

Technical Reference Manual

Release 11i

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Oracle® HRMS Technical Reference Manual

11i

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ORACLE®

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Introduction

The *Oracle HRMS Technical Reference Manual* provides the information you need to understand the underlying structure of Oracle HRMS. After reading this manual, you should be able to convert your existing applications data, integrate your existing applications with your Oracle HRMS application, and write custom reports for your Oracle HRMS application, as well as read data that you need to perform other tasks.

This chapter introduces you to the *Oracle HRMS Technical Reference Manual*, and explains how to use it.

Introduction

At Oracle, we design and build applications using Oracle Designer, our systems design technology that provides a complete environment to support developers through all stages of a systems life cycle. Because we use a repository-based design toolset, all the information regarding the underlying structure and processing of our applications is available to us online. Using Oracle Designer, we can present this information to you in the form of a technical reference manual.

This *Oracle HRMS Technical Reference Manual* contains detailed, up-to-date information about the underlying structure of Oracle HRMS. As we design and build new releases of Oracle HRMS applications, we update our Oracle Designer repository to reflect our enhancements. As a result, we can always provide you with an *Oracle HRMS Technical Reference Manual* that contains the latest technical information as of the publication date. Note that after the publication date we may have added new indexes to Oracle HRMS to improve performance.

About this Manual

This manual describes the Oracle Applications Release 11*i* data model, as used by Oracle HRMS; it discusses the database we include with a fresh install of Oracle Applications Release 11*i*. If you have not yet upgraded to Release 11, your database may differ from the database we document in this book.

If you have upgraded from a previous release, you might find it helpful to use this manual with the appropriate *Oracle Applications Product Update Notes* manual. The product update notes list database changes and seed data changes in Oracle HRMS between releases. The *Oracle Applications Product Update Notes Release 11* manual describes the changes between release 10.7 and release 11, and the *Oracle Applications Product Update Notes Release 11i* manual describes the changes between release 11 and release 11*i*.

You can contact your Oracle representative to confirm that you have the latest technical information for Oracle HRMS. You can also use *OracleMetaLink* which is accessible through Oracle's Support Web Center (http://www.oracle.com/support/elec_sup).

Finding the Latest Information

The *Oracle HRMS Technical Reference Manual* contains the latest information as of the publication date. For the latest information we encourage you to use *OracleMetaLink* which is accessible through Oracle's Support Web Center (http://www.oracle.com/support/elec_sup).

Audience

The *Oracle HRMS Technical Reference Manual* provides useful guidance and assistance to:

- Technical End Users
- Consultants
- Systems Analysts
- System Administrators
- Other MIS professionals

This manual assumes that you have a basic understanding of structured analysis and design, and of relational databases. It also assumes that you are familiar with Oracle Application Object Library and your Oracle HRMS application. If you are not familiar with the above products, we suggest that you attend one or more of the training classes available through Oracle Education (see: Other Information Sources: page 1 – 9).

How This Manual is Organized

This manual contains two major sections, High-Level Design and Detailed Design.

High-Level Design

This section, Chapter 2, contains database diagrams, and lists each database table and view that Oracle HRMS uses. This chapter also has a list of modules.

Detailed Design

This section, Chapter 3, contains a detailed description of the Oracle HRMS database design, including information about each database table and view you might need for your custom reporting or other data requirements.

How to Use This Manual

The *Oracle HRMS Technical Reference Manual* is a single, centralized source for all the information you need to know about the underlying structure and processing of your Oracle HRMS application. For example, you can use this manual when you need to:

- Convert existing application data
- Integrate your Oracle HRMS application with your other applications systems
- Write custom reports
- Define alerts against Oracle Applications tables
- Configure your Oracle Self-Service Web Applications
- Create views for decision support queries using query tools
- Create business views for Oracle Discoverer

You need not read this manual cover to cover. Use the table of contents and index to quickly locate the information you need.

Here are several examples of how you might use the *Oracle HRMS Technical Reference Manual*:

Example #1

Suppose you are designing a program to load data about people from your existing human resource system into Oracle Human Resources. Your first step is to look at the Table List section of Chapter 2 for a table names resembling People. (Keep in mind that Oracle Human Resource tables have intuitive names).

Once you locate the right table (PER_ALL_PEOPLE_F), you can refer to the Table and View Definitions section of Chapter 3 for a detailed description of the table and its columns. You can examine the column descriptions to ensure that your custom application references the correct columns. Then you can look at the Database Diagrams section in Chapter 2 to identify the tables related to PER_ALL_PEOPLE_F. You can examine these related table descriptions to ensure that your application references any other tables holding information relevant to your application.

Example #2

Suppose you are writing a report to list the elements you have defined in Oracle Human Resources. You should use the Table List in Chapter

2 to locate the table PAY_ELEMENT_TYPES_F. Then you can examine the column descriptions in the Table and View Definitions section of Chapter 3 to learn what columns you should display in your report and how you should display them.

How Not To Use This Manual

Do not use this manual to plan modifications

You should not use this manual to plan modifications to your Oracle HRMS application. Modifying Oracle HRMS limits your ability to upgrade to future releases of your Oracle HRMS application. In addition, it interferes with our ability to give you the high-quality support you deserve.

We have constructed your Oracle HRMS application so that you can customize it to fit your needs without programming, and you can integrate it with your existing applications through interface tables. However, should you require program modifications, you should contact our support team (see: Other Information Sources: page 1 – 9). They can put you in touch with Oracle Services, the professional consulting organization of Oracle. Their team of experienced applications professionals can make the modifications you need while ensuring upward compatibility with future product releases.

Do not write data into non-interface tables

Oracle reserves the right to change the structure of Oracle Applications tables, and to change the meaning of, add, or delete lookup codes and data in future releases. Do not write data directly into or change data in non-interface tables using SQL*Plus or other programming tools because you risk corrupting your database and interfering with our ability to support you.

Moreover, this version of the *Oracle HRMS Technical Reference Manual* does not contain complete information about the dependencies between Oracle HRMS applications tables. Therefore, you should write data into only those tables we identify as interface tables. If you write data into other non-interface tables, you risk violating your data integrity since you might not fulfill all the data dependencies in your Oracle HRMS application.

You are responsible for the support and upgrade of the logic within the procedures that you write, which may be affected by changes between releases of Oracle Applications.

Do not rely on upward compatibility of the data model

Oracle reserves the right to change the structure of Oracle HRMS applications tables, and to change the meaning of, add, or delete lookup codes and other data in future releases. We do not guarantee the upward compatibility of the Oracle HRMS applications data model. For example, if you write a report that identifies concurrent requests that end in Error status by selecting directly from Oracle Application Object Library tables, we do not guarantee that your report will work properly after an upgrade.

About Oracle Application Object Library

The *Oracle HRMS Technical Reference Manual* may contain references to tables that belong to Oracle Application Object Library. Oracle Application Object Library is a collection of pre-built application components and facilities for building Oracle Applications and extensions to Oracle Applications. Oracle Application Coding Standards use the Oracle Application Object Library and contains shared components including but not limited to — forms, subroutines, concurrent programs and reports, database tables and objects, messages, menus, responsibilities, flexfield definitions and online help.



Attention: Oracle does not support *any* customization of Oracle Application Object Library tables or modules, not even by Oracle consultants. (Oracle Application Object Library tables generally have names beginning with FND_%.)

Accordingly, this manual does not contain detailed information about most Oracle Application Object Library tables used by your Oracle HRMS application.

A Few Words About Terminology

The following list provides you with definitions for terms that we use throughout this manual:

Relationship

A relationship describes any significant way in which two tables may be associated. For example, rows in the Journal Headers table may have a one-to-many relationship with rows in the Journal Lines table.

Database Diagram

A database diagram is a graphic representation of application tables and the relationships between them.

Summary Database Diagram

A summary database diagram shows the most important application tables and the relationships between them. It omits tables and relationships that contribute little to the understanding of the application data model. Typically, a summary database diagram shows tables that contain key reference and transaction data.

Module

A module is a program or procedure that implements one or more business functions, or parts of a business function, within an application. Modules include forms, concurrent programs and reports, and subroutines.

Application Building Block

An application building block is a set of tables and modules (forms, reports, and concurrent programs) that implement closely-related database objects and their associated processing. Said another way, an application building block is a logical unit of an application.

Lookups

Lookups, formerly known as QuickCodes, let you define general purpose, static lists of values for window fields. Lookups allow you to base your program logic on lookup codes while displaying user-friendly names in a list of values window. Lookups simplify name and language changes by letting you change the names your end users see, while the codes in your underlying programs remain the same.

Form

A form is a module comprised of closely related windows that are used together to perform a task. For example, the Enter Journals form in Oracle General Ledger includes the Enter Journals window, the Batch window, and the More Actions window among others. The Enter Journals window is the main window, and from it, you can use buttons to navigate to other windows in the form. The form name usually corresponds to the main window in the form, and is frequently a window you open directly from the Navigator.

Other Information Sources

There are additional information sources, including other documentation, training and support services, that you can use to increase your knowledge and understanding of Oracle Designer, Oracle Application Object Library, and your Oracle HRMS application. We want to make these products easy for you and your staff to understand and use.

Oracle Designer Online Documentation

The online help for Oracle Designer describes how you can use Oracle Designer for your development needs.

Oracle Applications Developer's Guide

This guide contains the coding standards followed by the Oracle Applications development staff. It describes the Oracle Application Object Library components needed to implement the Oracle Applications user interface described in the *Oracle Applications User Interface Standards*. It also provides information to help you build your custom Developer forms so that they integrate with Oracle Applications.

Oracle Applications User Interface Standards

This manual contains the user interface (UI) standards followed by the Oracle Applications development staff. It describes the UI for the Oracle Applications products and how to apply this UI to the design of an application built using Oracle Forms 6.

Oracle HRMS applications User Guide

Your user guide provides you with all the information you need to use your Release 11i Oracle HRMS application. Each user guide is organized for fast, easy access to detailed information in a function- and task-oriented organization.

Oracle Self-Service Web Applications Online Documentation

This documentation describes how Oracle Self-Service Web Applications enable companies to provide a self-service and secure Web interface for employees, customers, and suppliers. Employees can change their personal status, submit expense reports, or request supplies. Customers can check on their orders, and suppliers can share production schedules with their trading partners. This documentation is available in HTML only.

Oracle Applications Flexfields Guide

This guide provides flexfields planning, setup and reference information for the Oracle HRMS implementation team, as well as for users responsible for the ongoing maintenance of Oracle Applications product data. This manual also provides information on creating custom reports on flexfields data.

Oracle Workflow Guide

This manual explains how to define new workflow business processes as well as customize existing Oracle Applications-embedded workflow processes. You also use this guide to complete the setup steps necessary for any Oracle Applications product that includes workflow-enabled processes.

Oracle Alert User Guide

This manual explains how to define periodic and event alerts to monitor the status of your Oracle Applications data.

Multiple Reporting Currencies in Oracle Applications

If you use the Multiple Reporting Currencies feature to report and maintain accounting records in more than one currency, use this manual before implementing Oracle HRMS. This manual details additional steps and setup considerations for implementing Oracle HRMS with this feature.

Multiple Organizations in Oracle Applications

If you use the Oracle Applications Multiple Organization Support feature to use multiple sets of books for one Oracle HRMS installation, use this guide to learn about setting up and using Oracle HRMS with this feature. This book describes the Oracle Applications organization model, which defines business units and the relationships between them in an arbitrarily complex enterprise. Functional and technical overviews of multiple organizations are presented, as well as information about how to set up and implement this feature set in the relevant Oracle Applications products.

Oracle Manufacturing, Distribution, Sales and Service Open Interfaces Manual

This manual contains up-to-date information about integrating with other Oracle Manufacturing applications and with your other systems. This documentation includes open interfaces found in Oracle Manufacturing.

Oracle Applications Messages Manual

The Oracle Applications Messages Manual contains the text of numbered error messages in Oracle Applications. (Oracle Applications messages begin with the prefix "APP-".) It also provides information on the actions you take if you get a message. Note: This manual is available only in HTML format.

Installation and System Administration

Oracle Applications Installation Release Notes

This manual contains a road map to the components of the release, including instructions about where to access the Release 11*i* documentation set.

Oracle Applications Concepts

Designed to be the first book the user reads to prepare for an installation of Oracle Applications. It explains the technology stack, architecture, features and terminology for Oracle Applications Release 11*i*. This book also introduces the concepts behind and major uses of Applications-wide features such as MRC, BIS, languages and character sets (NLS, MLS), BIS, Self-Service Web Applications and so on.

Installing Oracle Applications

Describes the One-Hour Install process, the method by which Release 11i will be installed. This manual includes all how-to steps, screen shots and information about Applications-wide post-install tasks.

Using the AD Utilities

This manual contains how-to steps, screen shots and other information required to run the various AD utilities such as AutoInstall, AutoPatch, AD Administration, AD Controller, Relink and so on. It also contains information about when and why you should use these utilities.

Upgrading Oracle Applications

This manual contains all the product specific pre and post-upgrade steps that are required to upgrade products from Release 10.7 (NCA, SC and character-mode) or Release 11 of Oracle Applications. This manual also contains an overview chapter that describes all the tasks necessary to prepare and complete a upgrade of Oracle Applications.

Oracle Applications System Administrator's Guide

This manual provides planning and reference information for the Oracle Applications System Administrator. It contains information on how to define security, customize menus and manage concurrent processing.

Oracle Applications Product Update Notes

This book contains a summary of each new feature we added since Release 11, as well as information about database changes and seed data changes that may affect your operations or any custom reports you have written. If you are upgrading from Release 10.7 you also need to read *Oracle Applications Product Update Notes Release 11*.

Oracle Self-Service Web Applications Implementation Manual

This manual describes the setup steps for Oracle Self-Service Web Applications and the Web Applications Dictionary.

Oracle Human Resources Implementation Manual

This manual contains up-to-date information about new Oracle HRMS applications features and guides you step-by-step through setting up

and integrating your Oracle HRMS application. The *Oracle Human Resources Implementation Manual* helps you use your Oracle HRMS application to its fullest.

Oracle Applications Implementation Wizard User Guide

If you are implementing more than one Oracle product, you can use the Oracle Applications Implementation Wizard to coordinate your setup activities. This guide describes how to use the wizard.

Other Information

Training

Oracle Education offers a complete set of training courses to help you and your staff master Oracle Applications. We can help you develop a training plan that provides thorough training for both your project team and your end users. We will work with you to organize courses appropriate to your job or area of responsibility.

Training professionals can show you how to plan your training throughout the implementation process so that the right amount of information is delivered to key people when they need it the most. You can attend courses at any one of our many Educational Centers, or you can arrange for our trainers to teach at your facility. In addition, we can tailor standard courses or develop custom courses to meet your needs.

Support

From on-site support to central support, our team of experienced professionals provides the help and information you need to keep your Oracle HRMS application working for you. This team includes your Technical Representative, Account Manager, and Oracle's large staff of consultants and support specialists with expertise in your business area, managing an Oracle server, and your hardware and software environment.

About Oracle

Oracle Corporation develops and markets an integrated line of software products for database management, applications development, decision support and office automation, as well as Oracle Applications. Oracle Applications provides the E-Business Suite, a fully integrated suite of more than 70 software modules for financial management, internet procurement, business intelligence, supply chain management, manufacturing, project systems, human resources and sales and service management.

Oracle products are available for mainframes, minicomputers, personal computers, network computers, and personal digital assistants, enabling organizations to integrate different computers, different operating systems, different networks, and even different database management systems, into a single, unified computing and information resource.

Oracle is the world's leading supplier of software for information management, and the world's second largest software company. Oracle offers its database, tools, and application products, along with related consulting, education and support services, in over 145 countries around the world.

Thank You

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CHAPTER

2

High-Level Design

This chapter presents a high-level design for Oracle HRMS that satisfies the business needs we specify during Strategy and Analysis. It contains database diagrams for Oracle HRMS application building blocks, lists of database tables and views, and a list of modules.

Overview of High-Level Design

During High-Level Design, we define the application components (tables, views, and modules) we need to build our application. We specify what application components should do without specifying the details of *how* they should do it.

You can refer to this High-Level Design chapter to quickly acquaint yourself with the tables, views, and modules that comprise Oracle HRMS applications. And, you can prepare yourself to understand the detailed design and implementation of Oracle HRMS.

Summary Database Diagram

The Summary Database Diagram section graphically represents the most important application tables and the relationships between them. It omits tables and relationships that contribute little to the understanding of the application data model. Typically, a summary database diagram shows tables that contain key reference and transaction data.

We prepare a summary database diagram to describe, at a conceptual level, the key information on which our business depends. Later, we refine this summary database diagram, breaking it into multiple database diagrams (generally, one per application building block) to represent all the tables and relationships we need to implement our application in the database.

Review the Summary Database Diagram section to see at a glance the major tables and relationships on which your Oracle HRMS application depends.

Database Diagrams

The Database Diagrams section graphically represents all Oracle HRMS applications tables and the relationships between them, organized by building block.

Use this section to quickly learn what tables each Oracle HRMS application building block uses, and how those tables interrelate. Then, you can refer to the Table and View Definitions sections of Chapter 3 for more detailed information about each of those tables.

Table Lists

The Table List sections list the Oracle HRMS applications tables. Because a product might not include at least one table for each type,

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this Technical Reference Manual might not include each of the following sections.

Public Tables

Use the Public Table List section to quickly identify the tables you are most interested in. Then, you can refer to the Table and View Definitions sections of Chapter 3 for more detailed information about those tables.

In addition, this manual may contain full documentation for one or more of the following Application Object Library tables: FND_DUAL, FND_CURRENCIES, and FND_COMMON_LOOKUPS.

Internal Tables

This section includes a list of private, internal tables used by Oracle HRMS; we do not provide additional documentation for these tables.

View Lists

The View List sections list the Oracle HRMS views, with one section for each type of view. Because a product might not include at least one view for each type, this Technical Reference Manual might not include each of the following sections.

Use this section to quickly identify the views you are most interested in. Then, you can refer to the Table and View Definitions sections of Chapter 3 for more detailed information about those views.

Public Views

This section lists views that may be useful for your custom reporting or other data requirements. The list includes a description of the view, and the page in Chapter 3 that gives detailed information about the public view.

Web Views

This section lists views that you may need to configure your Self-Service Web applications. The list includes a description of the view, and the page in Chapter 3 that gives detailed information about the web view.

Forms and Table Views

This section lists supplementary views that are not essential to the Release 11i data model, but simplify coding or improve performance for Oracle Developer.

Internal Views

This section includes each private, internal view that Oracle HRMS uses.

Single–Organization Views

This section lists the Oracle HRMS views that we added to take the place of various tables that are now partitioned by operating unit, to support multiple sets of books within a single installation of Oracle HRMS.

Multiple Reporting Currency Views

This list includes views that were created to support the Multiple Reporting Currencies feature.

MultiLingual Views

This section lists views that were created to allow certain seed data to be available in multiple national languages simultaneously.

Module List

The Module List section briefly describes each of the Oracle HRMS applications modules. This section lists forms, reports, and concurrent programs.

