of Service Benefits (EOSB)/ indemnity benefits based on service year for components with subtype "1950". If the number of service years is greater than or equal to the amount specified in this field, the resource is entitled to a number of indemnity benefit days, depending on the third range of indemnity benefit (stored in the [HrComponent.Country_float8] field). The [HrComponents.Country_float7] field is the third of three fields that stores such data. The other fields are [HrComponents.Country_float3] storing EOSB service year 1 and [HrComponents.Country_float5] storing EOSB service year 2.

Country_float8 – Illness day 4/ EOSB day 3

The [HrComponents.Country_float8] field is shared to store the fourth range of illness day or the third range of indemnity benefit days. The [HrComponents.Country_float8] field is available for components with subtype "1501" and "1950" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness day 4: The [HrComponents.Country_float8] field is used to store the resources absent day for components with subtype "1501". The number of days in this field is used when the number of actual absent day exceeds the third range of illness days (stored in the [HrComponents.Country_float6] field). The resource is entitled to a specific percentage of illness payment, depending on the fourth illness percentage (stored in the [HrComponents.Country_float7] field). The [HrComponents.Country_float4] field is the fourth of five fields that stores such data. The other fields are [HrComponents.Country_float1] storing illness day 1, [HrComponents.Country_float4] storing illness day 2, [HrComponents.Country_float6] storing illness day 3 and [HrComponents.Country_float12 storing illness day 5.

EOSB day 3: The [HrComponents.Country_float8] field is used to store the entitlement of the indemnity benefit in days in relation to the service years for component with subtype "1950". This field calculates the indemnity benefit in days based on the third EOSB service year (stored in the [HrComponents.Country_float7] field). The [HrComponents.Country_float8] field is the third of three fields that stores such data. The other fields are [HrComponents.Country_float4] storing EOSB day 1 and [HrComponents.Country_float6] storing EOSB day 2.

Country_float9 – Accrual factor/ average period

The [HrComponents.Country_float9] field is shared to store the accrual factor and average period. The [HrComponent.Country_float9] field is available for components with subtype "1100", "1300", "1301", "1302", "1400" and "1950" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1300	Deduction affect pension
1301	Deduction/earning affect provident fund
1302	Deduction/earning affect pension and provident fund
1400	Net deduction/earning
1950	Indemnity benefits

Accrual factor: The [HrComponents.Country_float9] field is used to store the number of day in relation to the accrual factors for indemnity benefits calculation for component with subtype "1950".
Note: The [HrComponents.Country_float9] is enabled only if the accrual factor is set to fixed days but not calendar in the [HrComponents.Country_char5] field and only if the country code is set to "Kuwait" in the company data settings (where the [Bedryf.LandCode] field has the value "KW").

Average period: The [HrComponents.Country_float9] field is used to store the value to calculate the average period for components with subtypes "1100", "1300", "1301", "1302" and "1400". This field is used when a resource does not wish to take the full amount but an average amount for a period to calculate the indemnity benefits.
Note: The [HrComponents.Country_float9] field will not include the current period for calculation if the [HrComponents.Country_ny2] field is not filled.

Country_float10 – Illness percentage 5/ resign percentage/ limit percentage
The [HrComponents.Country_float10] field is shared to store the fifth illness percentage, the terminate percentage or the limit percentage. The [HrComponents.Country_float10] field is available for components with subtype "1501", "1950" and "1951" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits
1951	Loan against indemnity benefits

Illness percentage 5: The [HrComponents.Country_float10] field is used to store the illness payment in percentage in relation to the illness days (the [HrComponents.Country_float12] field) for component with subtype "1501". The illness payment is entitled to the resource in percentage when the resource absent days exceeds the fifth range of illness days (stored in the [HrComponents.Country_float12] field). The [HrComponents.Country_float10] field is the fifth of five fields that stores such data. The other fields are [HrComponents.Country_float2] storing illness percentage 1, [HrComponents.Country_float3] storing illness percentage 2, [HrComponents.Country_float5] storing illness percentage 3 and [HrComponents.Country_float7] storing illness percentage 4.

Resign percentage: The [HrComponents.Country_float10] field is used to store the total resign percentage of indemnity benefits for components with subtype "1950". This field calculates how much percentage of indemnity benefits amounts a resource will receive upon his/her resignation.
Note: The components with subtype "1950" allow the creation of multiple child components linked to itself as a parent component. The component's subtype codes for the child components is auto-generated during the creation. These child components will facilitate the creation of different resign percentage of indemnity benefits allocated to the resigned employee. The [HrComponents.Country_float10] field is available for components with subtype "1950" only if the resource have more than or equal to a specified terminate service year indicated in the [HrComponents.Country_float11] field.

Limit percentage: The [HrComponents.Country_float10] field is used to store the amount of the loan that can be taken by the resource for components with subtype "1951". This is to ensure a resource does not over commit. The loan limit stored in this field is defined as a percentage of the resource base salary.

Country_float11 – Terminate service year/ minimum service year

The [HrComponents.Country_float11] field is shared to stores the terminate service year or the minimum service year. The [HrComponents.Country_float11] field is available for components with subtype "1940" and "1950" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1940	Withdrawal from provident fund
1950	Indemnity benefits

Terminate service year: The [HrComponents.Country_float11] field is used to store the terminate service year for components with subtype "1950". This field stores the termination service year in order to get the total resign percentage (refer to [HrComponents.Country_float10] field) of indemnity benefits for a resigned employee.

Note: The components with subtype "1950" allow the creation of multiple child components linked to itself as a parent component. Similar to [HrComponents.Country_float10] field, this is done to facilitate different resign percentage of indemnity benefits based on the terminate service year (refer to [HrComponents.Country_float11] field) of the employee. The table below illustrates the behaviour of the fields:

Components Subtype	Service year [HrComponents.Country_float11]	Resign percentage [HrComponents.Country_float10]
1950 (parent component)		
#0001 (child component)	0	50%
#0002 (child component)	2	75%
#0003 (child component)	10	100%

Minimum service year: The [HrComponents.Country_float11] field is used to store the minimum service year for full entitlement of fund balance on loan for components with subtype "1940". A resource can only take back the remaining balance if he / she work more than the minimum service years.

Country_float12 – Illness day 5/ bonus end date

The [HrComponents.Country_float12] field is shared to store the fifth range of illness days or the bonus end date. The [HrComponents.Country_float12] field is available for components with subtype "1100" and "1501" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment

Illness day 5: For component with subtype "1501", the [HrComponents.Country_float12] field is used to store the absent days for the resource. The number of days in this field is used when the number of absent days exceeds the fourth of illness days (stored in the [HrComponents.Country_float8] field). The resource is entitled to a specific percentage of illness payment, depending on the value stored in the [HrComponents.Country_float10] field. The [HrComponents.Country_float12] field is the fifth of five fields that stores such data. The other fields are [HrComponents.Country_float1] storing illness day 1, [HrComponents.Country_float4] storing illness day 2, [HrComponents.Country_float6] storing illness day 3 and [HrComponents.Country_float8] storing illness day 4.

Bonus end date: The [HrComponents.Country_float12] field is used to store the end date of a bonus period for components with subtype "1100". This field stores the end date to validate whether the bonus fall within the range for calculation.

Note: The [HrComponents.Country_foat10] field is enabled only if the frequency is set to once-only and must not be monthly in the [HrComponents.Country_ny1] field.

Country_ny1 – Prorate component

The [HrComponents.Country_ny1] field indicates whether the component is a prorate component in order to perform a prorate calculation. The [HrComponents.Country_ny1] field is available for components with subtype "1100", "1200", "1300", "1301", "1302" and "1400" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1200	Unpaid Leave
1300	Earning/deduction affect pension
1301	Earning/deduction affect provident fund
1302	Earning/deduction affect pension and provident fund
1400	Net earning/deduction

The value "0" indicates the prorate component is not included for calculation. The value "1" indicates the prorate component is included for calculation.

Note: The [HrComponents.Country_ny1] field is only enabled if the prorate component is based on any of the frequencies except for daily, hourly and once-only. The [HrComponents.Country_ny1] field stores the value "1" if it is filled for component with subtype "1200". This enables the [HrComponent.Country_ny1] field to use the [HrComponents.Country_char1] field to calculate the component overtime hourly wages.

Country_ny2 – Include current period

The [HrComponents.Country_ny2] field indicates whether the average period includes the current period in the indemnity benefits calculation for components with subtype "1000", "1100", "1300", "1301", "1302" and "1400" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1300	Deduction affect pension
1301	Deduction/earning affect provident fund
1302	Deduction/earning affect pension and provident fund
1400	Net deduction/earning

The value "0" indicates that the current period is not included for calculation. The value "1" indicates the current period is included in the average calculation (in the [HrComponents.Country_float9] field).

Country_ny3 – Exclude absences

The [HrComponents.Country_ny3] field indicates whether the service years exclude the absence days in the indemnity benefits calculation for components with subtype "1950" (stored in the [HrComponents.Comp_Sub_Type] field). This field indicates whether to exclude days charged to certain activities such as unpaid leave days in the calculation of service years or not. The value "0" indicates the calculated service years will exclude the absence days. The value "1" indicates the service year calculation will start from the resource employment start date to the period end date.

Note: The [HrComponents.Country_ny3] field is available for component with subtype "1950" only if the country code is set to "United Arab Emirates" in the company data settings (where the [Bedryf.LandCode] field has the value "AE") and provided the [HrComponents.Origin] field is defined as not applicable.

Country_ny4 – Include excess in indemnity benefits

The [HrComponents.Country_ny4] field indicates whether the excess of the pension amount is included in the calculation of indemnity benefits for component with subtype "2000" (stored in the [HrComponents. Comp_Sub_Type] field). This field is normally used when a resource has a pension amount that exceeds the limit set by the fund (the [HrComponents.Country_char4] field). The value "0" indicates it has not included the excess in indemnity benefits. The value "1" indicates the calculation of indemnity benefits will depend on the pension and the excess pension amount will be included in the base value for indemnity benefits.

Note: The [HrComponents.Country_ny4] field is available for component with subtype "2000" only if the pension fund type is "Takmeeli" in the [HrComponents.Country_char4] field.

Country_String1 – Employer reference number
The [HrComponents.Country_string1] field stores the employer reference number when a company declares the deduction components. The [HrComponents.Country_string1] field is available for the component with subtype "2000" (stored in the [HrComponents.Comp_Sub_Type] field).
Note: The [HrComponents.Country_string1] field is enabled only if the components are paid by employer for components with subtype "2000" (where the [HrComponents.Paid_By] field has the value "R").

14.7 Commission method components

All data from the commission method components (except for the N:M relations) are stored in the [HrComponents] table. Commission method components are only available in Exact e-Synergy. In this section, the fields in the [HrComponents] table that are used differently or have a specific value for commission method components are described.

Comp_Sub_Type – Component subtype
The [HrComponents.Comp_Sub_Type] field is filled with the value "7500" for commission method components.

Comp_Type – Component type
The [HrComponents.Comp_Type] field is filled with the value "P" for commission method components.

Country_char1 – Country specific character field 1
The [HrComponents.Country_char1] field stores the type of commission method. The following values can be used:

Value	Description
1	(Revenue) * %
2	(Revenue / Budget) % * Revenue * %
3	(Revenue)* % -/- costs
4	(Revenue/ Budget) % * Revenue * % -/- costs
5	(Revenue -/- Costs of employment) * % -/- Costs
6	(Revenue / Budget)% * (Revenue -/- Costs of employment) * % -/- Costs
7	(Revenue / Budget)% * Amount
8	(Revenue / Budget)% - Minimum % * Factor * Amount

Country_char2 – Country specific character field 2
The [HrComponents.Country_char2] field stores the base value method of the commission method component. The following values can be used:

Value	Description
A	Accounts
B	Project
C	Cost center
D	Division
G	Group
H	Holding
P	Cost center group
R	Resource

Country_float1 – Country specific number field 1
The [HrComponents.Country_float1] field stores the minimum percentage of the commission method component; below this minimum, no commission is calculated.

Country_float2 – Country specific number field 2
The [HrComponents.Country_float2] field stores the maximum percentage of the commission method component; above this maximum, no commission is calculated.

Country_float3 – Country specific number field 3
The [HrComponents.Country_float3] field stores the factor 1 that should be used if the type of commission method is "(Revenue / Budget) % - Minimum % * Factor * Amount" (so the [HrComponents.Country_char1] field has the value "8").

Country_float4 – Country specific number field 4
The [HrComponents.Country_float4] field stores the "Upgrade factor". The field indicates if factor 1 ([HrComponents.Country_float3] field) or factor 2 (the [HrComponents.Country_float5] field) should be used. If the percentage of (Revenue / Budget) is higher than the value of the "Upgrade factor" field, then factor 2 will be used; else factor 1 will be used.

Country_float5 – Country specific number field 5
The [HrComponents.Country_float5] field stores the factor 2 that should be used if the type of commission method is "(Revenue / Budget) % - Minimum % * Factor * Amount" (so the [HrComponents.Country_char1] field has the value "8").

Country_ny1 – Country specific no / yes field 1
The [HrComponents.Country_ny1] field indicates if the commission calculated is based on a cumulative or monthly basis.

Country_string1 – Country specific text field 1
The [HrComponents.Country_string1] field stores the cost center group linked to the commission method component. This field is only filled when the base value method has the value “Cost center group” (so the [HrComponents.Country_char2] field has the value “P”). The [HrComponents.Country_string1] field refers to the [CostCenterClasses.CostCenterClassNames] field.

Currency – Currency
The [HrComponents.Currency] field stores the currency of the commission method component. The user can select the currency manually. The [HrComponents.Currency] field refers to the [Valuta.ValCode] field.

Default_Percentage – Percentage of revenue
The [HrComponents.Default_Percentage] field stores the percentage of revenue.

Descr50_0 – Description
The [HrComponents.Descr50_0] field stores the description of the commission method component. Default value is “Commission” but can be changed by the user.

Edit_Resource_Level – Adjustable
The [HrComponents.Edit_Resource_Level] field indicates if the commission method component is adjustable at resource level.

EndDate – End date
The [HrComponents.EndDate] field stores the end date of the commission method component. The end date must lie behind the start date (the [HrComponents.StartDate] field).

OriginalCode – Budget version
The [HrComponents.OriginalCode] field stores the code of the budget version that is linked to the commission method component. The [HrComponents.OriginalCode] field refers to the [Bdgvrs.Bud_vers] field.

Parent_Code – Payroll component
The [HrComponents.Parent_Code] field stores the code of the payroll component that is linked to the commission method component. The [HrComponents.Parent_Code] field refers to the [HrComponents.Comp_Code] field.

StartDate – Start date
The [HrComponents.StartDate] field stores the start date of the commission method component.

Chapter 15 | HrComp_Resource - Resource specific components

15. HrComp_Resource - Resource specific components

15.1 General description

The [HrComp_Resource] table stores the information about the components per resource. Per country, some fields have specific values / definitions. These will be described per country, after the general description of the fields. The components that are supplied by Exact Software (of which the calculation is defined by law) are not linked to a resource. These components are automatically included in the payroll calculation, based on the resource specific payroll settings (the [HrPayroll] table).

15.2 HrComp_Resource field details

Amount – Amount
The [HrComp_Resource.Amount] field stores the amount of the resource specific component that will be used in the calculation. The default value is retrieved from the [HrComponents.Default_Amount] field. Whether or not it is possible to edit this default value depends on the [HrComponents.Edit_Resource_Level] field.

BankAccount – Bank account
The [HrComp_Resource.BankAccount] field stores the bank account to which an amount will be paid. The value of this field will be copied from the [HrComponents.BankAccount] field if available and depending on the component can be changed when linking the component to a resource. The [HrComp_Resource.BankAccount] field refers to the [Bnkacc.Bnknr] field and the [Bnkkop.Bank_rek] field.

Comp_Code – Component
The [HrComp_Resource.Comp_Code] field stores the code of the component that is linked to the resource. The [HrComp_Resource.Comp_Code] field refers to the [HrComponents.Comp_Code] field.

CompanyCode – Company code
The [HrComp_Resource.CompanyCode] field stores the code of the division to which the resource belongs to (at the moment the component is linked to the resource). The value from the field [Humres.Comp] will be copied to the [HrComp_Resource.CompanyCode] field. The user cannot change this field. The [HrComp_Resource.CompanyCode] field refers to the [Bedryf.Bedrnr] field.

ComponentGuid – Component Guid
The [HrComp_Resource.ComponentGuid] field stores the unique ID for the resource specific component. The [HrComp_Trans.ComponentGuid] field refers to this field to have a clear link between the [HrComp_Trans] table and the [HrComp_Resource] table.

Contract – Contract
The [HrComp_Resource.Contract] field indicates if a component is linked to a contract. This field is only used if a country uses the contract system in e-Payroll (currently only Spain, Germany and Austria). The value "0" indicates that the component for this resource is not used in the contract system; the value "1" or higher indicates that the component for this resource is used in the contract system.
Note: Contracts are stored as records in the [HrPayroll] table where [HrPayroll.Type] = "C".

Country_char1 – Country specific character field 1
The [HrComp_Resource.Country_char1] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char2 – Country specific character field 2
The [HrComp_Resource.Country_char2] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char3 – Country specific character field 3
The [HrComp_Resource.Country_char3] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_date1 – Country specific date field 1
The [HrComp_Resource.Country_date1] field is used to store overtime date while was previously was stored in hrcomp_resource.country_float1.
(For Malaysian legislation)

Country_date2 – Country specific date field 2
The [HrComp_Resource.Country_date1] field is used to store overtime date while was previously was stored in hrcomp_resource.country_float2.
(For Malaysian legislation)

Country_float1 – Country specific number field 1
The [HrComp_Resource.Country_float1] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float2 – Country specific number field 2
The [HrComp_Resource.Country_float2] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float3 – Country specific number field 3
The [HrComp_Resource.Country_float3] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float4 – Country specific number field 4
The [HrComp_Resource.Country_float4] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float5 – Country specific number field 5
The [HrComp_Resource.Country_float5] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny1 – Country specific no / yes field 1
The [HrComp_Resource.Country_ny1] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny2 – Country specific no / yes field 2
The [HrComp_Resource.Country_ny2] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny3 – Country specific no / yes field 3
The [HrComp_Resource.Country_ny3] field is used to define country specific details for a resource specific component. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Creditor – Creditor
The [HrComp_Resource.Creditor] field stores the creditor number linked to the resource specific component. The [HrComp_Resource.Creditor] field refers to the [Cicmpy.Crdnr] and [DivisionCreditors.Creditor] fields. The [HrComp_Resource.Creditor] field will be default filled with the value of the [HrComponents.Account] field for component of type "D" and "T". For other component types, the field will be default filled with the value of the [Humres.Creditor] field.

Creditor_Account – Creditor account
The [HrComp_Resource.Creditor_Account] field stores the general ledger account number on which the outstanding items will be created for the resource specific component. The value of the [HrComponents.Creditor_Account] field will be copied to the [HrComp_Resource.Creditor_Account] field. The [HrComp_Resource.Creditor_Account] field refers to the [Grtbk.Reknr] field.
Note: In some country specific functionality, the value can be defined for certain resource specific components (depending on the subtype of the component (the [HrComponents.Comp_Sub_Type] field).

Creditor_CostCenter – Cost center
The [HrComp_Resource.Creditor_CostCenter] field is not used.

Creditor_CostUnit – Cost unit
The [HrComp_Resource.Creditor_CostUnit] field is not used.

Deviating_descr50 – Deviating description
The [HrComp_Resource.Deviating_descr50] field stores the deviating description of the resource specific component. By default the description of the component will be used (the [HrComponents.Descr50] field).

Division – Division
The [HrComp_Resource.Division] field stores the division code. The [HrComp_Resource.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocAttachmentID – Attachment ID
A user can add an attachment to the resource specific component. The attachment can contain additional information which is relevant to the resource specific component. The attachment can be any type of file, such as an Excel sheet, an image, or a Word document. Attachments are stored as documents in the [BacoDiscussions] table, which is the central document table. The system uses the attachment id field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComp_Resource.DocAttachmentID] field refers to the [BacoDiscussions.ID] field.

EndDate – End date
The [HrComp_Resource.EndDate] field stores the end date of the resource specific component. If the end date lies before the current date, the resource specific component is inactive. If there are resource specific components with the same code (the [HrComp_Resource.Comp_Code] field), then the end date of the first resource specific component must lie before the start date of the second resource specific component.

HourlyWage – Hourly wage
The [HrComp_Resource.HourlyWage] field stores the hourly wage for the resource specific component. When linking such a component to a resource, the hourly wage will be calculated (if enabled) using the amount stored in the [HrComp_Resource.Amount] field and the hours per day and days per week values. The user can also manually fill an hourly wage.
Note: By default, the hours per day and days per week values are retrieved from the work schedule of the resource. Per country different calculation methods can apply.

ID – ID
The [HrComp_Resource.ID] field stores the system generated database record identification number. This field is not functionally used.

Job_Title – Job title
The [HrComp_Resource.Job_Title] field stores the job title of the resource to which a component is linked. For wage scale components, via the job title, the job group is determined. Based on the job group the amount can be retrieved from the wage scale in case the job group is one of the dimensions in the wage scale. The [HrComp_Resource.Job_Title] field refers to the [Hrjbtl.Job_Title] field.

Ledger_Account – General ledger account number
The [HrComp_Resource.Ledger_Account] field stores the general ledger account number on which the costs and revenues will be booked for this resource specific component. The value of the [HrComponents.Ledger_Account] will be copied to this field.
Note: In some country specific functionality, the value can be defined for certain resource specific components (depending on the subtype of the component (the [HrComponents.Comp_Sub_Type] field).

Ledger_CostCenter – Cost center
The [HrComp_Resource.Ledger_CostCenter] field stores the cost center for which a deviating general ledger account number is defined for the resource specific component. The [HrComp_Resource.Ledger_CostCenter] field is filled with the cost center of the resource (the [Humres.CostCenter] field) by default. The [HrComp_Resource.Ledger_CostCenter] field refers to the [Kstpl.KstplCode] field.
Note: At the moment, it is only possible in German, Austrian or US legislation to define the deviating cost center for the resource specific component.

Ledger_CostUnit – Cost unit
The [HrComp_Resource.Ledger_CostUnit] field stores the cost unit for which a deviating general ledger account number is defined for the resource specific component. The [HrComp_Resource.Ledger_CostUnit] field refers to the [Kstdr.KstdrCode] field.
Note: At the moment, it is only possible in German or Austrian legislation to define the deviating cost unit the resource specific component.

LocalCode – Local code
The [HrComp_Resource.LocalCode] field stores the city or community for which the resource specific component is used. The value of the [HrComponents.LocalCode] is copied to this field.

Notes – Notes
The user can add a note to a resource specific component. Notes are stored as documents in the [BacoDiscussions] table, which is the central document table of Exact Globe 2003 and Exact e-Synergy. The system uses the [HrComp_Resource.Notes] field to store a unique reference to the document in the [BacoDiscusssions] table. The [HrComp_Resource.Notes] field refers to the [BacoDiscussions.ID] field.

Number – Number
The [HrComp_Resource.Number] field stores the quantity of the resource specific component. During the payroll calculation, this quantity will be multiplied by the amount of the resource specific component (the [HrComp_Resource.Amount] field) or when interpreted as hourly it will be multiplied by the hourly wage (the [HrComp_Resource.HourlyWage] field).
Note: Whether or not the [HrComp_Resource.Number] field is available for a component or not depends on the country. For more information see the Country specific section(s).

Number_Days_Period – Number of days per period
The [HrComp_Resource.Number_Days_Period] field stores number of days per period if applicable for the resource specific component.
Note: The [HrComp_Resource.Number_Days_Period] field is only available in Austrian and German legislation.

Paid_By – Paid by
The [HrComp_Resource.Paid_By] field indicates who will pay the component. The value of the [HrComponents.Paid_By] field is copied to this field. The [HrComp_Resource.Paid_By] field refers to the DDTests table which contains the following values for this field:

Value	Description
E	Employee
R	Employer

Note: The [HrComp_Resource.Paid_By] field should not be used anymore. The [HrComponents.Paid_By] field is currently used for all validations.

Percentage – Percentage
The [HrComp_Resource.Percentage] field stores the percentage that will be used in the calculation of the resource specific component. This field is only filled if the component is handled as a percentage (so the [HrComponents.Unit] field has the value "P"). Whether or not the [HrComp_Resource.Percentage] field can be edited, depends on the [HrComponents.Edit_Resource_Level] field.

Priority – Priority
The [HrComp_Resource.Priority] field indicates which premium / tax components should be calculated first and which should be calculated after these first components. This functionality will be used in situations where the resource does not have enough salary to pay all premiums / taxes. The components with the lowest priority will be calculated first until the maximum amount that should be deducted is reached.
Note: The [HrComp_Resource.Priority] field is only available in US legislation.

Project – Project
The [HrComp_Resource.Project] field stores the project code which is linked to the resource specific component. The project cannot be manually entered by the user, but is filled by the "Detachering" application or the PSA module. The project is used in E-Payroll to print the project name, account and account address on the payroll slip per period, per project and per component. The [HrComp_Resource.Project] field refers to the [PrProject.ProjectCode] field.

ReferenceCode – Reference code
The [HrComp_Resource.ReferenceCode] field stores a reference to a cost price component. Based on this cost price component, the cost price and sales price can be calculated and used for invoicing hours and components to the customers. The reference code is filled by the "Detachering" application (in Exact e-Synergy) and cannot be manually adjusted in the resource specific components. The [HrComp_Resource.ReferenceCode] field refers to the [HrComponents.Comp_Code] field.

ReferenceNr1 – Reference
The [HrComp_Resource.ReferenceNr1] field stores a reference number for the resource for a third party like the Tax Authority or the Social Security Organization (only when the social security number is not used there). Whether or not this field is available when linking a component to a resource is country dependent. If the [HrComp_Resource.ReferenceNr1] field is filled, and a general ledger account number of the type "Creditor account" is linked in the [HrComp_Resource.Creditor_Account] field, then this reference is processed as payment description (the [Gbkmut.Betaalref] / the [BankTransactions.OffsetReference] fields).
Note: The [HrComp_Resource.ReferenceNr1] field is only available in Dutch and Malaysian legislation.

ReferenceNr2 – Extra reference
The [HrComp_Resource.ReferenceNr2] field is not used.

Res_ID – Resource ID
The [HrComp_Resource.Res_ID] field stores the ID of the resource to which the component is linked. The [HrComp_Resource.Res_ID] field refers to the [Humres.Res_ID] field.

SalaryScale – Salary scale
The [HrComp_Resource.SalaryScale] field stores the scale of the resource specific component. This field is used to retrieve the correct amount (from the corresponding component for that specific scale). This field is only available if the component has "Scale" as one of the dimensions (so components where [HrComponents.JobActivity] has "S" in the value). The [HrComp_Resource.SalaryScale] field refers to the [HrFree.RecKey] field (where the [HrFree.FileType] field equals "SC").
Note: For components with the entity "Scale", amounts can be defined for the available scales (which are stored in the [HrFree] table). These amounts (scale lines) are stored as child components of the main component. The value of the resource specific component (the [HrComp_Resource.Amount] field) is retrieved from these scale lines.

Scale – Scale
The [HrComp_Resource.Scale] field stores the job level of the resource specific component. This field is only available if the selected component has "Job level" as one of the dimensions (so components where [HrComponents.JobActivity] has "L" in the value). The value of the [HrComp_Resource.Scale] field lies between the minimum and maximum job level for the job title of the resource (the [Hrjbtl.ScaleMin] and [Hrjbtl.ScaleMax] fields) if the selected component does not include "Scale" as dimension. The value of the [HrComp_Resource.Scale] field refers to the [HrComponents.Scale] field if the selected component also includes "Scale" as dimension.

StartDate – Start date
The [HrComp_Resource.StartDate] field stores the start date of the resource specific component. If 2 or more resource specific components with the same code exist, then the start date of the second resource specific component with the same code has to lie after the end date (the [HrComp_Resource.EndDate] field) of the first resource specific component.

StateCode – State code
The [HrComp_Resource.StateCode] field stores the code of the state of the resource specific component. The value of the [HrComponents.StateCode] field is copied to this field.
Note: The [HrComp_Resource.StateCode] field is only used in German and USA legislation.

Syscreated – Syscreated
The [HrComp_Resource.Syscreated] field stores the date and time when a component was created. The system populates this field for all components.

Syscreator – Syscreator
The [HrComp_Resource.Syscreator] field stores the creator of a component. The system populates this field for all components. The [HrComp_Resource.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrComp_Resource.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all components.

Sysmodified – Sysmodified
The [HrComp_Resource.Sysmodified] field stores the date and time when a component was last modified. Initially, this field contains the creation date. When a user modifies a component, the date and time stored in the [HrComp_Resource.Sysmodified] field are changed to the date and time of modification. The system populates this field for all components.

Sysmodifier – Sysmodifier
The [HrComp_Resource.Sysmodifier] field stores the ID of the person who modified a component. Initially, this field contains the creator ID. When a user modifies a component, the modifier ID stored in the [HrComp_Resource.Sysmodifier] field is changed to the ID of the user who modified the component. The system populates this field for all components. The [HrComp_Resource.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrComp_Resource.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the components in created or changed order. The system assigns a new timestamp for each new component and updates the timestamp of the changed components. The system uses the timestamp for replication. The replication process uses only the components that have the latest timestamp, which means that the target system receives only the new or updated components.

15.3 Country specific field details - Netherlands (NL)

Number – Number
The [HrComp_Resource.Number] field stores the quantity of the resource specific component. During the payroll calculation, this quantity will be multiplied by the amount of the resource specific component (the [HrComp_Resource.Amount] field). The [HrComp_Resource.Number] field is only available for the following components:

- Hour components where the origin is “Time” (so components where the [HrComponents.Comp_Sub_Type] field has the value “1850” or “1860” and where the [HrComponents.Origin] field has the value “T”),
- Components of type “Bruto kilometer vergoeding” or “Netto kilometer vergoeding” (so components where the [HrComponents.Comp_Sub_Type] field has the value “1800” or “1810”),
- Hour components where the origin of numbers or days of the component (the [HrComponents.Origin] field) has the value “N”.
- Components that
    - are paid by the hour (so the [HrComponents.PaymentPeriod] = “H”)
    - where the origin of number or days of the component has the value “N” (so the [HrComponents.Origin] field has value “N”).
    - are one of the following subtypes
        - “Bruto toeslag” ([HrComponents.Comp_Sub_Type] = “1020”)
        - “Netto te bruteren toeslag” ([HrComponents.Comp_Sub_Type] = “1030”)
        - “Netto inhouding” ([HrComponents.Comp_Sub_Type] = “1100”)
        - “Netto toeslag type onkostenvergoeding” ([HrComponents.Comp_Sub_Type] = “1120”)
        - “Fiscale bijtelling” ([HrComponents.Comp_Sub_Type] = “1200”)
        - “Netto te bruteren fiscale bijtelling” ([HrComponents.Comp_Sub_Type] = “1210”)
        - “Loon in natura” ([HrComponents.Comp_Sub_Type] = “1400”)
        - “Fiscale bijtelling in natura” ([HrComponents.Comp_Sub_Type] = “1700”)

15.4 Country specific field details - China (CN)

Bankaccount – Bank account

The [HrComp_Resource.Bankaccount] field stores the bank account number that are copied from the [HrComponents.bankaccount] field, once the [HrComponents.bankaccount] field is filled with the back account number. The [HrComp_Resource.Bankaccount] field is filled for components with subtype “2000”, “2100”, “2200”, “2300”, “2400”, “2500”, “4100” (at the [HrComponents.Comp_sub_type] field) . The component’s subtype has the following descriptions:

Subtype	Description
2000	Pension Insurance
2100	Unemployment Insurance
2200	Medical Insurance
2300	Maternity Insurance
2400	Injury Insurance
2500	Housing Fund
4100	Supplementary bank account

Depending on the amount or the percentage that has been entered to this component, if this field is filled, the net salary will be allocated to the [HrComp_Resource.Bankaccount] field. The remaining of the net salary will be allocated to the resource’s default bank account in the [HUMRES.bankac_0] field.

