

# 3rd Party HR/Payroll Integration

## Please note:

In order to minimize development time and cost, please provide only one API endpoint. However, if this is not possible, and more endpoints are required, the development cost/time will increase.

Please fill in the following fields in the attached excel sheet:

- 3rd Party API Fields
- API Endpoint
- Comments

[3rd Party HR Payroll Integration.xlsx](#)

The following additional information will be required - please send it to us in a special communication channel, such as WhatsApp, and not in the same email as general communication with you:

- API Endpoint URL
  - Base URL (Used in all endpoint)
  - Authentication URL (If you have a unique URL for Authentication endpoint)
- Authentication call details
  - All details needed to do the authentication call to obtain a bearer token

If the above is not in line with the 3rd-party system's ability, please liaise with us.

| Signify Fields                 | Mandatory  | 3rd Party API Fields                                       | API Endpoint  | Comments   |
|--------------------------------|--|--|---|--|
| This is the Signify Field name | This indicates if the field is mandatory in Signify. Some fields are mandatory, but can be automatically generated as part of the integration process. | This indicates the field name that is available in the API | Please provide the API where the field can be obtained from | Please provide any special instructions, such as the order in which APIs must be called (if more than one API is referenced) |
| Username                       | Y  | ?  | ?   |  |

|                      |   |   |   |  |
|----------------------|---|---|---|--|
| IdNumber             | As per setup in Signify                         | ? | ? |  |
| StartDate            | Y   | ? | ? |  |
| EndDate              | As per setup in Signify                         | ? | ? |  |
| ReasonForTermination | If Terminated                                   | ? | ? |  |
| PassportNumber       | As per setup in Signify                         | ? | ? |  |
| ExternalId           | As per setup in Signify                         | ? | ? |  |
| MobileNumber         | As per setup in Signify                         | ? | ? |  |
| EmailAddress         | As per setup in Signify                         | ? | ? |  |
| Name                 | Y   | ? | ? |  |
| Surname              | Y   | ? | ? |  |
| JobExternalId        | Y (If not available, Signify can auto-generate) | ? | ? |  |
| JobCode              | Y (If not available, Signify can auto-generate) | ? | ? |  |
| JobTitle             | Y (If not available, Signify can auto-generate) | ? | ? |  |
| PositionExternalId   | Y (If not available, Signify can auto-generate) | ? | ? |  |
| PosCode              | Y (If not available, Signify can auto-generate) | ? | ? |  |
| PosTitle             | Y (If not available, Signify can auto-generate) | ? | ? |  |
| LineManagerUsername  | N   | ? | ? |  |

|                                |  |   |   |  |
|--------------------------------|--|---|---|--|
| PerformanceManager<br>Username | N  | ? | ? |  |
| AppointmentType                | N  | ? | ? |  |
| Org Code Level 1-9             | Y (If not available,<br>Signify can auto-<br>generate) | ? | ? |  |
| Org Name Level 1-9             | Y (If not available,<br>Signify can auto-<br>generate) | ? | ? |  |
| Org Id Level 1-9               | Y (If not available,<br>Signify can auto-<br>generate) | ? | ? |  |
| PassportNumber                 | N  | ? | ? |  |
| PayrollId                      | Y  | ? | ? | Used to cross-<br>reference to your 3rd<br>party system. |
| MiddleName                     | N  | ? | ? |  |
| Initials                       | N  | ? | ? |  |
| Title                          | N  | ? | ? |  |
| KnownAs                        | N  | ? | ? |  |
| HomeLanguage                   | N  | ? | ? |  |
| Gender                         | N  | ? | ? |  |
| Race                           | N  | ? | ? |  |
| Citizenship                    | N  | ? | ? |  |
| MaritalStatus                  | N  | ? | ? |  |
| WorkNumber                     | N  | ? | ? |  |
| HomeNumber                     | N  | ? | ? |  |
| BirthDay                       | N  | ? | ? |  |