A form is a module comprised of closely related windows that are used together to perform a task. For example, the Enter Journals form in Oracle General Ledger includes the Enter Journals window, the Batch window, and the More Actions window. The Enter Journals window is the main window, and from it, you can use buttons to navigate to other windows in the form. The form name usually corresponds to the main window in the form, and is frequently a window you can open directly from the Navigator.

The Reports and Concurrent Programs lists include processes you can submit from the Submit Requests window or other windows, as well as processes that are submitted automatically by Oracle HRMS. Use your user's guide to learn more about reports and concurrent processes.

Summary Database Diagram

Summary Database Diagrams are included for Oracle Government Human Resources and Oracle Statutory Sickness Pay/Statutory Maternity Pay.

Summary Database Diagrams graphically represent the most important tables and the relationships between them. They describe at a conceptual level, the key information on which your application depends.

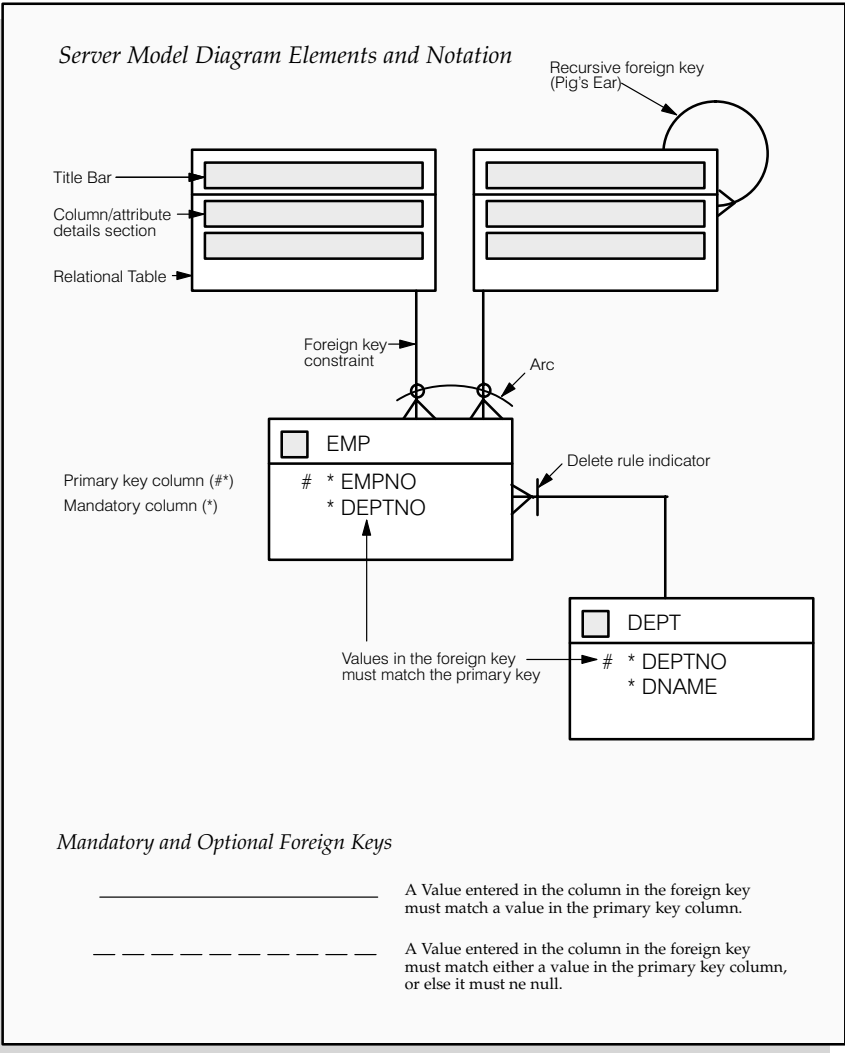
These diagrams show tables that contain key reference and transaction data, and omit tables and relationships that contribute little to the understanding of the data model. For example, a foreign key relationship shown between two tables may actually be implemented by an intervening table, not shown in these diagrams.

For more detailed graphical representations of Oracle HRMS applications tables and the relationships between them, see the Database Diagrams section in this chapter.

Database Diagramming Conventions

We use the following notational conventions in our database diagrams:

Figure 2 – 1
Database Diagram
Conventions



Tables – are the basic unit of storage in the database. A hand symbol preceding the title in the table's title bar indicates that the table is not owned by this application but shared with another.

Foreign key constraint – is a type of referential integrity constraint for checking the integrity of data entered in a specific column or set of columns. This specified column or set of columns is known as the foreign key.

Delete rule indicator – determines the action to be taken when an attempt is made to delete a related row in a join table. A line through the foreign key constraint, as shown on the above diagram, indicates that this action is restricted.

Arcs – specify that, for any given row in a table, a value must be entered in one of the arc columns. The remaining columns within the arc must be null.

Database Diagrams

This section graphically represents all Oracle HRMS applications tables and the relationships between them, organized by building block. Use this section to quickly learn what tables each Oracle HRMS application building block uses, and how these tables interrelate. Then, you can refer to the Table and View Definitions sections of Chapter 3 for more detailed information about each of those tables.

This section contains a database diagram for each of the following Oracle HRMS application building blocks:

- Diagram 1: Absences
- Diagram 2: Assignment Set Criteria
- Diagram 3: Career
- Diagram 4: Contracts
- Diagram 5: Core Payroll
- Diagram 6: Costing
- Diagram 7: DateTrack
- Diagram 8: Elements
- Diagram 9: Element Templates
- Diagram 10: Employee
- Diagram 11: FastFormulas
- Diagram 12: Grades
- Diagram 13: Organization
- Diagram 14: Payroll Process Actions
- Diagram 15: Payments
- Diagram 16: Recruitment
- Diagram 17: Taskflow
- Diagram 18: US Geocodes
- Diagram 19 : US State Tax Information
- Diagram 20: US Wage Attachments
- Diagram 21: US Workers Compensation

Some tables, especially important reference tables, appear in more than one database diagram. When several building blocks use a table, we show that table in each appropriate database diagram.

There are also the following Summary Database Diagrams:

- Diagram 22: Oracle Government Human Resources Summary Database Diagram
- Diagram 23: Oracle Statutory Sickness Pay/Statutory Maternity Pay Summary Database Diagram

Diagram 1 – Absences

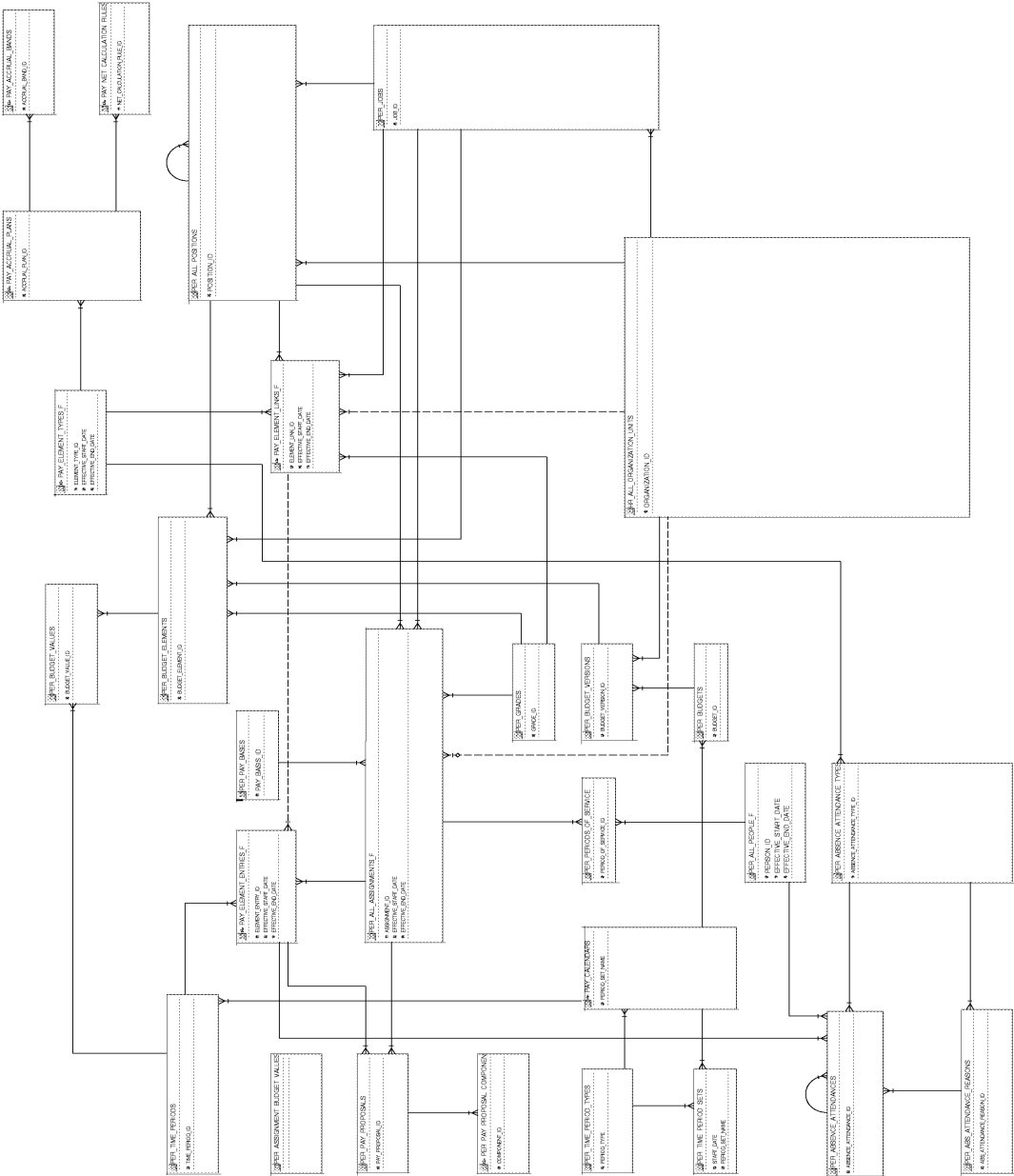


Diagram 2 – Assignment Set Criteria

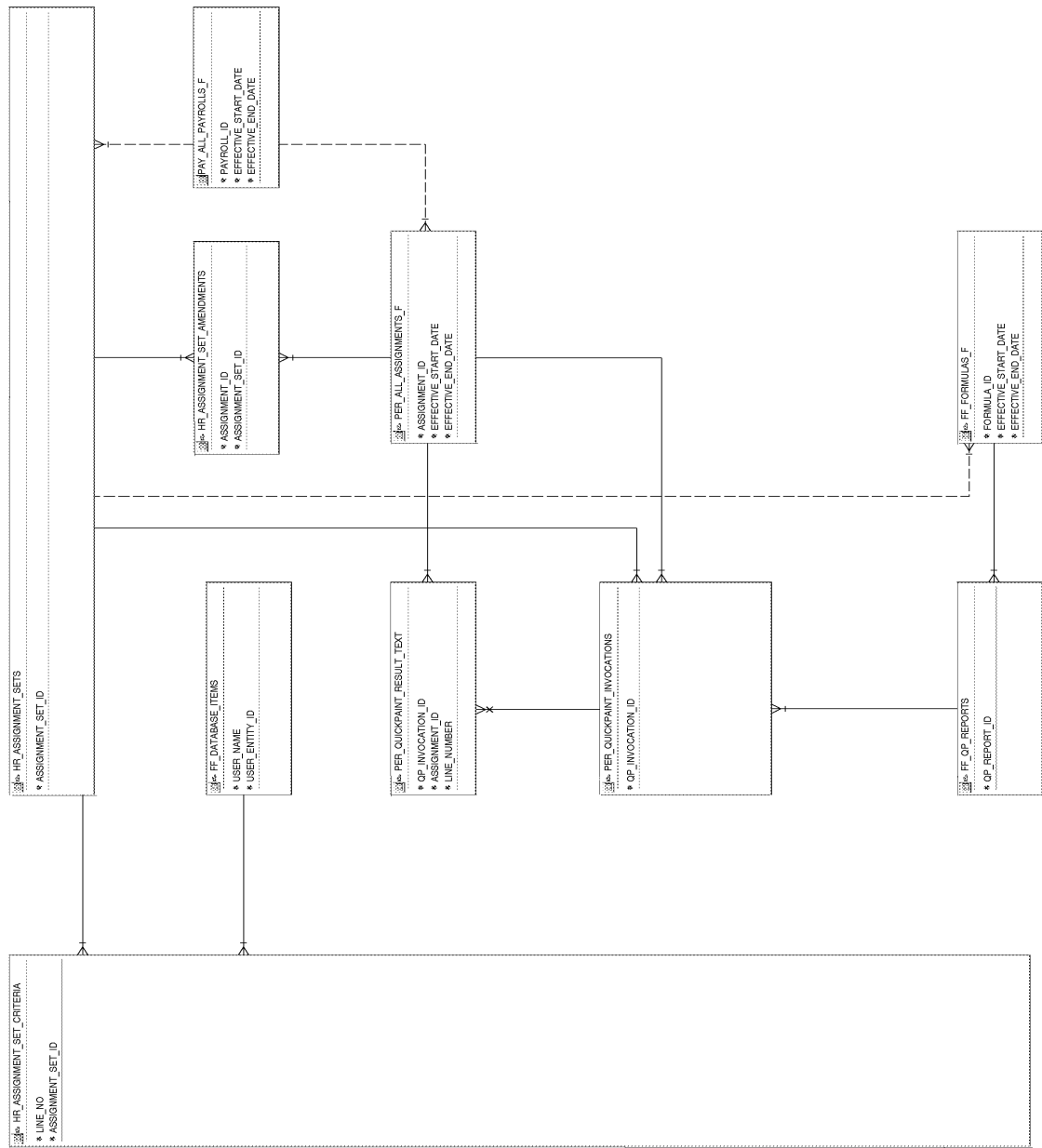


Diagram 3 – Career

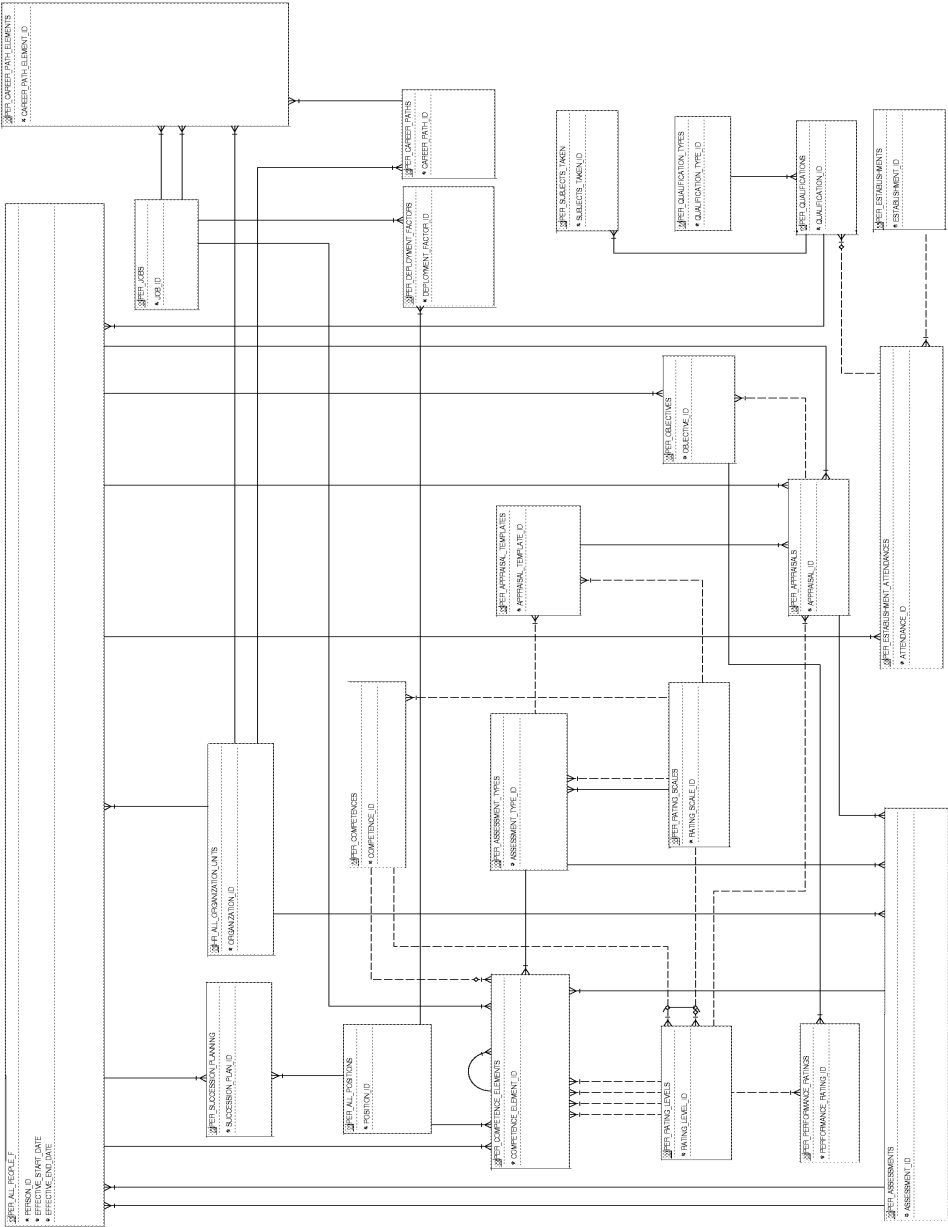
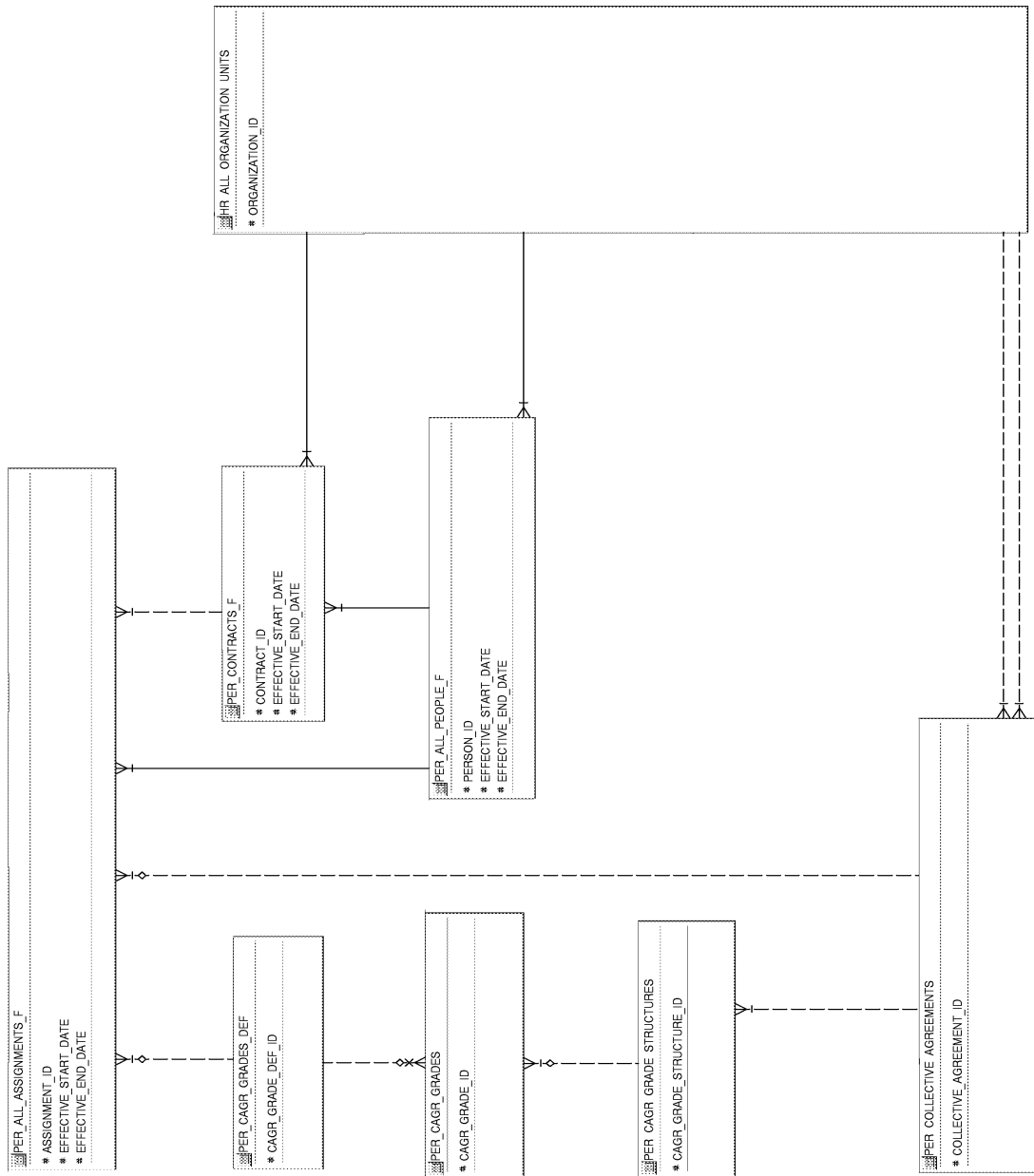