Country_float1 – Fixed base value

The [HrComp_Resource.Country_float1] field stores the fixed base value for deduction. The [HrComp_Resource.Country_float1] field is filled for only social insurance and housing fund components with subtype “2000”, “2100”, “2200”, “2300”, “2400” and “2500” at the [HrComponents.Comp_sub_type] field. The component’s subtype has the following descriptions:

Subtype	Description
2000	Pension Insurance
2100	Unemployment Insurance
2200	Medical Insurance
2300	Maternity Insurance
2400	Injury Insurance
2500	Housing Fund

Note: If the [HrComp_Resource.Country_float1] field stores an amount, then the [HrComp_Trans.Cal_country_float1] field will calculate the fixed base value with this amount.

Number – Quantity

The [HrComp_Resource.Number] field stores the total amount of overtime rate and allowances. The [HrComp_Resource.Number] field is only filled for components with subtype "1100", "1200", "1300", "1350", "1400" and "1450" at the [HrComponents.Comp_sub_type] field , provided the [HrComponents.Origin] field is defined as not applicable (N/A). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction

15.5 Country specific field details - Malaysia (MY)

BankAccount – Bank account

The [HrComp_Resource.BankAccount] field stores the bank account number. The [HrComp_Resource.BankAccount] field is filled for components with subtype "2100", "2101", "2102", "2103", "2104", "2105", "3000", "3100" and "4100" (stored in the [HrComponents.Comp_Sub_Type] field) to store the supplementary bank account of the resource specific component . The component's subtype has the following descriptions:

Subtype	Description
2100	Employee Provident Fund (EPF)
2101	Social Security Organization (SOCSO)
2102	Human Resource Development Fund
2103	Non-monetary benefits
2104	Amanah Saham Nasional
2105	Tabung Haji
3000	Scheduled tax deduction (PCB)
3100	CP38 deduction
4100	Supplementary bank account

Country_float1 – Overtime date

The [HrComp_Resource.Country_float1] field stores the overtime date of a resource who worked overtime. This field is also used to retrieve the correct basic salary amount to calculate the overtime wage. The [HrComp_Resource.Country_float1] field is only available for component with subtype "1200" which is the overtime (daily) component.

Number – Quantity

The [HrComp_Resource.Number] field stores the number/quantity for the components with subtype "1200" and "1300" provided the [HrComponents.Origin] field has the value 'N'. The component's subtype has the following descriptions:

Subtype	Description
1200	Overtime (Daily)
1300	Fixed allowance

15.6 Country specific field details - Middle East (AE)

Country_float1 – Offset balances

The [HrComp_Resource.Country_float1] field indicates whether to offset the outstanding loan balance for component with subtype "1610" (stored in the [HrComponents.Comp_Sub_Type] field). The value "0"" indicates it has not included the offset amount in the loan balances. The value "1" indicates the outstanding balance is being offset and deducted from the current loan which applies to the same period.

ReferenceNr1 – Installment amount

The [HrComp_Resource.ReferenceNr1] field stores the monthly installment amount for the loan repayment in a number of periods. The [HrComp_Resource.ReferenceNr1] field is available for component with subtype of "1610", "1951" and "1960" (stored in the [HrComponents.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1610	Loan
1951	Loan against indemnity benefits (N)
1960	Accrual of expenses

ReferenceNr2 – Reference of loan repayment

The [HrComp_Resource.ReferenceNr2] field stores the reference and relation within the loan repayment. This field is used to link the installments for repayment calculation purpose. The [HrComp_Resource.ReferenceNr2] field is available for component with subtype of "1610" and "1960" (stored in the [HrComponents.Comp_Sub_Type] field).

Note: The [HrComp_Resource.ReferenceNr2] field is stored in the format of ‹Res_ID›-‹YYYY›-‹MM›-‹Number›. The value in the 'Number' is a running number and it will increase if there is more than one component using the [HrComp_resource.ReferenceNr2] field.

Chapter 16 | HrComp_Trans - Payroll transactions

16. HrComp_Trans - Payroll transactions

16.1 General description

The [HrComp_Trans] table stores the payroll transactions that are generated during a payroll calculation. The generated payroll transactions are the result of the resource specific components, the resource specific payroll settings (which will amongst others trigger including the components that are supplied by Exact Software and not linked to a resource), the component definitions and the planning of the resource (the MRS records). During a payroll calculation, the country specific rules are applied.

16.2 HrComp_Trans field details

Amount_Costs – Costs
The [HrComp_Trans.Amount_Costs] field stores the employer costs of the calculated component. Whether or not costs are calculated for a component depends on the calculation of the component, which is country specific. For a calculation per year / period / resource / run number, the sum of the [HrComp_Trans.Amount_Costs] and the [HrComp_Trans.Amount_To_Be_Paid] equals “0.00”.

The following generally applies:

- If the [HrComp_Trans.Comp_Type] field = “F” and the [HrComp_Trans.Paid_By] field = “E”, then the [HrComp_Trans.Amount_To_Be_Paid] field is filled;
- If the [HrComp_Trans.Comp_Type] field = “D” and the [HrComp_Trans.Paid_By] field = “E”, then the [HrComp_Trans.Amount_To_Be_Paid] field is filled;
- If the [HrComp_Trans.Comp_Type] field = “T” and the [HrComp_Trans.Paid_By] field = “E”, then the [HrComp_Trans.Amount_To_Be_Paid] field is filled;
- If the [HrComp_Trans.Comp_Type] field = “B” and the [HrComp_Trans.Paid_By] field = “E”, then the [HrComp_Trans.Amount_To_Be_Paid] field is filled;
- If the [HrComp_Trans.Comp_Type] field = “R” and the [HrComp_Trans.Paid_By] field = “E”, then the [HrComp_Trans.Amount_To_Be_Paid] field is filled;
- If the [HrComp_Trans.Comp_Type] field = “F” and the [HrComp_Trans.Paid_By] field = “R”, then the [HrComp_Trans.Amount_Costs] field is filled;
- If the [HrComp_Trans.Comp_Type] field = “D” and the [HrComp_Trans.Paid_By] field = “R”, then the [HrComp_Trans.Amount_Costs] field and the [HrComp_Trans.Amount_To_Be_Paid] field are filled;
- If the [HrComp_Trans.Comp_Type] field = “T” and the [HrComp_Trans.Paid_By] field = “R”, then the [HrComp_Trans.Amount_Costs] field and the [HrComp_Trans.Amount_To_Be_Paid] field are filled;
- If the [HrComp_Trans.Comp_Type] field = “R” and the [HrComp_Trans.Paid_By] field = “R”, then the [HrComp_Trans.Amount_Costs] field and the [HrComp_Trans.Amount_To_Be_Paid] field are filled;
- For “Payment in kind” components, the [HrComp_Trans.Amount_Costs] field and the [HrComp_Trans.Amount_To_Be_Paid] field are filled.

Note: For more information see the Country specific section(s).

Amount_To_Be_Paid – Amount to be paid
The [HrComp_Trans.Amount_To_Be_Paid] field stores the amount that has to be paid to the employee or a third party. Whether or not an amount will have to be paid for a component depends on the calculation of the component, which is country specific. For a calculation per year / period / resource / run number, the sum of the [HrComp_Trans.Amount_Costs] and the [HrComp_Trans.Amount_To_Be_Paid] equals "0.00". For information about the general rule when the [HrComp_Trans.Amount_To_Be_Paid] field is filled, see the description of the [HrComp_Trans.Amount_Costs] field.
Note: For more information see the Country specific section(s).

BankAccount – Bank account
The [HrComp_Trans.BankAccount] field stores the main bank account of the creditor that is applicable for the component. The value of the [HrComp_Trans.BankAccount] field is retrieved from the [HrComp_Resource.BankAccount] field or from the [HrComponents.BankAccount] field. The [HrComp_Trans.BankAccount] field refers to the [Bnkacc.Banknr] field and the [Bnkkop.Bank_rek] field.
Note: If the value in this field is "NULL" and a general ledger account number of the type "Creditor" account is linked to the component, then it is assumed it is a cash payment.

Base_Value – Base value
The [HrComp_Trans.Base_Value] field stores the base value for the calculation of the component. What exactly is stored in this field is depending on the country. For more information see the Country specific section(s).

Calc_Country_float1 – Country specific number calculation field 1
The [HrComp_Trans.Calc_Country_float1] field stores country specific calculation details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Calc_Country_float2 – Country specific number calculation field 2
The [HrComp_Trans.Calc_Country_float2] field stores country specific calculation details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Calc_Country_float3 – Country specific number calculation field 3
The [HrComp_Trans.Calc_Country_float3] field stores country specific calculation details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CalculationDate – Calculation date
The [HrComp_Trans.CalculationDate] field stores the date on which the component was calculated. The value of this field can also be used to determine in which period in E-Account the component will be journalized when the payroll slip is final printed. The [HrComp_Trans.CalculationDate] in combination with the period-date table (the [Perdat] table) is used to retrieve the correct financial period. The calculation date is used for this purpose when no deviating entry date is entered in the journalizing screen.
Note: All lines in one entry for a resource should have the same date; otherwise the financial entry will not be balanced on the date.

Comp_Code – Component
The [HrComp_Trans.Comp_Code] field stores the code of the component that is used in the payroll calculation. The [HrComp_Trans.Comp_Code] field refers to the [HrComponents.Comp_Code] field.

Comp_Sub_Type – Component subtype
The [HrComp_Trans.Comp_Sub_Type] field stores the subtype of the component that is used in the payroll calculation. The subtype defines how a component behaves within the calculation and on overviews. The value of this field is copied from the [HrComponents.Comp_Sub_Type] field. The values used in the [HrComp_Trans.Comp_Sub_Type] field are country dependent. For more information see the Country specific section(s).

Comp_Type – Component type
The [HrComp_Trans.Comp_Type] field indicates the type of the component that is used in the payroll calculation. This field is used for general validations and selections on reports. The type of component is dependent on the relation this component is meant for. The value of the [HrComp_Trans.Comp_Type] field is copied from the [HrComponents.Comp_Type] field. The [HrComp_Trans.Comp_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
B	Bank accounts
D	Deduction
F	Financial components
R	Reservation
T	Tax
Y	Cost allocation

CompanyCode – Company code
The [HrComp_Trans.CompanyCode] field stores the code of the division for which the payroll calculation is made. The user cannot change this field. The value of the [HrComp_Trans.CompanyCode] field is retrieved from the [Humres.Comp] field. The [HrComp_Trans.CompanyCode] field refers to the [Bedryf.Bedrnr] field.

ComponentGuid – Component Guid
The [HrComp_Trans.ComponentGuid] field stores the unique ID of the resource specific component that is used in the payroll calculation. The [HrComp_Trans.ComponentGuid] field is copied from the [HrComp_Resource.ComponentGuid] field.

Contract – Contract
The [HrComp_Trans.Contract] field indicates if a component is linked to a contract. For components created during the calculation, the contract number must be filled. The [HrComp_Trans.Contract] field is copied from the [HrComp_Resource.Contract] field.
Note: This field is only used if a country uses the contract system in e-Payroll (currently only Spain, Germany and Austria). Per contract the sum of [HrComp_Trans.Amount_Cost] and the [HrComp_Trans.Amount_To_Be_Paid] column must be “0.0”.

Country – Country
The [HrComp_Trans.Country] field stores the code of the country that is used in the payroll calculation. For one legislation, the country will always be the same. Per year / period / resource, the country must always be the same. The [HrComp_Trans.Country] field refers to the [Land.LandCode] field.

Country_char1 – Country specific character field 1
The [HrComp_Trans.Country_char1] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char2 – Country specific character field 2
The [HrComp_Trans.Country_char2] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char3 – Country specific character field 3
The [HrComp_Trans.Country_char3] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char4 – Country specific character field 4
The [HrComp_Trans.Country_char4] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char5 – Country specific character field 5
The [HrComp_Trans.Country_char5] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char6 – Country specific character field 6
The [HrComp_Trans.Country_char6] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char7 – Country specific character field 7
The [HrComp_Trans.Country_char7] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char8 – Country specific character field 8
The [HrComp_Trans.Country_char8] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_char9 – Country specific character field 9
The [HrComp_Trans.Country_char9] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float1 – Country specific number field 1
The [HrComp_Trans.Country_float1] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float2 – Country specific number field 2
The [HrComp_Trans.Country_float2] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float3 – Country specific number field 3
The [HrComp_Trans.Country_float3] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float4 – Country specific number field 4
The [HrComp_Trans.Country_float4] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float5 – Country specific number field 5
The [HrComp_Trans.Country_float5] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_float6 – Country specific number field 6
The [HrComp_Trans.Country_float6] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny1 – Country specific no / yes field 1
The [HrComp_Trans.Country_ny1] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny2 – Country specific no / yes field 2
The [HrComp_Trans.Country_ny2] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny3 – Country specific no / yes field 3
The [HrComp_Trans.Country_ny3] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny4 – Country specific no / yes field 4
The [HrComp_Trans.Country_ny4] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny5 – Country specific no / yes field 5
The [HrComp_Trans.Country_ny5] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny6 – Country specific no / yes field 6
The [HrComp_Trans.Country_ny6] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny7 – Country specific no / yes field 7
The [HrComp_Trans.Country_ny7] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny8 – Country specific no / yes field 8
The [HrComp_Trans.Country_ny8] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny9 – Country specific no / yes field 9
The [HrComp_Trans.Country_ny9] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny10 – Country specific no / yes field 10
The [HrComp_Trans.Country_ny10] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny11 – Country specific no / yes field 11
The [HrComp_Trans.Country_ny11] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny12 – Country specific no / yes field 12
The [HrComp_Trans.Country_ny12] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny13 – Country specific no / yes field 13
The [HrComp_Trans.Country_ny13] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny14 – Country specific no / yes field 14
The [HrComp_Trans.Country_ny14] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny15 – Country specific no / yes field 15
The [HrComp_Trans.Country_ny15] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny16 – Country specific no / yes field 16
The [HrComp_Trans.Country_ny16] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny17 – Country specific no / yes field 17
The [HrComp_Trans.Country_ny17] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_ny18 – Country specific no / yes field 18
The [HrComp_Trans.Country_ny18] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country_string1 – Country specific text field
The [HrComp_Trans.Country_string1] field stores country specific details for a payroll transaction. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Creditor – Creditor
The [HrComp_Trans.Creditor] field stores the creditor number linked to the resource specific component that is used in the payroll calculation. The value of this field is retrieved from the [HrComp_Resource.Creditor] field or the [HrComponents.Account] field if the [HrComp_Resource.Creditor] field is empty. If both fields are empty, then it is assumed that the component used in the payroll calculation is applicable for the creditor of the resource (the [Humres.Crdnr] field). The [HrComp_Trans.Creditor] field refers to the [Cicmpy.Crdnr] field and the [DivisionCreditors.Creditor] field.

Creditor_Account – General ledger account number
The [HrComp_Trans.Creditor_Account] field stores the general ledger account number on which the outstanding items will be created for the component used in the payroll calculation. The value of this field is retrieved from the [HrComp_Resource.Creditor_Account] field or the [HrComponents.Creditor_Account] field if the [HrComp_Resource.Creditor_Account] field is empty. The [HrComp_Trans.Creditor_Account] field refers to the [Grtbk.Reknr] field.
Note: The [HrComp_Trans.Creditor_Account] field is linked to the [HrComp_Trans.Amount_To_Be_Paid] field. The amount to be paid will be processed to the general ledger account number defined in the [HrComp_Trans.Creditor_Account] field.

Creditor_CostCenter – Cost center
The [HrComp_Trans.Creditor_CostCenter] field is not used.

Creditor_CostUnit – Cost unit
The [HrComp_Trans.Creditor_CostUnit] field is not used.

Currency – Currency
The [HrComp_Trans.Currency] field stores the currency in which the component is calculated. The value depends on the legislation and cannot be changed by the user. Per legislation only one currency can exist. The [HrComponents.Currency] field refers to the [Valuta.ValCode] field.
Note: The [HrComp_Trans.Currency] field is used to fill the [Amutas.ValCode] field during the financial processing.

Declaration_Date – Declaration date
The [HrComp_Trans.Declaration_Date] field stores the date on which a declaration has been made for this component (for example to the Tax Authority or Industrial Insurance Board). This field will only be filled if the [HrComp_Trans.Declaration_Made] field has value "1".

Declaration_Made – Declaration made
The [HrComp_Trans.Declaration_Made] field indicates whether or not a declaration has been made for this component (for example to the Tax Authority or Industrial Insurance Board). The value "0" indicates that no declaration is made; the value "1" indicates that a declaration has been made.

Declaration_Number – Declaration number
The [HrComp_Trans.Declaration_Number] field stores the number of the declaration that was made. This field will only be filled if the [HrComp_Trans.Declaration_Made] field has value "1".

Declaration_Period – Declaration period
The [HrComp_Trans.Declaration_Period] field stores the period for which a declaration is made. The frequency that a declaration is sent will be monthly or 4-weekly. Most of the time the declaration period will be equal to the payroll periods, but in the following cases this will be different from the payroll period and so it is necessary to store the declaration period separately:

- Payment period weekly: these resources will be declared per four weeks, so declaration period 1 will contain payroll period 1 until 4;
- Payment period quarterly: these resources will be declared per month but are paid per quarter. In this case the resource will be declared per month but the payroll transactions will be declared in each third period;
- Payment period daily: these resources will be declared per four weeks or per month.

Declaration_Sequence – Declaration sequence
The [HrComp_Trans.Declaration_Sequence] field stores an (internal) sequence number of a declaration. Since it is possible that more than one additional or correction declaration is created (for the same declaration period), this field is used to make a difference between the separate declarations.

Deviating_descr50 – Deviating description
The [HrComp_Trans.Deviating_descr50] field stores the deviating description of the component in the payroll calculation. The value of this field is retrieved from the [HrComp_Resource.Deviating_descr50] field. This description is printed on the payroll slips and used as description in the financial transactions.

Division – Division
The [HrComp_Trans.Division] field stores the division code. The [HrComp_Trans.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocAttachmentID – Attachment ID
A user can add an attachment to the component during the payroll calculation. The attachment can contain additional information which is relevant to the component in the payroll calculation. The attachment can be any type of file, such as an Excel sheet, an image, or a Word document. Attachments are stored as documents in the [BacoDiscussions] table, which is the central document table. The system uses the attachment id field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComp_Trans.DocAttachmentID] field refers to the [BacoDiscussions.ID] field.

Entry_Amount – Amount entered
The [HrComp_Trans.Entry_Amount] field stores the amount for the component that is entered during the payroll calculation. When payroll transactions are generated, the value of this field is copied from the [HrComp_Resource.Amount] field. When manually entering or modifying a component during the payroll calculation, the amount entered by the user is stored in the

[HrComp_Trans.Entry_Amount] field. When the component is generated during calculation or when the [HrComp_Trans.Unit] field has the value "P", this field has the value "0". During the calculation, this field may not be changed (except for components created during the calculation) to prevent difficulties during recalculations.
Note: The [HrComp_Trans.Entry_Amount] field is only available if the [HrComp_Trans.Unit] field has the value "A".

Entry_Percentage – Percentage entered
The [HrComp_Trans.Entry_Percentage] field stores the percentage for the component that is entered during the payroll calculation. When payroll transactions are generated, the value of this field is copied from the [HrComp_Resource.Percentage] field. When manually entering or modifying a component during the payroll calculation, the percentage entered by the user is stored in the [HrComp_Trans.Entry_Percentage] field. When the component is generated during calculation or when the [HrComp_Trans.Unit] field has the value "A", this field has the value "0". During the calculation, this field may not be changed (except for components created during the calculation) to prevent difficulties during recalculations.

Value	Description	Remark
A	Absence	Not used
B	Budget	Not used
C	Conversion	Record originates from a conversion
E	Entered	Component was recalculated or added using the entry application
G	Generated	Component was generated during the calculation
I	Input	Component was generated using the generate entries application
P	Project	Not used
W	Retroactively	Records are created by the retroactive calculation

Note: The [HrComp_Trans.Entry_Percentage] field is only available if the [HrComp_Trans.Unit] field has the value "P".

Entryorigin – Origin
The [HrComp_Trans.Entryorigin] field stores the origin of the component that is used in the payroll calculation. The [HrComp_Trans.Entryorigin] field refers to the DDTests table which contains the following values for this field:

FormulaField – Formula
The [HrComp_Trans.FormulaField] field stores the formula of the component that is used in the payroll calculation. The value of this field is copied from the [HrComponents.FormulaField].

HourlyWage – Hourly wage
The [HrComp_Trans.HourlyWage] field stores the hourly wage for the component that is used in the payroll calculation. The value of the [HrComp_Trans.HourlyWage] field is copied from the [HrComp_Resource.HourlyWage] field.

ID – ID
The [HrComp_Trans.ID] field stores the system generated database record identification number. This field is not functionally used.

ItemCode – Item
The [HrComp_Trans.ItemCode] field is not used.

Ledger_Account – General ledger account number
The [HrComp_Trans.Ledger_Account] field stores the general ledger account number on which the costs and revenues will be booked for the component used in the payroll calculation. The value of this field is retrieved from the [HrComp_Resource.Ledger_Account] field or the [HrComponents.Ledger_Account] field if the[HrComp_Resource.Ledger_Account] field is empty.
Note: The [HrComp_Trans.Ledger_Account] field is linked to the [HrComp_Trans.Amount_Costs] field. The amount costs will be processed to the general ledger account number defined in the [HrComp_Trans.Ledger_Account] field.

Ledger_CostCenter – Cost center
The [HrComp_Trans.Ledger_CostCenter] field stores the cost center for which a payroll calculation is made. This field will be processed to the [Gbkmut.KstplCode] field. The value of the [HrComp_Trans.Ledger_CostCenter] field is retrieved from the [HrComp_Resource.Ledger_CostCenter] field or the [Humres.CostCenter] field if the [HrComp_Resource.Ledger_CostCenter] field is empty. The [HrComp_Trans.Ledger_CostCenter] field refers to the [Kstpl.KstplCode] field.

Ledger_CostUnit – Cost unit
The [HrComp_Trans.Ledger_CostUnit] field stores the cost unit for which a payroll calculation is made. This field will be processed to the [Gbkmut.KstdrCode] field. The value of the [HrComp_Trans.Ledger_CostUnit] field is retrieved from the [HrComp_Resource.Ledger_CostUnit] field. The [HrComp_Trans.Ledger_CostUnit] field refers to the [Kstdr.KstdrCode] field.

LocalCode – Local code
The [HrComp_Trans.LocalCode] field stores the city or community for which the component is used. The value of the [HrComp_Resource.LocalCode] is copied to this field.
Note: The [HrComp_Trans.LocalCode] field is only used in US legislation.

Notes – Notes
The user can add a note to a payroll calculation. Notes are stored as documents in the [BacoDiscussions] table, which is the central document table of Exact Globe 2003 and Exact e-Synergy. The system uses the [HrComp_Trans.Notes] field to store a unique reference to the document in the [BacoDiscussions] table. The [HrComp_Trans.Notes] field refers to the [BacoDiscussions.ID] field.

Number – Number
The [HrComp_Trans.Number] field stores the quantity of the component used in the payroll calculation, this quantity will be multiplied by the amount of the component (the [HrComp_Trans.Amount] field). The value of the [HrComp_Trans.Number] field is retrieved in the following way:

- If the [HrComponents.Origin] field equals “N”, then the value is copied from the [HrComp_Resource.Number] field;
- If the [HrComponents.Origin] field equals “C”, then the value is copied from the [Gbkmut.Aantal] field of the MRS records within the period selected;
- If the [HrComponents.Origin] field equals “A” or “T”, then the value is copied from the [Gbkmut.Aantal] field of the realized labor hours linked to the component within the period selected

Note: Whether or not the [HrComp_Trans.Number] field is available for a component or not depends on the country. For more information see the Country specific section(s).

Number_Days_Absent – Number of days absent
The [HrComp_Trans.Number_Days_Absent] field is not used.

Number_Days_Component – Number of days for component
The [HrComp_Trans.Number_Days_Component] field stores the number of days that was used for this component during the payroll calculation. The value of this field is retrieved from MRP for the specific resource. This field can only be filled for components where the [HrComponents.Origin] field has the value "A" or "C". It is a distinct count on the field [Gbkmut.Datum].
Note: The [HrComp_Trans.Number_Days_Component] field is not functionally used.

Number_Days_Period – Number of days in period
The [HrComp_Trans.Number_Days_Period] field stores the number of days in the period for which a payroll calculation is made. The value of this field is retrieved in the following way:

- If the [HrComponents.Origin] field equals "N", then the value is copied from the [HrComp_Resource.Number_Days] field;
- If the [HrComponents.Origin] field equals "C", then the value is calculated from the count of the [Gbkmut.Datum] field of the MRS records within the period selected;
- If the [HrComponents.Origin] field equals "A", then the value is calculated from the count of the [Gbkmut.Datum] field of the realized labor hours linked to the component within the period selected.

OurReference – Our reference
The [HrComp_Trans.OurReference] field is not used.

Paid_By – Paid by
The [HrComp_Trans.Paid_By] field indicates who will pay the component. The value of this field is retrieved from the [HrComponents.Paid_By] field is copied to this field. Depending on the value of this field, the [HrComp_Trans.Amount_To_Be_Paid] field or the [HrComp_Trans.Amount_Costs] field or both fields will be filled. The [HrComp_Trans.Paid_By] field refers to the DDTests table which contains the following values for this field:

Value	Description
E	Employee
R	Employer

Payment_Period – Payment period
The [HrComp_Trans.Payment_Period] field stores the payment period of the component used in the payroll calculation. The value of this field is retrieved from the [HrComponents.Payment_Period] field. The value of this field will have effect on the [HrComp_Trans.Amount_Costs] and the [HrComp_Trans.Amount_To_Be_Paid] field (depending if it concerns a payment or not). The [HrComp_Trans.Payment_Period] field refers to the DDTests table which contains the following values for this field:

Value	Description	Remark
A	Half-yearly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
B	Bi-weekly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
D	Daily	The [HrComp_Trans.Entry_Amount] is multiplied by the number of days (the [HrComp_Trans.Number_Days_Period] field).
H	Hourly	The [HrComp_Trans.HourlyWage] field is multiplied by the [HrComp_Trans.Number] field.
M	Monthly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
O	Once-only	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
P	Periodically	The value of the [HrPayroll.Payment_Period] field is copied
Q	Quarterly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
S	Semi monthly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
V	4-weekly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
W	Weekly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.
Y	Yearly	Depending on the [HrComp_Trans.Comp_Sub_Type] field = country specific.

PayrollYear – Year
The [HrComp_Trans.PayrollYear] field stores the year for which a payroll calculation was made.

Period – Period
The [HrComp_Trans.Period] field stores the period for which a payroll calculation was made.

Priority – Priority
The [HrComp_Trans.Priority] field indicates which premium / tax components should be calculated first and which should be calculated after these first components during payroll calculation. The value of this field is copied from the [HrComp_Resource.Priority] field.
Note: The [HrComp_Trans.Priority] field is only available in US legislation.

Project – Project
The [HrComp_Trans.Project] field stores the project code which is linked to the component used in the payroll calculation. The value of this field is copied from the [HrComp_Resource.Project] field. The [HrComp_Trans.Project] field refers to the [PrProject.ProjectCode] field

ReferenceNr1 – Reference
The [HrComp_Trans.ReferenceNr1] field stores a reference number for the resource for a third party like the Tax Authority or the Social Security Organization (only when the social security number is not used there). Whether or not this field is available when linking a component to a resource is country dependent. The value of this field is copied from the [HrComp_Resource.ReferenceNr1] field. This field will be processed to the [Gbkmut.Betaalref] field. The [HrComp_Trans.ReferenceNr1] is used as payment reference in banking (the [BankTransactions.OffsetReference] field) if a general ledger account number of the type "Creditor account" is linked in the [HrComp_Trans.Ledger_Account] field or the [HrComp_Trans.Creditor_Account] field.
Note: The [HrComp_Trans.ReferenceNr1] field is only available in Dutch legislation.

ReferenceNr2 – Extra reference
The [HrComp_Trans.ReferenceNr2] field is not used.

Res_ID – Resource ID
The [HrComp_Trans.Res_ID] field stores the ID of the resource for which a payroll calculation is made. The [HrComp_Trans.Res_ID] field refers to the [Humres.Res_ID] field.

RunNumber – Run number
The [HrComp_Trans.RunNumber] field stores the number of the run of the payroll calculation. Each time payroll calculation records are calculated in a specific period for a specific resource, a new run number is assigned. For the first run the [HrComp_Trans.RunNumber] field will have the value "1"; for the second run, the value will be "2"; etc.

StateCode – State code
The [HrComp_Trans.StateCode] field stores the code of the state of the component used in the payroll calculation. The value of the [HrComp_Resource.StateCode] field is copied to this field.
Note: The [HrComp_Trans.StateCode] field is only used in German and US legislation.

Status – Status
The [HrComp_Trans.Status] field stores the calculation status of the component.
The [HrComp_Trans.Status] field refers to the DDTests table which contains the following values for this fiel

Value	Description	Remark
A	Approved	Component is calculated and approved and ready to be processed (journalized to E-Account).
C	Calculated	Component is calculated, but not yet approved or processed (journalized to E-Account).
H	Historical	Component comes from a conversion from another package.
O	Open	Component is not yet calculated. This will only exist if a crash happened during a calculation.
P	Processed	Component is calculated, approved and processed (journalized to E-Account) and a final payroll slip has been printed.
R	Rejected	Component was rejected during calculation.
T	To be void	Component is going to be void after it was processed to E-Account. This is a temporary status and not visible to a user.
V	Void	Component was processed to E-Account, but later the component (or entry) was voided.
W	Correction	Correction entries that are created by the retroactive calculation. The entries with this status are stored in the period as individual amounts. The summarized components have the normal status.

