

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 | ? | ? | |
| PerformanceManagerUsername | N | ? | ? | |
| AppointmentType | N | ? | ? | |

| | | | | |
|------------------------|---|---|---|---|
| Org Code Level 1-9 | Y (If not available, Signify can auto-generate) | ? | ? | |
| Org Name Level 1-9 | Y (If not available, Signify can auto-generate) | ? | ? | |
| Org Id Level 1-9 | Y (If not available, Signify can auto-generate) | ? | ? | |
| PassportNumber | N | ? | ? | |
| PayrollId | Y | ? | ? | Used to cross-reference to your 3rd 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 | ? | ? | |
| DepartmentManager Username | N | ? | ? | |
| TrainingManagerUser name | N | ? | ? | |
| PDPFirstApproverUse rname | N | ? | ? | |
| PDPSecondApproverU sername | N | ? | ? | |
| LeaveManagerUserna me | N | ? | ? | |
| SalaryReviewManage rUsername | N | ? | ? | |
| TalentManagementM anagerUsername | N | ? | ? | |
| SecondaryReporting ManagerUsername | N | ? | ? | |
| LineManagerOnceRe movedUsername | N | ? | ? | |
| WorkflowOriginatorUs ername | N | ? | ? | |
| FinanceManagerUser name | N | ? | ? | |
| FinanceOfficerUserna me | N | ? | ? | |
| HROfficerUsername | N | ? | ? | |
| HRRecruitmentOfficer Username | N | ? | ? | |
| BusinessUnitHRMana gerUsername | N | ? | ? | |
| Disability | N | ? | ? | |

| | | | | |
|---|---|---|---|--|
| AlternateEmailAddresses | N | ? | ? | |
| WorkLocation | N | ? | ? | |
| OrgLevel1WorkLocationName | N | ? | ? | |
| OrgLevel2WorkLocationName | N | ? | ? | |
| OrgLevel3WorkLocationName | N | ? | ? | |
| OrgLevel4WorkLocationName | N | ? | ? | |
| OrgLevel5WorkLocationName | N | ? | ? | |
| OrgLevel6WorkLocationName | N | ? | ? | |
| OrgLevel7WorkLocationName | N | ? | ? | |
| OrgLevel8WorkLocationName | N | ? | ? | |
| OrgLevel9WorkLocationName | N | ? | ? | |
| EmployeeCode | N | ? | ? | |
| LeaveManagerAlternateApproverUsername | N | ? | ? | |
| SecondaryJobRequisitionApproverUsername | N | ? | ? | |

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