Diagram 4 – Contracts



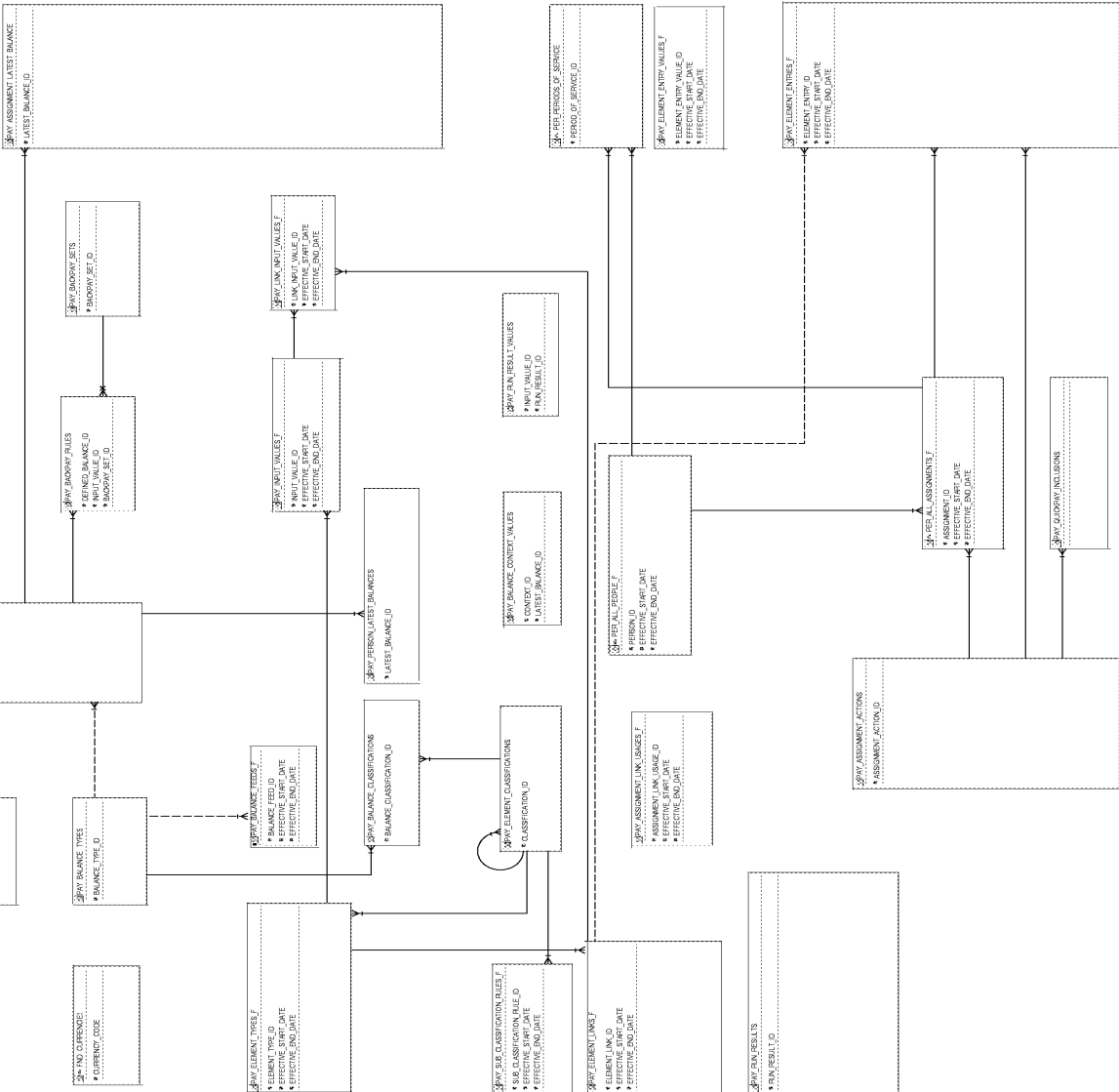


Diagram 6 – Costing

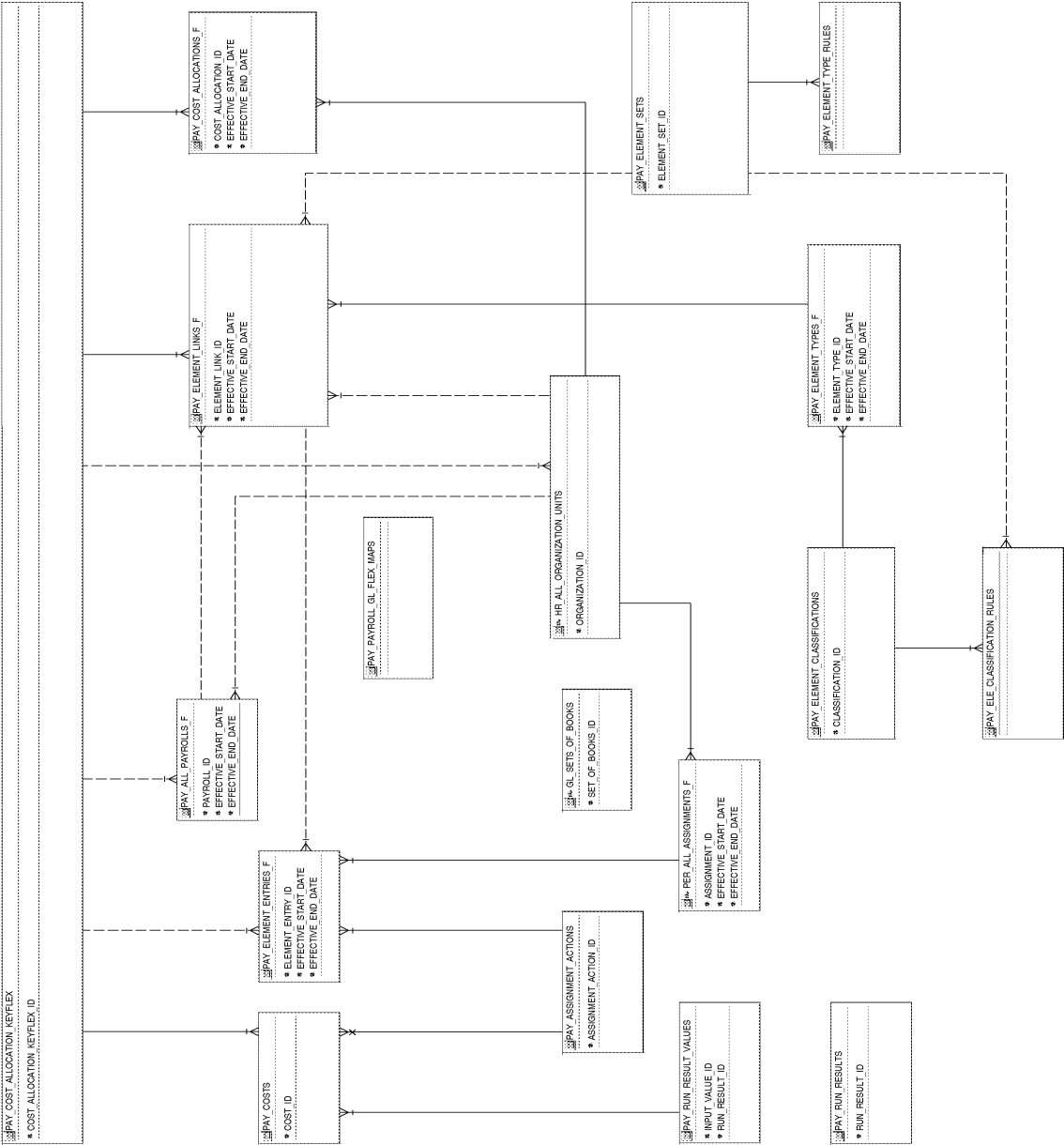
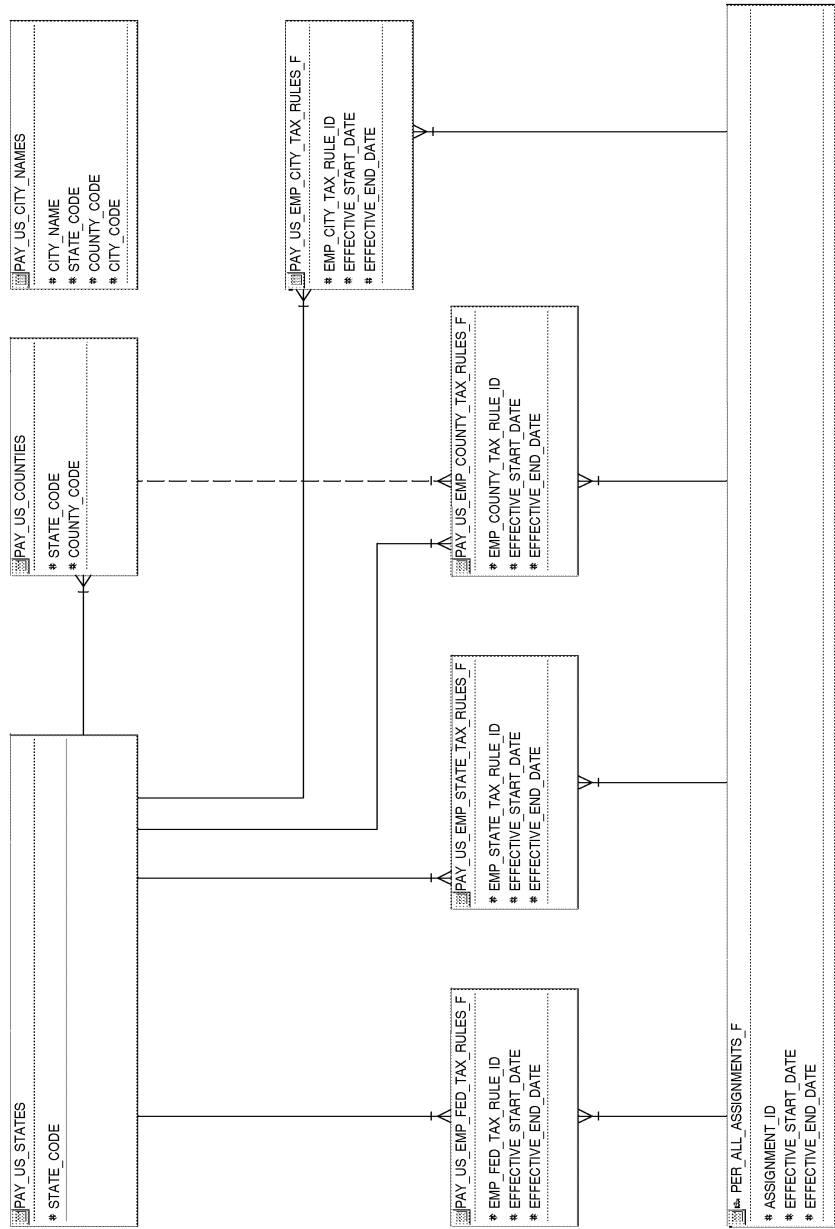