Syscreated – Syscreated
The [HrComp_Trans.Syscreated] field stores the date and time when a payroll calculation was created. The system populates this field for all calculation lines.

Syscreator – Syscreator
The [HrComp_Trans.Syscreator] field stores the creator of a payroll calculation. The system populates this field for all calculation lines. The [HrComp_Trans.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrComp_Trans.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all calculation lines.

Sysmodified – Sysmodified
The [HrComp_Trans.Sysmodified] field stores the date and time when a payroll calculation was last modified. Initially, this field contains the creation date. When a user modifies a payroll calculation, the date and time stored in the [HrComp_Trans.Sysmodified] field are changed to the date and time of modification. The system populates this field for all calculation lines.

Sysmodifier – Sysmodifier
The [HrComp_Trans.Sysmodifier] field stores the ID of the person who modified a payroll calculation. Initially, this field contains the creator ID. When a user modifies a payroll calculation, the modifier ID stored in the [HrComp_Trans.Sysmodifier] field is changed to the ID of the user who modified the payroll calculation. The system populates this field for all calculation lines. The [HrComp_Trans.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrComp_Trans.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the calculation lines in created or changed order. The system assigns a new timestamp for each new calculation line and updates the timestamp of the changed calculation lines.

Unit – Unit
The [HrComp_Trans.Unit] field indicates if the component is handled as an amount or a percentage. The value of this field is copied from the [HrComponents.Unit] field. If the component is handled as a percentage, the [HrComp_Trans.Entry_Percentage] field is filled; if the component is handled as an amount, the [HrComp_Trans.Entry_Amount] field is filled. The [HrComp_Trans.Unit] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Amount
P	Percentage

VoidDate – VoidDate
The [HrComp_VoidDate] field store the entry date entered by user when void/make correction to the processed entries.

YourReference – Your reference
The [HrComp_Trans.YourReference] field stores the reference that will be used on payment. This field will be processed to the [Gbkmut.DocNumber] field. This field will be filled with the following value:
“Y” + [HrComp_Trans.PayrollYear] + “:” + [HrComp_Trans.Period] + “:” + [HrComp_Trans.Res_ID] + “: “ + [HrComp_Trans.RunNumber]
Example: “Y2002:3:3400:2”

16.3 Country specific field details - Netherlands (NL)

Calc_country_float1 – Country specific number calculation field 1
The [HrComp_Trans.Calc_country_float1] field stores the average number of days (Dutch: 'gemiddeld aantal dagen loon') that is used in the calculation.

Calc_country_float2 – Country specific number calculation field 2
The [HrComp_Trans.Calc_country_float2] field stores the base value (Dutch: 'SV-loon') that is used in the calculation.

Calc_country_float3 – Country specific number calculation field 3
The [HrComp_Trans.Calc_country_float3] field stores the average hours that are used in the calculation.

Country_float1 – Country specific number field 1
The [HrComp_Trans.Country_float1] field stores the total or cumulative franchise. The value of the [HrComponents.Country_float1] field is copied to the [HrComp_Trans.Country_float1] field.

Country_float2 – Country specific number field 2
The [HrComp_Trans.Country_float2] field stores the total or cumulative maximum base value. The value of the [HrComponents.Country_float2] field is copied to the [HrComp_Trans.Country_float2] field.

16.4 Country specific field details - China (CN)

Cal_country_float1– Fixed base value
The [HrComp_trans.Cal_country_float1] field stores the fixed base value for deduction. The [HrComp_trans.Cal_country_float1] field is available for social insurance and housing fund components with subtype "2000", "2100", "2200", "2300", "2400" and "2500" that are stored in the [HrComp_trans.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund

Note: The [HrComp_trans.Cal_country_float1] field is enabled only if the [HrPayroll.CountryTest1] field is defined as fixed base value method. When the [HrComp_resource.Country_float1] field is defined with an amount, the [HrComp_trans.Cal_country_float1] field will calculate the fixed base value with that amount. The [HrComp_trans.Cal_country_float1] field will only calculate with the amount defined in the [HrPayroll.CountryFloat1] field when the [HrComp_resource.Country_float1] field is not filled with an amount.

Country_char1 – Prorate basis / hourly wage based on

The [HrComp_trans.Country_char1] field stores the prorate basis. The [HrComp_trans.Country_char1] field is available for components with subtype "1000", "1100", "1200", "1300", "1350", "1400" and "1500" that are stored in the [HrComp_trans.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1500	Net allowance

The [HrComp_trans.Country_char1] field can have one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period

Note: The [HrComp_trans.Country_char1] field is filled only if the [HrComp_trans.Country_ny1] field identifies the prorate component is based on any of the payment frequencies except for daily, once only and hourly.

Country_char2 – Tax method

The [HrComp_trans.Country_char2] field stores the type of tax method. The [HrComp_trans.Country_char2] field is available for components with subtype "1100", "1300" and "1350" that are stored in the [HrComp_trans.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1300	Fixed allowance
1350	Variable allowance

The [HrComp_trans.Country_char2] field is also enabled if the [HrComp_trans.Country_ny1] field identifies the prorate component is based on the payment frequencies of once-only, monthly, quarterly, half- yearly and yearly. The [HrComp_trans.Country_char2] field can have one of the following values:

Value	Description	Remarks
N	Normal	The tax amount is paid over every month
A	Average	The tax amount is paid over a few periods
I	Independent	The tax amount is paid once in every quarter
O	Once- only	The tax amount is paid once-only in full

Note: The [HrComp_trans.Country_char2] field stores the normal tax method if the [HrComp_trans.Payment_period] field is defined as once-only, monthly, quarterly, half-yearly and yearly.

The [HrComp_trans.Country_char2] field stores the average tax method if the [HrComp_trans.Payment_period] field is defined as quarterly, half-yearly and yearly.

The [HrComp_trans.Country_char2] field stores the independent tax method if the [HrComp_trans.Payment_period] field is defined as once-only, monthly, quarterly, half-yearly and yearly.The [HrComp_trans.Country_char2] field stores the once-only tax method if the [HrComp_trans.Payment_period] field is defined as once-only and yearly.

Tax Method	Payment Period
Normal	once-only, monthly, quarterly, half-yearly and yearly
Average	quarterly, half-yearly and yearly
Independent	once-only, monthly, quarterly, half-yearly and yearly
Once-only	once-only and yearly

Country_char3 – Rounding

The [HrComp_trans.Country_char3] field stores the type of rounding method used for final amount calculation. The [HrComp_trans.Country_char3] field is filled for net salary components with all subtypes except subtype "4000" and "4100". The [HrComp_trans.Country_char3] field can have one of the following values:

Value	Description	Remarks
N	None	No rounding
O	Normal	Normal rounding
U	Up	Rounding up
D	Down	Rounding down

Country_char4 – Precision

The [HrComp_trans.Country_char4] field stores the type of precision method used for calculation. The [HrComp_trans.Country_char4] field is available for components with all subtypes except subtype "4000" and "4100". The [HrComp_trans.Country_char4] field can have one of the following values:

Value	Description	Remarks
A	0.01	2 decimal
B	0.10	1 decimal
C	1.00	0 decimal

Note: The [HrComp_trans.Country_char4] field is only filled if the rounding method is not defined as none in the [HrComp_trans.Country_char3] field.

Country_float1 – Denominator

The [HrComp_trans.Country_float1] field stores the divisor of the prorated amount. The [HrComp_trans.Country_float1] field is filled for components with subtype "1000", "1100", "1200", "1300", "1350", "1400", "1450" and "1500" that are stored in the [HrComp_trans.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction
1500	Net allowance

Note: The [HrComp_trans.Country_float1] field is filled only if the [HrComp_trans.Country_char1] field indicate that the prorate basis is based on fixed days.

Country_float2 – Overtime rate

The [HrComp_trans.Country_float2] field stores the multiplier for the overtime hourly wage for the overtime component. The [HrComp_trans.Country_float2] field is only filled for component with subtype "1200" which is the Overtime (Daily) subtype.

Country_float3 – Fixed deduction

The [HrComp_trans.Country_float3] field stores the fixed deduction amount of social insurance calculation. The [HrComp_trans.Country_float3] field is filled for deduction with subtype "2000", "2100", "2200", "2250", "2300", "2400" and "2500" that are stored in the [HrComp_trans.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund

Country_float4 – Minimum base value

The [HrComp_trans.Country_float4] field stores the minimum base value for social insurance and housing fund. The [HrComp_trans.Country_float4] field can have one of the following values:

Value	Remarks
0	No minimum
Less than minimum value	No calculation
More than minimum value	Perform calculation

Country_float5 – Maximum base value

The [HrComp_trans.Country_float5] field stores the maximum base value for social insurance and housing fund. The [HrComp_trans.Country_float5] field can have one of the following values:

Value	Remarks
0	No limit
Less than maximum value	Take defined value as the base
More than maximum value	Take maximum value as the base

Country_float6 – Maximum contribution housing fund

The [HrComp_trans.Country_float5] field stores the maximum housing fund value contributed by the employee or employer. The [HrComp_trans.Country_float6] field is only filled for component with subtype "2500" which is the housing fund subtype.

Country_ny1– Prorate component

The [HrComp_trans.Country_ny1] field stores the value that indicate whether or not to perform prorate calculation. The [HrComp_trans.Country_ny1] field is only filled for components with subtype "1000", "1100", "1200", "1300", "1350", "1400", "1450" and "1500" that are stored in the [HrComp_trans.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime (Daily)
1300	Fixed allowance
1350	Variable allowance
1400	Gross deduction
1450	Net deduction
1500	Net allowance

The [HrComp_trans.Country_ny1] field can have one of the following values:

Value	Remarks
0	No - Do not perform prorate calculation
1	Yes - Perform prorate calculation

Note: The [HrComp_trans.Country_ny1] field is only filled if the prorate component is based on any of the frequencies except for daily, hourly and once-only. The [HrComponents.Country_ny1] field stores the "1" value if it is filled for component with subtype "1200". This enables the [HrComp_trans.Country_float1] field to use the [HrComp_trans.Country_char1] field to calculate the component overtime hourly wages.

Country_ny18 – Indicator

The [HrComp_trans.Country_ny18] field differentiate the current month salary and the previous month salary to perform difference calculation. The value '0' indicates it is the current month salary. The value '1' indicates it is a previous month salary. The current calculation is able to automatically include previous salary where resource joins after payroll process (payroll cut off date). This previous prorated salary amount will be used in the calculation of the current month salary. Two base salary transaction records are created to indicate the previous and current month salary. The [HrComp_trans.Country_ny18] field is only filled for component with subtype "1000" which is the base salary subtype.

Country_string1 – Employer reference number

The [HrComp_trans.Country_string1] field stores the employer reference number when the company declares the deduction components such as tax, social insurance and housing fund. The [HrComp_trans.Country_string1] field is filled for components with subtype "2000", "2100", "2200", "2250", "2300", "2400", "2500" and "3000" that are stored in the [HrComp_trans.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary Insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing fund
3000	Tax

16.5 Country specific field details - Malaysia (MY)

Cal_country_float1 – Calculation tax bonus

The [HrComp_Trans.Cal_Country_float1] field stores the EPF for a bonus to use in the PCB bonus calculation. The [HrComp_Trans.Cal_Country_float1] field is available for component with subtype "2100" and used during calculation for subtype "3000" (PCB).

Country_char1 – Prorate basis

The [HrComp_Trans.Country_char1] field defines the denominator for a prorate calculation. The [HrComp_Trans.Country_char1] field is available for components with subtype "1000", "1100", "1200" and "1300" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowance

The [HrComp_Trans.Country_char1] field can have one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period

Note: The [HrComp_Trans.Country_char1] field is enabled only if the [HrComp_Trans.Country_ny1] field indicates that the prorate component is based on any of the payment frequencies except for daily, once-only and hourly for components with subtype "1000", "1100" and "1300".

Country_char2 – Prorate basis (Worked days)

The [HrComp_Trans.Country_char2] field stores the total actual worked days of a resource. The prorate basis is based on the working days or the calendar days. The [HrComp_Trans.Country_char2] field is available for components with subtype "1000", "1300" and only if the [HrComp_Trans.Country_ny1] field indicates that the prorate component is based on any of the frequencies except for daily, once-only and hourly. The [HrComp_Trans.Country_char2] field can have one of the following values:

Value	Description
W	Working days
C	Calendar

Country_float2 – Denominator

The [HrComp_Trans.Country_float2] field stores the fixed days in a month for calculating the prorated salary (for newly joined / resigned employee). The [HrComp_Trans.Country_float2] field is available for components with subtype "1000", "1100", "1200" and "1300" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowance

Note: The [HrComp_Trans.Country_float2] field is enabled only if the [HrComp_Trans.Country_char1] field indicates that the prorate basis is based on fixed days and must not be empty.

Country_float3 – Overtime rate

The [HrComp_Trans.Country_float3] field stores the multiplier for the overtime hourly wage for an overtime component. This field stores the overtime rate when a resource works overtime. The [HrComp_Trans.Country_float3] field is only available for components with subtype "1200".

Country_float4 – Print on EA form under code

The [HrComp_Trans.Country_float4] stores a value that indicates at which category / code the remuneration amount will be displayed on the respective statutory reports (EA form). The [HrComp_Trans.Country_float4] field is copied from the component (the [HrComponents.Country_float4] field). The [HrComp_Trans.Country_float4] field is only available for all the financial components with subtype "1000", "1100", "1200", "1300", and the non-monetary benefits (Benefit in Kind) component with subtype "2103".

Country_float5 – Print on CP21 form under code

The [HrComp_Trans.Country_float5] stores a value that indicates at which category / code, the remuneration amount will be displayed on the respective statutory reports (CP21 form). The [HrComp_Trans.Country_float5] field is copied from the component (the [HrComponents.Country_float5] field). The [HrComp_Trans.Country_float5] field allows company to declare to the Lembaga Hasil Dalam Negeri (LHDN) department when a resource is leaving the current country to work for another country.

Country_float6 – Overtime date

The [HrComp_Trans.Country_float6] field stores the overtime date of a resource who worked overtime. This field is also used to retrieve the correct basic salary amount to calculate the overtime wage. The [HrComp_Trans.Country_float6] field is only available for component with subtype "1200".

Country_ny1 – Prorate component

The [HrComp_Trans.Country_ny1] stores a value that indicate whether the component is a prorate component in order to perform a prorate calculation. This also determines whether to calculate the overtime hourly wages. The [HrComp_Trans.Country_ny1] field is available for components with subtype "1000", "1100", "1200" and "1300" stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Overtime
1300	Fixed allowance

The [HrComp_Trans.Country_ny1] field can have one of the following values:

Value	Remarks
0	No - Do not perform prorate calculation
1	Yes - Perform prorate calculation

Note: The [HrComp_Trans.Country_ny1] field is only enabled if the prorate component is based on any of the payment frequencies except for daily, hourly and once-only. The [HrComponents.Country_ny1] field stores the value "1" if it is filled for component with subtype "1200". This enables the [HrComp_Trans.Country_ny1] field to use the [HrComp_Trans.Country_char1] field to calculate the component overtime hourly wages.

Country_ny2 – EPF contribution

The [HrComp_Trans.Country_ny2] field stores a value that indicates if the payroll component has any EPF (Employee Provident Fund) contribution. The value "0" indicates it has no EPF contribution. The value "1" indicates that the component has an EPF contribution.

Country_ny3 – SOCSO contribution

The [HrComp_Trans.Country_ny3] field stores a value that indicates whether the payroll component has any SOCSO contribution. The value "0" indicates it has no SOCSO contribution. The value "1" indicates it has a SOCSO contribution.

Country_ny4 – Tax contribution

The [HrComp_Trans.Country_ny4] field stores a value that indicates if the payroll component has any tax contribution. The value "0" indicates it has no tax contribution. The value "1" indicates it has a tax contribution.

Country_ny18 – Indicator

The [HrComp_Trans.Country_ny18] field differentiates between the current month salary and the previous month salary to perform a difference calculation. The value "0" indicates it is the current month salary. The value "1" indicates it is a previous month salary. The current calculation is able to automatically include previous prorated salary where a resource joins after the payroll process (payroll cut off date). This previous prorated salary amount will be used in the calculation of the current month salary. Two base salary transaction records are created to indicate the previous and current month salary. The [HrComp_Trans.Country_ny18] field is only available for component with subtype "1000" which is the base salary subtype.

Country_string1 – Employer reference number

The [HrComp_Trans.Country_string1] field stores the employer reference number when company declares the deduction components such as EPF employer, SOCSO, tax employee, HRDF, Non-monetary benefits and CP38. The value in [HrComp_Trans.Country_string1] field is copied directly from [HrComponents.Country_string1] field, if it is filled.

Declaration_Date – PCB receipt date

The [HrComp_Trans.Declaration_Date] field stores the tax (PCB) receipt date to be displayed in the PCB2 form. The [HrComp_Trans.Declaration_Date] field is available for component with subtype "3000".

Declaration_Number – PCB receipt number

The [HrComp_Trans.Declaration_Number] field stores the tax (PCB) receipt number to be displayed in the PCB2 form and the CP159 form. The [HrComp_Trans.Declaration_Number] field is available for component with subtype "3000".

16.6 Country specific field details - Middle East (AE)

Country_char1 – Prorate basis / hourly wage base

The [HrComp_Trans.Country_char1] field stores the denominator for a prorate calculation. The [HrComp_Trans.Country_char1] field is available for components with subtype "1000", "1100", "1200", "1300", "1301", "1302", "1400" and "1950" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1000	Base salary
1100	Bonus
1200	Unpaid Leave
1300	Earning/deduction affect pension
1301	Earning/deduction affect provident fund
1302	Earning/deduction affect pension and provident fund
1400	Net earning/deduction
1950	Indemnity benefits

The [HrComp_Trans.Country_char1] field can have one of the following values:

Value	Description	Remarks
F	Fixed days	Denominator fixed for a component
W	Working days	Total working days for the period
C	Calendar days	Total days of the period
U	User Defined	User defined the total days of a period

Note: The [HrComp_Trans.Country_char1] field is enabled only if the [HrComp_Trans.Country_ny1] field identified the prorate component is set to any of the payment frequencies except for daily, once only and hourly. The [HrComp_Trans.Country_char1] with value "U" (User Defined) is only applicable to components with subtype "1200".

Country_char2 – Profit/ loss base

The [HrComp_Trans.Country_char2] field stores the amount of the profit or loss from the provident fund which will be shared with the fund contributors. The [HrComp_Trans.Country_char2] field is available for components with subtype "1930" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following description:

Subtype	Description
1930	Profit/loss from provident fund

The [HrComp_Trans.Country_char2] field can have one of the following values:

Value	Description	Remarks
B	Fund balance	Profit/ loss calculated based on profit/ loss balance
P	Fund balance & Profit or Loss	Profit/ loss calculated based on profit/ loss balance and profit/ loss

Country_char3 – Deduction

The [HrComp_Trans.Country_char3] field stores the methods for the deduction of loan repayment. The [HrComp_Trans.Country_char3] field is available for components with subtype "1610", "1910" and "1951" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1610	Loan
1910	Provident fund loan
1951	Loan against indemnity benefits

The [HrComp_Trans.Country_char3] field can have one of the following values:

Value	Description	Remarks	Applicable
C	Current period	Repay on the same month when a loan is released to resource	Components with subtype "1610", "1910", "1951"
N	Next period	Repay on the next month after a loan is released to resource	Components with subtype "1610", "1910", "1951"
S	With salary payments	Repay when there is a salary payment	Components with subtype "1610"
R	On resignation	Repay in the period that the resource last salary is calculated	Components with subtype "1951"

Country_char4 – Pension fund

The [HrComp_Trans.Country_char4] field stores the different types of pension funds. The [HrComp_Trans.Country_char4] field is available for components with subtype "2000" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following description:

Subtype	Description
2000	Pension/ social security employee

The [HrComp_Trans.Country_char4] field can have one of the following values:

Value	Description	Remarks	Note
B	Basic fund	The total pension amount is subject to a limit of 1250	If the total pension amount is lesser than the basic fund (limit to 1250), the calculated pension amount will be used. If the total pension amount is more than the basic fund, the maximum value of 1250 will be used.
T	Takmeeli fund	The total pension amount is subject to a limit of 2250	If the total pension amount is lesser than the Takmeeli fund (limit to 2250), the calculated pension amount will be used. If the total pension amount is more than the Takmeeli fund, the maximum value of 2250 will be used.
N	Normal fund	No limit on the total pension amount	Nil.

Country_float1 – Illness day 1/ overtime/ denominator

The [HrComp_Trans.Country_float1] field is shared to store the first range of illness day, overtime day or denominator. The [HrComp_Trans.Country_float1] field is available for components with subtype "1501", "1200" and "1950" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1200	Unpaid leave
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness day 1: The [HrComp_Trans.Country_float1] field stores the resources absent days for components is with subtype "1501". If the number of absent day is within the range specified in this field, the resource is entitled to a specific percentage of illness payment, depending on the first illness percentage (stored in the [HrComp_Trans.Country_float2] field). The [HrComp_Trans.Country_float1] field is the first of three fields that stores such data. The other fields are [HrComp_Trans.Country_float4] storing illness day 2 and [HrComp_Trans.Country_float6] storing illness day 3.

Overtime: The [HrComp_Trans.Country_float1] field is used to store the overtime day or unpaid leave day for components with subtype "1200". This field stores the day when a resource works overtime or take unpaid leave.

Denominator:The [HrComp_Trans.Country_float1] field is used to store denominator for components with subtype "1950". This field stores the number of days in a year for indemnity benefits calculation.

Country_float2 – Illness percentage 1/ overtime rate/ number of indemnity benefit days
The [HrComp_Trans.Country_float2] field is shared to store the first illness percentage, overtime rate or number of indemnity benefit days. The [HrComp_Trans.Country_float2] field is available for component with subtype "1200", "1501" and "1950" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1200	Unpaid leave
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness percentage 1: The [HrComp_Trans.Country_float2] field is used to store the illness payment in percentage in relation to the illness days (the [HrComp_Trans.Country_float1] field) for component with subtype "1501". The illness payment is entitled to the resource in percentage when the resource actual absent days exceeds the number of days specified in the first range of illness days (stored in the [HrComp_Trans.Country_float1] field). The [HrComp_Trans.Country_float2] field is the first of three fields that stores such data. The other fields are [HrComp_Trans.Country_float3] storing illness percentage 2 and [HrComp_Trans.Country_float5] storing illness percentage 3.

Overtime rate: The [HrComp_Trans.Country_float2] field is used to store the multiplier for the overtime hourly wage for components with subtype "1200". This field stores overtime rate when a resource works overtime. This field is available only if the component is paid by employer (where the [HrComp_Trans.Paid_By] field has the value "R").

Number of indemnity benefit days: The [HrComp_Trans.Country_float2] field is used to store the number of indemnity benefit days if there are changes to the salary or allowance of a resource.

Note: The [HrComp_Trans.Country_float2] field is only available for component with subtype "1950" and only if the country code is set to "Kuwait" in the company data settings (where the [Bedryf.LandCode] field has the value "KW").

Country_float3 – Illness percentage 2/ minimum bonus/ EOSB service year 1

The [HrComp_Trans.Country_float3] field is shared to store the second illness percentage, minimum bonus amount or the first EOSB service year. The [HrComp_Trans.Country_float3] field is available for components with subtype "1100", "1501" and "1950" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness percentage 2: The [HrComp_Trans.Country_float3] field is used to store the illness payment in percentage in relation to the illness days (the [HrComp_Trans.Country_float4] field) for component with subtype "1501". The illness payment is entitled to the resource in percentage when the resource actual absent days exceeds the number of days specified in the second range of illness days (stored in the [HrComp_Trans.Country_float4] field). The [HrComp_Trans.Country_float3] field is the second of three fields that stores such data. The other fields are [HrComp_Trans.Country_float2] storing illness percentage 1 and [HrComp_Trans.Country_float5] storing illness percentage 3.

Minimum bonus: The [HrComp_Trans.Country_float3] field is used to store the minimum bonus amount for calculation for component with subtype "1100". This field stores the minimum amount to validate whether the bonus value falls within the range for calculation.

EOSB service year 1: The [HrComp_Trans.Country_float3] field is used to store the entitlement for End of Service Benefits (EOSB)/ indemnity benefits based on service year for components with subtype "1950". If the number of service years is greater than or equal to the amount specified in this field, the resource is entitled to a number of indemnity benefit days, indicated in the first range of indemnity benefit days (stored in the [HrComp_Trans.Country_float4] field). The [HrComp_Trans.Country_float3] field is the first of two fields that stores such data. The other field is [HrComp_Trans.Country_float5] storing EOSB service year 2.

Country_float4 – Illness day 2/ EOSB day 1

The [HrComp_Trans.Country_float4] field is shared to store the second range of illness days or the first range of indemnity benefit days. The [HrComp_Trans.Country_float4] field is available for components with subtype "1501" and "1950" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness day 2: The [HrComp_Trans.Country_float4] field is used to store the resources absent day for components with subtype "1501". The number of days in this field is used when the number of actual absent days exceeds the first range of illness days specified in the [HrComp_Trans.Country_float1] field. The resource is entitled to a specific percentage of illness payment, depending on the second illness percentage (stored in the [HrComp_Trans.Country_float3] field). The [HrComp_Trans.Country_float4] field is the second of three fields that stores such data. The other fields are [HrComp_Trans.Country_float1] storing illness day 1 and [HrComp_Trans.Country_float6] storing illness day 3.

EOSB day 1: The [HrComp_Trans.Country_float4] field is used to store the entitlement of the indemnity benefit in days in relation to the service years for components with subtype "1950". This field calculates the indemnity benefit in days based on the first EOSB service year (stored in the [HrComponents.Country_float3] field).

Country_float5 – Illness percentage 3/ maximum bonus/ EOSB service year 2
The [HrComp_Trans.Country_float5] field is shared to store the third illness percentage, maximum bonus amount or the second EOSB service year. The [HrComp_Trans.Country_float5] field is available for component with subtype "1100", "1501" and "1950" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness percentage 3: The [HrComp_Trans.Country_float5] field is used to store the illness payment in percentage in relation to the illness days (the [HrComp_Trans.Country_float6] field) for components with subtype "1501". The illness payment is entitled to the resource in percentage when the resource absent days exceeds the third range of illness days (stored in the [HrComp_Trans.Country_float6] field). The [HrComp_Trans.Country_float5] field is the third of three fields that stores such data. The other fields are [HrComp_Trans.Country_float2] storing illness percentage 1 and [HrComp_Trans.Country_float3] storing illness percentage 2.

Maximum amount: The [HrComp_Trans.Country_float5] field is used to store the maximum bonus amount for calculation for component with subtype "1100". This field stores the maximum amount to validate whether the bonus value fall within the range for calculation.

EOSB service year 2: The [HrComp_Trans.Country_float5] field is used to store the entitlement for End of Service Benefits (EOSB)/ indemnity benefits based on service year for components with subtype "1950". If the number of service years is greater than or equal to the amount specified in this field, the resource is entitled to a number of indemnity benefit days, indicated in the second range of indemnity benefit days (stored in the [HrComp_Trans.Country_float6] field). The [HrComp_Trans.Country_float5] field is the second of two fields that stores such data. The other field is [HrComp_Trans.Country_float3] storing EOSB service year 1.

Country_float6 – Illness day 3/ Indemnity benefit amount for this period

The [HrComp_Trans.Country_float6] field is shared to store the third range of illness days and indemnity benefit amount for this period. The [HrComp_Trans.Country_float6] field is available for component with subtype "1501" and "1950" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1501	Illness/ Illness repayment
1950	Indemnity benefits

Illness day 3: The [HrComp_Trans.Country_float6] field is used to store the resources absent days for components with subtype "1501". The number of days in this field is used when the number of absent days exceeds the second range of illness days specified in the [HrComp_Trans.Country_float4] field. The resource is entitled to a specific percentage of illness payment, depending on third illness percentage (stored in the [HrComp_Trans.Country_float5] field). The [HrComp_Trans.Country_float6] field is the third of three fields that stores such data. The other fields are [HrComp_Trans.Country_float1] storing illness day 1 and [HrComp_Trans.Country_float4] storing illness day 2.

Indemnity benefit amount for this period: The [HrComponents.Country_float6] field is used to store the indemnity benefit amount for this period if there are any changes to the salary or allowance of a resource.

Note: The [HrComp_Trans.Country_float6] field is only available for component with subtype "1950" and only if the country code is set to "Kuwait" in the company data settings (where the [Bedryf.LandCode] field has the value "KW").

Country_ny1 – Prorate component

The [HrComp_Trans.Country_ny1] field indicates whether it is a prorate component in order to perform a prorate calculation. The [HrComp_Trans.Country_ny1] field is available for components with subtype "1100", "1200", "1300", "1301", "1302" and "1400" (stored in the [HrComp_Trans.Comp_Sub_Type] field). The component's subtype has the following descriptions:

Subtype	Description
1100	Bonus
1200	Unpaid Leave
1300	Earning/deduction affect pension
1301	Earning/deduction affect provident fund
1302	Earning/deduction affect pension and provident fund
1400	Net earning/deduction

The value "0" indicates the prorate component is not included for calculation. The value "1" indicates the prorate component is included for calculation.

Note: The [HrComp_Trans.Country_ny1] field is only enabled if the prorate component is based on any of the frequencies except for daily, hourly and once-only. The [HrComponents.Country_ny1] field stores the value "1" if it is filled for component with subtype "1200". This enables the [HrComponent.Country_ny1] field to use the [HrComponents.Country_char1] field to calculate the component overtime hourly wages.

Country_ny4 – Include excess in indemnity benefits

The [HrComp_Trans.Country_ny4] field indicates whether to include the excess of the pension amount in the calculation of indemnity benefits for components with subtype "2000" (stored in the [HrComp_Trans.Comp_Sub_Type] field). This field is normally used when a resource has a pension amount that exceeds the limit set by the fund (the [HrComp_Trans.Country_char4] field). The value "0" indicates that the excess in indemnity benefits is not included. The value "1" indicates the calculation of indemnity benefits will depend on the pension and the excess pension amount will be included in the base value for indemnity benefits.

Note: The [HrComp_Trans.Country_ny4] field is available for components with subtype "2000" only if the pension fund type is "Takmeeli" in the [HrComp_Trans.Country_char4] field.