|                           |   |   |   |  |
|---------------------------|---|---|---|--|
| ResidentialUnitNumber     | N | ? | ? |  |
| ResidentialComplexName    | N | ? | ? |  |
| ResidentialStreetNumber   | N | ? | ? |  |
| ResidentialStreetName     | N | ? | ? |  |
| ResidentialSuburbDistrict | N | ? | ? |  |
| ResidentialCityTown       | N | ? | ? |  |
| ResidentialCountry        | N | ? | ? |  |
| ResidentialProvince       | N | ? | ? |  |
| ResidentialPostalCode     | N | ? | ? |  |
| UseResidentialAsPostal    | N | ? | ? |  |
| PostalUnitNumber          | N | ? | ? |  |
| PostalComplexName         | N | ? | ? |  |
| PostalStreetNumber        | N | ? | ? |  |
| PostalStreetName          | N | ? | ? |  |
| PostalSuburbDistrict      | N | ? | ? |  |
| PostalCityTown            | N | ? | ? |  |
| PostalCountry             | N | ? | ? |  |
| PostalProvince            | N | ? | ? |  |
| PostalCode                | N | ? | ? |  |
| Disability                | N | ? | ? |  |
| StartDateInGroup          | N | ? | ? |  |

|                                   |   |   |   |  |
|-----------------------------------|---|---|---|--|
| OccupationalCategory              | N | ? | ? |  |
| OccupationalLevel                 | N | ? | ? |  |
| JobOFOCode                        | N | ? | ? |  |
| JobGrade                          | N | ? | ? |  |
| GradingType                       | N | ? | ? |  |
| DepartmentManagerUsername         | N | ? | ? |  |
| TrainingManagerUsername           | N | ? | ? |  |
| PDPFirstApproverUsername          | N | ? | ? |  |
| PDPSecondApproverUsername         | N | ? | ? |  |
| LeaveManagerUsername              | N | ? | ? |  |
| SalaryReviewManagerUsername       | N | ? | ? |  |
| TalentManagementManagerUsername   | N | ? | ? |  |
| SecondaryReportingManagerUsername | N | ? | ? |  |
| LineManagerOnceRemovedUsername    | N | ? | ? |  |
| WorkflowOriginatorUsername        | N | ? | ? |  |
| FinanceManagerUsername            | N | ? | ? |  |
| FinanceOfficerUsername            | N | ? | ? |  |
| HROfficerUsername                 | N | ? | ? |  |

|   |   |   |   |  |
|---|---|---|---|--|
| HRRecruitmentOfficer<br>Username                | N | ? | ? |  |
| BusinessUnitHRMana<br>gerUsername               | N | ? | ? |  |
| Disability                                      | N | ? | ? |  |
| AlternateEmailAddres<br>s                       | N | ? | ? |  |
| WorkLocation                                    | N | ? | ? |  |
| OrgLevel1WorkLocati<br>onName                   | N | ? | ? |  |
| OrgLevel2WorkLocati<br>onName                   | N | ? | ? |  |
| OrgLevel3WorkLocati<br>onName                   | N | ? | ? |  |
| OrgLevel4WorkLocati<br>onName                   | N | ? | ? |  |
| OrgLevel5WorkLocati<br>onName                   | N | ? | ? |  |
| OrgLevel6WorkLocati<br>onName                   | N | ? | ? |  |
| OrgLevel7WorkLocati<br>onName                   | N | ? | ? |  |
| OrgLevel8WorkLocati<br>onName                   | N | ? | ? |  |
| OrgLevel9WorkLocati<br>onName                   | N | ? | ? |  |
| EmployeeCode                                    | N | ? | ? |  |
| LeaveManagerAlterna<br>teApproverUsername       | N | ? | ? |  |
| SecondaryJobRequisit<br>ionApproverUsernam<br>e | N | ? | ? |  |

---

Revision #12

Created 4 October 2024 07:58:55 by Harvey Labuschagne

Updated 4 October 2024 12:17:51 by Harvey Labuschagne