Diagram 7 – DateTrack



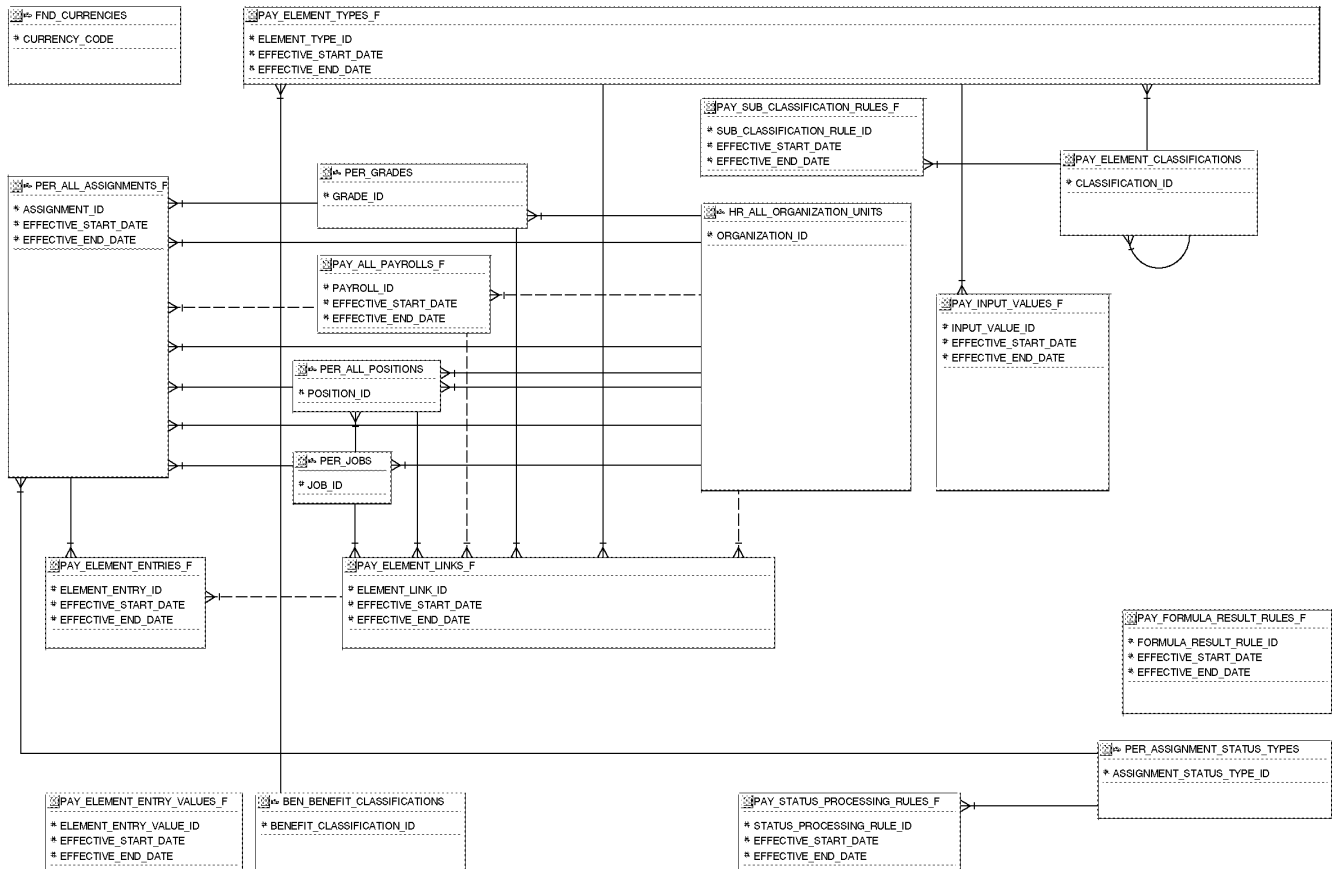
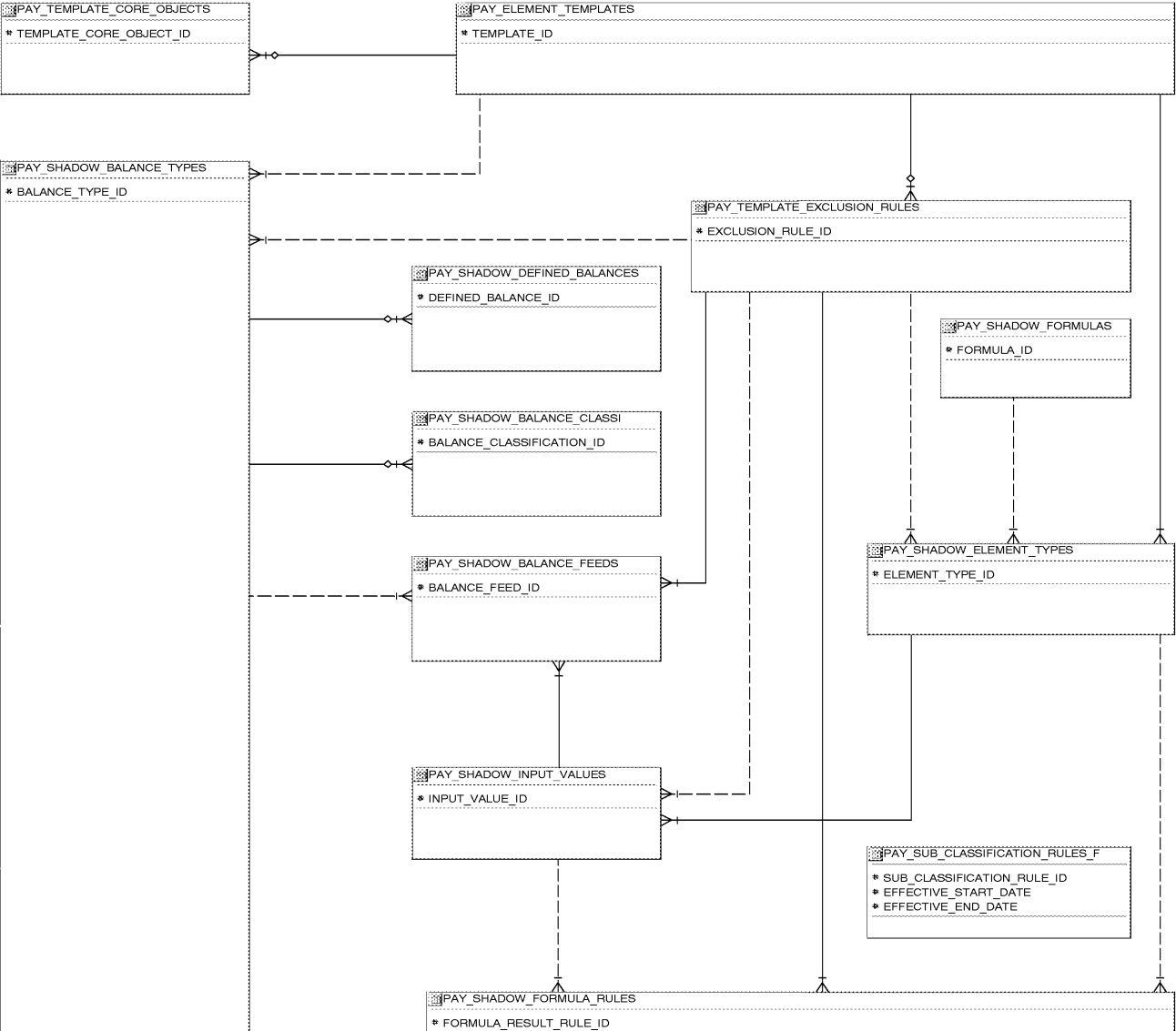
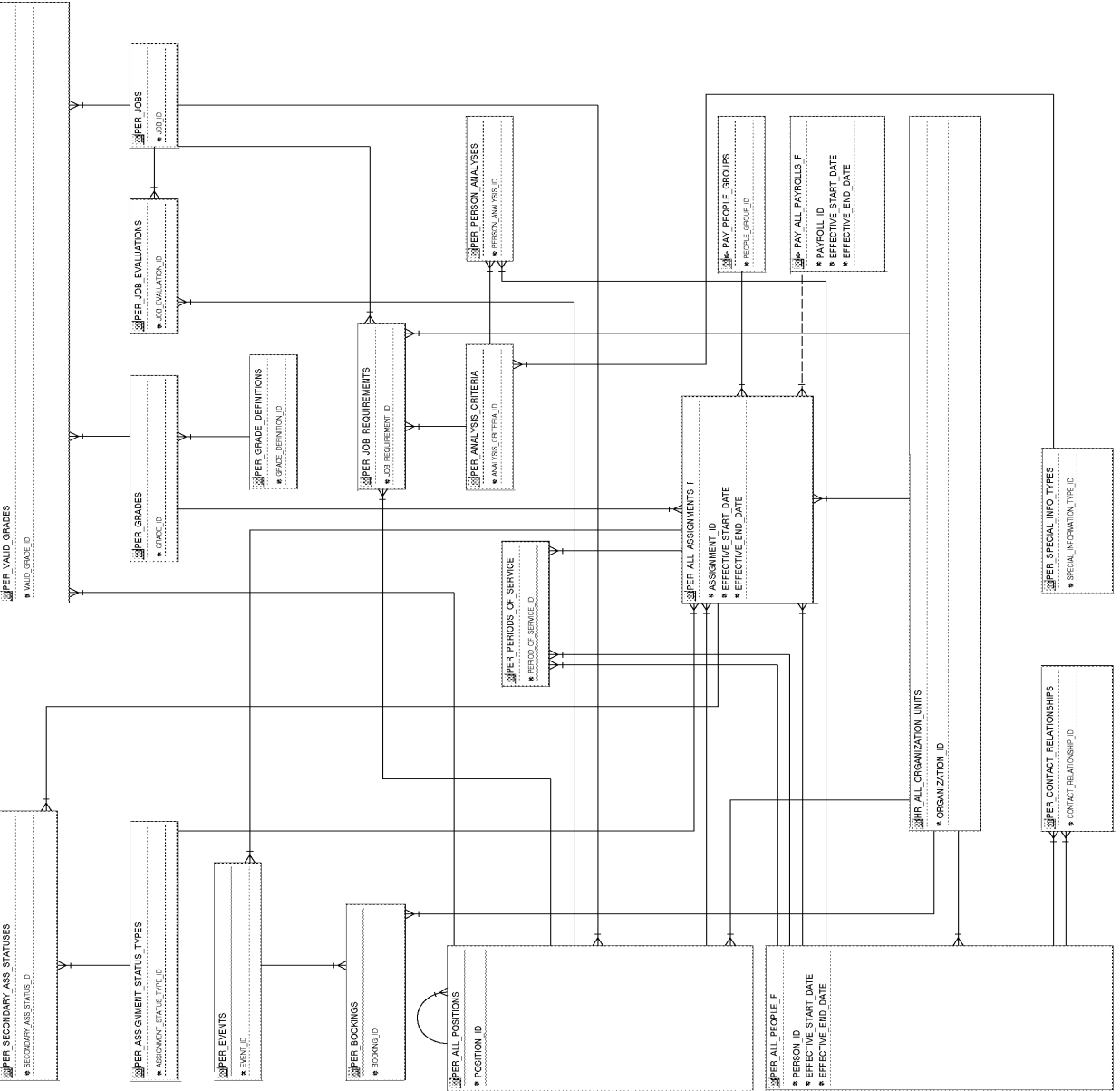
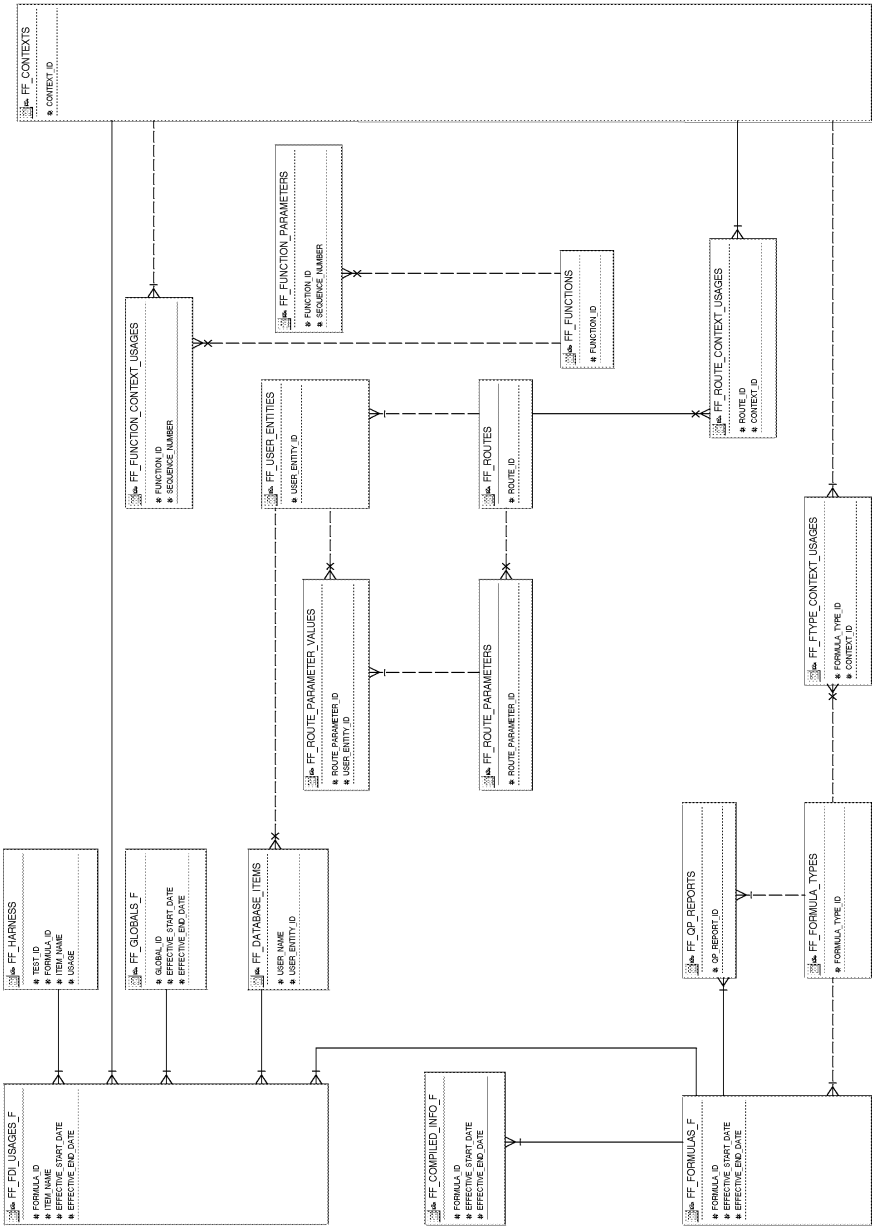