Country_ny16 – Base salary/ vacation payment/ vacation deduction

The [HrComp_Trans.Country_ny16] field is shared to store the base salary, vacation payment amount or vacation deduction. The [HrComp_Trans.Country_ny16] field is available for components with subtype "1000", "1970" (stored in the [HrComp_Trans.Comp_Sub_Type] field) paid by employer (where the [HrComp_Trans.Paid_By] field has the value "R") and components with subtype "1970" paid by employee (where the [HrComp_Trans.Comp_Sub_Type] field has the value "E").

- **Base Salary**: The [HrComp_Trans.Country_ny16] field is used to store the base salary for components with subtype "1000". The value "1" indicates the [HrComp_Trans.Country_ny16] field will display the previous period salary. The value "0" indicates the [HrComp_Trans.Country_ny16] field will display the current period salary.
- **Vacation payment amount**: The [HrComp_Trans.Country_ny16] field is used to store the vacation payment amount for components with subtype "1970", which are paid by the employer. The value "1" indicates the [HrComp_Trans.Country_ny16] field will display the vacation payment amount for the current period. The value "0" indicates the [HrComp_Trans.Country_ny16] field will display the vacation payment amount for the next period.
- **Vacation deduction**: The [HrComp_Trans.Country_ny16] field is used to store the vacation deduction amount for components with subtype "1970" which are paid by the employee. The value "1" indicates the [HrComp_Trans.Country_ny16] field will display the vacation deduction amount for the previous period. The value "0" indicates the [HrComp_Trans.Country_ny16] field will display the vacation deduction amount for the current period.

Country_String1 – Employer reference number

The [HrComp_Trans.Country_string1] field stores the employer reference number when company declares the deduction components. The [HrComp_Trans.Country_string1] field is available if the component with subtype "2000" (stored in the [HrComp_Trans.Comp_Sub_Type] field).

Note: The [HrComp_Trans.Country_string1] field is enabled only if the components are paid by employer for components with subtype "2000" (Where the [HrComp_Trans.Paid_By] field has the value "R").

Chapter 17 | HrComponentItemLinks - Component relations

17. HrComponentItemLinks - Component relations

17.1 General description

The [HrComponentItemLinks] table is used to store N:M relations between components and other master data.

The type of relation (the [HrComponentItemLinks.Type] field) determines where the relation is used for:

- Type “R” is used in commission method components to retrieve revenue (so for components where the [HrComponents.Comp_Type] field has the value “P”).
- Type “C” is used in commission method components to retrieve costs (so for components where the [HrComponents.Comp_Type] field has the value “P”).
- Type “G” is used in grouping of components to link a component to a component group.
- Type “A” is used to link activities to components. The activities are items of type labor hour (so items where the [Items.Type] field has the value “L”) and the components are components where the [HrComponents.Origin] field has the value “A”, “T” or “C”.

17.2 HrComponentItemLinks field details

Assortment – Assortment
The [HrComponentItemLinks.Assortment] field stores the code of the assortment where the revenue must be retrieved from. This field can only be filled if the [HrComponentItemLinks.Type] field has the value “R” which is only applicable for commission method components (so where the [HrComponents.Comp_Type] field has the value “P”). The [HrComponentItemLinks.Assortment] field refers tot the [ItemAssortment.Assortment] field.

Comp_Code – Component
The [HrComponentItemLinks.Comp_Code] field stores the code of the component that was linked to the activity or item or assortment. It is possible to have 1 or more components linked to 1 or more activities.

Division – Division
The [HrComponentItemLinks.Division] field stores the division code. The [HrComponentItemLinks.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

ID – ID
The [HrComponentItemLinks.ID] field stores the system generated database record identification number. This field is not functionally used.

ItemCode – Activity
The [HrComponentItemLinks.ItemCode] field stores the code of the item / activity that was linked to the component. The [HrComponentItemLinks.ItemCode] field refers to the [Items.ItemCode].

Ledger_Account – General ledger account number
The [HrComponentItemLinks.Ledger_Account] field stores the general ledger account number that is used to retrieve the revenue or costs for a commission method component. This field can only be filled if the [HrComponentItemLinks.Type] field has the value "R" or "C" which is only applicable for commission method components (so where the [HrComponents.Comp_Type] field has the value "P"). The [HrComponentItemLinks.Ledger_Account] field refers to the [Grtbk.Reknr] field.

PayrollComponent – Payroll component
The [HrComponentItemLinks.PayrollComponent] field stores the code of the component that is used to retrieve the costs for a commission method component. This field can only be filled if the [HrComponentItemLinks.Type] field has the value "C" which is only applicable for commission method components (so where the [HrComponents.Comp_Type] field has the value "P"). The [HrComponentItemLinks.PayrollComponent] field refers to the [HrComponents.Comp_Code] field.

RelCode – Relation code
The [HrComponentItemLinks.RelCode] field stores the code of the component group to which a component is linked. With a component group, it is possible to link multiple components (the components that are linked to a specific component group) to a resource in one step. This field can only be filled if the [HrComponentItemLinks.Type] field has the value "G". The [HrComponentItemLinks.RelCode] field refers to the [HrFree.RecKey] field where the [HrFree.FileType] has the value "CG".

Syscreated – Syscreated
The [HrComponentItemLinks.Syscreated] field stores the date and time when a component relation was created. The system populates this field for component relations.

Syscreator – Syscreator
The [HrComponentItemLinks.Syscreator] field stores the creator of a component relation. The system populates this field for all component relations. The [HrComponentItemLinks.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrComponentItemLinks.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all component relations.

Sysmodified – Sysmodified
The [HrComponentItemLinks.Sysmodified] field stores the date and time when a component relation was last modified. Initially, this field contains the creation date. When a user modifies a component relation, the date and time stored in the [HrComponentItemLinks.Sysmodified] field are changed to the date and time of modification. The system populates this field for all component relations.

Sysmodifier – Sysmodifier
The [HrComponentItemLinks.Sysmodifier] field stores the ID of the person who modified a component relation. Initially, this field contains the creator ID. When a user modifies a component relation, the modifier ID stored in the [HrComponentItemLinks.Sysmodifier] field is changed to the ID of the user who modified the component relation. The system populates this field for all component relations. The [HrComponentItemLinks.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrComponentItemLinks.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the component relations in created or changed order. The system assigns a new timestamp for each new component relation and updates the timestamp of the changed component relation.

Type – Relation type
The [HrComponentItemLinks.Type] field indicates the type of the component relation.
The [HrComponentItemLinks.Type] field refers to the DDTests table which contains the following values for this field:

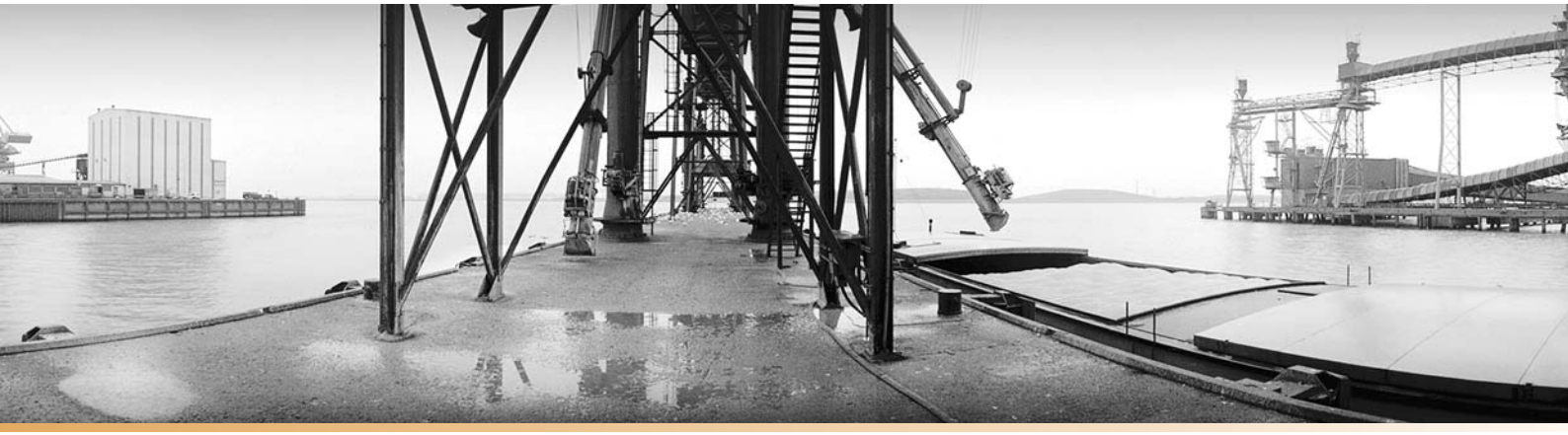
Value	Description	Remark
A	Activity	Relation between payroll components and activities (Items of type labor hour). To retrieve in E-Payroll hours and days for the payroll calculation. Key fields: Comp_Code and ItemCode.
C	Costs	Used for commission method components to store which general ledger account numbers and which payroll components must be used to retrieve the costs. Key fields: Comp_Code, Ledger_Account and PayrollComponent.
G	Group	Relation between a component group and components. Key fields: Comp_Code and Relcode.
R	Revenue	Used for commission method components to store which ledgers and which items or assortments must be used to retrieve the revenue. Key fields: Comp_Code, Ledger_Account, ItemCode and Assortment.

17.3 Commission method components

In the maintenance of a commission method component, it is possible to define links to the commission method component to retrieve revenue and costs.

For the link to retrieve revenue, it is possible to make a link to a G/L, to a G/L + Item or to a G/L + assortment. This data is used to calculate the revenue in the commission generator. The same combination of G/L, G/L + Item or G/L + assortment for a commission method component can only exist once.

For the link to retrieve costs, it is possible to make a link to a G/L or to a G/L + payroll component. This data is used to calculate the costs in the commission generator. The same combination of G/L or G/L + payroll component and commission method component can only exist once.



Chapter 18 | HrPayroll - Resource payroll settings

18. HrPayroll - Resource payroll settings

18.1 General description

The [HrPayroll] table stores the payroll settings per resource per year per period. These settings are used for the country specific payroll calculation. Per country, views exist with clear field names for the country specific functionality. The views are based on the field 'Country' and the field 'Type'. In section 6.2, the generic fields are described. For the country specific fields (view), see the Country specific section(s).

The [HrPayroll] table stores also other data besides the resource specific payroll settings. The type of the record (the [HrPayroll.Type] field) determines what kind of record it is:

- Type "N": Resource specific payroll settings. Only 1 record exists per resource / year / period.
- Type "C": Main contract data. The "C" and "P" records are linked to each other via the [HrPayroll.Contract] field. This functionality is only available in Spanish legislation at the moment. Multiple records can exist per resource / year / period.
- Type "P": Sub contract data (contract related data that can change during the contract). The "C" and "P" records are linked to each other via the [HrPayroll.Contract] field. Also referred to as Payroll data. This functionality is only available in Spanish legislation at the moment. Multiple records can exist per resource / year / period.

The type "C" and type "P" records are unique on the following fields:

- [HrPayroll.Res_ID]
- [HrPayroll.Type]
- [HrPayroll.StartDate]
- [HrPayroll.EndDate]

The type "N" records are unique on the following fields:

- [HrPayroll.Res_ID]
- [HrPayroll.PayrollYear]
- [HrPayroll.Period]

18.2 HrPayroll field details

Component_Group – Component group
The [HrPayroll.Component_Group] field stores the code of the component group that is linked to the resource (for that year / period). The components that are linked to this component group (which is stored in the [HrComponentItemLinks] table) will be linked to the resource (which is stored in the [HrComp_Resource] table). The [HrPayroll.Component_Group] field refers to the [HrFree.RecKey] field (where the [HrFree.FileType] field is "CG").

Contract – Contract
The [HrPayroll.Contract] field indicates the type of payroll data. For normal payroll data (where the [HrPayroll.Type] field has the value "N"), this field will have the value "0". For contract data (so where the [HrPayroll.Type] field has the value "C" or "P"), this field will have a value higher than "0". For the first contract, the value of this field will be "1". For each new contract line, the field [HrPayroll.Contract] field will be raised with 1.

Country – Country
The [HrPayroll.Country] field stores the code of the country for which the resource specific payroll settings were created. The [HrPayroll.Country] field refers to the [Land.LandCode] field.

Country15Char1 – Country specific length 15 character field 1
The [HrPayroll.Country15Char1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country15Char2 – Country specific length 15 character field 2
The [HrPayroll.Country15Char2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country15Char3 – Country specific length 15 character field 3
The [HrPayroll.Country15Char3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country30Varchar1 – Country specific length 30 character field 1
The [HrPayroll.Country30Varchar1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country30Varchar2 – Country specific length 30 character field 2
The [HrPayroll.Country30Varchar2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country30Varchar3 – Country specific length 30 character field 3
The [HrPayroll.Country30Varchar3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country70Varchar1 – Country specific length 70 character field 1
The [HrPayroll.Country70Varchar1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country70Varchar2 – Country specific length 70 character field 2
The [HrPayroll.Country70Varchar2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country70Varchar3 – Country specific length 70 character field 3
The [HrPayroll.Country70Varchar3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country8Char1 – Country specific length 8 character field 1
The [HrPayroll.Country8Char1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country8Char2 – Country specific length 8 character field 2
The [HrPayroll.Country8Char2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country8Char3 – Country specific length 8 character field 3
The [HrPayroll.Country8Char3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country8Char4 – Country specific length 8 character field 4
The [HrPayroll.Country8Char4] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country8Char5 – Country specific length 8 character field 5
The [HrPayroll.Country8Char5] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Country8Char6 – Country specific length 8 character field 6
The [HrPayroll.Country8Char6] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate1 – Country specific date field 1
The [HrPayroll.CountryDate1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate2 – Country specific date field 2
The [HrPayroll.CountryDate2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate3 – Country specific date field 3
The [HrPayroll.CountryDate3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate4 – Country specific date field 4
The [HrPayroll.CountryDate4] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate5 – Country specific date field 5
The [HrPayroll.CountryDate5] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate6 – Country specific date field 6
The [HrPayroll.CountryDate6] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate7 – Country specific date field 7
The [HrPayroll.CountryDate7] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate8 – Country specific date field 8
The [HrPayroll.CountryDate8] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate9 – Country specific date field 9
The [HrPayroll.CountryDate9] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate10 – Country specific date field 10
The [HrPayroll.CountryDate10] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate11 – Country specific date field 11
The [HrPayroll.CountryDate11] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate12 – Country specific date field 12
The [HrPayroll.CountryDate12] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate13 – Country specific date field 13
The [HrPayroll.CountryDate13] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate14 – Country specific date field 14
The [HrPayroll.CountryDate14] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate15 – Country specific date field 15
The [HrPayroll.CountryDate15] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate16 – Country specific date field 16
The [HrPayroll.CountryDate16] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate17 – Country specific date field 17
The [HrPayroll.CountryDate17] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate18 – Country specific date field 18
The [HrPayroll.CountryDate18] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate19 – Country specific date field 19
The [HrPayroll.CountryDate19] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate20 – Country specific date field 20
The [HrPayroll.CountryDate20] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate21 – Country specific date field 21
The [HrPayroll.CountryDate21] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryDate22 – Country specific date field 22
The [HrPayroll.CountryDate22] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat1 – Country specific decimal number field 1
The [HrPayroll.CountryFloat1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat2 – Country specific decimal number field 2
The [HrPayroll.CountryFloat2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat3 – Country specific decimal number field 3
The [HrPayroll.CountryFloat3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat4 – Country specific decimal number field 4
The [HrPayroll.CountryFloat4] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat5 – Country specific decimal number field 5
The [HrPayroll.CountryFloat5] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat6 – Country specific decimal number field 6
The [HrPayroll.CountryFloat6] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat7 – Country specific decimal number field 7
The [HrPayroll.CountryFloat7] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat8 – Country specific decimal number field 8
The [HrPayroll.CountryFloat8] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat9 – Country specific decimal number field 9
The [HrPayroll.CountryFloat9] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat10 – Country specific decimal number field 10
The [HrPayroll.CountryFloat10] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat11 – Country specific decimal number field 11
The [HrPayroll.CountryFloat11] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat12 – Country specific decimal number field 12
The [HrPayroll.CountryFloat12] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat13 – Country specific decimal number field 13
The [HrPayroll.CountryFloat13] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat14 – Country specific decimal number field 14
The [HrPayroll.CountryFloat14] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat15 – Country specific decimal number field 15
The [HrPayroll.CountryFloat15] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat16 – Country specific decimal number field 16
The [HrPayroll.CountryFloat16] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat17 – Country specific decimal number field 17
The [HrPayroll.CountryFloat17] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat18 – Country specific decimal number field 18
The [HrPayroll.CountryFloat18] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat19 – Country specific decimal number field 19
The [HrPayroll.CountryFloat19] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat20 – Country specific decimal number field 20
The [HrPayroll.CountryFloat20] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat21 – Country specific decimal number field 21
The [HrPayroll.CountryFloat21] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat22 – Country specific decimal number field 22
The [HrPayroll.CountryFloat22] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat23 – Country specific decimal number field 23
The [HrPayroll.CountryFloat23] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat24 – Country specific decimal number field 24
The [HrPayroll.CountryFloat24] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat25 – Country specific decimal number field 25
The [HrPayroll.CountryFloat25] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat26 – Country specific decimal number field 26
The [HrPayroll.CountryFloat26] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat27 – Country specific decimal number field 27
The [HrPayroll.CountryFloat27] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat28 – Country specific decimal number field 28
The [HrPayroll.CountryFloat28] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat29 – Country specific decimal number field 29
The [HrPayroll.CountryFloat29] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryFloat30 – Country specific decimal number field 30
The [HrPayroll.CountryFloat30] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryInt1 – Country specific number field 1
The [HrPayroll.CountryInt1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryInt2 – Country specific number field 2
The [HrPayroll.CountryInt2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryInt3 – Country specific number field 3
The [HrPayroll.CountryInt3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes1 – Country specific no / yes field 1
The [HrPayroll.CountryNoYes1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes2 – Country specific no / yes field 2
The [HrPayroll.CountryNoYes2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes3 – Country specific no / yes field 3
The [HrPayroll.CountryNoYes3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes4 – Country specific no / yes field 4
The [HrPayroll.CountryNoYes4] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes5 – Country specific no / yes field 5
The [HrPayroll.CountryNoYes5] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes6 – Country specific no / yes field 6
The [HrPayroll.CountryNoYes6] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes7 – Country specific no / yes field 7
The [HrPayroll.CountryNoYes7] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes8 – Country specific no / yes field 8
The [HrPayroll.CountryNoYes8] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes9 – Country specific no / yes field 9
The [HrPayroll.CountryNoYes9] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes10 – Country specific no / yes field 10
The [HrPayroll.CountryNoYes10] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes11 – Country specific no / yes field 11
The [HrPayroll.CountryNoYes11] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes12 – Country specific no / yes field 12
The [HrPayroll.CountryNoYes12] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes13 – Country specific no / yes field 13
The [HrPayroll.CountryNoYes13] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes14 – Country specific no / yes field 14
The [HrPayroll.CountryNoYes14] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes15 – Country specific no / yes field 15
The [HrPayroll.CountryNoYes15] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes16 – Country specific no / yes field 16
The [HrPayroll.CountryNoYes16] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes17 – Country specific no / yes field 17
The [HrPayroll.CountryNoYes17] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes18 – Country specific no / yes field 18
The [HrPayroll.CountryNoYes18] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes19– Country specific no / yes field 19
The [HrPayroll.CountryNoYes19] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryNoYes20– Country specific no / yes field 20
The [HrPayroll.CountryNoYes20] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint1 – Country specific small number field 1
The [HrPayroll.CountrySmallint1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint2 – Country specific small number field 2
The [HrPayroll.CountrySmallint2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint3 – Country specific small number field 3
The [HrPayroll.CountrySmallint3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint4 – Country specific small number field 4
The [HrPayroll.CountrySmallint4] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint5 – Country specific small number field 5
The [HrPayroll.CountrySmallint5] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint6 – Country specific small number field 6
The [HrPayroll.CountrySmallint6] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint7 – Country specific small number field 7
The [HrPayroll.CountrySmallint7] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint8 – Country specific small number field 8
The [HrPayroll.CountrySmallint8] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint9 – Country specific small number field 9
The [HrPayroll.CountrySmallint9] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint10 – Country specific small number field 10
The [HrPayroll.CountrySmallint10] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint11 – Country specific small number field 11
The [HrPayroll.CountrySmallint11] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint12 – Country specific small number field 12
The [HrPayroll.CountrySmallint12] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint13 – Country specific small number field 13
The [HrPayroll.CountrySmallint13] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint14 – Country specific small number field 14
The [HrPayroll.CountrySmallint14] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint15 – Country specific small number field 15
The [HrPayroll.CountrySmallint15] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint16 – Country specific small number field 16
The [HrPayroll.CountrySmallint16] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint17 – Country specific small number field 17
The [HrPayroll.CountrySmallint17] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint18 – Country specific small number field 18
The [HrPayroll.CountrySmallint18] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint19 – Country specific small number field 19
The [HrPayroll.CountrySmallint19] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountrySmallint20 – Country specific small number field 20
The [HrPayroll.CountrySmallint20] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest1 – Country specific list box field 1
The [HrPayroll.CountryTest1] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest2 – Country specific list box field 2
The [HrPayroll.CountryTest2] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest3 – Country specific list box field 3
The [HrPayroll.CountryTest3] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest4 – Country specific list box field 4
The [HrPayroll.CountryTest4] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest5 – Country specific list box field 5
The [HrPayroll.CountryTest5] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest6 – Country specific list box field 6
The [HrPayroll.CountryTest6] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest7 – Country specific list box field 7
The [HrPayroll.CountryTest7] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest8 – Country specific list box field 8
The [HrPayroll.CountryTest8] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest9 – Country specific list box field 9
The [HrPayroll.CountryTest9] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest10 – Country specific list box field 10
The [HrPayroll.CountryTest10] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest11 – Country specific list box field 11
The [HrPayroll.CountryTest11] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest12 – Country specific list box field 12
The [HrPayroll.CountryTest12] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest13 – Country specific list box field 13
The [HrPayroll.CountryTest13] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest14 – Country specific list box field 14
The [HrPayroll.CountryTest14] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest15 – Country specific list box field 15
The [HrPayroll.CountryTest15] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest16 – Country specific list box field 16
The [HrPayroll.CountryTest16] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest17 – Country specific list box field 17
The [HrPayroll.CountryTest17] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest18 – Country specific list box field 18
The [HrPayroll.CountryTest18] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest19 – Country specific list box field 19
The [HrPayroll.CountryTest19] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest20 – Country specific list box field 20
The [HrPayroll.CountryTest20] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest21 – Country specific list box field 21
The [HrPayroll.CountryTest21] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest22 – Country specific list box field 22
The [HrPayroll.CountryTest22] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest23 – Country specific list box field 23
The [HrPayroll.CountryTest23] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest24 – Country specific list box field 24
The [HrPayroll.CountryTest24] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest25 – Country specific list box field 25
The [HrPayroll.CountryTest25] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest26 – Country specific list box field 26
The [HrPayroll.CountryTest26] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest27 – Country specific list box field 27
The [HrPayroll.CountryTest27] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest28 – Country specific list box field 28
The [HrPayroll.CountryTest28] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest29 – Country specific list box field 29
The [HrPayroll.CountryTest29] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest30 – Country specific list box field 30
The [HrPayroll.CountryTest30] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest31 – Country specific list box field 31
The [HrPayroll.CountryTest31] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest32 – Country specific list box field 32
The [HrPayroll.CountryTest32] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest33 – Country specific list box field 33
The [HrPayroll.CountryTest33] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest34 – Country specific list box field 34
The [HrPayroll.CountryTest34] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest35 – Country specific list box field 35
The [HrPayroll.CountryTest35] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest36 – Country specific list box field 36
The [HrPayroll.CountryTest36] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest37 – Country specific list box field 37
The [HrPayroll.CountryTest37] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest38 – Country specific list box field 38
The [HrPayroll.CountryTest38] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest39 – Country specific list box field 39
The [HrPayroll.CountryTest39] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

CountryTest40 – Country specific list box field 40
The [HrPayroll.CountryTest40] field is used to store country specific resource payroll settings. Per country a different set of values applies to this field. For more information see the Country specific section(s).

Description – Description
The [HrPayroll.Description] field stores the description of the contract related data (so where the [HrPayroll.Type] field has the value "C" or "P"). For contract related data, the default value of this field is "Contract". For payroll data, the default value of this field is "Payroll data".
Note: The [HrPayroll.Description] field is only available in Spanish legislation at the moment.

Division – Division
The [HrPayroll.Division] field stores the division code. The [HrPayroll.Division] field stores the numeric value of the [Bedryf.Bedrnr] field. This field is not used yet. It is added for future functionality.

DocAttachmentID – Attachment
A user can add an attachment to a contract (so where the [HrPayroll.Type] field has the value "C".) The attachment can contain additional information which is relevant to the contract. The attachment can be any type of file, such as an Excel sheet, an image, or a Word document. Attachments are stored as documents in the [BacoDiscussions] table, which is the central document table. The system uses the attachment id field to store a unique reference to the document in the [BacoDiscussions] table. The [HrPayroll.DocAttachmentID] field refers to the [BacoDiscussions.ID] field.
Note: The [HrPayroll.DocAttachmentID] field is only available in Spanish legislation.

EndDate – End date
The [HrPayroll.EndDate] field stores the end date of the payroll settings / contract data / payroll contract data.
- For payroll settings (where the [HrPayroll.Type] field has the value "N"), this field is filled with the last date of the period for which the payroll settings apply.
- For contract data (so where the [HrPayroll.Type] field has the value "C"), this field will be filled with the end date of the contract. Since contracts cannot overlap, the start date (the [HrPayroll.StartDate] field) is always more recent than the end date of the previous contract.
- For payroll contract data (so where the [HrPayroll.Type] field has the value "P"), this field will store the end date of the payroll contract data. Within a contract, the start date of the payroll contract data is always more recent than the end date of the previous payroll contract data.

ID – ID
The [HrPayroll.ID] field stores the system generated database record identification number. This field is not functionally used.

Job_Title – Job title
The [HrPayroll.Job_Title] field stores the job title that is related to the contract. This field is only available for contract data (so where the [HrPayroll.Contract] field has the value "C"). This field is default filled with the value of the [Humres.Job_Title] field. The [HrPayroll.Job_Title] field refers to the [Hrjbtl.Job_Title] field.

Payment_Period – Payment period
The [HrPayroll.Payment_Period] field stores the payment period of the resource. The [HrPayroll.Payment_Period] field can contain the following values for this field:

Value	Description
A	Half-yearly
D	Daily
M	Monthly
Q	Quarterly
V	4-weekly
W	Weekly
Y	Yearly

PayrollYear – Payroll year
The [HrPayroll.PayrollYear] field stores the payroll year to which the resource specific payroll settings apply. The value of this field has to lie between the highest and lowest payroll year (as defined in the settings).
Note: The [HrPayroll.PayrollYear] field is only used for payroll settings records (so where the [HrPayroll.Type] field has the value "N").

Period – Period
The [HrPayroll.Period] field stores the period to which the resource specific payroll settings apply.

Res_ID – Resource
The [HrPayroll.Res_ID] field stores the resource ID for which payroll settings or contract data is created. The [HrPayroll.Res_ID] field refers to the [Humres.Res_ID] field.

StartDate – Start date
The [HrPayroll.StartDate] field stores the start date of the payroll settings / contract data / payroll contract data.

- For payroll settings (where the [HrPayroll.Type] field has the value "N"), this field is filled with the first date of the period to which the payroll settings apply.
- For contract data (so where the [HrPayroll.Type] field has the value "C"), this field will be filled with the start date of the contract. Since contracts cannot overlap, the start date (the [HrPayroll.StartDate] field) is always more recent than the end date of the previous contract.
- For payroll contract data (so where the [HrPayroll.Type] field has the value "P"), this field will store the start date of the payroll contract data. Within a contract, the start date of the payroll contract data is always more recent than the end date of the previous payroll contract data.

Syscreated – Syscreated
The [HrPayroll.Syscreated] field stores the date and time when resource specific payroll settings / contract data / contract payroll data created. The system populates this field for all data.

Syscreator – Syscreator
The [HrPayroll.Syscreator] field stores the creator of the resource specific payroll settings / contract data / contract payroll data. The system populates this field for all data. The [HrPayroll.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [HrPayroll.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all data.

Sysmodified – Sysmodified
The [HrPayroll.Sysmodified] field stores the date and time when resource specific payroll settings / contract data / contract payroll data was last modified. Initially, this field contains the creation date. When a user modifies this data, the date and time stored in the [HrPayroll.Sysmodified] field are changed to the date and time of modification. The system populates this field for all data.

Sysmodifier – Sysmodifier
The [HrPayroll.Sysmodifier] field stores the ID of the person who modified resource specific payroll settings / contract data / contract payroll data. Initially, this field contains the creator ID. When a user modifies this data, the modifier ID stored in the [HrPayroll.Sysmodifier] field is changed to the ID of the user who modified the data. The system populates this field for all data. The [HrPayroll.Sysmodifier] field refers to the [Humres.Res_ID] field.

Timestamp – Timestamp
The [HrPayroll.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the data in created or changed order. The system assigns a new timestamp for each new resource specific payroll setting / contract data / contract payroll data and updates the timestamp of the changed resource specific payroll settings / contract data / contract payroll data.

Type – Type
The [HrPayroll.Type] field stores the type of the data. The resource specific payroll settings are stored as type “N”. The types “C” (main contract related data) and “P” (sub contract related data) are used in German, Spanish and Austrian legislation.
The [HrPayroll.Type] field can contain the following values for this field:

Value	Description	Remark
C	Contract	Main contract related data
L	Log	Not used anymore
N	Normal	Resource specific payroll settings
P	Payroll data	Sub contract related data

18.3 Country specific field details - Netherlands (NL)

The resource specific payroll settings for the Netherlands, are stored in the country specific fields for own legislation. To have a better understanding of the fields that are used, a view is created (the [NLHrPayroll] view) with field names that indicate better what the field represents.

