User import pre-import validations

Description	Error	Reason

Max Length Exceeded	Max length exceeded for field: • Username (100) • LineManagerUsername (100) • PerformanceManagerUsername (100) • Name (500) • Surname (500) • ID Number (50) • Passport Number (50) • Mobile number (20) • Email address (350) • Org level 1 Code (50) • Org level 2 Code (50) • Org level 3 Code (50) • Org level 4 Code (50) • Org level 5 Code (50) • Org level 6 Code (50) • Org level 7 Code (50) • Org level 8 Code (50) • Org level 9 Code (50) • Org level 1 name (500) • Org level 2 name (500) • Org level 3 name (500) • Org level 4 name (500) • Org level 5 name (500) • Org level 6 name (500) • Org level 7 name (500) • Org level 8 name (500) • Org level 9 name (500) • Job code (250) • Job title (500) • Position code (250) • Position title (500) • Termination reason (500) • Appointment type (500) • Payroll Connector Name (200) • Payroll Id (200) • Middle Name (500) • Initials (20) • Title (200) • Known As (200) • Home Language (200) • Gender (200) • Race (200) • Citizenship (200) • Marital Status (200) • Marital Date type (200) • Work Number (20) • Home Number (20) • BirthDay (200) • Residential Unit Number (200) • Residential Complex Name (200) • Residential Street Number (200) • Residential Street Name (200) • Residential Suburb District (200) • Residential City Town (200) • Residential Country (200) • Residential Province (200) • Residential Postal Code (200) • Postal Unit Number (200) • Postal Complex Name (200)	One or more fields exceed their maximum allowed length (e.g., Username > 100, Name > 500, Email > 350, etc.).

Date Format Errors	Start date in incorrect format: ...	The corresponding date field could not be parsed using the expected format.
	End date in incorrect format: ...	
	Marital Date in incorrect format: ...	
	Birth Day in incorrect format: ...	
	Start date in group in incorrect format: ...	
	Start date in company in incorrect format: ...	
Duplicate User Errors	Duplicate Username: {item.Username}	The Username or ExternalId appears more than once in the input data.
	Duplicate External id {item.ExternalId}.	
Invalid Ruleset Code	Invalid ruleset code, must be {activeRulesetCode}.	The RulesetCode is missing or does not match the expected active ruleset code.
External ID Must Be Numeric	External id {item.ExternalId} must be numeric.	The corresponding external ID field contains one or more letters (should be numeric only).
	JobExternalId id {item.JobExternalId} must be numeric.	
	PosExternalId id {item.PosExternalId} must be numeric	
	Org level X external id {item.ExternalIdLevelX} must be numeric. (for X = 1 to 9)	
Required Fields Not Provided	Required fields not provided: ...	One or more required fields (as determined by the ruleset and self-service settings) are missing or empty. This includes special logic for address fields.
Invalid Email Address	Email Address is not valid.	The email address does not match the expected email format.
	Alternate Email Address is not valid.	

Invalid Contact Number	Invalid contact number: ...	The MobileNumber, HomeNumber, or WorkNumber is present but does not pass phone number validation.
Position Defined Without Job Details	Position defined without job details.	A position is specified (PositionCode or PositionTitle), but both JobCode and JobTitle are missing.
Job Profile Data Mismatch	Job with code ({item.JobCode}) has differing data: ...	The job code is associated with different job titles, occupational categories, occupational levels, OFO codes, or job grades in the dataset.
Position Title Mismatch	Position {item.PositionTitle}({item.PositionCode}) has different position titles	The same position code is associated with different position titles in the dataset.
Position Not Linked to a Job	The position {item.PositionTitle}({item.PositionCode}) is not linked to a job.	A position is specified, but both JobCode and JobTitle are missing.
Position Has No Start Date	The position has no start date.	A position is specified, but StartDate is missing or invalid.
Position End Date Before Start Date	The position's end date cannot be before the start date.	Both StartDate and EndDate are present, but EndDate is before StartDate.
Termination Reason Without End Date	The position end date is not provided for the termination reason.	ReasonForEnding is specified, but EndDate is missing.
Multiple Active Appointments for a Position	More than one active appointment for a position.	More than one record exists for the same position code without an EndDate.
Start Date in Group Required	Start date in group is required when start date in company is defined.	StartDateInCompany is specified, but StartDateInGroup is missing.
Start Date in Company Before Group	The start date in company cannot be before the start date in group.	Both StartDateInGroup and StartDateInCompany are present, but StartDateInCompany is before StartDateInGroup.
Grading Type/Job Grade Dependency	Grading type is required when specifying job grade.	If either JobGrade or GradingType is specified, the other must also be specified.
	Job grade is required when specifying grading type.	
Duplicate Org Code for User	Duplicate org code({code}). Org codes must be unique for each org level.	The same org code is used more than once for the same org level for a user.

Org Levels Defined Without Level One	Org levels defined without an org level one.	Lower org levels are defined, but OrgLevel1Code or OrgLevel1Name is missing.
Org Node with Different Parent Nodes	Org node with code: {codes} has different parents nodes.	The same org code at the same level is associated with different parent codes.
Org Code with Different Names	Org code '{code}' is specified more than once in the data with different names: ...	The same org code is associated with different org names in the dataset.
Org Node with No Name	Org node with code - {code} contains no Org Name	An org code is present, but the org name is missing.
Org Node External ID Mismatch	Level X Org code - {item.OrgLevelXCode} has external id - {item.ExternalIdLevelX}. The following external id's with the same org code, don't match - {ids}	For org levels 2–9, if an org code and external ID are present, all other matching org codes must have the same external ID. If not, this error is raised.

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