Diagram 9 – Element Templates







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Diagram 12 – Grades

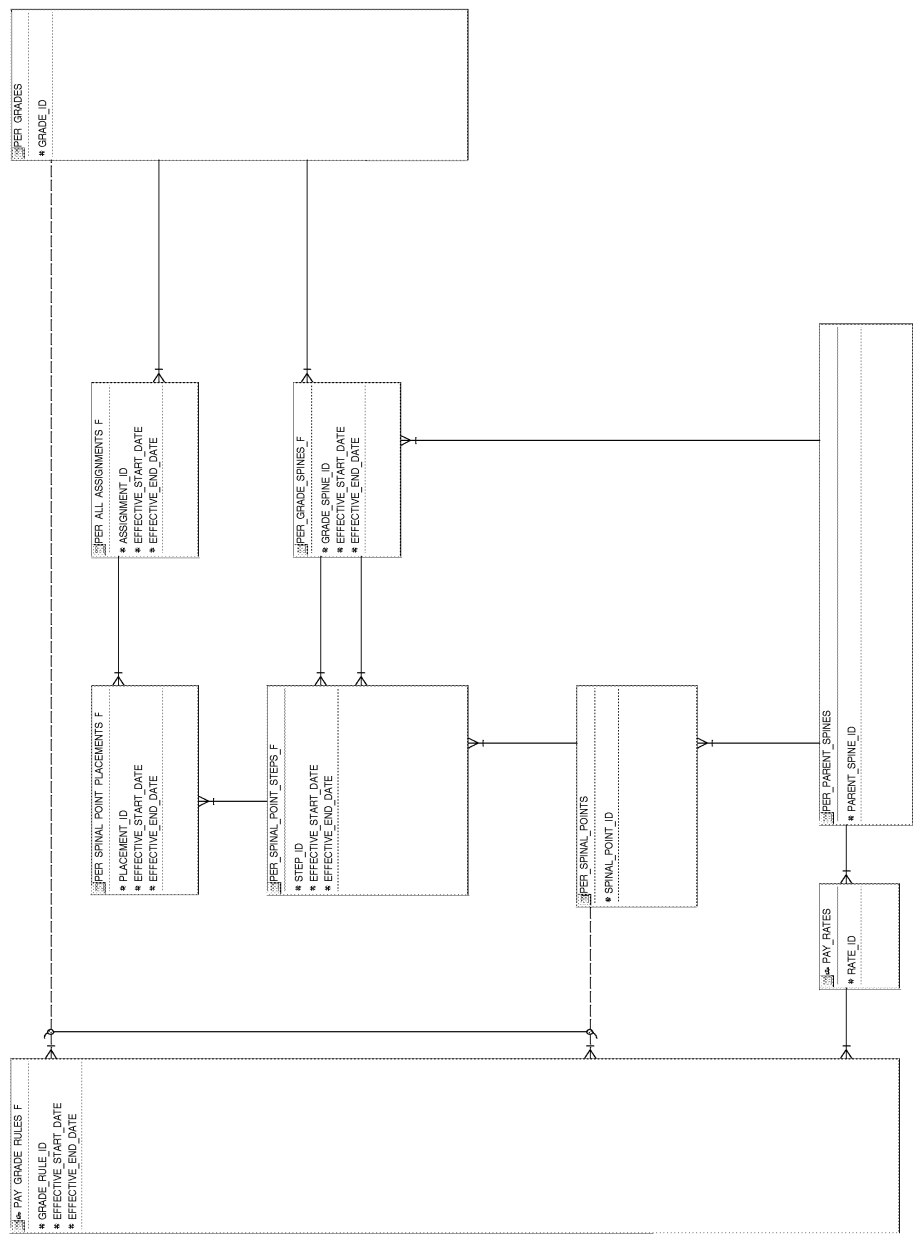


Diagram 13 – Organization

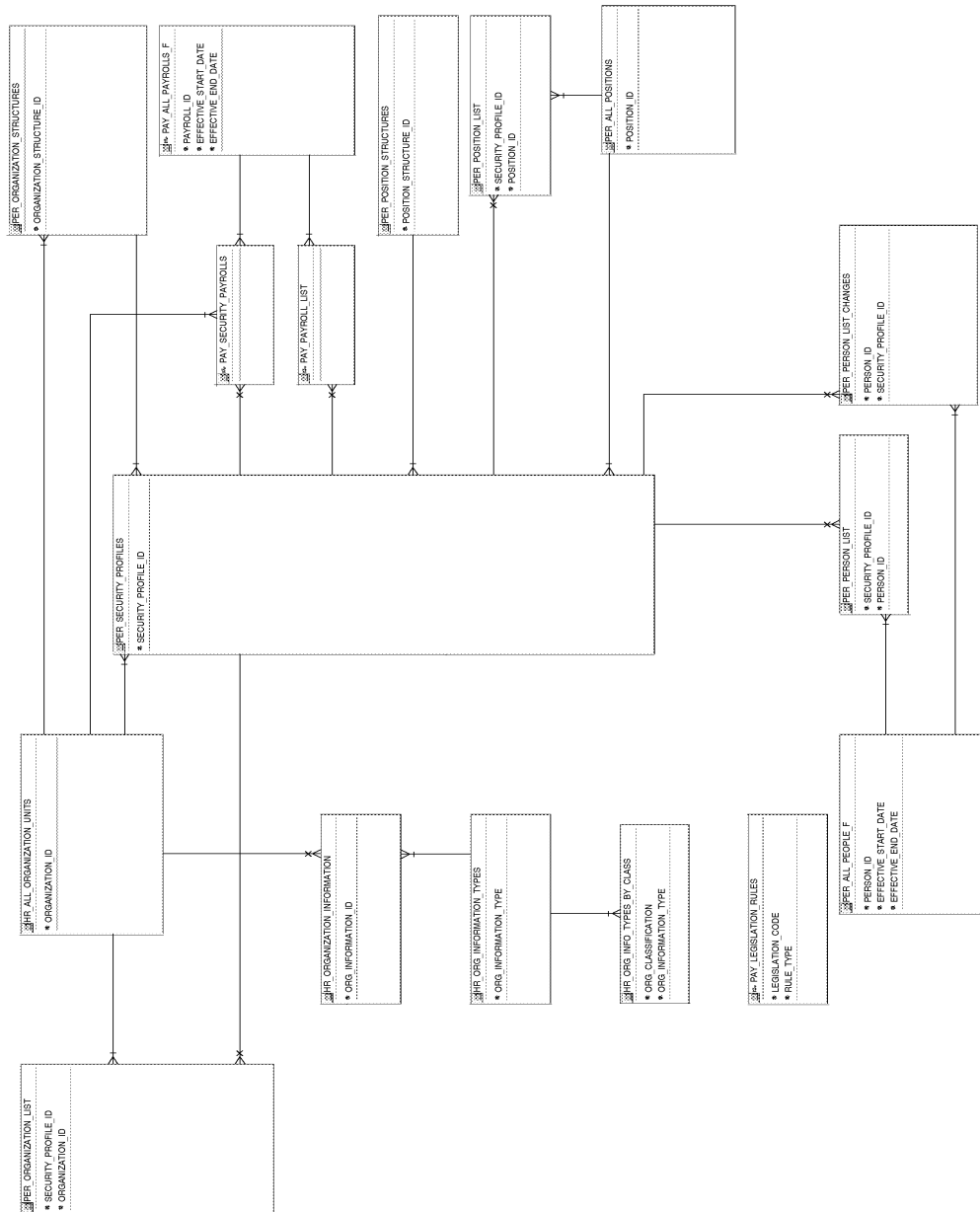


Diagram 14 – Payroll Process Actions

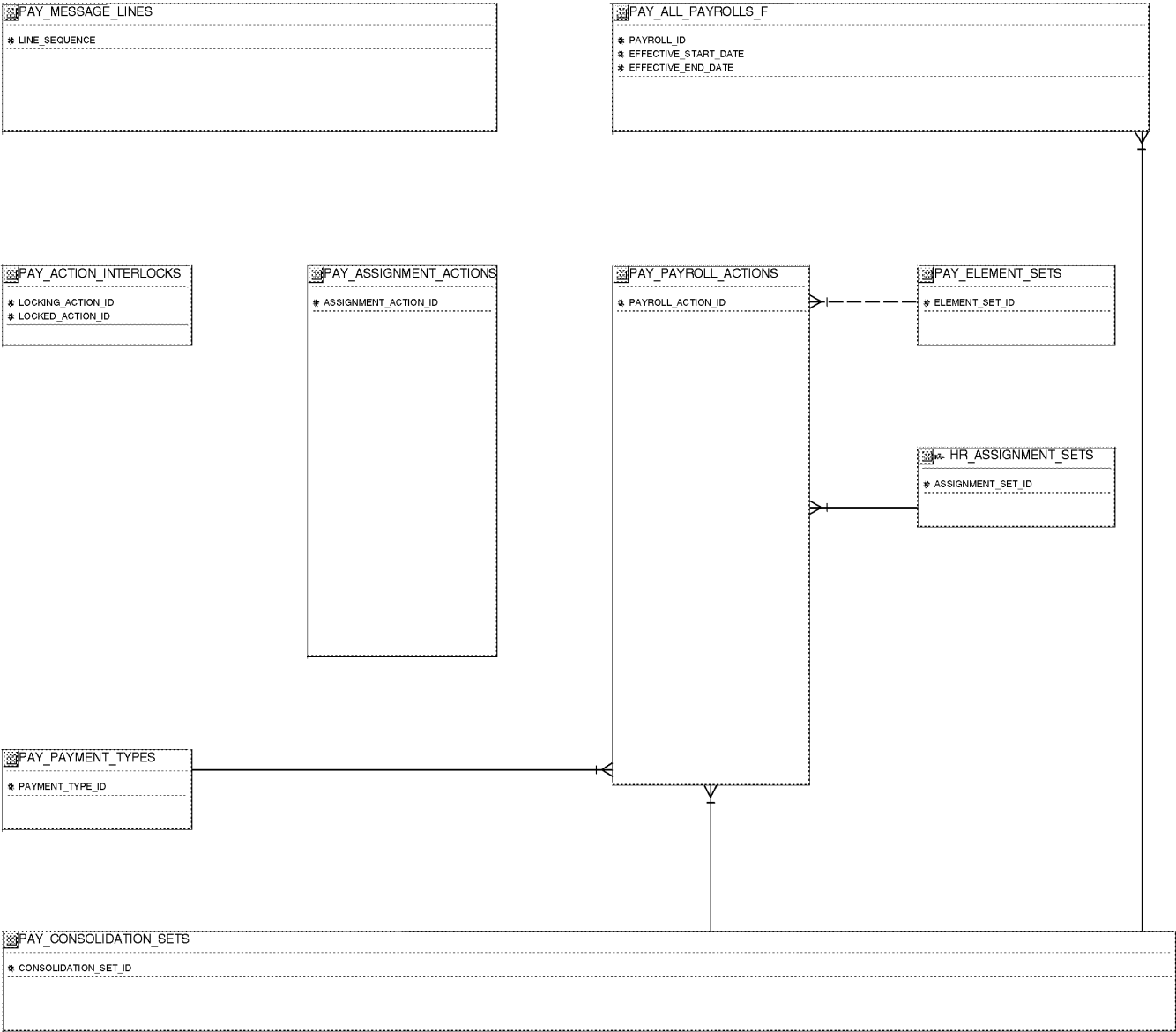




Diagram 16 – Recruitment

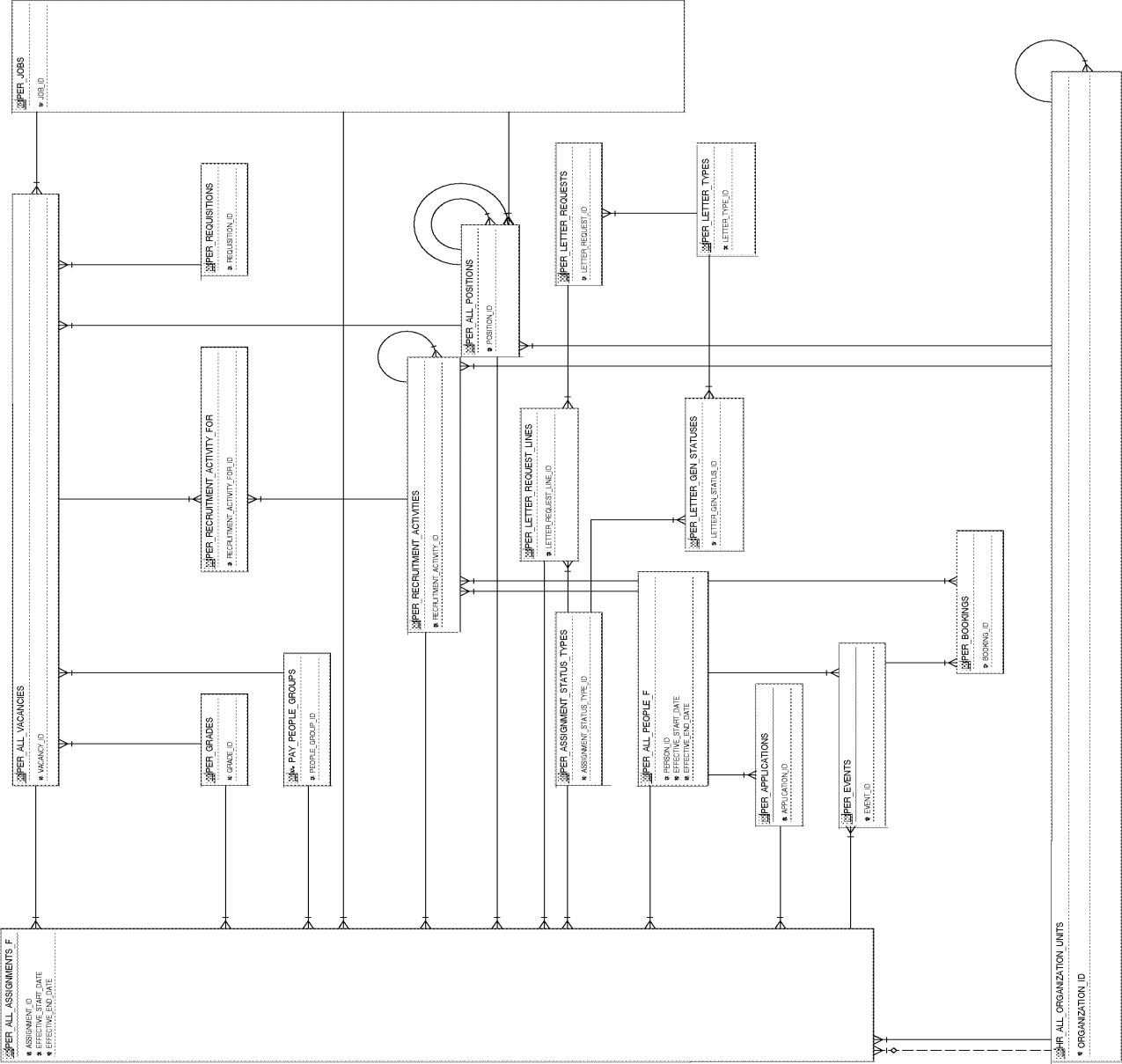


Diagram 17 – Taskflow

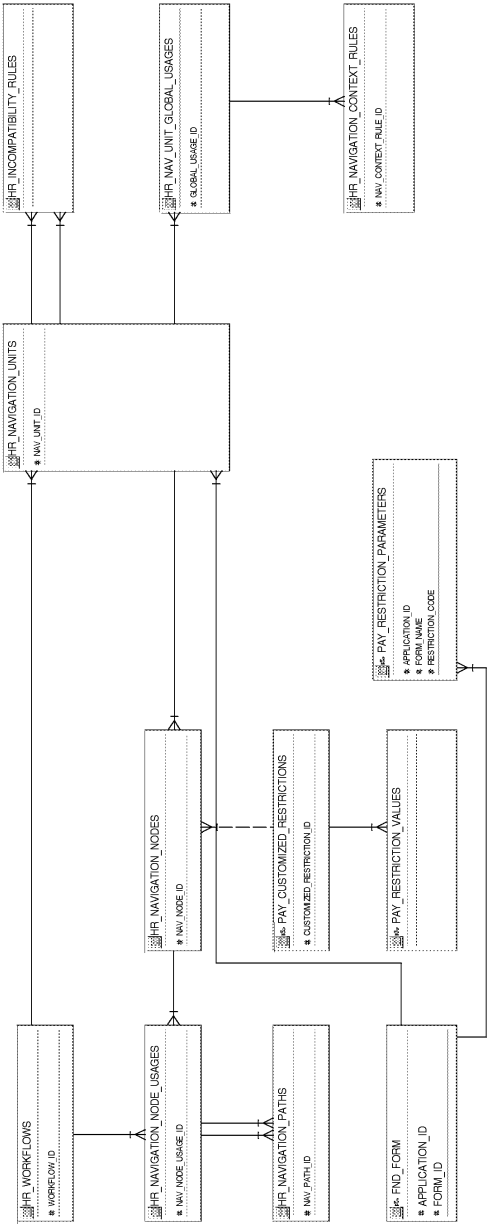


Diagram 18 – US Geocodes

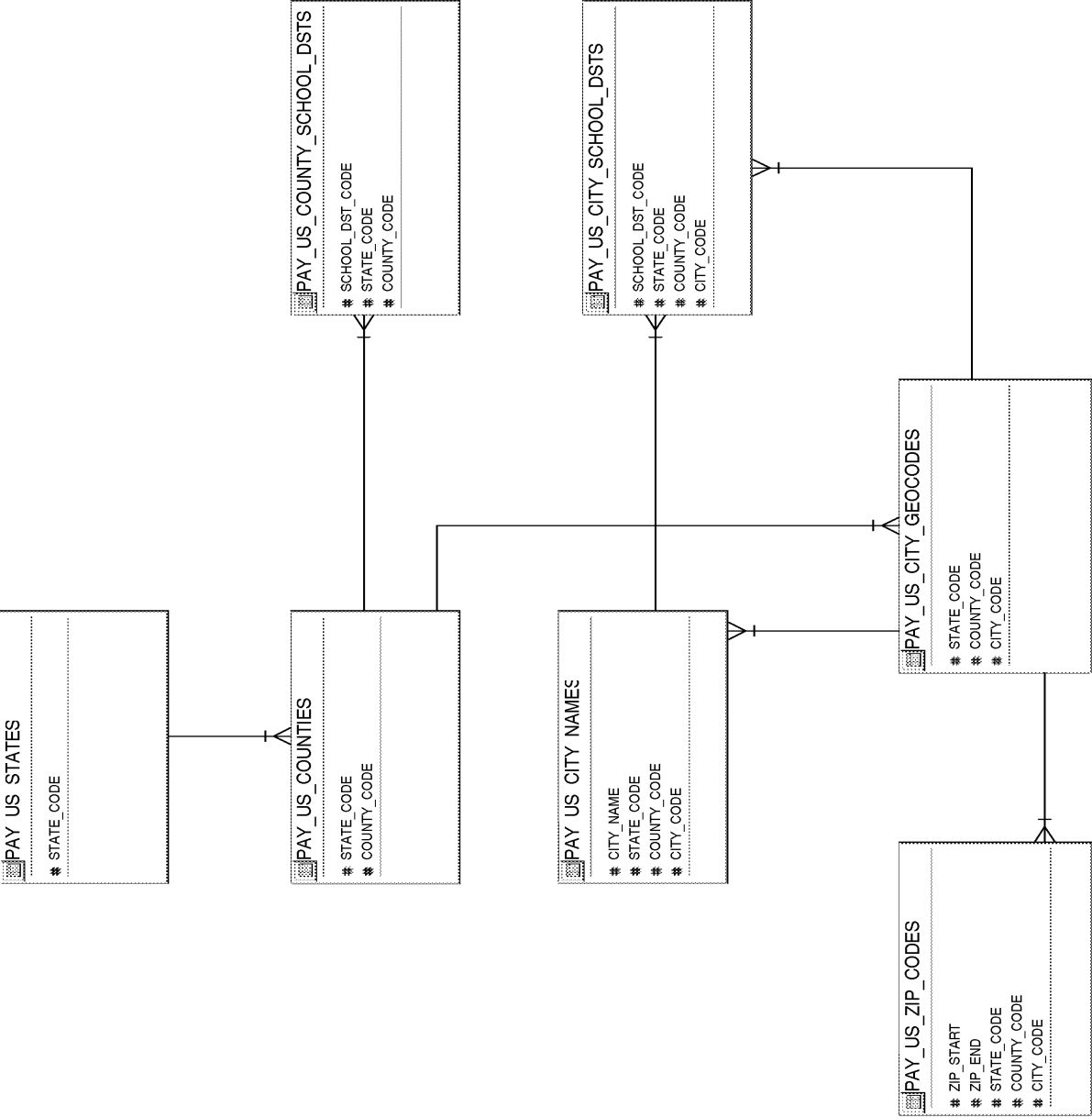







Diagram 19 – US State Tax Information

 PAY_US_FEDERAL_TAX_INFO_F
FEDERAL_TAX_INFO_ID
EFFECTIVE_START_DATE
EFFECTIVE_END_DATE

 PAY_US_STATE_TAX_INFO_F
STATE_TAX_INFO_ID
STATE_CODE
EFFECTIVE_START_DATE
EFFECTIVE_END_DATE

 PAY_US_STATES
STATE_CODE

 PAY_US_COUNTY_TAX_INFO_F
COUNTY_TAX_INFO_ID
EFFECTIVE_START_DATE
EFFECTIVE_END_DATE
JURISDICTION_CODE

 PAY_US_CITY_TAX_INFO_F
CITY_TAX_INFO_ID
EFFECTIVE_START_DATE
EFFECTIVE_END_DATE
JURISDICTION_CODE

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Diagram 20 – US Wage Attachments