Field NLHrPayroll	Field HrPayroll
abp_dv_aard	CountryTest24
abp_dv_enddate	CountryDate3
abp_dv_startdate	CountryDate2
abp_dv_volgnr	CountrySmallint15
abp_dv_waarde	CountryTest25
abp_ptf_afw	CountryFloat16
abu_enddate	CountryDate6
abu_startdate	CountryDate5
abu_weeks_not_worked	CountrySmallint14
afw_bter_pf	CountryFloat13
annual_wage	CountryFloat12
calc_days_week	CountryFloat18
calc_hours_week	CountryFloat19
calc_ptf	CountryFloat20
calc_ptf_method	CountryTest28
calc_svdays_method	CountryTest27
Cd_ink_vermindering	CountryTest26
component_group	Component_group
contract	contract
country	Country
days_period	CountryFloat15
declaration_date	CountryDate7
declaration_made	CountryTest5
declaration_number	Country15Char1
declaration_period	CountrySmallInt3
declaration_reference	Country30Varchar1
declaration_sequence	CountrySmallInt4
declaration_type	CountryTest4
description	description
DocAttachmentID	DocAttachmentID
enddate	enddate
ID	ID
job_title	job_title
msv_cao_code	CountrySmallint2

Field NLHrPayroll	Field HrPayroll
msv_change_ldate	CountryDate4
msv_declaration_type	CountryTest15
msv_hours_week	CountryFloat11
msv_labour_agreement	CountryNoYes6
msv_labour_code	CountryTest17
msv_labour_exception	Country8Char5
msv_labour_regular	CountryNoYes7
msv_loonsom	CountryFloat7
msv_own_risk_code	CountryTest20
msv_part_bps	CountryNoYes11
msv_part_obf	CountryNoYes9
msv_part_stein	CountryNoYes10
msv_part_vnps	CountryNoYes8
msv_premiumgrp_code	CountryTest19
msv_print	CountryNoYes5
msv_reduction_wa_code	CountryTest18
msv_resign_code	CountryTest16
msv_wao_percentage	CountrySmallint5
payment_period	payment_period
PayrollYear	PayrollYear
period	period
plo_ris_fonds	CountryNoYes14
reference_period	CountryFloat17
res_id	res_id
sector	Country8Char2
slip_name_method	CountryTest29
sliptext1	Country70Varchar1
sliptext2	Country70VarChar2
sliptext3	Country70VarChar3
soc_bter_days	CountryFloat14
soc_leerling	CountryTest23
soc_type_line	CountryTest22
soc_UTA	CountryNoYes15
soc_wao_type	CountryTest13

Field NLHrPayroll	Field HrPayroll
soc_ww_type	CountryTest11
soc_zfw_type	CountryTest14
soc_zw_type	CountryTest12
startdate	startdate
subsector	Country8Char3
syscreated	syscreated
syscreator	syscreator
sysguid	sysguid
sysmodified	sysmodified
sysmodifier	sysmodifier
tax_beschikking_amount	CountryFloat5
tax_exception_type	CountryTest9
tax_extra_amount	CountryFloat1
tax_extra_type	CountryTest2
tax_franchise	CountryTest10
tax_income_code	CountrySmallint1
tax_lagelonen_type	CountryTest6
tax_payment	CountryNoYes1
tax_percentage_rule	CountryFloat6
tax_rebate_elderly	CountryNoYes2
tax_rebate_ldate	CountryDate1
tax_rebate_type	CountryTest3
tax_rebate_young_disab	CountryNoYes3
tax_reduction_type	CountryTest8
tax_special_percentage	CountryFloat3
tax_special_yearlywage	CountryFloat2
tax_table_color	CountryTest1
tax_vermindering_type	CountryTest7
tax_vermindering_uren	CountryFloat4
tax_voordeelregel	CountryNoYes4
timestamp	timestamp
type	type
ydec_b_amount	CountryInt3
ydec_bpf_code	CountrySmallint9

Field NLHrPayroll	Field HrPayroll
ydec_comp_car	CountryNoYes13
ydec_government	CountryNoYes12
ydec_payment_amt	CountryInt1
ydec_payment_days	CountrySmallint6
ydec_payment_wao	CountryInt2
ydec_special_amount1	CountryFloat8
ydec_special_amount2	CountryFloat9
ydec_special_amount3	CountryFloat10
ydec_special_code1	CountrySmallint11
ydec_special_code2	CountrySmallint12
ydec_special_code3	CountrySmallint13
ydec_special_sv_code	CountrySmallint8
ydec_vrijst_code	CountryTest21
ydec_vut_code	CountrySmallint10
ydec_year_hours	CountrySmallint7

Note: Only the records where the [HrPayroll.Type] field has the value “N” and the [HrPayroll.Country] field has the value “NL” are used in the [NLHrPayroll] view.

Abp_dv_aard – Nature of employment (Aard dienstverband)
The [NLHrPayroll.Abp_dv_aard] field stores the nature of the employment. This field is used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (“semi-overheid”) and maintain a number of regulations. The [NLHrPayroll.Abp_dv_aard] field can contain the following values:

Value	Description
A	Voormalig werknemer met ontslaguitkering
B	Voormalig werknemer met functioneel leeftijdsontslag
C	Voormalig werknemer met VUT of FPU uitkering
D	Voormalig werknemer met suppletie
E	Verlof wegens politieke functie
F	Verlof wegens functie bij EG, NAVO e.d.
G	Verlof wegens militaire functie
H	Verlof wegens functie op de Nederlandse Antillen
I	Verlof wegens functie ombudsman
J	Verlof, alle andere situaties
W	Werknemer

Abp_dv_EndDate – End date participation (Einddatum deelnemerschap)
The [NLHrPayroll.Abp_dv_aard] field stores the end date of the participation of the employee to the ABP fund. This field is used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations.

Abp_dv_StartDate – Start date participation (Startdatum deelnemerschap)
The [NLHrPayroll.Abp_dv_aard] field stores the start date of the participation of the employee to the ABP fund. This field is used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations.

Abp_dv_volgnr – Participant number (Volgnummer deelnemer)
The [NLHrPayroll.Abp_dv_volgnr] field stores the participant number of the employee of the ABP fund. This field is used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations.

Abp_dv_Waarde – (Waarde deelnemerschap)
The [NLHrPayroll.Abp_dv_Waarde] field indicates how the seniority is included in the calculation of the ABP premium. This field is also used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations.

Value	Description
0	100: de diensttijd telt volledig mee.
1	050: de diensttijd telt voor de helft mee.
2	000: de diensttijd telt niet mee.

Abp_ptf_afw – Part-time factor new function / leave (Deeltijdfactor nieuwe betrekking/verlof)
The [NLHrPayroll.Abp_dv_afw] field stores the part-time factor of the new function or leave for the calculation of the ABP premium. This field is also used for the declaration to the ABP (Algemeen Burgerlijk Pensioenfonds), which is the pension fund of the government organizations or government related companies (semi-overheid) and maintain a number of regulations. If the "Nature of employment" (the [NLHrPayroll.Abp_dv_aard] field) has the value "A" or "D", then this field is enabled with the label "Deeltijdfactor andere betrekking". If the "Nature of employment" (the [NLHrPayroll.Abp_dv_aard] field) has the value "E", then this field is enabled with the label "Deeltijdfactor verlof".

ABU_EndDate – ABU End date (Einddatum wekentelling)
The [NLHrPayroll.ABU_EndDate] field stores the end date of the weeks not worked. This data is needed for specific calculations for the CAO ABU (Algemene Bond Uitzendondernemingen).

ABU_StartDate – ABU Start date (Begindatum wekentelling)
The [NLHrPayroll.ABU_StartDate] field stores the start date of the weeks not worked. This data is needed for specific calculations for the CAO ABU (Algemene Bond Uitzendondernemingen).

ABU_Weeks_Not_Worked – ABU weeks not worked
The [NLHrPayroll.ABU_Weeks_Not_Worked] field stores the number of the weeks not worked. This data is needed for specific calculations for the CAO ABU (Algemene Bond Uitzendondernemingen).

Afw_BTER_pf – Deviating BTER base pension fund (Afwijkende BTER grondslag pensioenfonds)
The [NLHrPayroll.Afw_BTER_pf] field stores a deviating BTER (Bedrijfstak eigen regeling) base value. This field is used to declare a deviating base value of the pension fund for the UWV SFB.

Annual_Wage – Gross annual wage (Bruto jaarloon)
The [NLHrPayroll.Annual_Wage] field stores the gross annual wage. This field is used for various premium calculations like PGGM and ABP.

Calc_Days_Week – SV days per week (SV dagen per week)
The [NLHrPayroll.Calc_Days_Week] field stores the number of SV days per week of the employee. The SV days per week are used to calculate several premiums like WW, ZW and ZFW. The [NLHrPayroll.Calc_Days_Week] field is only available if the [NLHrPayroll.Calc_svdays_Method] field has the value “V”.

Calc_Hours_Week – SV hours per week (SV uren per week)
The [NLHrPayroll.Calc_Hours_Week] field stores the number of SV hours per week of the employee. The SV hours per week are used to calculate several premiums like WW, ZW and ZFW. The [NLHrPayroll.Calc_Hours_Week] field is only available if the [NLHrPayroll.Calc_svdays_Method] field has the value “V”.

Calc_ptf – Part-time factor (Part-time factor)
The [NLHrPayroll.Calc_ptf] field stores the part-time factor of the employee. The part-time factor is used to calculate several premiums. The [NLHrPayroll.Calc_ptf] field is only available if the [NLHrPayroll.Calc_ptf_Method] field has the value “V”.

Calc_ptf_Method – Calculation part-time factor (Part-time factor berekening)
The [NLHrPayroll.Calc_ptf_Method] field indicates what method is used in order to calculate the part-time factor that is used within the payroll calculation. When this field is set to ‘A’, the part-time factor is calculated automatically by the payroll calculation by dividing the number of hours per day from the employees workschedule and the number of hours per day from the component concerned (the [HrComponents.Country_float9] field). When this field is set to ‘V’, the part-time factor that is used by the payroll calculation is the part-time factor that is filled in the [NLHrPayroll.Calc_ptf] field for that employee and period. The [NLHrPayroll.Calc_ptf_Method] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Automatically
V	Vaste waarde gebruiken

Calc_svdays_Method – Calculation SV days and SV hours (Berekening SV dagen / uren)
The [NLHrPayroll.Calc_svdays_Method] field indicates if the SV days and SV hours should be calculated automatically or fixed values should be used. The [NLHrPayroll.Calc_svdays_Method] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Automatically
V	Vaste waarde gebruiken

Cd_ink_Vermindering – (Code inkomstenvermindering)
The [NLHrPayroll.Cd_ink_Vermindering] field indicates if the salary is reduced this period. The [NLHrPayroll.Cd_ink_Vermindering] field refers to the DDTests table which contains the following values for this field:

Value	Description
B	Bevalling of zwangerschap
N	N.v.t.
O	Onbetaald verlof
Z	Ziekte

Note: The [NLHrPayroll.Cd_ink_Vermindering] field will be used to register declaration data for the new tax declaration as from 2006.

Component_Group – Component group
The [NLHrPayroll.Component_Group] field has the same functionality as the [HrPayroll.Component_Group] field.

Contract - Contract
The [NLHrPayroll.Contract] field has the same functionality as the [HrPayroll.Contract] field.

Country - Country
The [NLHrPayroll.Country] field has the same functionality as the [HrPayroll.Country] field.

Days_Period – Days per period (Dagen per periode)
The [NLHrPayroll.Days_Period] field stores the deviating number of days per period of the employee if the work schedule does not return the correct data.

Declaration_Date – Declaration date
The [NLHrPayroll.Declaration_Date] field stores the date and time the declaration was created.
Note: The [NLHrPayroll.Declaration_Date] field will be used to register declaration data for the new tax declaration as from 2006.

Declaration_Made – Declaration made
The [NLHrPayroll.Declaration_Made] field indicates if a tax declaration is made.
Note: The [NLHrPayroll.Declaration_Made] field will be used to register declaration data for the new tax declaration as from 2006.

Declaration_Number – Declaration number
The [NLHrPayroll.Declaration_Number] field stores the number of the tax declaration.
Note: The [NLHrPayroll.Declaration_Number] field will be used to register declaration data for the new tax declaration as from 2006.

Declaration_Period – Declaration period
The [NLHrPayroll.Declaration_Period] field stores the period for which the tax declaration is created. The frequency that a tax declaration is sent will be monthly or 4-weekly. Most of the time the declaration period will be equal to the payroll payment period, but in a few cases this will be different:
Payment period weekly: these resources will be declared per four weeks.
Payment period quarterly: these resources will be declared per month.
Payment period daily: these resources will be declared per four weeks or per month.
Note: The [NLHrPayroll.Declaration_Period] field will be used to register declaration data for the new tax declaration as from 2006.

Declaration_Reference – Declaration reference
The [NLHrPayroll.Declaration_Reference] field stores the unique reference for the tax declaration. This field will be used to link the different data like payroll data, payroll transactions, documents and payments. This field will also be used in the communication between the tax department and the company. The reference will consist of the following data: “Loonbelastingnummer” + “Document number” and will also be stored in the created XML-file for the declaration.
Note: The [NLHrPayroll.Declaration_Reference] field will be used to register declaration data for the new tax declaration as from 2006.

Declaration_Sequence – Declaration sequence
The [NLHrPayroll.Declaration_Sequence] field stores the sequence number of the declaration. The sequence number is used to make a difference between the separate declarations made, since it is possible that more than one additional or correction declaration is created.
Note: The [NLHrPayroll.Declaration_Sequence] field will be used to register declaration data for the new tax declaration as from 2006.

Declaration_Type – Declaration type
The [NLHrPayroll.Declaration_Type] field stores the type of declaration. The [NLHrPayroll.Declaration_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
0	N.v.t.
1	Correctie
2	Intrekking

Note: The [NLHrPayroll.Declaration_Type] field will be used to register declaration data for the new tax declaration as from 2006.

Description – Description
The [NLHrPayroll.Description] field has the same functionality as the [HrPayroll.Description] field.

DocAttachmentID – Attachment
The [NLHrPayroll.DocAttachmentID] field has the same functionality as the [HrPayroll.DocAttachmentID] field.

EndDate – End date
The [NLHrPayroll.EndDate] field stores the end date of the payroll settings. This field is filled with the last date of the period for which the payroll settings apply.

ID – ID
The [NLHrPayroll.ID] field stores the system generated database record identification number. This field is not functionally used.

Job_Title – Job title
The [NLHrPayroll.Job_Title] field has the same functionality as the [NLHrPayroll.Job_Title] field.

Msv_CAO_Code – General labor agreement code (CAO code)
The [NLHrPayroll.Msv_CAO_Code] field stores the CAO code of the employee. Which codes are valid, depends on the Industrial Insurance Board. This field is applicable for the personnel declaration to UWV SFB, UWV SFS, UWV GUO and UWV RELAN.

Msv_Change_ldate – Start date personnel declaration (Datum wijziging melding)
The [NLHrPayroll.Msv_Change_ldate] field stores the date of changes in the personnel declaration. This date is used in the personnel declaration.

Msv_Declaration_Type – Type of personnel declaration (Aard melding)
The [NLHrPayroll.Msv_Declaration_Type] field indicates the type of personnel declaration. Depending on making an A-type or a B-type declaration, other fields must be filled in the declaration records. The [NLHrPayroll.Msv_Declaration_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	A Indiensttreding
B	A Wijziging arbeidsverhouding
C	A Correctie eerdere melding
D	A Geen van bovenstaande
E	B Uitdiensttreding
F	B Overlijden
G	B Geen van bovenstaande
H	B Wijziging uitdiensttreding

Msv_Hours_Week – Average number of hours per week (Gemiddeld aantal uren per week)
The [NLHrPayroll.Msv_Hours_Week] field stores the average number of hours per week. This field is applicable for the personnel declarations to the UWV CADANS, UWV SFB, UWV SFS and UWV GUO.

Msv_Labour_Agreement – Regular employment (Op basis van arbeidsovereenkomst)
The [NLHrPayroll.Msv_Labour_Agreement] field indicates if the employee has an employment contract with the employer. This field is applicable for the personnel declarations to all parties of the UWV. The [NLHrPayroll.Msv_Labour_Agreement] field can contain the following values:

Value	Description
0	No employment contract
1	Employment contract

Note: If the [NLHrPayroll.Msv_Labour_Agreement] field has the value “0”, then the [NLHrPayroll.Msv_Labour_Exception] field is enabled, to choose another form of employment.

Msv_Labour_Code – Relation of employee to employer (Uitzonderingssituatie)
The [NLHrPayroll.Msv_Labour_Code] field indicates the relation between the employee and the employer. This field is applicable for the personnel declarations to all parties of the UWV. The [NLHrPayroll.Msv_Labour_Code] field refers to the DDTests table which contains the following values for this field:

Value	Description
D	Directeur/grootaandeelhouder
F	Familie van eigenaar
N	Niet van toepassing
O	Oproep-/invalkracht
V	Vorige eigenaar

Msv_Labour_Exception – Type of employment (Anders, aard arbeidsovereenkomst)
The [NLHrPayroll.Msv_Labour_Exception] field stores the type of agreement between the employee and the employer, when this differs from a regular employment contract. This field is applicable to all parties of the UWV. The [NLHrPayroll.Msv_Labour_Exception] field can contain the following values:

Value	Description
00	Niet van toepassing
01	Aanneming van werk
02	Vertegenwoordiger
03	WSW-er
04	Stagiair
05	Vrijwilliger of reservist politie/brandweer
06	Thuiswerker
07	Uitzendkracht
08	Musicus of artiest
09	Persoonlijke arbeid
10	Deelvisser
11	Topsporter
12	Gemoedsbezwaarde
13	Bestuurder coöp.
14	PMA Scholier/student (not used anymore)
15	PMA Huisvrouw (m/v) (not used anymore)
16	PMA Uitkeringsgerechtigde
17	Iemand die onbetaald verlof heeft

Value	Description
18	GLW Scholier/student
19	GLW Huisvrouw
20	GLW Asielzoeker
21	GLW Overige categorieën
22	VUT

Msv_Labour_Regular – Working fixed or variable hours (Regelmatig arbeidspatroon)
The [NLHrPayroll.Msv_Labour_Regular] field indicates if the employee is working regular days per 4 weeks in the case of UWV GAK or in case of UWV CADANS and UWV SFS is working regular hours per week. The [NLHrPayroll.Msv_Labour_Regular] field can contain the following values:

Value	Description
0	No regular days / hours
1	Regular days / hours

Msv_Loonsom – Expected amount basic value of pension (Loonsom RELAN / VNPS)
The [NLHrPayroll.Msv_Loonsom] field stores the expected year wage which is the basic value for pension. The value must be rounded to whole amounts. This field is used for the personnel declaration to UWV GUO for the year amount used for the calculation of V(N)PS. This field is also used for the personnel declaration to UWV CADANS for RELAN pensions.

Msv_Own_Risk_Code – Risk fund (Risico fonds)
The [NLHrPayroll.Msv_Own_Risk_Code] field indicates if the employer has the employee insured in the risk-fund. This field is applicable for the personnel declarations to UWV CADANS. The [NLHrPayroll.Msv_Own_Risk_Code] field refers to the DDTests table which contains the following values for this field:

Value	Description
1	Normale regeling
2	Niet van toepassing
3	Bijzondere regeling

Msv_part_BPS – Participant BPS (Deelnemer BPS)
The [NLHrPayroll.Msv_part_BPS] field indicates if the employee is a participant of the pension fund BPS (Pensioenbedrijf voor het Slagersbedrijf). This field is applicable for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv_part_BPS] field can contain the following values:

Value	Description
0	No participant
1	Participant

Msv_part_OBF – Participant OBF (Deelnemer OBF)
The [NLHrPayroll.Msv_part_OBF] field indicates if the employee is a participant of the pension fund OBF (Overbruggingsfonds). This field is applicable for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv_part_OBF] field can contain the following values:

Value	Description
0	No participant
1	Participant

Msv_part_stein – Participant mr. A. Steinkuhler fund (Deelnemer mr. A. Steinkuhler fonds)
The [NLHrPayroll.Msv_part_stein] field indicates if the employee is a participant of the mr. A. Steinkuhler fund. This field is applicable for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv_part_stein] field can contain the following values:

Value	Description
0	No participant
1	Participant

Msv_part_VNPS – Participant VNPS (Deelnemer VNPS)
The [NLHrPayroll.Msv_part_VNPS] field indicates if the employee is a participant of the pension fund VNPS (Vereniging Nederlands Pensioenfonds voor de Sigarenindustrie en aanverwante bedrijven). This field is applicable for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv_part_VNPS] field can contain the following values:

Value	Description
0	No participant
1	Participant

Msv_premiumgrp_Code – Premium group (Premiegroep)
The [NLHrPayroll.Msv_premiumgrp_Code] field stores the premium group for the sickness-fund (ZW). This field is used for the personnel declaration to the UWV SFB. The [NLHrPayroll.Msv_premiumgrp_Code] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Premiegroep A
B	Premiegroep B
G	Geen

Note: The [NLHrPayroll.Msv_premiumgrp_Code] field with value 'A', 'B' and 'G' is only applicable to payroll year before 2006. For payroll year 2006 onwards, a new premium group has been introduced whereby the value in this field is determined based on the sector (value in the [NLHrPayroll.Sector] field). Refer to item 'PremiumGroups_1.csv' attachment for premium group code applicable before year 2006 and 'PremiumGroups.csv' attachment for premium group code applicable for year 2006 onwards.

Msv_Print – Make personnel declaration (Melding sociale verzekering maken)
The [NLHrPayroll.Msv_Print] field indicates if a personnel declaration to the Industrial Insurance Board (MSV) should be printed. A personnel declaration must be made if the contract of the resource starts changes or ends. The [NLHrPayroll.Msv_Print] field can contain the following values:

Value	Description
0	No print
1	Print

Msv_Reduction_WA_Code – Reduction WA premium (Reductie premie wachtgeld)
The [NLHrPayroll.Msv_Reduction_WA_Code] field stores the code of the reduction of the WA premium for the agricultural sector. This field is used for the personnel declaration to UWV GUO. The [NLHrPayroll.Msv_Reduction_WA_Code] field refers to the DDTests table which contains the following

Value	Description
0	Niet van toepassing
1	Vast dienstverband
2	Los dienstverband

Msv_Resign_Code – Reason resignation (Einde dienstverband)
The [NLHrPayroll.Msv_Resign_Code] field stores the reason of resignation of an employee. This field is only available if the [NLHrPayroll.Msv_Declaration_Type] field has the value "E". The [NLHrPayroll.Msv_Resign_Code] field refers to the DDTests table which contains the following values for this field:

Value	Description
0	Niet van toepassing
1	WerkeloosheidsWet (WW)
2	Vervroegde UitTreding (VUT)
3	Wet op de ArbeidsOngeschiktheid (WAO)
4	Other

Msv_WAO_Percentage – Percentage employment disabled (Percentage arbeidsongeschiktheid)
The [NLHrPayroll.Msv_WAO_Percentage] field stores the percentage in which the employee is employment disabled. This field is applicable for the personnel declaration to UWV SFB and the declaration to Via Prisma (UWV GAK). The [NLHrPayroll.Msv_WAO_Percentage] field can contain the following values:

Value	Description
00	(No percentage employment disabled)
15	(15 - 25 %)
25	(25 - 35 %)
35	(35 - 45 %)
45	(45 - 55 %)
55	(55 - 65 %)
65	(65 - 80 %)
80	(80 - 100 %)

Payment_Period – Payment period
The [NLHrPayroll.Payment_Period] field stores the payment period of the resource. The [NLHrPayroll.Payment_Period] field can contain the following values for this field:

Value	Description
A	Half-yearly
D	Daily
M	Monthly
Q	Quarterly
V	4-weekly
W	Weekly
Y	Yearly

PayrollYear – Payroll year
The [NLHrPayroll.PayrollYear] field stores the payroll year to which the resource specific payroll settings apply. The value of this field has to lie between the highest and lowest payroll year (as defined in the settings).

Period – Period
The [NLHrPayroll.Period] field stores the period to which the resource specific payroll settings apply.

Plo_ris_fonds – Dispensation risk fund (Dispensatie risicofonds)
The [NLHrPayroll.Plo_ris_fonds] field indicates if the employee has dispensation for the “Risicofonds”. The value “1” indicates that the employee has dispensation; the value “0” indicates that the employee does not have dispensation.

Reference_Period – Reference period (Peilperiode)
The [NLHrPayroll.Reference_Period] field indicates in which period the employee will get an increase of his/her job level.

Res_ID – Resource
The [NLHrPayroll.Res_ID] field stores the resource ID for which payroll settings are created. The [NLHrPayroll.Res_ID] field refers to the [Humres.Res_ID] field.

Sector – Sector (Sector)
The [NLHrPayroll.Sector] field stores the sector of the employee. The sector number is a unique number. This field determines (together with the [NLHrPayroll.SubSector] field) which premium component(s) must be linked to the resource. Each premium component will be depended on the sector and the sub sector of the company. Default this will be the one in the setting, but this can be different per resource. For each sector, a number of sub sectors (CAO's) are available. The [NLHrPayroll.Sector] field can contain the following values:

Value	Description
00	Niet van toepassing
01	Agrarisch bedrijf
02	Tabaksverwerkende industrie
03	Bouwbedrijf
04	Baggerbedrijf
05	Houten emballage-, houtwaren- en borstelindustrie
06	Timmerindustrie
07	Meubel- en orgelbouwindustrie
08	Groothandel in hout, zagerijen, schaverijen en houtbereidingsindustrie
09	Grafische industrie
10	Metaalindustrie
11	Elektrotechnische industrie
12	Metaal- en technische bedrijfstakken
13	Bakkerijen
14	Suikerverwerkende industrie
15	Slagersbedrijven
16	Slagers overig
17	Detailhandel
18	Reiniging
19	Grootwinkelbedrijf
20	Havenbedrijven
21	Havenclassificeerders

Value	Description
22	Binnenscheepvaart
23	Visserij
24	Koopvaardij
28	Taxi- en ambulancevervoer
29	Openbaar vervoer
30	Besloten busvervoer
31	Overige personenvervoer te land en in de lucht
32	Overige goederen vervoer te land en in de lucht
33	Horeca algemeen
34	Horeca catering
35	Gezondheid, geestelijke en maatschappelijke belangen
38	Banken
39	Verzekeringswezen en ziekenfondsen
40	Uitgeverij
41	Groothandel I
42	Groothandel II
43	Zakelijke dienstverlening I
44	Zakelijke dienstverlening II
45	Zakelijke dienstverlening III
46	Zuivelindustrie
47	Textielindustrie
48	Steen-, cement-, glas-, en keramische industrie
49	Chemische industrie
50	Voedingsindustrie
51	Algemene industrie
52	Uitzendbedrijven
53	Bewakingsondernemingen
54	Culturele instellingen
55	Overige takken van bedrijf en beroep
56	Schildersbedrijf
57	Stukadoorsbedrijf
58	Dakdekkersbedrijf
59	Mortelbedrijf
60	Steenhouwersbedrijf

Value	Description
61	Overheid, Onderwijs en wetenschappen
62	Overheid, Rijk, politie en rechterlijke macht
63	Overheid, Defensie
64	Overheid, Provincies, gemeenten en waterschappen
65	Overheid, Openbare nutsbedrijven
66	Overheid, Overige instellingen
67	Overheid, Werk en reintegratie
68	Railbouw
69	Telecommunicatie

Note: To differentiate between government sector and private sector, the value “9” is added to the [NLHrPayroll.Sector] field. This split sector is only applicable to [NLHrPayroll.Sector] field with value “61” to “66”. The table below illustrates the difference between the sector value for government sector and private sector:

Value	Description	Remarks
61	Overheid, Onderwijs en wetenschappen	For private sector
961	Overheid, Onderwijs en wetenschappen	For government sector
62	Overheid, Rijk, politie en rechterlijke macht	For private sector
962	Overheid, Rijk, politie en rechterlijke macht	For government sector
63	Overheid, Defensie	For private sector
963	Overheid, Defensie	For government sector
64	Overheid, Provincies, gemeenten en waterschappen	For private sector
964	Overheid, Provincies, gemeenten en waterschappen	For government sector
65	Overheid, Openbare nutsbedrijven	For private sector
965	Overheid, Openbare nutsbedrijven	For government sector
66	Overheid, Overige instellingen	For private sector
966	Overheid, Overige instellingen	For government sector

Slip_Name_Method – Payroll slip method (Samenstelling naam)
The [NLHrPayroll.Slip_Name_Method] field indicates how the name of the employee should be printed on the payroll slip. The [NLHrPayroll.Slip_Name_Method] field refers to the DDTests table which contains the following values:

Value	Description
0	Achternaam + meisjesnaam
1	Achternaam
2	Meisjesnaam
3	Meisjesnaam + achternaam

SlipText1 – First text line on salary slip (Regel 1 sliptekst)
The [NLHrPayroll.SlipText1] field stores the first text line that can be printed on the payroll slip for the employee. Whether the text is printed is dependent on the layout settings of the payroll slip.

SlipText2 – Second text line on salary slip (Regel 2 sliptekst)
The [NLHrPayroll.SlipText2] field stores the second text line that can be printed on the payroll slip for the employee. Whether the text is printed is dependent on the layout settings of the payroll slip.

SlipText3 – Third text line on salary slip (Regel 3 sliptekst)
The [NLHrPayroll.SlipText3] field stores the third text line that can be printed on the payroll slip for the employee. Whether the text is printed is dependent on the layout settings of the payroll slip.

Soc_BTER_Days – BTER days (BTER dagen)
The [NLHrPayroll.Soc_BTER_Days] field stores the number of BTER (Bedrijfstak eigen regeling) days. This field is used to enter a number of sick days that exceeds the 130 sick days. These days are used to calculate the “Vakantiebon”. The value of the “Vakantiebon” is reduced if the employee is more than 130 days sick. The [NLHrPayroll.Soc_BTER_Days] field is applicable for the UWV SFB.

Soc_Leerling – School attendance days (Aantal dagen leerplichting)
The [NLHrPayroll.Soc_Leerling] field stores the number of days the employee is still obliged to go to school. This influences the calculation of the “Vakantiebon”, because other percentages are used in the calculation. This field is only applicable for UWV SFB. The [NLHrPayroll.Soc_Leerling] field refers to the DDTests table which contains the following values for this field:

Value	Description
0	0 Dagen
1	1 Dag
2	2 Dagen

Soc_Type_Line – Line type (Soort regel)
The [NLHrPayroll.Soc_Type_Line] field indicates the type of line that must be used in the declaration to the UWV SFB. The [NLHrPayroll.Soc_Type_Line] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Maximering BTER
B	Buitenland werkend
C	Nabetaling
N	Normaal
R	Roostervrije dagen
V	Vervangt ambtshalve
Z	Ziektewet Vakantiefonds Verlaging

Soc_UTA – CAO UTA applicable (UTA personeel)
The [NLHrPayroll.Soc_UTA] field indicates if the CAO UTA (Uitvoerend, Technisch of Administratief) is applicable for the employee. This field influences the calculation of the pension premium that is used in the building construction. The value "1" indicates that the CAO UTA is applicable; the value "0" indicates that the CAO UTA is not applicable.