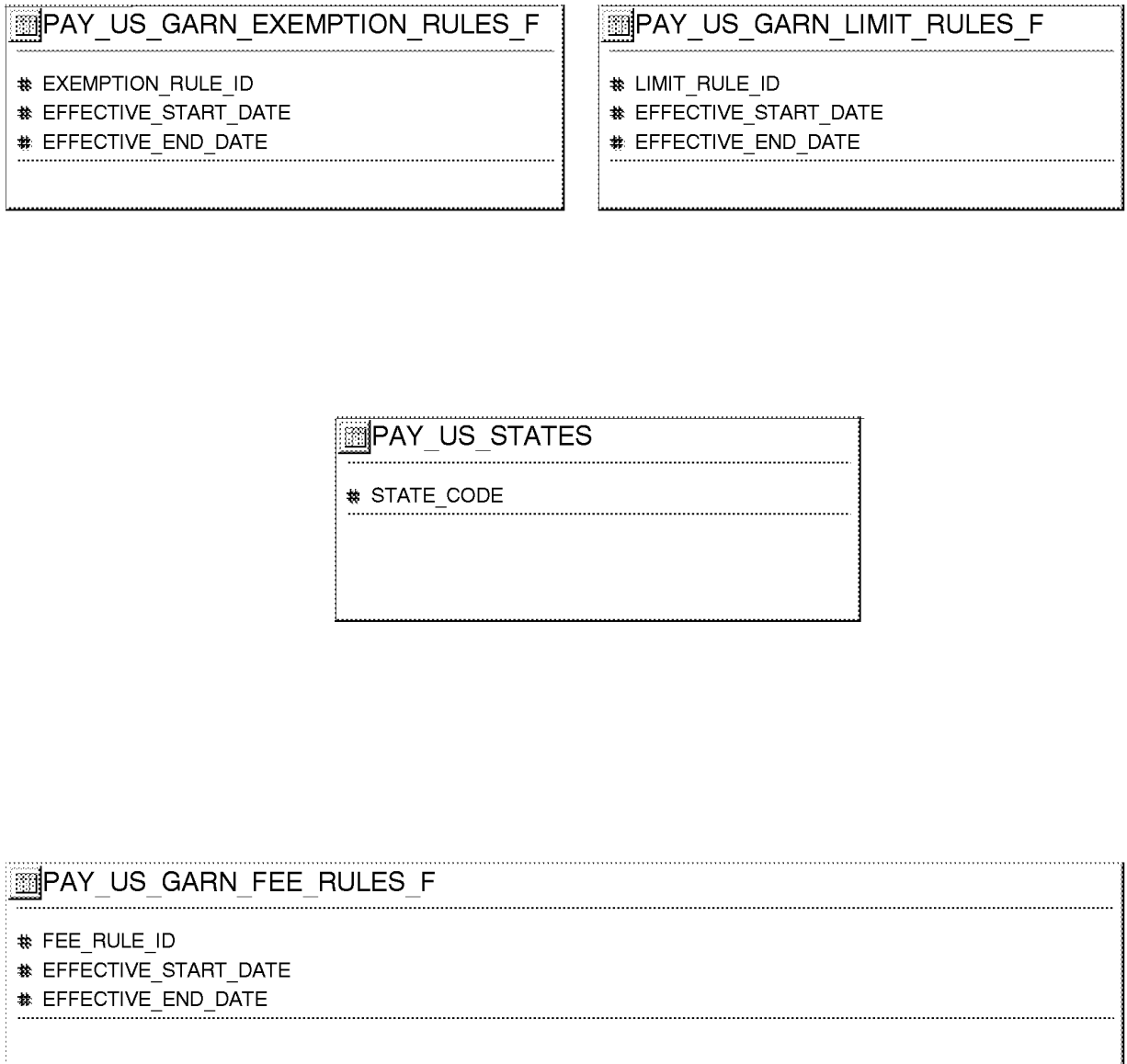


Diagram 21 – US Workers Compensation

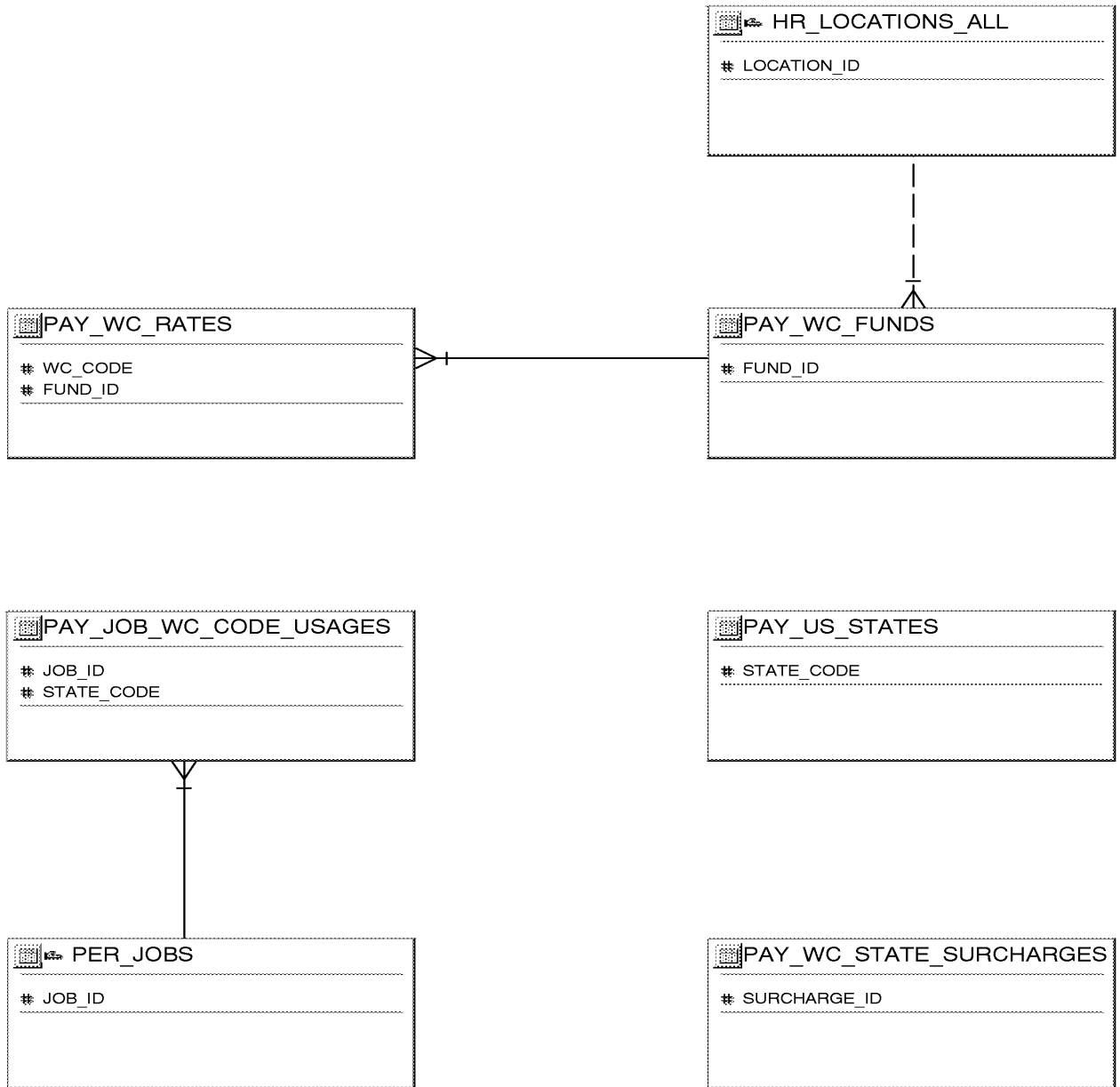
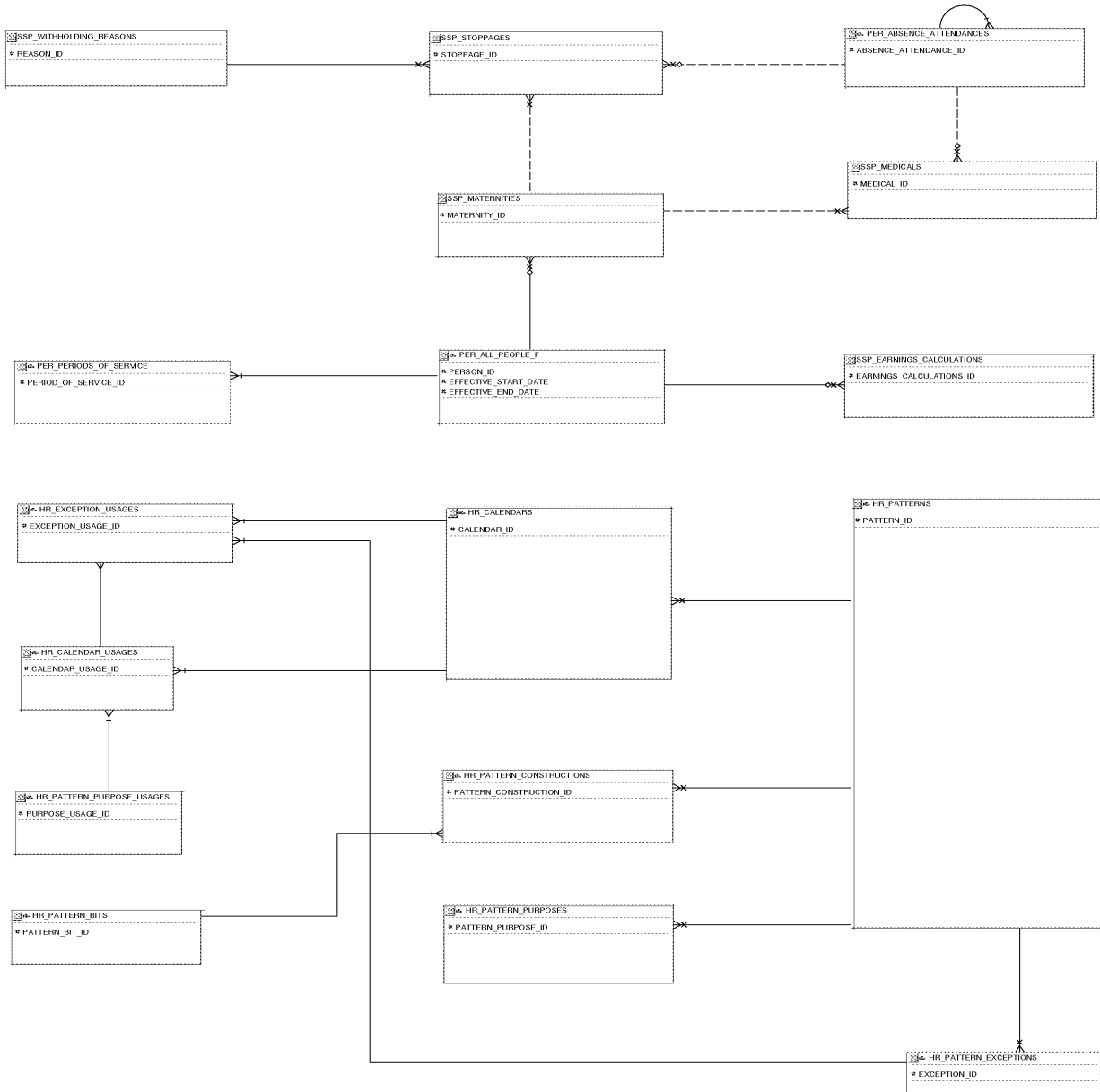




Diagram 23 – Oracle SSP/SMP Summary Database Diagram



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Public Table List

This section lists each public database table used by Oracle Human Resources, Oracle Self Service Human Resources, Oracle Government Human Resources, Oracle Payroll and Oracle Statutory Sickness Pay/Statutory Maternity Pay. The section also provides a brief description of each of those tables. The page reference is to the table description in Chapter 3.

Note that “public” tables are not necessarily intended for write access by custom code; Oracle Corporation supports write access using only standard Oracle Applications forms, reports, and programs, or any SQL write access to tables explicitly documented as API tables. For more information, see the How Not To Use This Manual section of this book’s Introduction.

The applications listed above use the following Public tables:

Table Name	Description
BEN_BENEFICIARIES_F	List of the beneficiaries of a specific benefit program. (See page 3–8)
BEN_BENEFIT_CLASSIFICATIONS	Classification for a particular benefit, eg pension, health, life insurance, flex plan. (See page 3–9)
BEN_BENEFIT_CONTRIBUTIONS_F	Default contributions payable for cover by a specific benefit. (See page 3–11)
BEN_COVERED_DEPENDENTS_F	Dependents covered by specific benefit plans. (See page 3–13)
BEN_VALID_DEPENDENT_TYPES	Types of dependent relationship that are valid for cover by a specific benefit. (See page 3–14)
DT_COLUMN_PROMPTS	Default prompts for columns in DateTrack History views. (See page 3–15)
DT_COLUMN_PROMPTS_TL	Default prompts for columns in DateTrack History views. (See page 3–16)
DT_DATE_PROMPTS	Obsolete in Release 11 <i>i</i> . (See page 3–17)
DT_DATE_PROMPTS_TL	Default prompts for effective start date and end date columns in DateTrack History views. (See page 3–18)
DT_TITLE_PROMPTS	Default window titles for DateTrack History views. (See page 3–19)
DT_TITLE_PROMPTS_TL	Default window titles for DateTrack History views. (See page 3–20)

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FF_ARCHIVE_ITEMS	Archive recording results of evaluating database items. (See page 3–21)
FF_ARCHIVE_ITEM_CONTEXTS	Context values for retrieving FF_ARCHIVE_ITEMS. (See page 3–22)
FF_COMPILED_INFO_F	Compiled versions of user-defined formulas. (See page 3–23)
FF_CONTEXTS	Identifies the context for specific formulas, for example EMPLOYEE_ID. (See page 3–24)
FF_DATABASE_ITEMS	Basic items of data in the application database. (See page 3–26)
FF_FDI_USAGES_F	Compiler generated description of data items used in a formula. (See page 3–28)
FF_FORMULAS_F	Formula definitions and text. (See page 3–29)
FF_FORMULA_TYPES	Used to define groups of formulas to associate with formula contexts. (See page 3–31)
FF_FTYPE_CONTEXT_USAGES	Contexts for a specific formula type. (See page 3–32)
FF_FUNCTIONS	FastFormula Function definitions. (See page 3–33)
FF_FUNCTION_CONTEXT_USAGES	Contexts required by a function. (See page 3–35)
FF_FUNCTION_PARAMETERS	Definitions of parameters for a specific FastFormula function. (See page 3–36)
FF_GLOBALS_F	Global Values and data types. (See page 3–37)
FF_LOOKUPS	Lookups used specifically for FastFormula. (See page 3–39)
FF_QP_REPORTS	QuickPaint report definitions. (See page 3–40)
FF_ROUTES	FROM and WHERE clauses of a SQL statement for a specific database item. (See page 3–41)
FF_ROUTE_CONTEXT_USAGES	A single usage of a context as a bind variable in the ROUTE sql statement. (See page 3–42)
FF_ROUTE_PARAMETERS	Parameters that can be passed to a ROUTE to restrict the number of rows returned by the ROUTE. (See page 3–43)
FF_ROUTE_PARAMETER_VALUES	Values provided for route parameters by a database item. (See page 3–45)
FF_USER_ENTITIES	Table and selection criteria combination used to define database items. (See page 3–46)

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FND_APPLICATION	No table description
FND_COMPILED_ID_FLEX_STRUCTS	No table description
FND_CURRENCIES	No table description
FND_DATA_GROUP_UNITS	No table description
FND_DESCR_FLEX_CONTEXTS	No table description
FND_FORM	No table description
FND_ID_FLEX_STRUCTURES	No table description
FND_PRODUCT_DEPENDENCIES	No table description
FND_PRODUCT_INSTALLATIONS	No table description
FND_RESPONSIBILITY	No table description
FND_SESSIONS	No table description
FND_TERRITORIES	No table description
GHR_BREAKDOWN_CRITERIA	Holds the criteria used to run the breakdown report. (See page 3–48)
GHR_BREAKDOWN_RESULTS	A temporary table used to produce the breakdown report (See page 3–49)
GHR_COMPLAINTS	Holds information for processing a complaint. (See page 3–50)
GHR_COMPLAINT_ACTIONS	Holds the actions for a complaint. (See page 3–54)
GHR_COMPLAINT_BASES	Holds the bases for a complaint issue. (See page 3–55)
GHR_COMPLAINT_COSTS	Holds the costs involved in the complaint. (See page 3–56)
GHR_COMPLAINT_ISSUES	Holds the issues that are pertaining to a given (See page 3–57)
GHR_COMPLAINT_PEOPLE	Holds the complainants who are involved in the complaint action. (See page 3–59)
GHR_CPDF_TEMP	Temporarily stores information required to generate various CPDF reports. (See page 3–60)
GHR_DUAL_ACTIONS	Stores First NOAs and all its associated second NOAs that can be processed in a dual action. (See page 3–62)
GHR_DUAL_PROC_METHODS	Stores the process method for the first and the second NOA codes. (See page 3–63)

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GHR_DUTY_STATIONS_F	This table holds information about duty stations. (See page 3–64)
GHR_EVENTS	This table stores various events. (See page 3–65)
GHR_EVENT_HISTORY	It stores various events happening during RPA process and definition of Position. (See page 3–66)
GHR_FAMILIES	Holds information about a family. (See page 3–67)
GHR_GROUPBOXES	Groupboxes defined to be used by workflow (See page 3–68)
GHR_GROUPBOX_USERS	Defines the members of the Groupbox (See page 3–69)
GHR_INTERFACE	This is a general purpose table for various interfaces with Federal HR system. (See page 3–70)
GHR_LOCALITY_PAY_AREAS_F	This table stores information about locality pay areas. (See page 3–76)
GHR_MASS_ACTIONS_PREVIEW	This table is used to show the Employee/Position detail to the user based on the selection criteria (See page 3–77)
GHR_MASS_AWARDS	Used to store the details of the Mass Award (See page 3–80)
GHR_MASS_AWARD_CRITERIA_COLS	Used to store the Selection Criteria items used in Mass Awards (See page 3–81)
GHR_MASS_AWARD_CRITERIA_VALS	Used to store the values for the selection criteria in the Mass Awards (See page 3–82)
GHR_MASS_REALIGNMENT	This table is used to store criteria for mass realignment. (See page 3–83)
GHR_MASS_SALARIES	This table stores the criteria and status for mass salary action. (See page 3–85)
GHR_MASS_SALARY_CRITERIA	This table stores the additional criteria for a mass salary action. (See page 3–86)
GHR_MASS_TRANSFERS	This table stores the additional criteria for a mass transfer action. (See page 3–87)
GHR_MASS_TRANSFER_CRITERIA	This table stores the additional criteria for a mass transfer action. (See page 3–88)
GHR_NATURE_OF_ACTIONS	This table holds a list of nature of action codes. (See page 3–89)

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GHR_NOAC_LAS	Stores NOA and the associated Legal Authorities (See page 3–90)
GHR_NOAC_REMARKS	Stores NOA and the associated Remarks (See page 3–91)
GHR_NOA_FAMILIES	Stores Families and associated NOAs (See page 3–92)
GHR_NOA_FAM_PROC_METHODS	This table is intersection between families and personnel actions. (See page 3–93)
GHR_PAYROLL	This table is used by payroll interface to get data for SF113A report. (See page 3–94)
GHR_PAY_PLANS	Defines the Pay Plans (See page 3–95)
GHR_PAY_PLAN_WAITING_PERIODS	Defines the waiting period of the Pay Plans (See page 3–96)
GHR_PA_DATA_FIELDS	This table holds the fields that are available on the request for personnel action form and the extra information. (See page 3–97)
GHR_PA_HISTORY	Stores the history of all the transactions performed on certain tables. (See page 3–98)
GHR_PA_REMARKS	Stores Remark codes for the Personnel Action (See page 3–106)
GHR_PA_REQUESTS	Stores all the information about the Request to Personnel Action. (See page 3–107)
GHR_PA_REQUEST_EI_SHADOW	Stores all the columns of the corresponding record of GHR_PA_REQUEST_EXTRA_INFO. (See page 3–114)
GHR_PA_REQUEST_EXTRA_INFO	Stores additional information based on information types. (See page 3–116)
GHR_PA_REQUEST_INFO_TYPES	Defines information types to be used in Extra Information. (See page 3–119)
GHR_PA_REQUEST_SHADOW	Stores all the columns of the corresponding record of GHR_PA_REQUESTS. (See page 3–120)
GHR_PA_ROUTING_HISTORY	Routing History details of the PA Request (See page 3–122)
GHR_PD_CLASSIFICATIONS	Classification details of a Position Description. (See page 3–124)
GHR_PD_ROUTING_HISTORY	Routing History details of Position Description (See page 3–125)

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GHR_POIS	Contains information related to Personnel Office Identifier (See page 3–127)
GHR_POSITION_DESCRIPTIONS	Federal Position Description details (See page 3–128)
GHR_PREMIUM_PAY_INDICATORS	It holds a list of premium pay indicators. (See page 3–130)
GHR_PROCESS_LOG	It contains log information about various batch process. (See page 3–131)
GHR_REMARKS	It holds a list of remarks that are used to enter against a request for personnel action. (See page 3–132)
GHR_RESTRICTED_PROC_METHODS	It is intersection between a restricted form and personnel action data fields (See page 3–133)
GHR_RIF_CRITERIA	It holds the criteria used to retrieve people to produce a reduction in force (RIF) register. (See page 3–134)
GHR_RIF_REGISTERS	It is a temporary table used to list the people who match the criteria. (See page 3–135)
GHR_ROUTING_GROUPS	Routing Group information (See page 3–137)
GHR_ROUTING_LISTS	Routing List details (See page 3–138)
GHR_ROUTING_LIST_MEMBERS	Routing List members detail (See page 3–139)
GHR_S_FND_COMMON_LOOKUPS	Temporary tables used to seed GHR data to FND_COMMON_LOOKUPS (See page 3–140)
GHR_S_FND_COMMON_LOOKUP_TYPES	Temporary tables used to seed GHR data to FND_COMMON_LOOKUP_TYPES (See page 3–141)
HR_ALL_ORGANIZATION_UNITS	Organization unit definitions. (See page 3–142)
HR_ALL_ORGANIZATION_UNITS_TL	Translated organization unit name definitions. (See page 3–144)
HR_ALL_POSITIONS_F	Position definition information. (See page 3–145)
HR_API_BATCH_MESSAGE_LINES	Results and messages generated during batch API processing. (See page 3–150)
HR_API_HOOKS	Lists the hook points which are available in each API module. (See page 3–151)
HR_API_HOOK_CALLS	Lists which extra logic, package procedures or formula, should be called from the API hook points. (See page 3–153)

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HR_API_MODULES	Holds details of the business processes and row handlers. (See page 3–155)
HR_API_TRANSACTIONS	Kiosk processes in progress (See page 3–156)
HR_API_TRANSACTION_STEPS	Kiosk workflow data rows (See page 3–157)
HR_API_TRANSACTION_VALUES	Kiosk workflow data columns and values (See page 3–158)
HR_API_USER_HOOK_REPORTS	Used to hold HR_API_USER_HOOK error information if this exists otherwise no information is held. (See page 3–159)
HR_APPLICATION_OWNERSHIPS	Primary keys for entities which enable identification of products that use each piece of startup data. (See page 3–160)
HR_ASSIGNMENT_SETS	Formula definitions that identify sets of assignments. (See page 3–161)
HR_ASSIGNMENT_SET_AMENDMENTS	Identifies explicit include and exclude rules for an assignment set. (See page 3–162)
HR_ASSIGNMENT_SET_CRITERIA	Identifies individual criteria in the definition of an assignment set. (See page 3–163)
HR_AUDITS	Main audit table that records the transactions carried out on an audited table from its shadow table. (See page 3–165)
HR_AUDIT_COLUMNS	Column changes for specific audit transactions. (See page 3–166)
HR_CALENDARS	Dated instances of a repeating pattern. (See page 3–167)
HR_CALENDAR_USAGES	Assignments of calendars to individual entities. (See page 3–168)
HR_COMMENTS	Central repository for comments. (See page 3–170)
HR_EXCEPTION_USAGES	Identifies usage of defined exceptions to a repeating pattern. (See page 3–171)
HR_INCOMPATIBILITY_RULES	Incompatibility rules for navigation units. (See page 3–172)
HR_JP_PARAMETERS	This table holds unique id for Japanese legislative specific data in order not to hard-code Multibyte characters in Japanese localization code objects. (See page 3–173)
HR_LEGISLATION_INSTALLATIONS	Status of each product/legislation combination installed (See page 3–175)

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HR_LEGISLATION_SUBGROUPS	Subgroups in a legislation, such as individual states in the USA. (See page 3–176)
HR_LOCATIONS_ALL	Work location definitions. (See page 3–177)
HR_LOCATIONS_ALL_TL	Translated location codes and descriptions. (See page 3–180)
HR_LOCATION_EXTRA_INFO	Extra information for a location. (See page 3–181)
HR_LOCATION_INFO_TYPES	Types of extra information that may be held against a Location. (See page 3–184)
HR_NAVIGATION_CONTEXT_RULES	Context specific rules for taskflow navigation. (See page 3–185)
HR_NAVIGATION_NODES	Taskflow node definitions. (See page 3–186)
HR_NAVIGATION_NODE_USAGES	Intersection table between HR_WORKFLOWS, HR_NAVIGATION_NODES and HR_NAVIGATION_PATHS. (See page 3–187)
HR_NAVIGATION_PATHS	Taskflow navigation path details. (See page 3–188)
HR_NAVIGATION_UNITS	Information about potential navigation options in a taskflow. (See page 3–189)
HR_NAV_UNIT_GLOBAL_USAGES	Global variable usage by specific navigation unit. (Form or block). (See page 3–190)
HR_ORGANIZATION_INFORMATION	Additional attributes of an organization, dependent on class or organization information type. (See page 3–192)
HR_ORG_INFORMATION_TYPES	Information types that are used to add information for an organization. (See page 3–195)
HR_ORG_INFO_TYPES_BY_CLASS	Defines organization information types for specific organization classifications. (See page 3–196)
HR_PATTERNS	A repeating time pattern, eg a work pattern, SSP qualifying pattern or a resource schedule. (See page 3–197)
HR_PATTERN_BITS	A defined period of time used to construct a pattern. (See page 3–198)
HR_PATTERN_CONSTRUCTIONS	Decomposition of a repeating pattern into its individual ‘bits’ of time. (See page 3–199)
HR_PATTERN_EXCEPTIONS	An exception to a repeating pattern. (See page 3–201)