Soc_WAO_Type – Disabled employment insurance act (WAO)
The [NLHrPayroll.Soc_WAO_Type] field indicates if the WAO premium should be calculated. The [NLHrPayroll.Soc_WAO_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
J	Yes
N	No

Soc_WW_Type – Unemployment insurance act (WW)
The [NLHrPayroll.Soc_WW_Type] field indicates if the WW premium should be calculated. The [NLHrPayroll.Soc_WW_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
G	Geen franchise
J	Yes
N	No

Soc_ZFW_Type – Insured for health care (ZFW)
The [NLHrPayroll.Soc_ZFW_Type] field indicates if the ZFW premium should be calculated. The [NLHrPayroll.Soc_ZFW_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
J	Yes
N	No

Soc_ZW_Type – Insured for health care (ZW)
The [NLHrPayroll.Soc_ZW_Type] field indicates if the ZW premium should be calculated. The [NLHrPayroll.Soc_ZW_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
J	Yes
N	No

StartDate – Start date
The [NLHrPayroll.StartDate] field stores the start date of the payroll settings. This field is filled with the first date of the period to which the payroll settings apply.

SubSector – Sub sector (CAO)
The [NLHrPayroll.SubSector] field stores the sub sector (the CAO) of the employee. This field determines (together with the [NLHrPayroll.Sector] field) which premium component(s) must be linked to the resource. Each premium component will be depended on the sector and the sub sector of the company. Default this will be the one in the setting, but this can be different per resource. The value of the [NLHrPayroll.SubSector] field is an internal code and is used for the CAO's that are delivered by Exact Software. The [NLHrPayroll.SubSector] field can contain the following values:

Sector	Sub sector	Description
00	0000	Geen CAO
01	0101	Bedrijfsverzorgingsdiensten (BGZ)
01	0102	Bloembollengroothandel
01	0103	Open Teelten Boomkwekerij
01	0104	Bosbouw
01	0105	Groenvoederdrogerijen
01	0106	Hoveniersbedrijf
01	0107	Dierhouderij
01	0108	Landbouwwerktuigen exploiterende ondernemingen (LEO)
01	0109	Paddestoelen

Sector	Sub sector	Description
01	0110	Rundveeverbetering
01	0111	GlasTuinbouw
01	0112	Open Teelten Landbouw
01	0113	Open Teelten Tuinbouw
01	0114	Open Teelten Bloembollen
01	0199	Een andere, niet vermelde, CAO
02	0000	Geen CAO
03	0301	Bouwbedrijf
03	0302	Bouwbedrijf UTA personeel
03	0303	Bouwbedrijf Regeling Vroegpensioen UTA personeel
03	0399	Geen CAO
04	0000	Geen CAO
05	0000	Geen CAO
06	0601	Timmerfabrieken
06	0602	Timmerfabrieken UTA personeel
06	0699	Geen CAO
07	0701	Meubelindustrie en meubileringsbedrijven
07	0799	Geen CAO
08	0801	Houthandel
08	0899	Geen CAO
09	0901	Grafimedia
09	0999	Geen CAO
10	1001	Metalektro
10	1099	Geen CAO
11	1101	Metalektro
11	1199	Geen CAO
12	1201	Carrosseriebedrijf
12	1202	Elektrotechnisch bedrijf
12	1203	Goud- en Zilvernijverheid
12	1204	Isolatiebedrijf
12	1205	Koeltechnisch installatiebedrijf
12	1206	Loodgieters-, Fitters- en Centrale Verwarmingsbedrijf
12	1207	Metaalbewerkingsbedrijf
12	1208	Motorvoertuigen en Tweewielersbedrijf
12	1209	Rolluiken-, Markiezen- en Zonweringsbedrijven

Sector	Sub sector	Description
12	1299	Geen CAO
13	1301	Bakkersbedrijf (incl. Banketbakkersbedrijf)
13	1399	Geen CAO
14	1402	Suikerwerk- en Chocoladeverwerkende industrie
14	1499	Geen CAO
15	1501	Slagersbedrijf
15	1599	Geen CAO
16	0000	Geen CAO
17	1701	Bloemendetailhandel
17	1702	Boek- en kantoorvakhandel
17	1703	Detailhandel (verord. arbeidsvoorw. detailhandel)
17	1704	Detailhandel in aardappelen, groente en fruit
17	1705	Doe-het-zelfbranche
17	1706	Drogisterijbranche
17	1707	Elektrotechnische detailhandel
17	1708	Gemengde branche en speelgoedbranche
17	1709	Kappersbedrijf
17	1710	Levensmiddelenbedrijf
17	1711	Melk- en zuiveldetailhandel
17	1712	Mode en Sport
17	1713	Optiekbedrijven
17	1714	Reisbranche
17	1715	Samenwerkende branches
17	1716	Schoendetailhandel
17	1717	Schoenherstellersbedrijf
17	1718	Orthopedische schoenmakerijen
17	1719	Slijterijen
17	1720	Tandtechniek
17	1721	Tuincentra
17	1723	Videodetailhandel
17	1724	Wonen
17	1725	Zeilmakerijen
17	1799	Geen CAO
18	1801	Schoonmaak- en Glazenwassersbedrijf
18	1899	Geen CAO

Sector	Sub sector	Description
19	0000	Geen CAO
20	0000	Geen CAO
21	0000	Geen CAO
22	0000	Geen CAO
23	0000	Geen CAO
24	0000	Geen CAO
28	2801	Taxivervoer
28	2802	Ambulance
28	2899	Geen CAO
29	2901	Openbaar vervoer
29	2999	Geen CAO
30	3001	Besloten busvervoer
30	3099	Geen CAO
31	0000	Geen CAO
32	3201	Beroepsgoederenvervoer over de weg, mobiele kranen
32	3202	Goederenvervoer Nederland (KNV)
32	3299	Geen CAO
33	3301	Horeca en aanverwante bedrijf
33	3302	Verblijfsrecreatie
33	3399	Geen CAO
34	3401	Contractcateringbranche
34	3499	Geen CAO
35	3501	Apotheken
35	3502	Geestelijke gezondheidszorg
35	3503	Gehandicaptenzorg
35	3504	Huisartsenzorg
35	3505	Jeugdhulpverlening
35	3506	Kinderopvang
35	3507	Kunstzinnige vorming
35	3509	Tandartsassistenten
35	3510	Thuiszorg
35	3511	Verpleeg- en verzorgingshuizen
35	3512	Welzijn
35	3513	Sport
35	3515	Contractspelers betaald voetbal (CFK)

Sector	Sub sector	Description
35	3599	Geen CAO
38	0000	Geen CAO
39	0000	Geen CAO
40	0000	Geen CAO
41	4103	Technische groothandel
41	4199	Geen CAO
42	4206	Glashandel, Glasbewerkings- en Glazeniersbedrijf
42	4299	Geen CAO
43	0000	Geen CAO
44	4401	Architectenbureaus
44	4499	Geen CAO
45	0000	Geen CAO
46	0000	Geen CAO
47	0000	Geen CAO
48	0000	Geen CAO
49	0000	Geen CAO
50	5003	Groente- en fruitverwerkende industrie
50	5099	Geen CAO
51	0000	Geen CAO
52	5201	Uitzendkrachten (ABU)
52	5299	Geen CAO
53	5301	Particuliere beveiligingsorganisaties
53	5399	Geen CAO
54	0000	Geen CAO
55	0000	Geen CAO
56	5601	Schilders-, afwerkings- en glaszetbedrijf
56	5602	Schilders-, afwerkings- en glaszetbedrijf UTA personeel
56	5699	Geen CAO
57	5701	Stukadoors, afbouw en terrazzobedrijf/vloerenbedrijf
57	5702	Stukadoors, afbouw en terrazzobedrijf/vloerenbedrijf UTA personeel
57	5799	Geen CAO
58	5801	Bitumineuze en kunstof dakbedekkingsbedrijven
58	5802	Bitumineuze en kunstof dakbedekkingsbedrijven UTA personeel
58	5899	Geen CAO
59	5901	Mortelbedrijf

Sector	Sub sector	Description
59	5902	Mortelbedrijf UTA personeel
59	5999	Geen CAO
60	6001	Natuursteenbedrijf
60	6002	Natuursteenbedrijf UTA personeel
60	6099	Geen CAO
61	6199	Geen CAO
62	6299	Geen CAO
63	6399	Geen CAO
64	6401	Provincies
64	6499	Geen CAO
65	6599	Geen CAO
66	6699	Geen CAO
67	6799	Geen CAO
68	0000	Geen CAO
69	0000	Geen CAO

Syscreated – Syscreated
The [NLHrPayroll.Syscreated] field stores the date and time when resource specific payroll settings created. The system populates this field for all resource specific payroll settings.

Syscreator – Syscreator
The [NLHrPayroll.Syscreator] field stores the creator of the resource specific payroll settings. The system populates this field for all resource specific payroll settings. The [NLHrPayroll.Syscreator] field refers to the [Humres.Res_ID] field.

SysGuid – SysGuid
The [NLHrPayroll.SysGuid] field stores a unique identifier and is used for technical reasons only. It has no functional meaning. The system populates this field for all resource specific payroll settings.

Sysmodified – Sysmodified
The [NLHrPayroll.Sysmodified] field stores the date and time when resource specific payroll settings was last modified. Initially, this field contains the creation date. When a user modifies the resource specific payroll settings, the date and time stored in the [NLHrPayroll.Sysmodified] field are changed to the date and time of modification. The system populates this field for all resource specific payroll settings.

Sysmodifier – Sysmodifier
The [NLHrPayroll.Sysmodifier] field stores the ID of the person who modified resource specific payroll settings. Initially, this field contains the creator ID. When a user modifies the resource specific payroll settings, the modifier ID stored in the [NLHrPayroll.Sysmodifier] field is changed to the ID of the user who modified the resource specific payroll settings. The system populates this field for all resource specific payroll settings. The [NLHrPayroll.Sysmodifier] field refers to the [Humres.Res_ID] field.

Tax_Beschikking_Amount – Amount where no tax is calculated over for artist (Kostenbeschikking artiesten)
The [NLHrPayroll.Tax_Beschikking_Amount] field stores the "Beschikking" for an artist. This field is only available if the [NLHrPayroll.Tax_Exception_Type] field has the value "P".

Tax_Exception_Type – Uitzonderingsregeling
The [NLHrPayroll.Tax_Exception_Type] field indicates if exceptional tax and social premiums calculation apply to an employee. The [NLHrPayroll.Tax_Exception_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
B	Buitenlandse arties / sporter
C	Buitenlandse artiestengezelschappen en sportploegen
G	Geen uitzondering
H	Binnenlandse artiest/sporter
L	Studenten/scholieren regeling
P	Binnenlandse artiest/sporter (kostenbeschikking/kleine artiest/sporter)
R	Vergoedingsregeling bruto bedragen exclusief vergoeding
S	Vergoedingsregeling bruto bedragen inclusief vergoeding
T	Thuiswerker
V	Buitenlandse sporter (verlaagd tarief)

Tax_Extra_Amount – Extra tax amount/percentage (Bedrag extra loonheffing)
The [NLHrPayroll.Tax_Extra_Amount] field stores the amount of percentage of tax that the employee wants to pay extra to compensate for the income tax. This field is only available if the [NLHrPayroll.Tax_Extra_Type] field has the value "B" or "P".

Tax_Extra_Type – Extra tax (Extra loonheffing)
The [NLHrPayroll.Tax_Extra_Type] field indicates if the employee wants to pay an extra amount or percentage of tax to compensate for the income tax. This field is not enabled if the [NLHrPayroll.Tax_Payment] field has the value "1". The [NLHrPayroll.Tax_Extra_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
B	Bedrag
N	Niet van toepassing
P	Percentage

Tax_Franchise – Type of franchise (Code franchise)
The [NLHrPayroll.Tax_Franchise] field indicates which franchise calculation applies for the resource. Depending on the value of this field, other franchises in the deductions, other tax tables are valid. The [NLHrPayroll.Tax_Franchise] field refers to the DDTests table which contains the following values for this field:

Value	Description
0	Geen vakantiebon
1	Minder dan 10 dagen
2	Vanaf 10 t/m 19 dagen
3	Meer dan 19 dagen

Tax_Income_Code – Code of income (Code soort inkomen)
The [NLHrPayroll.Tax_Income_Code] field stores the code of income which is used for tax declarations.

Tax_Lagelonen_Type – Lower tax contributions for low salaries (vermindering lage lonen)
The [NLHrPayroll.Tax_Lagelonen_Type] field indicates if a tax reduction must be calculated for the employer due to low salaries. The amount calculated depends on the age, the fiscal wage (without holiday vouchers), the franchise code of the employee and the hours worked per week. The [NLHrPayroll.Tax_Lagelonen_Type] field can contain the following values:

Value	Description
J	Yes
N	No

Tax_Payment – Pay tax (Loonheffing)
The [NLHrPayroll.Tax_Payment] field indicates whether or not tax must be paid. The value “1” indicates that tax must be paid; the value “0” indicates that no tax must be paid. If no tax must be paid, all tax related fields are disabled.

Tax_Percentage_Rule – Percentage 30% calculation (Percentage 30% regeling)
The [NLHrPayroll.Tax_Percentage_Rule] field stores the percentage of the 30% calculation. The value of the percentage is between 0 and 30. This field is only enabled if the exception rule is set to “Vergoedingsregeling (max. 30%)” (so if the [NLHrPayroll.Tax_Exception_Type] field has the value “R”).

Tax_Rebate_Elderly – Extra elderly tax rebates (Aanvullende ouderkorting)
The [NLHrPayroll.Tax_Rebate_Elderly] field indicates whether or not the resource has an elderly tax rebate. A resource can only have an elderly tax rebate if he/she is single, is older than 65 and is paid with the green table and has a fiscal wage lower than EUR 27.704,64 a year (2001).

Tax_Rebate_ldate – Start date tax rebate (Datum ingang loonheffingskorting)
The [NLHrPayroll.Tax_Rebate_ldate] field stores the date the tax rebate becomes valid.

Tax_Rebate_Type – Tax rebate (Code loonheffing)
The [NLHrPayroll.Tax_Rebate_Type] field indicates if the employee has a salary rebate or not. The salary rebate can only be used at one employer. Whether an employee has rebates can differ during a payroll year. The wage tax will be higher if the resource has no salary rebate. The [NLHrPayroll.Tax_Rebate_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
0	Geen loonheffingskorting
1	Wel loonheffingskorting

Tax_Rebate_Young_Disab – Tax rebate for young employment disabled employees (jonggehandicapten korting)
The [NLHrPayroll.Tax_Rebate_Young_Disab] field indicates if an employee has a young employment disabled tax rebate. The value "0" indicates the employee has the young employment disabled tax rebate; the value "1" indicates that the employee does not have the young employment disabled tax rebate. This rebate is not part of the tax tables.

Tax_Reduction_Type – Reducible tax calculation (Herleidingsregel)
The [NLHrPayroll.Tax_Reduction_Type] field stores the type of tax reduction for the employee. Tax is build up out of four parts: Tax, AOW, ANW and AWBZ. Depending on the reduction type, the salary calculation will be different. The [NLHrPayroll.Tax_Reduction_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
A	Jonger dan 65, uitsluitend premieplichtig (grensarbeider)
B	Jonger dan 65, uitsluitend belastingplichtig
C	Jonger dan 65, belasting- en premieplichtig AOW/ANW
D	Jonger dan 65, belasting en premieplichtig AWBZ
E	Jonger dan 65, niet belastingplichtig en premieplichtig AOW/ANW
F	Jonger dan 65, niet belastingplichtig en premieplichtig AWBZ
G	Ouder/gelijk 65, uitsluitend premieplichtig (grensarb.)
H	Ouder/gelijk 65, uitsluitend belastingplichtig
I	Ouder/gelijk 65, belasting- en premieplichtig AOW/ANW
J	Ouder/gelijk 65, belasting en premieplichtig AWBZ
K	Ouder/gelijk 65, niet belastingplichtig en premieplichtig AOW/ANW
L	Ouder/gelijk 65, niet belastingplichtig en premieplichtig AWBZ
N	Niet van toepassing

Tax_Special_Percentage – Percentage special tax (Loonheffing bijzonder tarief)
The [NLHrPayroll.Tax_Special_Percentage] field stores the amount of fiscal special tariff for the year. This percentage is retrieved with the fiscal wage of the year before or manually entered.

Tax_Special_YearlyWage – Fiscal wage last year (Jaarloon bijzonder tarief)
The [NLHrPayroll.Tax_Special_YearlyWage] field stores the amount of fiscal wage of last year to retrieve the special tariff for the current year. This amount is retrieved from the fiscal wage of the year before. If the resource has become active during the last year, the fiscal wage of the last year is recalculated with the following formula: (full time number of working days) * (Fiscal wage) / (Days worked)

Tax_Table_Color – Table color (Tabelkleur)
The [NLHrPayroll.Tax_Table_Color] field stores the color of the tax table. This field is only enabled if the [NLHrPayroll.Tax_Payment] field has the value "1". The [NLHrPayroll.Tax_Table_Color] field refers to the DDTests table which contains the following values for this field:

Value	Description	Remark
G	Groene tabel	Payment out of current job(s)
W	Witte tabel	Payment out of earlier job(s)

Tax_Vermindering_Type – Lower tax contribution (Afdrachtvermindering)
The [NLHrPayroll.Tax_Vermindering_Type] field indicates if and which tax reductions for the employer are applicable. The amount calculated depends on age, fiscal wage (without holiday vouchers), franchise code of the employee and the hours worked per week. The tax reduction can be calculated only with permission of the tax board.
The [NLHrPayroll.Tax_Vermindering_Type] field refers to the DDTests table which contains the following values for this field:

Value	Description
B	Onderwijs en Langdurig werklozen
C	Onderwijs (Start kw.) en Langd. werklozen
L	Langdurig werklozen
N	Geen vermindering
O	Onderwijs
P	Onderwijs en Onderwijs (Start kwalificatie)
S	Onderwijs (Start kwalificatie)

Tax_Vermindering_Uren – Hours per week lower tax contribution (Afdracht vermindering)
The [NLHrPayroll.Tax_Vermindering_Uren] field stores the hours per week that should be used to calculate the lower tax contribution. This value of this field overrules the hours worked during the calculation. This field is available if the [NLHrPayroll.Tax_Vermindering_Type] field has a value other than "N" or if the [NLHrPayroll.Tax_Lagelonen_Type] field has the value "J".

Tax_Voordeelregel – Advantage tax calculation (voordeelregel)
The [NLHrPayroll.Tax_Voordeelregel] field indicates if for the calculation of special taxes, only a special tariff is calculated or the lowest tax is calculated according to regular tax tables or special tariff. The value "1" indicates that the "Voordeelregel" should be applied; the value "0" indicates that the "Voordeelregel" should not be applied.

Timestamp – Timestamp
The [NLHrPayroll.Timestamp] field is a technical field, which the SQL server triggers. The timestamp sorts the data in created or changed order. The system assigns a new timestamp for each new resource specific payroll setting and updates the timestamp of the changed resource specific payroll settings.

Type – Type
The [NLHrPayroll.Type] field stores the type of the resource specific payroll settings, which is the value "N".

Ydec_b_Amount – Amount B (Bedrag B)
The [NLHrPayroll.Ydec_b_Amount] field is not used.

Ydec_BPF_Code – BPF insured (Code BPF horeca en bakkers)
The [NLHrPayroll.Ydec_BPF_Code] field indicates if the employee is insured for the pension fund BPF. This field is used in the year declaration to the UWV GAK for the catering business and for bakeries.

Ydec_comp_Car – Company car (Auto van de zaak)
The [NLHrPayroll.Ydec_comp_Car] field indicates if the employee is using a car offered by the employer. This field is necessary for the year declaration to the tax department, but can also be printed on the year declaration to the employee. The [NLHrPayroll.Ydec_comp_Car] can contain the following values:

Value	Description
0	No company car
1	Company car

Ydec_Government – Government personnel (Overheidspersoneel)
The [NLHrPayroll.Ydec_Government] field indicates if the employee is working for the government. This field is used for the year declaration to the tax department. It is also used to indicate in the personnel declaration to UWV CADANS that an employee is insured for ABP pension fund. This only applies for the disability pension.

Ydec_Payment_amt – Amount benefit payment (Bedrag uitkering)
The [NLHrPayroll.Ydec_Payment_amt] field stores the amount of the benefit payment for one year paid by the employer to the employee. The benefit payment is something the employer is paying in name of the UWV. This field is applicable for the year declarations to UWV GAK, UWV SFB, UWV SFS, and UWV CADANS. The UWV GUO is asking this field in the periodical declaration.

Ydec_Payment_Days – Days benefit payment (dagen aanvulling)
The [NLHrPayroll.Ydec_Payment_Days] field stores the number of days that the benefit payment (the [NLHrPayroll.Ydec_Payment_amt] field) is paid by the employer to the employee in one year.

Ydec_Payment_WAO – Amount A (Bedrag WAO uitkering)
The [NLHrPayroll.Ydec_Payment_WAO] field contains the amount that is often called "Amount A" in the year declaration. For UWV GAK for bakeries, this field is used for the amount "WAO uitkering".

Ydec_Special_Amount1 – Amount special situation 1 (Bedrag speciale aanduiding 1)
The [NLHrPayroll.Ydec_Special_Amount1] field stores the first amount belonging to the special codes that can be entered which are not automatically generated by the software. Which codes are valid in a year can be found in the documentation of the tax department. This field is necessary for the year declaration to the tax department. The [NLHrPayroll.Ydec_Special_Amount1] field is only available if the [NLHrPayroll.Ydec_Special_Code1] field has a value other than "0".

Ydec_Special_Amount2 – Amount special situation 2 (Bedrag speciale aanduiding 2)
The [NLHrPayroll.Ydec_Special_Amount2] field stores the second amount belonging to the special codes that can be entered which are not automatically generated by the software. Which codes are valid in a year can be found in the documentation of the tax department. This field is necessary for the year declaration to the tax department. The [NLHrPayroll.Ydec_Special_Amount2] field is only available if the [NLHrPayroll.Ydec_Special_Code2] field has a value other than "0".

Ydec_Special_Amount3 – Amount special situation 3 (Bedrag speciale aanduiding 3)
The [NLHrPayroll.Ydec_Special_Amount3] field stores the third amount belonging to the special codes that can be entered which are not automatically generated by the software. Which codes are valid in a year can be found in the documentation of the tax department. This field is necessary for the year declaration to the tax department. The [NLHrPayroll.Ydec_Special_Amount3] field is only available if the [NLHrPayroll.Ydec_Special_Code3] field has a value other than "0".

Ydec_Special_Code1 – Code special situation 1 (Code speciale aanduiding 1)
The [NLHrPayroll.Ydec_Special_Code1] field stores a code for a first special situation. This code is not automatically generated by the software, but necessary for the year declaration to the tax department. Which codes are valid in a year can be found in the documentation of the tax department.

Ydec_Special_Code2 – Code special situation 2 (Code speciale aanduiding 2)
The [NLHrPayroll.Ydec_Special_Code1] field stores a code for a second special situation. This code is not automatically generated by the software, but necessary for the year declaration to the tax department. Which codes are valid in a year can be found in the documentation of the tax department.

Ydec_Special_Code3 – Code special situation 3 (Code speciale aanduiding 3)
The [NLHrPayroll.Ydec_Special_Code3] field stores a code for a third special situation. This code is not automatically generated by the software, but necessary for the year declaration to the tax department. Which codes are valid in a year can be found in the documentation of the tax department.

Ydec_Special_SV_Code – Code SVA (Code speciale aanduiding SV)
The [NLHrPayroll.Ydec_Special_SV_Code] field stores a special code that can have different values, depending on the Industrial Insurance Board. This field is used for the year declaration to the Industrial Insurance Board.

Ydec_vrijst_Code – Code exeption (Code premie vrijstelling)
The [NLHrPayroll.Ydec_vrijst_Code] field stores the code for employees who do not have to pay premiums. This field is applicable for the year declaration to UWV CADANS. The [NLHrPayroll.Ydec_vrijst_Code] can contain the following values:

Value	Description
0	Niet van toepassing
2	Gemoedsbezwaard
4	Marginale arbeid
5	Arbeidsgehandicapt
7	Combinatie van 2 en 5
9	Combinatie van 4 en 5

Ydec_VUT_Code – Code early retirement for catering (Code VUT horeca)
The [NLHrPayroll.Ydec_VUT_Code] field stores the code for early retirement for the CAO for catering companies (UWV GAK).

Ydec_Year_Hours – Hours per year (Uren per jaar)
The [NLHrPayroll.Ydec_Year_Hours] field stores the hours per year for the year declaration to UWV GAK for bakeries.

18.4 Country specific field details - China (CN)

The resource specific payroll settings for China are stored in the country specific fields for own legislation. In order to have a better understanding of the fields that are used, a view is created (the [CNHrPayroll] view) with field names that indicate better what the field represents.

Field name (CNHRPAYROLL)	Field name (HRPAYROLL)
District	Country8Char1
Fixed_Value	CountryFloat1
Base_Value_Method	CountryTest1

District – District
The [CNHrPayroll.District] field stores the resource's contribution district. The [CNHrPayroll.District] field can have one of the following values:

Value	Description
1	Huangpu
2	Luwan
3	Xuhui
4	Changning
5	Jingan
6	Putuo
7	Zhabei
8	Hongkou
9	Yangpu
10	Minhang
11	BaoShan
12	Jiading
13	Pudong
14	Nanhui
15	Fengxian
16	Songjiang
17	Jinshan
18	Qingpu
19	Chongming

Fixed_value – Fixed value

The [CNHrPayroll.Fixed_value] field stores the fixed amount to define the fixed value. The value stored in the [CNHrPayroll.Fixed_value] field will be used for the calculation of the resource's Social Insurance and Housing Fund.

Note: The [CNHrPayroll.Fixed_value] field is only filled when the [CNHrPayroll.Base_value_method] field is defined as fixed value.

Base_value_method – Base value method

The [CNHrPayroll.Base_value_method] field stores the base value method for the resource's contribution for social insurance and housing fund. The value stored in the [CNHrPayroll.Base_value_method] field will be used for the calculation of the resource's Social Insurance and Housing Fund. The [CNHrPayroll.Base_value_method] field is filled for components with subtype "2000", "2100", "2200", "2250", "2300", "2400" and "2500" at the [HrComponents.Comp_sub_type] field. The component's subtype has the following descriptions:

Subtype	Description
2000	Pension insurance
2100	Unemployment insurance
2200	Medical insurance
2250	Supplementary insurance
2300	Maternity insurance
2400	Injury insurance
2500	Housing Fund

The [CNHrPayroll.Base_value_method] field can have one of the following values:

Value	Description	Remarks
A	Actual value	Summation of components with subtype "1000" and "1300" for calculation.
F	Fixed value	Fixed value used for calculation.

Note: If the [CNHrPayroll.Base_value_method] field stores the actual value, the [CNHrPayroll.Fixed_value] field is not filled.

18.5 Country specific field details - Malaysia (MY)

The resource specific payroll settings for Malaysia, are stored in the country specific fields for own legislation. To have a better understanding of the fields that are used, a view is created (the [MYHrPayroll] view) with field names that indicate better what the field represents.

Field name (MYHrPayroll)	Field name (HrPayroll)
Amount	CountryFloat2
Car_Acquisition	CountryDate1
Car_Model	Country30VarChar1
Car_Year	CountrySmallInt2
Children	CountrySmallInt1
Perc_Amt	CountryTest3
Percentage	CountryFloat1
Previous_Employer	Country30Varchar2
Sliptext1	Country70VarChar1
Sliptext2	Country70VarChar2
Sliptext3	Country70VarChar3
SOCSO_Scheme	CountryTest2
Stop_Tax_From	CountryDate2
Stop_Tax_To	CountryDate3
Tax_Branch	Country8Char1
Tax_Branch_Spouse	Country8Char2
Tax_Catg	CountryTest1

Note: Only the records where the [HrPayroll.Type] field has the value “N” and the [HrPayroll.Country] field has the value “MY” are used in the [MYHrPayroll] view.

Amount – Amount
The [MYHrPayroll.Amount] field stores the amount of salary of the first payroll calculation for semi-monthly paid employees.
Note: The [MYHrPayroll.Amount] field is only enabled when the [MYHrPayroll.Perc_amt] field is defined as amount. It is only applicable to semi-monthly paid employees.

Car_Acquisition – Car acquisition date
The [MYHrPayroll.Car_Acquisition] field stores the date when the resource’s car was acquired for declaration on the EA form (code 103).

Car_Model – Car model
The [MYHrPayroll.Car_Model] field stores the resource's car model for declaration on the EA form (code 103).

Car_Year – Car year
The [MYHrPayroll.Car_Year] field stores the year the resource's car was manufactured for declaration on the EA form if the resource owned a car.

Children – Children
The [MYHrPayroll.Children] field stores the total number of children who belong to the resource and are below the age of eighteen (18) for declaration on the EA form.

Perc_Amt – Semi-monthly percentage / amount
The [MYHrPayroll.Perc_Amt] field stores a value that indicates whether to use amount or percentage for the resource payment period, when the payment period is defined as semi-monthly. The [MYHrPayroll.Perc_Amt] field refers to the DDTests table which contains the following values for this field:

Value	Description
P	Percentage
A	Amount

Note: The [MYHrPayroll.Perc_Amt] field is disabled when the resource payment period is defined as weekly, monthly and bi-weekly in the [HrPayroll.Payment_Period] field.

Percentage – Percentage
The [MYHrPayroll.Percentage] field stores the percentage of the first half salary in the first payroll calculation for semi-monthly paid employees.
Note: The [MYHrPayroll.Percentage] field is only enabled if the [MYHrPayroll.Perc_amt] field is defined as percentage. It is only applicable to semi-monthly paid employees.

Previous_Employer – Previous employer
The [MYHrPayroll.Previous_Employer] field stores any information of the resource's previous employer such as employer's name. The information stored in the [MYHrPayroll.Previous_Employer] field is used in the EA form.
Note: The [MYHrPayroll.Previous_Employer] field is enabled only if the resource did not work for the whole year.

Sliptext1 – Pay slip text 1
The [MYHrPayroll.Sliptext1] is the first field that stores any payroll slip information. The [MYHrPayroll.Sliptext1] field is not used yet. It is added for future functionality.

Sliptext2 – Pay slip text 2
The [MYHrPayroll.Sliptext2] is the second field that stores any payroll slip information. The [MYHrPayroll.Sliptext2] field is not used yet. It is added for future functionality.

Sliptext3 – Pay slip text 3
The [MYHrPayroll.Sliptext3] is the third field that stores any payroll slip information. The [MYHrPayroll.Sliptext3] field is not used yet. It is added for future functionality.

SOCSO_Scheme – SOCSO scheme
The [MYHrPayroll.SOCSO_Scheme] field stores the SOCSO (Social Security Organization) scheme of a resource's SOCSO contribution. The [MYHrPayroll.SOCSO_Scheme] field refers to the DDTests table which contains the following values for this field:

Value	Description
E	Employment injury and invalidity
I	Employment injury only

Stop_Tax_From – Start date of tax exemption
The [MYHrPayroll.Stop_Tax_From] field stores the start date of the tax exemption of a resource tax contribution.