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HR_PATTERN_PURPOSES	Potential purpose for the parent pattern, eg 'Work Pattern', 'Resource schedule', etc. (See page 3–203)
HR_PATTERN_PURPOSE_USAGES	Valid combinations of entities and pattern purposes. (See page 3–204)
HR_PUMP_BATCH_EXCEPTIONS	Holds data pump processing exception (error) information. (See page 3–212)
HR_PUMP_BATCH_HEADERS	Stores information on a batch to be loaded by the data pump. (See page 3–213)
HR_PUMP_BATCH_LINES	Each rows stores the information required to make an API call. OUT-parameter values are written back after the API call. (See page 3–214)
HR_PUMP_BATCH_LINE_USER_KEYS	User keys and their associated information is stored here on the creation of entities that require user keys. (See page 3–219)
HR_PUMP_DEFAULT_EXCEPTIONS	Lists API modules that do not conform to the API parameter defaulting rules. (See page 3–220)
HR_PUMP_MAPPING_PACKAGES	Lists PL/SQL packages that contain the parameter mapping functions used by data pump generated code. If module_package and module_name are both null then the mapping functions may be used by all APIs. (See page 3–221)
HR_PUMP_MODULE_PARAMETERS	Holds seeded information about API parameters for data pump code generation. (See page 3–222)
HR_PUMP_RANGES	Controls the parallelisation of the work when the data pump is running on multiprocessor platforms. (See page 3–223)
HR_PUMP_REQUESTS	Holds information on data pump concurrent requests currently running. (See page 3–224)
HR_QUESTIONNAIRES	Questionnaires used within SSHR. (See page 3–225)
HR_QUEST_ANSWERS	Answers for a questionnaire. (See page 3–226)
HR_QUEST_ANSWER_VALUES	Answer values for a questionnaire. (See page 3–227)
HR_QUEST_FIELDS	Fields of a questionnaire. (See page 3–228)
HR_SOFT_CODING_KEYFLEX	Legislation specific information for payrolls, organizations and assignments. (See page 3–229)

HR_STU_EXCEPTIONS	(See page 3–231)
HR_STU_HISTORY	Versions of HRMS Startup data installed (See page 3–232)
HR_SUMMARY	Holds all data for the Generic Summary Process. (See page 3–233)
HR_TIPS	Help components used within SSHR. (See page 3–234)
HR_REPORT_LOOKUPS	Reports Select /Sort Parameter QuickCodes defined for Oracle Payroll Applications Year end Reports. (See page 3–237)
HR_WORKFLOWS	Taskflows in Oracle HRMS. (See page 3–235)
HR_WORKING_PERSON_LISTS	Holds a list of people who constitute a user current list, used in the Line Manager Web pages (See page 3–236)
PAY_ACCRUAL_BANDS	Length of service bands used in calculating accrual of paid time off. (See page 3–1)
PAY_ACCRUAL_PLANS	PTO accrual plan definitions, (Paid time off). (See page 3–2)
PAY_ACTION_CLASSIFICATIONS	Payroll Action Type classifications. (See page 3–4)
PAY_ACTION_CONTEXTS	Assignment Action Contexts. (See page 3–5)
PAY_ACTION_INTERLOCKS	Assignment action interlock definitions to control rollback processing. (See page 3–6)
PAY_ACTION_PARAMETERS	Global parameters to control process execution. (See page 3–7)
PAY_ALL_PAYROLLS_F	Payroll group definitions. (See page 3–8)
PAY_ASSIGNMENT_ACTIONS	Action or process results, showing which assignments have been processed by a specific payroll action, or process. (See page 3–12)
PAY_ASSIGNMENT_LATEST_BALANCES	Denormalised assignment level latest balances. (See page 3–14)
PAY_ASSIGNMENT_LINK_USAGES_F	Intersection between PAY_ELEMENT_LINKS_F and PER_ALL_ASSIGNMENTS_F. (See page 3–15)
PAY_BACKPAY_RULES	Balances to be recalculated by a RetroPay process. (See page 3–17)
PAY_BACKPAY_SETS	Identifies backpay, or RetroPay sets. (See page 3–18)
PAY_BALANCE_BATCH_HEADERS	Batch header information for balance upload batch. (See page 3–19)

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PAY_BALANCE_BATCH_LINES	Individual batch lines for the balance upload process. (See page 3–20)
PAY_BALANCE_CLASSIFICATIONS	Information on which element classifications feed a balance. (See page 3–22)
PAY_BALANCE_CONTEXT_VALUES	Localization balance contexts. (See page 3–23)
PAY_BALANCE_DIMENSIONS	Information allowing the summation of a balance. (See page 3–24)
PAY_BALANCE_FEEDS_F	Controls which input values can feed a balance type. (See page 3–26)
PAY_BALANCE_SETS	Allows related balances to be grouped for reporting purposes. (See page 3–28)
PAY_BALANCE_TYPES	Balance information. (See page 3–29)
PAY_BALANCE_TYPES_TL	Translated balance type definitions (See page 3–31)
PAY_BATCH_CONTROL_TOTALS	Holds user defined control totals for the Batch Element Entry process. (See page 3–32)
PAY_BATCH_HEADERS	Header information for a Batch Element Entry batch. (See page 3–33)
PAY_BATCH_LINES	Batch lines for a Batch Element Entry batch. (See page 3–35)
PAY_CALENDARS	Details of user defined budgetary calendars. (See page 3–38)
PAY_CA_EMP_FED_TAX_INFO_F	Federal tax information for Canada (See page 3–40)
PAY_CA_EMP_PROV_TAX_INFO_F	Provincial tax information for Canada (See page 3–42)
PAY_CA_FILE_CREATION_NUMBERS	Used in Canadian direct deposit (See page 3–44)
PAY_CA_LEGISLATION_INFO	Keeps Canadian legislation specific data (See page 3–45)
PAY_CE_RECONCILED_PAYMENTS	Holds reconciliation information for payments processed through Oracle Cash Management. (See page 3–46)
PAY_COIN_ANAL_ELEMENTS	Monetary unit quantities for automatic make-up of cash payments. (See page 3–47)
PAY_CONSOLIDATION_SETS	Consolidation set of results of payroll processing. (See page 3–48)
PAY_COSTS	Cost details and values for run results. (See page 3–49)

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PAY_COST_ALLOCATIONS_F	Cost allocation details for an assignment. (See page 3–51)
PAY_COST_ALLOCATION_KEYFLEX	Cost Allocation key flexfield combinations table. (See page 3–52)
PAY_CUSTOMIZED_RESTRICTIONS	CustomForm restrictions for specific forms. (See page 3–54)
PAY_DEFINED_BALANCES	Intersection between PAY_BALANCE_TYPES and PAY_BALANCE_DIMENSIONS. (See page 3–55)
PAY_ELEMENT_CLASSIFICATIONS	Element classifications for legislation and information needs. (See page 3–57)
PAY_ELEMENT_CLASSIFICATIONS_TL	Translated element classification definitions (See page 3–59)
PAY_ELEMENT_ENTRIES_F	Element entry list for each assignment. (See page 3–60)
PAY_ELEMENT_ENTRY_VALUES_F	Actual input values for specific element entries. (See page 3–64)
PAY_ELEMENT_LINKS_F	Eligibility rules for an element type. (See page 3–65)
PAY_ELEMENT_SETS	Element sets. Used to restrict payroll runs, customize windows, or as a distribution set for costs. (See page 3–68)
PAY_ELEMENT_TEMPLATES	Element Templates (See page 3–71)
PAY_ELEMENT_TYPES_F	Element definitions. (See page 3–74)
PAY_ELEMENT_TYPES_F_TL	Translated element definitions (See page 3–79)
PAY_ELEMENT_TYPE_RULES	Include and exclude rules for specific elements in an element set. (See page 3–80)
PAY_ELE_CLASSIFICATION_RULES	Intersection table for PAY_ELEMENT_SETS and PAY_ELEMENT_CLASSIFICATIONS. (See page 3–81)
PAY_ELE_PAYROLL_FREQ_RULES	Frequency rules for a deduction/payroll combination. (See page 3–82)
PAY_EXTERNAL_ACCOUNTS	Bank account details that enable payments to be made. (See page 3–83)
PAY_FORMULA_RESULT_RULES_F	Rules for specific formula results. (See page 3–85)
PAY_FREQ_RULE_PERIODS	Stores frequency rule for a deduction/payroll combination. (See page 3–87)
PAY_GB_SOY_OUTPUTS	Temporary table for GB Start of Year process outputs. (See page 3–88)

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PAY_GB_TAX_CODE_INTERFACE	Interface table for the UK Start of Year process. (See page 3–89)
PAY_GB_YEAR_END_ASSIGNMENTS	Extraction table for UK End of Year processing, which holds information about assignments. (See page 3–90)
PAY_GB_YEAR_END_PAYROLLS	Payroll information for the UK EOY process. (See page 3–93)
PAY_GB_YEAR_END_VALUES	Extraction table for the UK End of Year process that holds information about the NI balances at the year end. (See page 3–94)
PAY_GL_INTERFACE	Costed details to be passed to the General Ledger (See page 3–95)
PAY_GRADE_RULES_F	Stores the values for grade or progression point rates. (See page 3–96)
PAY_INPUT_VALUES_F	Input value definitions for specific elements. (See page 3–98)
PAY_INPUT_VALUES_F_TL	Translated input value definitions (See page 3–100)
PAY_ITERATIVE_RULES_F	Holds the processing rules of iterative elements. (See page 3–101)
PAY_JOB_WC_CODE_USAGES	Workers Compensation codes for specific job and state combinations. (See page 3–102)
PAY_JP_PRE_TAX	This table is a temporary table for Japanese legislative reports. (See page 3–103)
PAY_JP_SWOT_NUMBERS	PAY_JP_SWOT_NUMBERS holds Japanese Tax Special Withholding Obligation Taxpayer Numbers. (See page 3–105)
PAY_LEGISLATION_RULES	Legislation specific rules and structure identifiers. (See page 3–106)
PAY_LINK_INPUT_VALUES_F	Input value overrides for a specific element link. (See page 3–108)
PAY_MAGNETIC_BLOCKS	Driving table for fixed format version of the magnetic tape process. (See page 3–110)
PAY_MAGNETIC_RECORDS	Controls the detailed formatting of the fixed format version of the magnetic tape process. (See page 3–111)

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PAY_MESSAGE_LINES	Error messages from running a process. (See page 3–112)
PAY_MONETARY_UNITS	Valid denominations for currencies. (See page 3–113)
PAY_NET_CALCULATION_RULES	Element entry values which contribute to the net value of Paid Time Off. (See page 3–114)
PAY_ORG_PAYMENT_METHODS_F	Payment methods used by a Business Group. (See page 3–115)
PAY_ORG_PAYMENT_METHODS_F_TL	Translated payment method information (See page 3–118)
PAY_ORG_PAY_METHOD_USAGES_F	Payment methods available to assignments on a specific payroll. (See page 3–119)
PAY_PATCH_STATUS	Used to track the application of patches. (See page 3–120)
PAY_PAYMENT_TYPES	Types of payment that can be processed by the system. (See page 3–121)
PAY_PAYMENT_TYPES_TL	Translated payment type details (See page 3–123)
PAY_PAYROLL_ACTIONS	Holds information about a payroll process. (See page 3–128)
PAY_PAYROLL_GL_FLEX_MAPS	Payroll to GL key flexfield segment mappings. (See page 3–132)
PAY_PAYROLL_LIST	List of payrolls that a secure user can access. (See page 3–133)
PAY_PEOPLE_GROUPS	People group flexfield information. (See page 3–134)
PAY_PERSONAL_PAYMENT_METHODS_F	Personal payment method details for an employee. (See page 3–136)
PAY_PERSON_LATEST_BALANCES	Latest balance values for a person. (See page 3–138)
PAY_POPULATION_RANGES	PERSON_ID ranges for parallel processing. (See page 3–139)
PAY_PRE_PAYMENTS	Pre-Payment details for an assignment, including the currency, the amount and the specific payment method. (See page 3–140)
PAY_QUICKPAY_INCLUSIONS	List of element entries that can be included in a QuickPay run. (See page 3–141)
PAY_RATES	Definitions of pay rates, or pay scales that may be applied to grades. (See page 3–142)

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PAY_REPORT_FORMAT_MAPPINGS_F	Maps a report for a given jurisdiction to the fixed format defined for the magnetic tape. (See page 3–144)
PAY_RESTRICTION_PARAMETERS	Restrictions to the rows retrieved by a customized form. (See page 3–145)
PAY_RESTRICTION_VALUES	The specific values to be used to customize a form. (See page 3–146)
PAY_ROUTE_TO_DESCR_FLEXS	Store of routes to Descriptive Flexfields (See page 3–147)
PAY_RUN_RESULTS	Result of processing a single element entry. (See page 3–148)
PAY_RUN_RESULT_VALUES	Result values from processing a single element entry. (See page 3–150)
PAY_SECURITY_PAYROLLS	List of payrolls and security profile access rules. (See page 3–151)
PAY_SHADOW_BALANCE_CLASSI	Element Template Shadow Balance Classifications (See page 3–152)
PAY_SHADOW_BALANCE_FEEDS	Element Template Shadow Balance Feeds (See page 3–153)
PAY_SHADOW_BALANCE_TYPES	Element Template Shadow Balance Types (See page 3–154)
PAY_SHADOW_DEFINED_BALANCES	Element Template Shadow Defined Balances (See page 3–156)
PAY_SHADOW_ELEMENT_TYPES	Element Template Shadow Element Type (See page 3–157)
PAY_SHADOW_FORMULAS	Element Template Shadow Formulas (See page 3–160)
PAY_SHADOW_FORMULA_RULES	Element Template Shadow Formula Result Rules (See page 3–161)
PAY_SHADOW_INPUT_VALUES	Element Template Shadow Input Values (See page 3–162)
PAY_SHADOW_SUB_CLASSI_RULES	Element Template Shadow Sub-Classification Rules (See page 3–164)
PAY_STATE_RULES	US state tax information. (See page 3–165)
PAY_STATUS_PROCESSING_RULES_F	Assignment status rules for processing specific elements. (See page 3–166)
PAY_SUB_CLASSIFICATION_RULES_F	Rules to determine the inclusion of an element in a secondary element classification. (See page 3–168)
PAY_TAXABILITY_RULES	Taxability rules for categories of earnings and deductions. (See page 3–169)

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PAY_TAXABILITY_RULES_DATES	Maintains taxability rules date—effectively, to allow for end-of-year updates. (See page 3–171)
PAY_TEMPLATE_CORE_OBJECTS	Keeps track of the core schema objects generated from an element template. (See page 3–173)
PAY_TEMPLATE_EXCLUSION_RULES	Controls the exclusion of an object from an Element Template (See page 3–174)
PAY_TEMP_BALANCE_ADJUSTMENTS	Holds temporary data used by the balance initialization process. (See page 3–175)
PAY_USER_COLUMNS	Column definitions for user defined tables. (See page 3–176)
PAY_USER_COLUMN_INSTANCES_F	Actual values for each row and column combination in a user defined table. (See page 3–177)
PAY_USER_ROWS_F	Row definitions for user defined tables. (See page 3–178)
PAY_USER_TABLES	Table definitions for user defined tables. (See page 3–179)
PAY_US_ASG_REPORTING	Denormalised performance table for accessing balances. (See page 3–181)
PAY_US_CITY_GEOCODES	Holds all distinct combinations of state code, county code and city code. (See page 3–182)
PAY_US_CITY_NAMES	US cities and their VERTEX geocodes, used to validate US addresses. (See page 3–183)
PAY_US_CITY_SCHOOL_DSTS	VERTEX geocodes for school districts within a city. (See page 3–184)
PAY_US_CITY_TAX_INFO_F	Holds city tax information. (See page 3–185)
PAY_US_CONTRIBUTION_HISTORY	Contribution History stores yearly consolidated contribution data for a Person per GRE per contribution type (See page 3–187)
PAY_US_COUNTIES	US counties and their VERTEX geocodes, used to validate US addresses. (See page 3–189)
PAY_US_COUNTY_SCHOOL_DSTS	VERTEX geocodes for school districts that span counties. (See page 3–190)
PAY_US_EMP_CITY_TAX_RULES_F	City level tax details for employee assignments. (See page 3–193)
PAY_US_COUNTY_TAX_INFO_F	Holds county tax information. (See page 3–191)

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PAY_US_EMP_COUNTY_TAX_RULES_F	County level tax details for employee assignments. (See page 3–195)
PAY_US_EMP_FED_TAX_RULES_F	Federal level tax details for employee assignments. (See page 3–197)
PAY_US_EMP_STATE_TAX_RULES_F	State level tax details for employee assignments. (See page 3–199)
PAY_US_FEDERAL_TAX_INFO_F	Holds federal tax information. (See page 3–201)
PAY_US_GARN_EXEMPTION_RULES_F	Used for holding the Garnishment Exemption Rules (See page 3–204)
PAY_US_GARN_FEE_RULES_F	Used for holding the Garnishment Fee rules (See page 3–206)
PAY_US_GARN_LIMIT_RULES_F	Used for holding the Garnishment Limit Rules. (See page 3–208)
PAY_US_GEO_UPDATE	To keep track of changes made to the user data by the geocode patch. (See page 3–209)
PAY_US_MODIFIED_GEOCODES	US cities and their VERTEX geocodes, used for showing modified geocodes. (See page 3–210)
PAY_US_STATES	US states and their VERTEX geocodes, used to validate US addresses. (See page 3–211)
PAY_US_STATE_TAX_INFO_F	Holds the state tax information. (See page 3–212)
PAY_US_TAX_BALANCES	Tax balances used by US Payroll Tax balance reporting. (See page 3–215)
PAY_US_TAX_REPORT_BALANCES	Identifies tax balances for US Payroll Tax Summary Listing report. (See page 3–216)
PAY_US_TAX_REPORT_DIMENSIONS	Balance dimensions used by the US Payroll Tax Summary Listing report. (See page 3–217)
PAY_US_TAX_TYPES	US Tax Types used by US Payroll Tax Balance reporting. (See page 3–218)
PAY_US_ZIP_CODES	Valid zip code ranges for VERTEX cities, used to validate US addresses. (See page 3–220)
PAY_WC_FUNDS	Workers Compensation Funds table. (See page 3–221)
PAY_WC_RATES	Workers Compensation Rates table. (See page 3–222)