Stop_Tax_To – End date of tax exemption
The [MYHrPayroll.Stop_Tax_To] field stores the end date of the tax exemption of a resource tax contribution.

Tax_Branch – Tax branch
The [MYHrPayroll.Tax_Branch] field stores the employee's income tax branch for declaration. The [MYHrPayroll.Tax_Branch] field can have one of the following values.

Value	Description
AS	Alor Setar
BI	Bintulu
BM	Bukit Mertajam
CH	Cheras
DU	Jalan Duta
IP	Ipoh
JB	Johor Bharu
KP	Kg. Attap
KB	Kota Bharu
KC	Kuching
KA	Kluang
KK	Kota Kinabalu
KG	Klang
KN	Kuantan
KR	Kangan

Value	Description
KT	Kuala Terengganu
KE	Keningau
LA	Labuan
ME	Melaka
MR	Miri
MU	Muar
PJ	Petaling Jaya
PP	Pulau Pinang
RB	Raub
SI	Sibu
SD	Sandakan
SA	Shah Alam
SP	Sungai Petani
SR	Seremban
SY	Syarikat
TP	Taiping
TM	Temerloh
TW	Tawau
TI	Teluk Intan
TB	Tidak Bermastautin
WM	Wangsa Maju

Tax_Branch_Spouse – Tax branch spouse

The [MYHrPayroll.Tax_Branch_Spouse] field stores the resource's spouse's income tax branch for declaration. The [MYHrPayroll.Tax_Branch_Spouse] field can have one of the following values.

Value	Description
AS	Alor Setar
BI	Bintulu
BM	Bukit Mertajam
CH	Cheras
DU	Jalan Duta
IP	Ipoh
JB	Johor Bharu
KP	Kg. Attap
KB	Kota Bharu
KC	Kuching
KA	Kluang
KK	Kota Kinabalu
KG	Klang
KN	Kuantan
KR	Kangan
KT	Kuala Terengganu
KE	Keningau
LA	Labuan
ME	Melaka
MR	Miri
MU	Muar
PJ	Petaling Jaya
PP	Pulau Pinang
RB	Raub
SI	Sibu
SD	Sandakan
SA	Shah Alam
SP	Sungai Petani
SR	Seremban
SY	Syarikat
TP	Taiping

Value	Description
TM	Temerloh
TW	Tawau
TI	Teluk Intan
TB	Tidak Bermastautin
WM	Wangsa Maju

Tax_Catg – Tax category

The [MYHrPayroll.Tax_Catg] field stores the tax category of a resource's tax contribution. The values stored in the [MYHrPayroll.Tax_Catg] field will effect the tax calculation. The [MYHrPayroll.Tax_Catg] field refers to the DDTests table which contains the following values for this field:

Value	Description
1	Single
2	Married and spouse not working
3	Married and both are working

18.6 Country specific field details - Middle East (AE)

The resource specific payroll settings for Middle East are stored in the country specific fields for own legislation. In order to have a better understanding of the fields that are used, a view is created (the [AEHrPayroll] view) with field names that indicate better what the field represents.

Field name (AEHrPayroll)	Field name (HrPayroll)
Unpaid_leave_code	Country8Char1
Contractterminated	CountryNoYes1
Resident_status	CountryTest1

Unpaid_leave_code – Unpaid leave code

The [AEHrPayroll.Unpaid_leave_code] field stores the unpaid leave code for component with subtype "1200" (stored in the [HrComponents.Comp_sub_type] field). The unpaid leave component is attached to a particular resource when the resource takes unpaid leave. The [AEHrPayroll.Unpaid_leave_code] field is only filled for component with subtype "1200" and if it is paid by employee (at the [HrComponents.paid_by] field with value "E").

Contractterminated – Employment terminated

The [AEHrPayroll.Contractterminated] field stores a value that determines whether the resource's employment is terminated by the employer or otherwise. The [AEHrPayroll.Contractterminated] field can have one of the following values:

Value	Remarks
0	Resource resigned from company with indemnity benefit calculated based on the total termination percentage specified in the [HrComponents.Country_float10] field. The resource must also work more than the terminate service year specified in the [HrComponents.Country_float11] field.
1	Resource employment terminated by employer with full percentage of indemnity benefit.

The [AEHrPayroll.Contractterminated] field is enabled for components with subtype "1950" (at the [HrComponents.Comp_sub_type] field).

Note: The [AEHrPayroll.Contractterminated] field is filled only if the country code is set to "Kuwait" in the company data settings.

Resident_status – Resident status

The [AEHrPayroll.Resident_status] field stores the resource's resident status. The [AEHrPayroll.Resident_status] field can have one of the following values:

Value	Description
L	Local
E	Expatriate

Chapter 19 | Field properties

19. Field properties

19.1 Humres - Resources

This section will give a technical overview of the database fields and the way they are used. If the field described has a reference to another table or field, the referenced field is also mentioned.

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
absent	Out of office		int		No	216	0
addr_no	Address number		char	10	Yes	3718	
addr_xtra	Extra address data		char	10	Yes	13762	
AdjustedHireDate	Adjust Hire Date		datetime		Yes		
adres1	Address 1		char	60	Yes	9163	
adres2	Address 2		char	60	Yes	9180	
adv_code	Employment type code		char	1	Yes	13336	
affix	Affix		varchar	64	Yes	0	
ApplicationStage	Application stage		Char	1	Yes		
Assistant	Assistant	Humres.Res_ID	int		No	54	0
BackofficeBlocked	Blocked for back office		tinyint	1	No	15	0
bankac_0	Bank account 1	Bnkacc.Banknr, Bnkkop.Bank_rek	char	34	Yes		
bankac_1	Bank account 2	Bnkacc.Banknr, Bnkkop.Bank_rek	char	34	Yes		
BankingLimit	Payment limit		float		No	673	0.0
birth_affix	Birth affix		varchar	64	Yes	0	
birth_prefix	Birth prefix		varchar	64	Yes	0	
blocked	Blocked		tinyint		No	1267	0
btw_nummer	VAT number		char	20	Yes	1138	
buyer	Buyer		tinyint		No	3691	0
ChildBirthDate1	Date of birth child 1		datetime		Yes		
ChildBirthDate2	Date of birth child 2		datetime		Yes		
ChildBirthDate3	Date of birth child 3		datetime		Yes		
ChildBirthDate4	Date of birth child 4		datetime		Yes		
ChildBirthDate5	Date of birth child 5		datetime		Yes		
ChildName1	Name child 1		varchar	64	Yes		
ChildName2	Name child 2		varchar	64	Yes		
ChildName3	Name child 3		varchar	64	Yes		

Humres - Resources

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ChildName4	Name child 4		varchar	64	Yes		
ChildName5	Name child 5		varchar	64	Yes		
Classification	Classification		char	3	Yes	440	
cmp_wwn	Account	Cicmpy.Cmp_wwn	uniqueidentifier		Yes		
comp	Division	Bedryf.Bedrnr	char	3	Yes	64	
cont_end_date	Contract end date		datetime		Yes	30514	
costcenter	Cost center	Kstpl.KstplCode	char	8	Yes	8494	
crcard_expd	Expiry date		datetime		Yes	18268	
crcard_no	Credit card number		char	30	Yes	29644	
crcard_type	Credit card type	DDTests	char	1	Yes	29643	
crdnr	Creditor number	Cicmpy.Crdnr	char	30	Yes	1588	
Division	Division		smallint	2	Yes	64	
email	Home e-mail		char	255	Yes	24725	
emp_stat	Status	ResourceStatus. Status, DDTests	char	1	Yes	4332	
emp_statd	Employee status date	ResourceTypes. Type, DDTests	datetime		Yes	30155	
emp_type	Type		char	1	Yes	3801	
extra_code	Extra code		char	12	Yes	2961	
extra_text	Extra text		char	20	Yes	2960	
exttar	External rate		float		No	9503	0.0
faxnr	Fax		char	25	Yes	5793	
first_name	First name		char	64	Yes	1673	
freefield1	Human resources: free field 1		char	50	Yes	28138	
freefield10	Human resources: free field 10		datetime		Yes	27178	
freefield11	Human resources: free field 11		float		No	27177	0.0
freefield12	Human resources: free field 12		float		No	27130	0.0
freefield13	Human resources: free field 13		float		No	27129	0.0
freefield14	Human resources: free field 14		float		No	27128	0.0
freefield15	Human resources: free field 15		float		No	27120	0.0
freefield16	Human resources: free field 16		tinyint		No	27022	0
freefield17	Human resources: free field 17		tinyint		No	27021	0
freefield18	Human resources: free field 18		tinyint		No	26588	0
freefield19	Human resources: free field 19		tinyint		No	26591	0
freefield2	Human resources: free field 2		char	50	Yes	28154	
freefield20	Human resources: free field 20		tinyint		No	26604	0

Humres - Resources

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
freefield3	Human resources: free field 3		char	50	Yes	28157	
freefield4	Human resources: free field 4		char	50	Yes	28192	
freefield5	Human resources: free field 5		char	50	Yes	28227	
freefield6	Human resources: free field 6		datetime		Yes	28280	
freefield7	Human resources: free field 7		datetime		Yes	28409	
freefield8	Human resources: free field 8		datetime		Yes	28531	
freefield9	Human resources: free field 9		datetime		Yes	28539	
fte	FTE		float		No	30024	0.0
fullname	Full name		char	64	Yes	23700	
funcnivo	Position level		char	4	Yes	16875	
geb_ldat	Date of birth		datetime		Yes	3026	
geb_pl	Place of birth		char	30	Yes	23695	
ID	ID		int		No		
identiteit	Identity data		char	20	Yes	13205	
initialen	Initials		char	10	Yes	1337	
internetac	Internet		char	60	Yes	25174	
inttar	Internal rate		float		No	2971	0.0
InvoiceLimit	Invoice limit		float		No	13377	0.0
iso_taalcd	Language	Taal.Taalcode	char	3	Yes	1675	
IsPersonalAccount	Personal account		tinyint		Yes	32010	0
ItemCode	Item code	Items.ItemCode	varchar	30	Yes	1102	
job_level	Security level		int		No	209	0
job_title	Job title	Hrjbtl.Job_title	char	12	Yes	29537	
JobCategory	Job Category		char	10	Yes	18201	
kamer	Room		char	10	Yes	14561	
kstdr_code	Cost unit	kstdr.kstdrcode	char	8	Yes	1194	
land_iso	Country	Land.LandCode	char	3	Yes	2356	
land_iso2	Country of origin	Land.LandCode	char	3	Yes	1970	
ldatindienst	Employment date		datetime		Yes	3028	
ldatuitdienst	Departure date		datetime		Yes	3029	
loc	Location	HrLoc.Loc	char	10	Yes	18818	
maiden_name	Maiden name		char	30	Yes	11310	
mail	E-mail		char	100	Yes	5804	
MainLoc	Main location	HrLoc.Loc	char	10	Yes	6995	

Humres - Resources

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
mar_date	Date married		datetime		Yes	31250	
mar_stat	Marital status	DDTests	char	1	Yes	13288	
middle_name	Middle name		char	30	Yes	30003	
mobile_short	mobil_short		char	15	Yes	0	
MsnID	MSN ID		varchar	60	Yes		
mv1	Gender	DDTests	char	1	Yes	30718	
nat	Nationality	HrLoc.Loc	char	3	Yes	29282	
notes	Notes	Notes.ID	int		Yes		
OldNTFullName	Old NT full name		char	64	Yes		
Partner	Partner		varchar	64	Yes		
PartnerBirthDate	Date of birth		datetime		Yes		
payempl	Payroll employee		tinyint		No	30867	0
Picture	Picture		image		Yes		
picturefilename	Picture file name		char	128	Yes		
PortalCreator	Portal Creator		int		No		0
postcode	Postal code		char	20	Yes	1664	
prafd_code	Department	prafd.prafd_code	char	8	Yes	5652	
predcode	Title	Pred.Predcode	char	4	Yes	1672	
predcode2	Qualifications		varchar	64	Yes	10435	
prefix	Prefix		varchar	64	Yes	64847	
prob_endd	Probation end date		datetime		Yes	29516	
prob_per	Probation period		char	2	Yes	29491	
prob_pert	Probation period type		char	1	Yes	29517	
ProcessedByBackgroundJob	Processed by background job		tinyint	1	No		0
projempl	Productive		tinyint		No	16924	0
pur_limit	Purchase limit		float		No	29518	0.0
race	Race		char	2	Yes	0	
rating	Rating		char	3	Yes	263	
reason_resign	Reason end of employment		char	120	Yes	10463	
representative	Representative		tinyint		No	1348	0
repto_id	Manager	Humres.Res_ID	int		No	29906	0
res_id	Resource	Humres.Res_ID	int		No	12	0
RMALimit	RMA order limit		float		No	13376	0.0
SalesLimit	Sales/Service limit		float		No	13375	0.0

Humres - Resources

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Scale	Job level		int		No	23643	0
Signature	Signature		image		Yes		
SignatureFile	Signature file name		varchar	128	Yes		
SkypeID	Skype ID		varchar	60	Yes		
slip_tekst	Salary slip text		char	210	Yes	30864	
socsec_nr	Social Security no.		char	50	Yes	30007	
StateCode	State	AddressStates.State Code	char	3	Yes	59	
sur_name	Last name		char	64	Yes	207	
SynchronizeExchange	Synchronize MS Exchange calendar		bit		No		0
syscreated	Created date and time		datetime		No	0	
syscreator	Creator	Humres.Res_ID	int		No	0	0
sysguid	sysguid		uniqueidentifier		No	0	
sysmodified	Modified date and time		datetime		No	0	
sysmodifier	Modifier	Humres.Res_ID	int		No	0	0
task	Focus		char	90	Yes	30006	
telnr_prv	Home telephone number		char	15	Yes	22573	
telnr_prv2	Private mobile		char	15	Yes	25459	
telnr_werk	Company telephone number		char	25	Yes	7282	
telnr_werk2	Mobile		char	25	Yes	24549	
timestamp	timestamp		timestamp		No		
TimeZone	Time zone	TimeZones.ID	int		Yes	646	
toestel	Extension		char	4	Yes	3025	
uitk_code	Social benefit authority		char	3	Yes	16686	
UserGroup	User group		char	30	Yes	3770	Baco
usr_id	User name		char	20	Yes	8928	
usr_id2	Secure user ID		char	20	Yes		
valcode	Purchase limit currency	valuta.valcode	char	3	Yes	30500	
VacancyStartDate	Vacancy Start Date		Datetime		Yes		
VacancyType	Vacancy type		char	1	No		I
woonpl	City		char	30	Yes	1889	
workstat	Workstation		char	20	Yes		
workstat_addr	Workstation address		char	20	Yes	30510	

19.2 HrFree - HRM Free Table

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Competency1	Competency 1		bit		No		0
Competency10	Competency 10		bit		No		0
Competency11	Competency 11		bit		No		0
Competency12	Competency 12		bit		No		0
Competency13	Competency 13		bit		No		0
Competency2	Competency 2		bit		No		0
Competency3	Competency 3		bit		No		0
Competency4	Competency 4		bit		No		0
Competency5	Competency 5		bit		No		0
Competency6	Competency 6		bit		No		0
Competency7	Competency 7		bit		No		0
Competency8	Competency 8		bit		No		0
Competency9	Competency 9		bit		No		0
descr60	Description		char	60	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocID	Document ID	BacoDiscussions.ID	uniqueidentifier		Yes	29273	
filetype	Type		char	4	Yes	5172	
hrgroup	Level 2		char	10	Yes	25968	
ID	ID		int		No		
JobGroup	Job group		char	10	Yes	29538	
notes	Notes	Notes.ID	int		Yes	19582	
reckey	Code		char	10	Yes	4138	
syscreated	Created date and time		datetime		No	0	
syscreator	Creator	Humres.Res_ID	int		No	0	0
sysguid	sysguid		uniqueidentifier		No	0	
sysmodified	Modified date and time		datetime		No	0	
sysmodifier	Modifier	Humres.Res_ID	int		No	0	0
timestamp	timestamp		timestamp		No		

19.3 Hrjbtl - Job Titles

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
beroep_cd	Profession codes		char	4	Yes	10415	
code_fnc	Position code		char	12	Yes	2987	
del_doc_name	Document		char	128	Yes	7226	
del_doc_path	Document path		char	128	Yes	24785	
descr50	Description		char	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocID	Document ID	BacoDiscussions.ID	uniqueidentifier		Yes	29273	
exttar	External rate		float		No	9503	0.0
ID	ID		int		No		
inttar	Internal rate		float		No	2971	0.0
job_grp	Job group	Hrfree.reckey	char	10	Yes	29538	
job_level	Job level		int		No	23643	0
job_title	Job title		char	12	No	29537	
kmrateint	Internal travel rate		float		No	23654	0.0
notes	Notes	Notes.ID	int		Yes	19582	
prodpct	Productive percentage		float		No	23644	0.0
productiv	Productive		tinyint		No	16924	0
RoleID	Role ID		int		Yes	27455	
RoleLevel	Role Level	HRRoleLevels.ID	int		Yes	33038	
ScaleMax	Maximum scale		int		No		0
ScaleMin	Minimum scale		int		No		0
schaalcode	Scale codes		char	2	Yes	10452	
schaalsrt	Scale types		char	2	Yes	10474	
syscreated	Created date and time		datetime		No	0	
syscreator	Creator	Humres.Res_ID	int		No	0	0
sysguid	sysguid		uniqueidentifier		No	0	
sysmodified	Modified date and time		datetime		No	0	
sysmodifier	Modifier	Humres.Res_ID	int		No	0	0
timestamp	timestamp		timestamp		No	361	
vert_grp	Vertical group	hrfree.reckey	char	10	Yes	29534	
wkcp_risk	Workers' Compensation Risk Code		char	4	Yes	33039	
xdefratelv	Rate level	DDTests	char	1	Yes	23980	

19.4 AbsenceEntitlements - Absence Entitlement

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
AbsenceType	Request types	AbsenceTypes.ID	int	4	No	16674	
CompanyCode	Division	Bedryf.Bedrnr	char	3	Yes		
Days	Number of day		float	8	No	1722	(0)
Division	Division		smallint	2	Yes		
EmpID	Resource	Humres.Res_ID	int	10	Yes	12	
ID	Guid		uniqueidentifier	16	No	31212	
Hours	Number of hour		float	8	No	1723	(0)
JobGroup	Job group		Char	10	Yes	29538	
Scale	Scale		float		No	22743	(0.0)
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	(0)
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	(0)

19.5 PublicHolidays - Public Holidays

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Country	Country	Land.LandCode	char	3	Yes	2356	
Date	Date		datetime	8	No	8516	
Deduct	Deduct		bit		No		(0)
Description	Description		varchar	60	Yes	4243	
Division	Division	Bedryf.Bedrnr	char	3	Yes	64	
DivisionX	DivisionX		smallint	2	Yes		
ID	Guid		uniqueidentifier	16	No	31212	
MainLoc	Main location	Hrloc.Loc	char	10	Yes	6995	
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	(0)
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	(0)

19.6 WorkSchedules - Work Schedules

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CompanyCode	Division	Bedryf.Bedrnr	char	3	Yes		
Division	Division		smallint	2	Yes	64	
EmpID	Resource	Humres.Res_ID	int	10	Yes	12	
EndTime	End time		datetime	8	Yes	1721	
ID	Guid		uniqueidentifier	16	No	31212	
StartTime	Start time		datetime	8	Yes	1719	
Syscreated	Created date and time		datetime	8	No	0	
Syscreator	Creator	Humres.Res_ID	int	4	No	0	(0)
Sysmodified	Modified date and time		datetime	8	No	0	
Sysmodifier	Modifier	Humres.Res_ID	int	4	No	0	(0)
WeekDay	Weekday		int	4	No	6969	

19.7 Pwrole - Roles

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Descr64	Description		char	64	Yes		
Division	Division		smallint	2	Yes		
Job_group	Job group		char	10	Yes		
Rb_id	Role bar ID		int	4	No		'0'
Role_id	Role ID		int	4	No		
Role_name	Role name		char	20	Yes		
Syscreated	Created date & time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		'0'
Sysguid	Sysguid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date & time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		'0'
Timestamp	Timestamp		timestamp	8	No		
Visible	Visible		tinyint	1	No		'1'

19.8 Pwrprm - Role rights

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes		
Fnc_id	Function ID	Pwfunc.Fnc_ID	char	20	Yes		
ID	ID		int	4	No		
Right_id	Right ID		int	4	No		'0'
Role_id	Role ID	Pwrole.Role_ID	int	4	No		'0'
Syscreated	Created date & time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		'0'
Sysguid	Sysguid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date & time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		'0'
Timestamp	Timestamp		timestamp	8	No		

19.9 Pwruc - Roles per company

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes		
ID	ID		int	4	No		
Res_id	Human resource ID	Humres.Res_ID	int	4	No		'0'
Role_id	Role ID	Pwrole.Role_ID	int	4	No		'0'
Rolelevel	Role level		int	4	No		'0'
Syscreated	Created date & time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		'0'
Sysguid	Sysguid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date & time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		'0'
Timestamp	Timestamp		timestamp	8	No		

19.10 HREffectiveDateDataLog - HREffectiveDateDataLog

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Division	Division		smallint	2	Yes	64	
EffectiveDate	Effective date		datetime	8	No	4888	getdate()
FieldName	Field name		Varchar	50	No	5331	
ID	ID		int	4			
NewValue	New value		Varchar	255	Yes	2755	
OldValue	Old value		Varchar	255	Yes	2754	
Res_id	Resource	Humres.Res_id	int	4	No	12	'0'
Status	Status		char	1	Yes	4332	
Syscreated	Created date & time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_id	int	4	No		'0'
Sysguid	SysGuid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date & time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_id	int	4	No		'0'
TableName	Table name		varchar	50	No	10700	
Timestamp	Timestamp		timestamp	8	No		

19.11 HRHumresLinks - Resources Links

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
ChildID	Children (Applicant)		int	4	No	24759	
Division	Division		smallint	2	Yes	64	
ID	ID		int	4	No		
MainLink	Main link		bit	1	No		'0'
Res_id	Resource (Vacancy)		int	4	No	8148	
Syscreated	Created date & time		datetime	8	No		Getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		'0'
Sysmodified	Modified date & time		datetime	8	No		Getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		'0'
Timestamp	Timestamp		timestamp	8			

19.12 Hrwdoc - Word merge documents

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Descr40_0	Multilanguage description 0		varchar	40	Yes	4243	
Descr40_1	Multilanguage description 1		varchar	40	Yes	4243	
Descr40_2	Multilanguage description 2		varchar	40	Yes	4243	
Descr40_3	Multilanguage description 3		varchar	40	Yes	4243	
Descr40_4	Multilanguage description 4		varchar	40	Yes	4243	
Division	Division		smallint	2	Yes	64	
Doc_code	Document template name		char	8	Yes	7226	
Docid	Document GUID		uniqueidentifier	16	Yes		
ID	ID		int	4	Yes		
MergeType	Merge Type		char	1	Yes		
Syscreated	Created date & time		datetime	8	No		getdate()
Syscreator	Creator	Humres.Res_ID	int	4	No		'0'
Sysguid	Sysguid		uniqueidentifier	16	No		newid()
Sysmodified	Modified date & time		datetime	8	No		getdate()
Sysmodifier	Modifier	Humres.Res_ID	int	4	No		'0'
Timestamp	Timestamp		timestamp	8	No		
Type	Type		char	1	Yes	1769	

19.13 HrComponents - Components

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Account	Account	cicmpy.cmp_wwn	uniqueidentifier		Yes	8	
age	Age		smallint		No	17481	0
bankaccount	Bank account	Bnkacc.Bnknr / Bnkkop.Bank_rek	char	34	Yes	1944	
blocked	Blocked		tinyint		No	1267	1
comp_code	Component		char	8	No	4138	
comp_status	Status	DDTests	char	1	Yes	4332	
comp_sub_type	Sub type		char	4	Yes	7737	
comp_type	Type	DDTests	char	1	Yes	3801	
comp_visible	Component is visible	DDTests	char	1	Yes	0	
companyCode	Company Code		Char	3	Yes	5642	
country	Country	land.landcode	char	3	Yes	2356	
country_char1	Country char1		char	1	Yes	0	
country_char2	Country char2		char	1	Yes	0	
country_char3	Country char3		char	1	Yes	0	
country_char4	Country char4		char	1	Yes	0	
country_char5	Country char5		char	1	Yes	0	
country_char6	Country char6		char	1	Yes	0	
country_char7	Country char7		char	1	Yes	0	
country_char8	Country char8		char	1	Yes	0	
country_char9	Country char9		char	1	Yes	0	
country_float1	Country float1		float		No	0	0.0
Country_float10	Country float10		float		No	0	0.0
Country_float11	Country float11		float		No	0	0.0
Country_float12	Country float12		float		No	0	0.0
country_float2	Country float2		float		No	0	0.0
country_float3	Country float3		float		No	0	0.0
country_float4	Country float4		float		No	0	0.0
country_float5	Country float5		float		No	0	0.0
country_float6	Country float6		float		No	0	0.0
Country_float7	Country float7		float		No	0	0.0
Country_float8	Country float8		float		No	0	0.0

HrComponents - Components

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Country_float9	Country float9		float		No	0	0.0
country_guid1	country_guid1		uniqueidentifier		Yes	0	
country_guid2	country_guid2		uniqueidentifier		Yes	0	
country_ny1	Country ny1		tinyint		No	0	0
country_ny10	Country ny10		tinyint		No	0	0
country_ny11	Country ny11		tinyint		No	0	0
country_ny12	Country ny12		tinyint		No	0	0
country_ny13	Country ny13		tinyint		No	0	0
country_ny14	Country ny14		tinyint		No	0	0
country_ny15	Country ny15		tinyint		No	0	0
country_ny16	Country ny16		tinyint		No	0	0
country_ny17	Country ny17		tinyint		No	0	0
country_ny18	Country ny18		tinyint		No	0	0
country_ny2	Country ny2		tinyint		No	0	0
country_ny3	Country ny3		tinyint		No	0	0
country_ny4	Country ny4		tinyint		No	0	0
country_ny5	Country ny5		tinyint		No	0	0
country_ny6	Country ny6		tinyint		No	0	0
country_ny7	Country ny7		tinyint		No	0	0
country_ny8	Country ny8		tinyint		No	0	0
country_ny9	Country ny9		tinyint		No	0	0
country_string1	Extra		char	75	Yes	8915	
creditor	Creditor	cicntp.crdnr	char	6	Yes	8504	
creditor_account	Creditor account	grtbk.rekrnr	char	9	Yes	455	
creditor_costcenter	Cost center	kstpl.kstplcode	char	8	Yes	8494	
creditor_costunit	Cost unit	kstdr.kstdrcode	char	8	Yes	1194	
currency	Currency	valuta.valcode	char	3	Yes	9192	
default_amount	Amount		float		No	4182	0.0
default_percentage	Percentage		float		No	8466	0.0
DefaultHourlyWage	Default Houly Wage		float		No	11303	0.0
descr50_0	Multi language description		varchar	50	Yes		
descr50_1	Multi language description 1		varchar	50	Yes		
descr50_2	Multi language description 2		varchar	50	Yes		
descr50_3	Multi language description 3		varchar	50	Yes		

HrComponents - Components

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
descr50_4	Multi language description 4		varchar	50	Yes		
Division	Division		smallint	2	Yes	64	
DocAttachmentID	Attachments	BacoDiscussions.ID	uniqueidentifier		Yes	31261	
edit_resource_level	Editable on resource level		tinyint		No	0	1
enddate	End date		datetime		Yes	22526	
formulafield	Formula field		varchar	2000	Yes	0	
ID	ID		int		No	0	
JobActivity	Job activity	hrfree.rexkey	char	10	Yes	0	
ledger_account	General ledger account	grtbk.rekrnr	char	9	Yes	17974	
ledger_costcenter	General ledger cost center	kstpl.kstplcode	char	8	Yes	22159	
ledger_costunit	General ledger cost unit	kstdr.kstdrcode	char	8	Yes	22160	
LedgerType	Financial account type	DDTests	char	1	Yes	22481	C
LocalCode	Local		char	4	Yes	32198	
MainType	Main type		char	8	Yes	0	
notes	Notes	BacoDIscussions.ID	uniqueidentifier		Yes	19582	
Origin	Origin	DDTests	char	1	No	11412	N
OriginalCode	Original code		char	8	Yes	0	
paid_by	Paid by	DDTests	char	1	Yes	11503	
parent_code	Parent code		char	8	Yes	0	
payment_period	Payment period	DDTests	char	1	Yes	24946	
payroll	Payroll		tinyint		No	8457	0
Priority	Priority		Smallint	2	No	3217	0
scale	Scale		char	9	Yes	10452	
startdate	Start date		datetime		No	3392	
StateCode	State	AddressStates.StateCode	char	3	Yes	31215	
syscreated	syscreated		datetime		No	0	
syscreator	syscreator	humres.res_id	int		No	0	0
sysguid	sysguid		uniqueidentifier		No	0	
sysmodified	sysmodified		datetime		No	0	
sysmodifier	sysmodifier	humres.res_id	int		No	0	0
timestamp	timestamp		timestamp		No		
unit	Unit	DDTests	char	1	Yes	2976	

19.14 HrComp_Resource - Resource Specific Components

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
amount	Amount		float		No	4182	0.0
bankaccount	Bank account	Bnkacc.Bnknr / Bnkkop.Bank_rek	char	34	Yes	1944	
comp_code	Component	hrcomponents.comp_code	char	8	No	4138	
CompanyCode	Company	bedryf.bedrnr	char	3	Yes	5642	
ComponentGuid	Component Guid		uniqueidentifier		No	0	
contract	Contract		smallint		No	10421	0
country_char1	Country char1		char	1	Yes	0	
country_char2	Country char2		char	1	Yes	0	
country_char3	Country char3		char	1	Yes	0	
Country_date1	Country date 1		datetime	8	Yes	0	
Country_date2	Country date 2		datetime	8	Yes	0	
Country_float1	Country float1		float		No	0	0.0
Country_float2	Country float2		float		No	0	0.0
Country_float3	Country float3		float		No	0	0.0
Country_float4	Country float4		float		No	0	0.0
Country_float5	Country float5		float		No	0	0.0
country_ny1	Country ny1		tinyint		No	0	0
country_ny2	Country ny2		tinyint		No	0	0
country_ny3	Country ny3		tinyint		No	0	0
creditor	Creditor	cicmpy.crdnr	char	6	Yes	8504	
creditor_account	Creditor account	grtbk.reknr	char	9	Yes	455	
creditor_costcenter	Cost center	kstpl.kstplcode	char	8	Yes	8494	
creditor_costunit	Cost unit	kstdr.kstdrcode	char	8	Yes	1194	
deviating_descr50	Description		varchar	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocAttachmentID	Attachments	BacoDiscussions.ID	uniqueidentifier		Yes	31261	
enddate	End date		datetime		Yes	22526	
hourlywage	Hourly wage		float		No	11303	0.0
ID	ID		int		No	0	
Job_title	Job title	hrjbtl.job_title	char	12	Yes	29537	
ledger_account	General ledger account	grtbk.reknr	char	9	Yes	17974	
ledger_costcenter	Cost center	kstpl.kstplcode	char	8	Yes	8494	
ledger_costunit	Cost unit	kstdr.kstdrcode	char	8	Yes	1194	

HrComp_Resource - Resource Specific Components

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
LocalCode	Local		char	4	Yes	32198	
notes	Notes	BacoDiscussions.ID	uniqueidentifier		Yes	19582	
number	Quantity		float		No	9616	0.0
number_days_period	Number of days		float		No	1938	0.0
paid_by	Paid by	DDTests	char	1	Yes	11503	
percentage	Percentage		float		No	8466	0.0
Priority	Priority		smallint		No	3217	0
Project	Project	PRProject.ProjectNr	char	20	Yes	8657	
ReferenceCode	Reference code		char	8	Yes	0	
ReferenceNr1	Reference		varchar	20	Yes	5961	
ReferenceNr2	Extra reference		varchar	20	Yes	12576	
res_id	Resource	humres.res_id	int		No	12	0
SalaryScale	Salary scale		varchar	10	Yes	10437	
Scale	Scale		char	9	Yes	23643	
startdate	Start date		datetime		No	3392	
StateCode	State	AddressStates.StateCode	char	3	Yes	31215	
syscreated	syscreated		datetime		No	0	
syscreator	syscreator	humres.res_id	int		No	0	0
sysguid	sysguid		uniqueidentifier		No	0	
sysmodified	sysmodified		datetime		No	0	
sysmodifier	sysmodifier	humres.res_id	int		No	0	0
timestamp	timestamp		timestamp		No		

19.15 HrComp_Trans - Payroll Transactions

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
amount_costs	Costs		float		No	11690	0.0
amount_to_be_paid	To be paid		float		No	6153	0.0
bankaccount	Bank account	Bnkacc.Bnknr / Bnkkop.Bank_rek	char	34	Yes	1944	
base_value	Basis		float		No	5444	0.0
calc_country_float1	Calculation country float1		float		No	0	0.0
calc_country_float2	Calculation country float2		float		No	0	0.0
calc_country_float3	Calculation country float3		float		No	0	0.0
calculationdate	Calculation date		datetime		No	12351	
comp_code	Component	hrcomponents.comp_code	char	8	No	4138	
comp_sub_type	Sub type	hrcomponents.comp_sub_type	char	4	Yes	7737	
comp_type	Type	DDTests	char	1	Yes	3801	
companycode	Company	bedryf.bedrnr	char	3	Yes	5642	
ComponentGuid	Component Guid	hrcomp_resource.ComponentGuid	uniqueidentifier		Yes	0	
contract	Contract	hrcomp_resource.contract	smallint		No	10421	0
country	Country	land.landcode	char	3	Yes	2356	
country_char1	Country char1		char	1	Yes	0	
country_char2	Country char2		char	1	Yes	0	
country_char3	Country char3		char	1	Yes	0	
country_char4	Country char4		char	1	Yes	0	
country_char5	Country char5		char	1	Yes	0	
country_char6	Country char6		char	1	Yes	0	
country_char7	Country char7		char	1	Yes	0	
country_char8	Country char8		char	1	Yes	0	
country_char9	Country char9		char	1	Yes	0	
country_float1	Country float1		float		No	0	0.0
country_float2	Country float2		float		No	0	0.0
country_float3	Country float3		float		No	0	0.0
country_float4	Country float4		float		No	0	0.0
country_float5	Country float5		float		No	0	0.0
country_float6	Country float6		float		No	0	0.0

HrComp_Trans - Payroll Transactions

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
country_ny1	Country ny1		tinyint		No	0	0
country_ny10	Country ny10		tinyint		No	0	0
country_ny11	Country ny11		tinyint		No	0	0
country_ny12	Country ny12		tinyint		No	0	0
country_ny13	Country ny13		tinyint		No	0	0
country_ny14	Country ny14		tinyint		No	0	0
country_ny15	Country ny15		tinyint		No	0	0
country_ny16	Country ny16		tinyint		No	0	0
country_ny17	Country ny17		tinyint		No	0	0
country_ny18	Country ny18		tinyint		No	0	0
country_ny2	Country ny2		tinyint		No	0	0
country_ny3	Country ny3		tinyint		No	0	0
country_ny4	Country ny4		tinyint		No	0	0
country_ny5	Country ny5		tinyint		No	0	0
country_ny6	Country ny6		tinyint		No	0	0
country_ny7	Country ny7		tinyint		No	0	0
country_ny8	Country ny8		tinyint		No	0	0
country_ny9	Country ny9		tinyint		No	0	0
country_string1	Extra		char	75	Yes	8915	
creditor	Creditor	cicmpy.crdnr	char	6	Yes	8504	
creditor_account	Creditor account	grtbk.reknr	char	9	Yes	455	
creditor_costcenter	Cost center	kstpl.kstplcode	char	8	Yes	8494	
creditor_costunit	Cost unit	kstdr.kstdrcode	char	8	Yes	1194	
currency	Currency	valuta.valcode	char	3	Yes	9192	
declaration_date	Declaration date		datetime		Yes	0	
declaration_made	Declaration made		tinyint		No	0	0
declaration_number	Declaration number		char	15	Yes	5642	
declaration_period	Return period		smallint		Yes	6909	
declaration_sequence	Sequence number		smallint		Yes	9546	
deviating_descr50	Description		varchar	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocAttachmentID	Attachments	BacoDiscussions.ID	uniqueidentifier		Yes	312	
entry_amount	Amount		float		No	4182	0.0
entry_percentage	Percentage		float		No	8466	0.0
entryorigin	Origin	DDTests	char	1	Yes	11412	
formulafield	Formula field	hrcomponents.formula	varchar	2000	Yes	0	

HrComp_Trans - Payroll Transactions

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
hourlywage	Hourly wage	hrcomp_resource.hourlywage	float		No	11303	0.0
ID	ID		int		No		
ItemCode	Item code	Items.ItemCode	varchar	30	Yes	1102	
ledger_account	General ledger account	grtbk.reknr	char	9	Yes	17974	
ledger_costcenter	Cost center	kstpl.kstplcode	char	8	Yes	8494	
ledger_costunit	Cost unit	kstdr.kstdrcode	char	8	Yes	1194	
LocalCode	Local		char	4	Yes	32198	
notes	Notes	BacoDiscussions.ID	uniqueidentifier		Yes	19582	
number	Number		float		No	9616	0.0
number_days_absent	Number of days absent		float		No	0	0.0
number_days_component	Number of days component		float		No	0	0.0
number_days_period	Number of days		float		No	1938	0.0
ourreference	Our ref.		char	8	Yes	119	
paid_by	Paid by	DDTests	char	1	Yes	11503	
payment_period	Payment period	DDTests	char	1	Yes	24946	
PayrollYear	Year		smallint		Yes	1321	
period	Period		smallint		No	5771	
Priority	Priority		smallint		No	3217	0
project	Project	PRProject.ProjectNr	char	20	Yes	8657	
ReferenceNr1	Reference		varchar	20	Yes	5961	
ReferenceNr2	Extra reference		varchar	20	Yes	12576	
res_id	Resource		int		No	12	0
RunNumber	Run number		smallint		No	11110	1
StateCode	State	AddressStates.StateCode	char	3	Yes	31215	
status	Status	DDTesst	char	1	Yes	4332	
syscreated	syscreated		datetime		No	0	
syscreator	syscreator		int		No	0	0
sysguid	sysguid		uniqueidentifier		No	0	
sysmodified	sysmodified		datetime		No	0	
sysmodifier	sysmodifier		int		No	0	0
timestamp	timestamp		timestamp		No		
unit	Unit	DDTests	char	1	Yes	2976	
VoidDate	Void Date		Datetime	8	Yes	13334	
yourreference	Your reference		char	30	Yes	1506	

19.16 HrComponentItemLinks - Component Relations

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Assortment	Assortment	ItemsAssortment.Code	varchar	30	Yes	222	
comp_code	Component	hrcomponents.comp_code	char	8	No	4138	
Division	Division		smallint	2	Yes	64	
ID	ID		int		No		
ItemCode	Item code	Items.ItemCode	varchar	30	Yes	1102	
Ledger_account	G/L	grtbk.reknr	varchar	9	Yes	74	
PayrollComponent	Component		varchar	8	Yes	9175	
RelCode	Relation code	hrfree.reckey	varchar	10	Yes	4138	
syscreated	syscreated		datetime		No		
syscreator	syscreator	humres.res_id	int		No		0
sysguid	sysguid		uniqueidentifier		No		
sysmodified	sysmodified		datetime		No		
sysmodifier	sysmodifier	humres.res_id	int		No		0
timestamp	timestamp		timestamp		No		
Type	Type	DDTests	char	1	No	5172	A

19.17 HrPayroll - Resource Payroll Settings

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
component_group	Component group	hrfree.reckey	char	10	Yes	13781	
contract	Contract		smallint		No	10421	0
Country	Country	land.landcode	char	3	Yes	2356	
Country15Char1			char	15	Yes		
Country15Char2			char	15	Yes		
Country15Char3			char	15	Yes		
Country30Varchar1			varchar	30	Yes		
Country30Varchar2			varchar	30	Yes		
Country30Varchar3			varchar	30	Yes		
Country70Varchar1			varchar	70	Yes		
Country70Varchar2			varchar	70	Yes		
Country70Varchar3			varchar	70	Yes		
Country8Char1			char	8	Yes		
Country8Char2			char	8	Yes		

HrPayroll - Resource Payroll Settings

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
Country8Char3			char	8	Yes		
Country8Char4			char	8	Yes		
Country8Char5			char	8	Yes		
Country8Char6			char	8	Yes		
CountryDate1			datetime		Yes		
CountryDate10			datetime		Yes		
CountryDate11			datetime		Yes		
CountryDate12			datetime		Yes		
CountryDate13			datetime		Yes		
CountryDate14			datetime		Yes		
CountryDate15			datetime		Yes		
CountryDate16			datetime		Yes		
CountryDate17			datetime		Yes		
CountryDate18			datetime		Yes		
CountryDate19			datetime		Yes		
CountryDate2			datetime		Yes		
CountryDate20			datetime		Yes		
CountryDate21			datetime		Yes		
CountryDate22			datetime		Yes		
CountryDate3			datetime		Yes		
CountryDate4			datetime		Yes		
CountryDate5			datetime		Yes		
CountryDate6			datetime		Yes		
CountryDate7			datetime		Yes		
CountryDate8			datetime		Yes		
CountryDate9			datetime		Yes		
CountryFloat1			float		No		0.0
CountryFloat10			float		No		0.0
CountryFloat11			float		No		0.0
CountryFloat12			float		No		0.0
CountryFloat13			float		No		0.0
CountryFloat14			float		No		0.0
CountryFloat15			float		No		0.0
CountryFloat16			float		No		0.0

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CountryFloat17			float		No		0.0
CountryFloat18			float		No		0.0
CountryFloat19			float		No		0.0
CountryFloat2			float		No		0.0
CountryFloat20			float		No		0.0
CountryFloat21			float		No		0.0
CountryFloat22			float		No		0.0
CountryFloat23			float		No		0.0
CountryFloat24			float		No		0.0
CountryFloat25			float		No		0.0
CountryFloat26			float		No		0.0
CountryFloat27			float		No		0.0
CountryFloat28			float		No		0.0
CountryFloat29			float		No		0.0
CountryFloat3			float		No		0.0
CountryFloat30			float		No		0.0
CountryFloat4			float		No		0.0
CountryFloat5			float		No		0.0
CountryFloat6			float		No		0.0
CountryFloat7			float		No		0.0
CountryFloat8			float		No		0.0
CountryFloat9			float		No		0.0
CountryInt1			int		Yes		
CountryInt2			int		Yes		
CountryInt3			int		Yes		
CountryNoYes1			tinyint		No		0
CountryNoYes10			tinyint		No		0
CountryNoYes11			tinyint		No		0
CountryNoYes12			tinyint		No		0
CountryNoYes13			tinyint		No		0
CountryNoYes14			tinyint		No		0
CountryNoYes15			tinyint		No		0
CountryNoYes16			tinyint		No		0
CountryNoYes17			tinyint		No		0

HrPayroll - Resource Payroll Settings

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CountryNoYes18			tinyint		No		0
CountryNoYes19			tinyint		No		0
CountryNoYes2			tinyint		No		0
CountryNoYes20			tinyint		No		0
CountryNoYes3			tinyint		No		0
CountryNoYes4			tinyint		No		0
CountryNoYes5			tinyint		No		0
CountryNoYes6			tinyint		No		0
CountryNoYes7			tinyint		No		0
CountryNoYes8			tinyint		No		0
CountryNoYes9			tinyint		No		0
CountrySmallint1			smallint		Yes		
CountrySmallint10			smallint		Yes		
CountrySmallint11			smallint		Yes		
CountrySmallint12			smallint		Yes		
CountrySmallint13			smallint		Yes		
CountrySmallint14			smallint		Yes		
CountrySmallint15			smallint		Yes		
CountrySmallint16			smallint		Yes		
CountrySmallint17			smallint		Yes		
CountrySmallint18			smallint		Yes		
CountrySmallint19			smallint		Yes		
CountrySmallint2			smallint		Yes		
CountrySmallint20			smallint		Yes		
CountrySmallint3			smallint		Yes		
CountrySmallint4			smallint		Yes		
CountrySmallint5			smallint		Yes		
CountrySmallint6			smallint		Yes		
CountrySmallint7			smallint		Yes		
CountrySmallint8			smallint		Yes		
CountrySmallint9			smallint		Yes		
CountryTest1			char	1	Yes		
CountryTest10			char	1	Yes		
CountryTest11			char	1	Yes		

HrPayroll - Resource Payroll Settings

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CountryTest12			char	1	Yes		
CountryTest13			char	1	Yes		
CountryTest14			char	1	Yes		
CountryTest15			char	1	Yes		
CountryTest16			char	1	Yes		
CountryTest17			char	1	Yes		
CountryTest18			char	1	Yes		
CountryTest19			char	1	Yes		
CountryTest2			char	1	Yes		
CountryTest20			char	1	Yes		
CountryTest21			char	1	Yes		
CountryTest22			char	1	Yes		
CountryTest23			char	1	Yes		
CountryTest24			char	1	Yes		
CountryTest25			char	1	Yes		
CountryTest26			char	1	Yes		
CountryTest27			char	1	Yes		
CountryTest28			char	1	Yes		
CountryTest29			char	1	Yes		
CountryTest3			char	1	Yes		
CountryTest30			char	1	Yes		
CountryTest31			char	1	Yes		
CountryTest32			char	1	Yes		
CountryTest33			char	1	Yes		
CountryTest34			char	1	Yes		
CountryTest35			char	1	Yes		
CountryTest36			char	1	Yes		
CountryTest37			char	1	Yes		
CountryTest38			char	1	Yes		
CountryTest39			char	1	Yes		
CountryTest4			char	1	Yes		
CountryTest40			char	1	Yes		
CountryTest5			char	1	Yes		
CountryTest6			char	1	Yes		

HrPayroll - Resource Payroll Settings

Field name	Description	Reference	Data type	Length	Nullable	Term ID	Default
CountryTest7			char	1	Yes		
CountryTest8			char	1	Yes		
CountryTest9			char	1	Yes		
description	Description		varchar	50	Yes	4243	
Division	Division		smallint	2	Yes	64	
DocAttachmentID	Attachment	BacoDiscussions.ID	uniqueidentifier		Yes	31617	
enddate	End date		datetime		Yes	22526	
ID	ID		int		No		
job_title	Job title	hrjbtl.job_title	char	12	Yes	29537	
payment_period	Payment period		char	1	Yes	24946	M
PayrollYear	Payroll year		smallint		Yes	1321	
period	Period		smallint		No	5771	
res_id	Resource	humres.res_id	int		No	12	0
startdate	Start date		datetime		No	3392	
syscreated	Syscreated		datetime		No		
syscreator	Syscreator	humres.res_id	int		No		0
sysguid	Sysguid		uniqueidentifier		No		
sysmodified	Sysmodified		datetime		No		
sysmodifier	Sysmodifier	humres.res_id	int		No		0
timestamp	Timestamp		timestamp		No		
type	Type		char	1	No	3801	N

Chapter 20 | Sample SQL queries

20. Sample SQL queries

20.1 Humres - Resources

1. Query to retrieve the list of active employees with the resource ID, full name and costcenter:

```
SELECT Res_ID, FullName, CostCenter
FROM Humres
WHERE (Emp_Type IN ('E','C','S','T'))
      AND (Emp_stat IN ('A'))
      AND Humres.Res_ID > 0
ORDER BY Humres.Res_ID
```

2. Query to retrieve the list of active employees with the resource ID, full name and job title ordered by job title:

```
SELECT Res_ID, FullName, CostCenter
FROM Humres
      LEFT OUTER JOIN Hrjbtl ON Hrjbtl.Job_Title = Humres.Job_Title
WHERE (Emp_Type IN ('E','C','S','T'))
      AND (Emp_stat IN ('A'))
      AND Humres.Res_ID > 0
ORDER BY Hrjbtl.Job_Title, Humres.Res_ID
```

3. Query to retrieve the employees that will become inactive ordered by resource ID:

```
SELECT Res_ID, FullName, Ldatuitdienst
FROM Humres
      LEFT OUTER JOIN Hrjbtl ON Hrjbtl.Job_Title = Humres.Job_Title
WHERE (Emp_Type IN ('E','C','S','T'))
      AND (Emp_stat IN ('A'))
      AND Humres.Res_ID > 0
      AND Ldatuitdienst is not null
      AND Ldatuitdienst > getdate()
ORDER BY Humres.Res_ID
```

20.2 HrFree - HRM Free table

1. Query to retrieve all job groups ordered by the job group description:

```
SELECT RecKey, Descr60
FROM HrFree
WHERE FileType = 'JG'
ORDER BY Descr60
```

2. Query to retrieve all job activities ordered by job group:

```
SELECT RecKey, Descr60, JobGroup
FROM HrFree
WHERE FileType = 'VG'
ORDER BY JobGroup, Descr60
```

3. Query to retrieve the job activities where competencies 1 and 6 are marked ordered by the description of the job activity:

```
SELECT RecKey, Descr60
FROM HrFree
WHERE Competency1 = '1' AND Competency6 = '1'
      AND FileType = 'VG'
ORDER BY Descr60
```

20.3 Hrjbtl - Job Titles

1. Query to retrieve the number of active employees per job title:

```
SELECT Hrjbtl.Job_Title, Hrjbtl.Descr50, Count(*)
FROM Hrjbtl
    INNER JOIN Humres on Humres.Job_Title = Hrjbtl.Job_Title
WHERE Humres.Emp_Type in ('E','C','S','T')
    AND Humres.Emp_stat in ('A')
    AND Humres.Res_ID > 0
GROUP BY Hrjbtl.Job_Title, Hrjbtl.Descr50
```

2. Query to retrieve the job titles that have a default security level equal to or higher than level '15':

```
SELECT Job_Title, Descr50, Job_Level
FROM Hrjbtl
WHERE Job_Level > '15'
ORDER BY Job_Level
```

20.4 AbsenceEntitlements - Absence Entitlements

1. Query to retrieve all entitlements entitled to each resource.

```
SELECT AbsenceEntitlements.EmpID, AbsenceEntitlements.AbsenceType, AbsenceTypes.Description,  COUNT
(AbsenceEntitlements.Empid)
FROM AbsenceEntitlements
LEFT JOIN  AbsenceTypes   on AbsenceEntitlements.AbsenceType = AbsenceTypes.ID
GROUP BY  AbsenceEntitlements.Empid, AbsenceEntitlements.AbsenceType, AbsenceTypes.Description
```

20.5 PublicHolidays - Public Holidays

1. Query to retrieve country specific public holidays and ordered by date.

```
SELECT Date, Country, Description, MainLoc
FROM PublicHolidays
WHERE Country IS NOT NULL
ORDER BY Date
```

2. Query to retrieve location specific public holidays and ordered by date.

```
SELECT Date, Country, Description, MainLoc
FROM PublicHolidays
WHERE MainLoc IS NOT NULL
ORDER BY Date
```

3. Query to retrieve division specific public holidays and ordered by date.

```
SELECT Date, Country, Description, MainLoc
FROM PublicHolidays
WHERE Division IS NOT NULL
ORDER BY Date
```

20.6 WorkSchedules - Work Schedules

1. Query to retrieve the resources, for whom a resource-specific work schedule exists.

   SELECT EmpID, WeekDay, StartTime, EndTime
   FROM WorkSchedules
   WHERE EmpID IS NOT NULL

2. Query to retrieve the division work schedule(s).

   SELECT EmpID, CompanyCode, WeekDay, StartTime, EndTime
   FROM WorkSchedules
   WHERE CompanyCode IS NOT NULL

3. Query to retrieve the default work schedule.

   SELECT EmpID, CompanyCode, WeekDay, StartTime, EndTime
   FROM WorkSchedules
   WHERE CompanyCode IS NOT NULL AND EmpID IS NOT NULL

20.7 Pwrole - Roles

1. Display all security roles that are visible.

   Select role_name, role_id, descr64 from Pwrole where Visible = '1'

20.8 Pwrprm - Role rights

1. Display the role's right that belongs to the HR role (Role ID 11).

   SELECT fnc_id, right_id, ID FROM pwrprm WHERE role_id = 11

20.9 Pwruc - Roles per company

1. List the roles assigned to a user with human resource ID equals to 1.

   *Select * from pwruc where res_id = 1*

20.10 HREffectiveDateDataLog - HREffectiveDateDataLog

1. Select all the HR changes for resource with ID number 10, indicating the effective date, new value and old value of the resource information changes.

```
Select EffectiveDate, NewValue, OldValue from HrEffectiveDateDataLog
Where Res_id = 10
```

20.11 HRHumresLinks - Resources Links

1. Select all resource link information for vacancy with ID number 19.

```
Select * from HRHumresLinks
where Res_ID = 19
```

20.12 Hrwdoc - Word merge documents

1. Show the entire quotation Word merge template.

```
Select * from Hrwdoc where MergeType = 'X' and Type = 'C'
```

20.13 HrComponents - Components

1. Query to retrieve the list of Dutch payroll components that are active, with a default amount or percentage (if applicable):

```
SELECT Comp_Code, Descr50_0, StartDate, Comp_Type, Unit, Default_Amount,
    Default_Percentage
FROM HrComponents
WHERE Parent_Code IS NULL
    AND Country = 'NL'
    AND Comp_Code NOT LIKE '~%'
    AND StartDate < getdate()
    AND EndDate IS NULL
    AND Comp_Type in ('F','D','R','B','T')
```

2. Query to retrieve the list of commission method components ordered by country:

```
SELECT Country, Comp_Code, Descr50_0
FROM HrComponents
WHERE Comp_Type = 'P'
ORDER BY Country
```

3. Query to retrieve the description and type of component "SCALE" and all wage scale lines of that component that has the scale entity set to "Job group - Job level":

```
SELECT HrComponents.Comp_Code, HrComponents.Descr50_0,
    HrComponents.StartDate, HrComponents.EndDate,
    HrComponents.Comp_Type, HrComponents.Comp_Sub_Type,
    HrComponents.JobActivity
FROM HrComponents
WHERE HrComponents.Comp_Code = 'SCALE' AND HrComponents.Country='NL'
UNION
SELECT HrComponents.Parent_Code, HrComponents.Comp_Code, HrComponents.StartDate, HrComponents.EndDate,
HrComponents.Default_Amount, HrComponents.JobActivity, HrFree.Descr60, HrComponents.Scale
FROM HrComponents
    JOIN HrFree ON HrFree.FileType = 'JG' and HrFree.RecKey = HrComponents.JobActivity
WHERE HrComponents.Parent_Code IS NOT NULL
    AND HrComponents.Country='NL'
    AND HrComponents.Parent_Code = 'SCALE'
```

20.14 HrComp_Resource - Resource Specific Components

1. Query to retrieve all components that are linked to resource 1234:

```
SELECT HrComp_Resource.Comp_Code, HrComponents.Descr50_0,
    HrComp_Resource.Deviating_Descr50, HrComp_Resource.Amount,
    HrComp_Resource.Percentage
FROM HrComp_Resource
JOIN HrComponents ON HrComponents.Comp_Code =
    HrComp_Resource.Comp_Code
WHERE HrComp_Resource.Res_ID = '1234'
```

2 Query to retrieve all components that will be used in a payroll calculation if generated today, for resource 1234:

```
SELECT HrComp_Resource.Comp_Code, HrComponents.Descr50_0,
    HrComp_Resource.Deviating_Descr50, HrComp_Resource.Amount,
    HrComp_Resource.Percentage, HrComp_Resource.StartDate,
    HrComp_Resource.EndDate
FROM HrComp_Resource
JOIN HrComponents ON HrComponents.Comp_Code =
    HrComp_Resource.Comp_Code
WHERE HrComp_Resource.Res_ID = '1234'
    AND HrComp_Resource.StartDate < getdate()
    AND HrComponents.Comp_Type IN ('F','D','R','B','T')
    AND (HrComp_Resource.EndDate IS NULL or HrComp_Resource.EndDate > getdate())
```

3. Query to retrieve all resources that have component 'EXTRA' linked:

```
SELECT DISTINCT(HrComp_Resource.Res_ID), Humres.FullName
FROM HrComp_Resource
JOIN Humres ON Humres.Res_ID = HrComp_Resource.Res_ID
WHERE HrComp_Resource.Comp_Code = 'EXTRA'
```

20.15 HrComp_Trans - Payroll Transactions

1. Query to retrieve the list of employees for which a payroll calculation has been generated for year 2005 period 7:

```
SELECT DISTINCT(HrComp_Trans.Res_ID), Humres.FullName, HrComp_Trans.Status
FROM HrComp_Trans
    INNER JOIN Humres on Humres.Res_ID = HrComp_Trans.Res_ID
WHERE HrComp_Trans.PayrollYear = '2005'
    AND HrComp_Trans.Period = '7'
```

2. Query to retrieve all resources for which the payroll calculation of year 2005 period 7 has to be processed:

```
SELECT DISTINCT(HrComp_Trans.Res_ID), Humres.FullName
FROM HrComp_Trans
INNER JOIN Humres ON Humres.Res_ID = HrComp_Trans.Res_ID
WHERE HrComp_Trans.Status in ('A','C')
    AND HrComp_Trans.PayrollYear = '2005'
    AND HrComp_Trans.Period = '7'
```

3. Query to retrieve the amount that will be paid as a result of the payroll calculation of year 2005 period 7 for resource 1234:

```
SELECT HrComp_Trans.Res_ID, Humres.FullName, HrComp_Trans.Comp_Code,
    HrComponents.Descr50_0, HrComp_Trans.Amount_To_Be_Paid
FROM HrComp_Trans
    INNER JOIN Humres ON Humres.Res_ID = HrComp_Trans.Res_ID
    INNER JOIN HrComponents ON HrComponents.Comp_Code =
HrComp_Trans.Comp_code
WHERE HrComp_Trans.Status = 'C'
    AND HrComp_Trans.PayrollYear = '2005'
    AND HrComp_Trans.Period = '7'
    AND HrComp_Trans.Res_ID= '2204'
    AND HrComp_Trans.Comp_Sub_Type = '4000'
```

20.16 HrComponentItemLinks - Component Relations

1. Query to retrieve all components that have activities linked, with the number of linked activities:

```
SELECT HrComponentItemLinks.Comp_Code, HrComponents.Descr50_0, Count(*)
FROM HrComponentItemLinks
    INNER JOIN HrComponents ON HrComponents.Comp_Code =
    HrComponentItemLinks.Comp_Code
    INNER JOIN Items ON Items.ItemCode = HrComponentItemLinks.ItemCode
WHERE HrComponentItemLinks.Type = 'A'
GROUP BY HrComponentItemLinks.Comp_Code, HrComponents.Descr50_0
ORDER BY HrComponentItemLinks.Comp_Code
```

2. Query to retrieve all hour items that will be used to calculate component 'SALARIS' during the payroll calculation:

```
SELECT HrComponentItemLinks.Comp_Code, HrComponents.Descr50_0,
    HrComponentItemLinks.ItemCode, Items.Description
FROM HrComponentItemLinks
    INNER JOIN HrComponents ON HrComponents.Comp_Code =
    HrComponentItemLinks.Comp_Code
    INNER JOIN Items ON Items.ItemCode = HrComponentItemLinks.ItemCode
    WHERE HrComponentItemLinks.Comp_Code = 'SALARIS'
```

3. Query to retrieve the list of components that are linked to a component group, ordered by component group:

```
SELECT HrComponentItemLinks.RelCode, HrFree.Descr60,
    HrComponentItemLinks.Comp_Code, HrComponents.Descr50_0
FROM HrComponentItemLinks
    INNER JOIN HrComponents ON HrComponents.Comp_Code =
    HrComponentItemLinks.Comp_Code
    INNER JOIN HrFree ON HrFree.RecKey = HrComponentItemLinks.RelCode AND
HrFree.FileType = 'CG'
WHERE HrComponentItemLinks.Type = 'G'
ORDER BY HrComponentItemLinks.RelCode, HrComponentItemLinks.Comp_Code
```

20.17 HrPayroll - Resource Payroll Settings

1. Query to retrieve the payment periods that are used in year 2005 period 7:

```
SELECT NLHrPayroll.Payment_Period, Count(*)
FROM NLHrPayroll
WHERE NLHrPayroll.PayrollYear = '2005'
      AND NLHrPayroll.Period = '7'
GROUP BY NLHrPayroll.Payment_Period
```

2. Query to retrieve all resources that have a company car in a dutch legislation:

```
SELECT DISTINCT(NLHrPayroll.Res_ID), Humres.FullName
FROM NLHrPayroll
      INNER JOIN Humres ON Humres.Res_ID = NLHrPayroll.Res_ID
WHERE NLHrPayroll.Ydec_comp_Car = '1'
```

3. Query to retrieve all resources that are insured for the ZFW in a dutch legislation:

```
SELECT DISTINCT(NLHrPayroll.Res_ID), Humres.FullName
FROM NLHrPayroll
      INNER JOIN Humres ON Humres.Res_ID = NLHrPayroll.Res_ID
WHERE NLHrPayroll.Soc_ZFW_Type = 'N'
```

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