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PAY_WC_STATE_SURCHARGES	Workers Compensation Surcharges table. (See page 3–223)
PAY_WCI_ACCOUNTS	Workers Compensation Accounts table. (See page 3–224)
PAY_WCI_OCCUPATIONS	Workers Compensation occupations table. (See page 3–225)
PAY_WCI_RATES	Workers Compensation rates table. NB. This table is currently used for Canadian workers compensation, but is designed to be used globally. (See page 3–226)
PER_ABSENCE_ATTENDANCES	Records of absence, or attendance for an employee. (See page 3–229)
PER_ABSENCE_ATTENDANCE_TYPES	User defined absence types. (See page 3–233)
PER_ABS_ATTENDANCE_REASONS	Valid absence reasons for an absence type. (See page 3–235)
PER_ADDRESSES	Address information for people. (See page 3–236)
PER_ALL_ASSIGNMENTS_F	Employee and applicant assignment details. (See page 3–239)
PER_ALL_PEOPLE_F	DateTracked table holding personal information for employees, applicants and other people. (See page 3–246)
PER_ALL_POSITIONS	Dual–maintained position definition information. (See page 3–252)
PER_ALL_VACANCIES	Vacancies within a specific requisition. (See page 3–255)
PER_ANALYSIS_CRITERIA	Flexfield combination table for the personal analysis key flexfield. (See page 3–257)
PER_APPLICATIONS	Applications for employment. (See page 3–259)
PER_APPRAISALS	An appraisal is a record of an evaluation of a person by others. (See page 3–261)
PER_APPRAISAL_TEMPLATES	The heading or grouping of appraisal questions. (See page 3–263)
PER_ASSESSMENTS	The grouping of a set of assessment elements. (See page 3–265)
PER_ASSESSMENT_GROUPS	Grouping of People for 360 reviews (See page 3–267)
PER_ASSESSMENT_TYPES	The definition of an assessment template (See page 3–268)
PER_ASSIGNMENT_BUDGET_VALUES_F	Budget values for an assignment. (See page 3–275)
PER_ASSIGNMENT_EXTRA_INFO	Extra information for an assignment. (See page 3–277)

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PER_ASSIGNMENT_INFO_TYPES	Types of extra information that may be held against an assignment. (See page 3–280)
PER_ASSIGNMENT_INFO_TYPES_TL	Translated types of extra information that may be held against an assignment. (See page 3–281)
PER_ASSIGNMENT_STATUS_TYPES	Predefined and user defined assignment status types. (See page 3–282)
PER_ASSIGNMENT_STATUS_TYPES_TL	Predefined and user defined translated assignment status types. (See page 3–284)
PER_ASSIGN_PROPOSAL_ANSWERS	Web Candidate Offer Answers (See page 3–285)
PER_ASS_STATUS_TYPE_AMENDS	User amendments to predefined assignment status types. (See page 3–286)
PER_ASS_STATUS_TYPE_AMENDS_TL	Translated user amendments to predefined assignment status types. (See page 3–288)
PER_BOOKINGS	Event booking details. (See page 3–289)
PER_BUDGETS	Definitions of HR budgets. (See page 3–291)
PER_BUDGET_ELEMENTS	Combinations of organization, grade, job, and position used to define detailed budget values. (See page 3–293)
PER_BUDGET_VALUES	Planned HR budget values for specific budget elements. (See page 3–294)
PER_BUDGET_VERSIONS	Identifies specific versions of an HR budget. (See page 3–295)
PER_CAGR_GRADES	The reference collectively agreed grades for a Collective Agreement. (See page 3–299)
PER_CAGR_GRADES_DEF	Collective agreement grades key flexfield combinations table. (See page 3–300)
PER_CAGR_GRADE_STRUCTURES	The valid collectively agreed grade key flexfield structures for a particular collective agreement (See page 3–301)
PER_CAREER_PATHS	List of career paths for jobs. (See page 3–303)
PER_CAREER_PATH_ELEMENTS	Progression paths for specific jobs. (See page 3–305)
PER_CHECKLIST_ITEMS	Checklist information. (See page 3–306)
PER_COBRA_COVERAGE_BENEFITS_F	Details of a benefit that the employee accepts or rejects as part of their COBRA coverage. (See page 3–308)

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PER_COBRA_COVERAGE_PERIODS	Holds coverage periods for COBRA qualifying events. (See page 3–310)
PER_COBRA_COVERAGE_STATUSES	Tracks the status of a COBRA enrollment. (See page 3–311)
PER_COBRA_COV_ENROLLMENTS	Enrollments for people who are eligible for continued benefit coverage under COBRA. (See page 3–313)
PER_COBRA_DEPENDENTS_F	Holds employee dependents coverage for a COBRA qualifying event. (See page 3–315)
PER_COBRA_QFYING_EVENTS_F	Events that have meaning in the context of COBRA coverage, e.g. Divorce, Termination, Death etc. (See page 3–317)
PER_COLLECTIVE_AGREEMENTS	Collective agreement information. (See page 3–318)
PER_COMPETENCES	A competence is a definition of knowledge, skills, abilities or other characteristics that a person may possess. (See page 3–321)
PER_COMPETENCE_ELEMENTS	A competence element is used to record an individual competence and an evaluation rating. (See page 3–323)
PER_CONTACT_RELATIONSHIPS	Contacts and relationship details for dependents, beneficiaries, emergency contacts, parents etc. (See page 3–327)
PER_CONTRACTS_F	The details of a persons contract of employment (See page 3–330)
PER_DEPLOYMENT_FACTORS	A factor affecting a person’s capacity to be deployed within an organization. (See page 3–334)
PER_ESTABLISHMENTS	This entity is used to maintain a list of educational establishments e.g. schools, colleges, universities, etc. (See page 3–343)
PER_ESTABLISHMENT_ATTENDANCES	A record of educational establishments that a person is currently attending or has previously attended. (See page 3–344)
PER_EVENTS	Record of events such as interviews and appraisals for applicants and employees. (See page 3–346)
PER_FORM_FUNCTIONS	Navigation and person change information for the Enter Person information screens. (See page 3–348)
PER_GENERIC_REPORT_OUTPUT	Text lines for output by a generic report script, including: title, header, footer and body lines. (See page 3–349)

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PER_GRADES	Grade definitions for a business group. (See page 3–350)
PER_GRADE_DEFINITIONS	Grade key flexfield combinations table. (See page 3–352)
PER_GRADE_SPINES_F	Stores the progression points for each grade scale. (See page 3–354)
PER_HTML_TOOLKIT_REC_TYPES	Default values for the HR html toolkit. (See page 3–355)
PER_IMAGES	Images for a designated row in a designated table. (See page 3–356)
PER_INFO_TYPE_SECURITY	Cross table between Responsibility and Info_type tables, used to secure info types based on responsibility. (See page 3–357)
PER_JOBS	Jobs defined for a Business Group. (See page 3–358)
PER_JOB_DEFINITIONS	Job key flexfield combinations table. (See page 3–361)
PER_JOB_EVALUATIONS	Job evaluation details for specific jobs or positions. (See page 3–363)
PER_JOB_EXTRA_INFO	Extra information for a job. (See page 3–365)
PER_JOB_INFO_TYPES	Types of extra information that may be held against a job. (See page 3–367)
PER_JOB_REQUIREMENTS	Requirements for specific jobs or positions. For example, skills, qualifications, experience, training. (See page 3–368)
PER_JP_ADDRESS_LOOKUPS	Lookups for Japanese Addresses (See page 3–370)
PER_JP_BANK_LOOKUPS	Lookups for Japanese Bank Branches (See page 3–371)
PER_JP_POSTAL_CODES	Lookups for Japanese postal codes and districts (See page 3–372)
PER_JP_SCHOOL_LOOKUPS	Lookups for Japanese Educational Institutions (See page 3–373)
PER_LETTER_GEN_STATUSES	Associations between letter types and possible status type changes. (See page 3–374)
PER_LETTER_REQUESTS	Requests for specific types of standard letter. (See page 3–375)
PER_LETTER_REQUEST_LINES	Details of individual letter requests. (See page 3–377)
PER_LETTER_TYPES	Letter types and auto-request definitions. (See page 3–379)

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PER_MASS_MOVES	High level mass move definition. (See page 3–381)
PER_MM_ASSIGNMENTS	PER_MM_ASSIGNMENTS holds assignments that were defined as part of a mass move. (See page 3–382)
PER_MM_JOB_REQUIREMENTS	PER_MM_JOB_REQUIREMENTS holds data related to transferring position requirements to a newly created position. (See page 3–383)
PER_MM_POSITIONS	PER_MM_POSITIONS holds positions that were defined as part of a mass move. (See page 3–385)
PER_MM_VALID_GRADES	PER_MM_VALID_GRADES holds valid grades that will be moved with a position during a mass move. (See page 3–387)
PER_NUMBER_GENERATION_CONTROLS	PER_NUMBER_GENERATION_CONTROLS holds the numbers that are automatically generated for a Business Group. (See page 3–388)
PER_OBJECTIVES	A target or goal which may be evaluated during an appraisal. (See page 3–389)
PER_ORGANIZATION_LIST	List of organizations that a secure user can access. (See page 3–391)
PER_ORGANIZATION_STRUCTURES	Organization hierarchy names. (See page 3–392)
PER_ORG_STRUCTURE_ELEMENTS	Organization hierarchy details showing parent–child reporting relationships between organizations. (See page 3–396)
PER_ORG_STRUCTURE_VERSIONS	Version control information for specific organization hierarchies. (See page 3–398)
PER_PARENT_SPINES	Details of pay scales, (previously known as parent spines). (See page 3–399)
PER_PARTICIPANTS	A person participating in an appraisal or assessment. (See page 3–401)
PER_PAY_BASES	Definitions of specific salary bases. (See page 3–403)
PER_PAY_PROPOSALS	Salary proposals and performance review information for employee assignments. (See page 3–405)
PER_PAY_PROPOSAL_COMPONENTS	Component details of a pay proposal for an employee assignment. (See page 3–227)

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PER_PEOPLE_EXTRA_INFO	Extra information for a person. (See page 3–408)
PER_PEOPLE_INFO_TYPES	The table holds the definitions of extra information types that may be held against a person. (See page 3–417)
PER_PERFORMANCE_RATINGS	A single evaluation of an objective. (See page 3–418)
PER_PERFORMANCE_REVIEWS	Performance review information for employees. (See page 3–420)
PER_PERIODS_OF_SERVICE	Period of service details for an employee. (See page 3–422)
PER_PERSON_ANALYSES	Special information types for a person. (See page 3–426)
PER_PERSON_LIST	List of people that a secure user can access. (See page 3–428)
PER_PERSON_LIST_CHANGES	List of people that are to be added to current PER_PERSON_LIST. (See page 3–429)
PER_PERSON_TYPES	Person types visible to specific Business Groups. (See page 3–430)
PER_PERSON_TYPES_TL	Translated person types information. (See page 3–432)
PER_PERSON_TYPE_USAGES_F	Identifies the types a person may be. (See page 3–433)
PER_PHONES	PER_PHONES holds phone numbers for current and ex–employees, current and ex–applicants and employee contacts. (See page 3–435)
PER_POSITION_DEFINITIONS	Combinations of segments stored in the PER_POSITIONS table. (See page 3–440)
PER_POSITION_EXTRA_INFO	Extra information for a position. (See page 3–442)
PER_POSITION_INFO_TYPES	Types of extra information that may be held against a position. (See page 3–445)
PER_POSITION_LIST	List of positions that a secure user can access. (See page 3–446)
PER_POSITION_STRUCTURES	Position Hierarchy names. (See page 3–447)
PER_POS_STRUCTURE_ELEMENTS	Position hierarchy details showing parent–child reporting relationships between positions. (See page 3–449)
PER_POS_STRUCTURE_VERSIONS	Version control information for specific position hierarchies. (See page 3–450)
PER_PROPOSAL_CATEGORY_MEMBERS	Web Offers profile categories of questions (See page 3–451)

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PER_PROPOSAL_CATEGORY_TYPES	Generic web offer category definitions (See page 3–452)
PER_PROPOSAL_OFFER_PARAGRAPHS	Web Offer letter text (See page 3–453)
PER_PROPOSAL_QUESTIONS_ADV	Web Offer advanced questions (See page 3–454)
PER_PROPOSAL_QUESTION_MEMBERS	Web offer profile questions (See page 3–455)
PER_PROPOSAL_QUESTION_TYPES	Generic web offer questions (See page 3–457)
PER_PROPOSAL_TEMPLATES	– Retrofitted (See page 3–459)
PER_QUALIFICATIONS	A record of educational qualification, certificates, licenses, etc that a person holds or is acquiring. (See page 3–460)
PER_QUALIFICATION_TYPES	Maintains the list of qualification types that can be attained. (See page 3–462)
PER_QUICKPAINT_INVOCATIONS	Identifies QuickPaint report runs. (See page 3–463)
PER_QUICKPAINT_RESULT_TEXT	Text description for the result of a single QuickPaint run. (See page 3–464)
PER_RATING_LEVELS	A rating scale step is a single point on a rating scale and is used to rate competences. (See page 3–465)
PER_RATING_SCALES	A scale used to rate competences. (See page 3–467)
PER_RECRUITMENT_ACTIVITIES	Recruitment activities and costs. (See page 3–469)
PER_RECRUITMENT_ACTIVITY_FOR	Vacancies associated with a specific recruitment activity. (See page 3–471)
PER_REQUISITIONS	Vacancy requisition details. (See page 3–472)
PER_SALARY_SURVEYS	Market salary survey information. (See page 3–474)
PER_SALARY_SURVEY_LINES	Details for market salary surveys. (See page 3–476)
PER_SALARY_SURVEY_MAPPINGS	Mapping information for a salary survey line. (See page 3–479)
PER_SCHED_COBRA_PAYMENTS	Payment schedules for benefits provided by a COBRA coverage. (See page 3–481)
PER_SECONDARY_ASS_STATUSES	Secondary assignment statuses used for information and reporting. (See page 3–483)
PER_SECURITY_PROFILES	Security profile definitions to restrict user access to specific HRMS records. (See page 3–485)
PER_SEC_PROFILE_ASSIGNMENTS	Security profile assignments for User, Responsibility and Business Group. (See page 3–488)

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PER_SHARED_TYPES	PER_SHARED_TYPES is a common repository for the various sets of 'type' and 'status' information held with the HRMS system. At present it only holds position status information. (See page 3–489)
PER_SHARED_TYPES_TL	Translated information for shared types. (See page 3–491)
PER_SPECIAL_INFO_TYPES	Special information types available to a Business Group. (See page 3–492)
PER_SPECIAL_INFO_TYPE_USAGES	Limits usage of special information types to specific windows. (See page 3–494)
PER_SPINAL_POINTS	List of progression points in a pay scale. (See page 3–495)
PER_SPINAL_POINT_PLACEMENTS_F	Details of assignment placements to a grade step and point. (See page 3–496)
PER_SPINAL_POINT_STEPS_F	Grade steps defined in a specific grade scale and their incremental order. (See page 3–498)
PER_STANDARD_HOLIDAYS	Statutory Holiday information. (See page 3–499)
PER_STARTUP_PERSON_TYPES_TL	Predefined list of translated person types. (See page 3–500)
PER_STD_HOLIDAY_ABSENCES	Records when Statutory Holidays are taken. (See page 3–501)
PER_SUBJECTS_TAKEN	Holds a record of a person's subject usages for a qualification (See page 3–503)
PER_SUCCESSION_PLANNING	The record of a person's proposed succession to a position. (See page 3–505)
PER_TIME_PERIODS	Time period definitions for payroll processing and HR budget calendars. (See page 3–507)
PER_TIME_PERIOD_RULES	Rules for time periods used by the system. (See page 3–510)
PER_TIME_PERIOD_SETS	Specific dates for a defined calendar. (See page 3–511)
PER_TIME_PERIOD_TYPES	Predefined list of valid period types for payroll and HR budget calendars. (See page 3–513)
PER_VALID_GRADES	Lists valid grades for jobs and positions. (See page 3–519)
SSP_EARNINGS_CALCULATIONS	Calculations of average weekly earnings for the purposes of determining entitlement to SSP/SMP. (See page 3–521)
SSP_MATERNITIES	Record of a woman's maternities/pregnancies. (See page 3–523)

SSP_MEDICALS	Medical reports of sickness or evidence of maternity for a person. (See page 3–526)
SSP_STOPPAGES	Periods of non–entitlement to a given element. (See page 3–533)
SSP_TEMP_AFFECTED_ROWS	For internal Oracle use only. (See page 3–535)
SSP_WITHHOLDING_REASONS	Reasons for withholding payment of a specified element. (See page 3–536)

Date-Effective, Autogenerated and Release 11i Views

DateTracked Views

In Oracle HRMS there are many tables that support date-effective views of the data. These datetracked tables are identified by the _F suffix, for example, PER_ALL_PEOPLE_F is the base table for all datetracked personal details.

For every <tablename>_F table there are two associated date-effective views. The view and column descriptions for these two views are the same as the descriptions for the _F base table with the following conditions:

- <tablename>, without a suffix. This is a date-effective view of the data using the current session date in FND_SESSIONS
- <tablename>_X. This is a date-effective view of the data using the current system date, SYSDATE.

Detailed descriptions for date-effective views are not included in this version of the Technical Reference Manual. Refer to the descriptions for the _F table.

Autogenerated Views

A number of views are autogenerated by AOL when a keyflex definition is compiled. We do not provide detailed descriptions for these views:

- _KFV
- _DFV

Release 11i Views

A number of views have been developed to support the release of Oracle HRMS R11i.

We do not provide detailed descriptions for the majority of 11i only views in this version of the Technical Reference Manual, but we do provide detailed descriptions of views that are based on generic tables.

The views for which we do not provide detailed descriptions can usually be identified by the following suffixes:

- _V, _V1, _V2, _V3, _V4, _VIEW
- _D
- _LOV

Public View List

This section lists each public view that Oracle HRMS uses and provides a brief description of each of those views.

Oracle HRMS uses the following public views:

View Name	Description
HR_LEGAL_ENTITIES	Used in US localizations to reflect the common organization structure Legal Entity/Company/Tax Unit. (See page 3–174)
HR_OPERATING_UNITS	Information about operating units. (See page 3–191)
HR_POSITIONS_F	Secure view based on the corresponding _ALL_ table. (See page 3–206)
HRU_SALARY_PROPOSALS	Lists salary proposals including their components, also used to upload salary proposals via ADE. (See page 3–238)
PAY_ASS_STATUS_TYPES_PLUS_STD	List of assignment status types plus the STANDARD type, used for formula result rules. (See page 3–16)
PAY_ELEMENT_SET_MEMBERS	List of elements in each element set. (See page 3–69)
PER_ALL_ORGANIZATION_UNITS	Unsecured version of PER_ORGANIZATION_UNITS. (See page 3–244)
PER_ASSIGNMENTS_F	Secure view based on the corresponding _ALL_ table. (See page 3–271)
PER_BUSINESS_GROUPS	View based on HR_ORGANIZATION_UNITS and HR_ORGANIZATION that returns specific information for a Business Group. (See page 3–297)
PER_DEFAULT_BUDGET_VALUES	View based on HR_ORGANIZATION_UNITS and HR_ORGANIZATION_INFORMATION (See page 3–333)
PER_EMPLOYEES_CURRENT_X	Date-effective view. (See page 3–337)
PER_EMPLOYEES_X	Date-effective view. (See page 3–340)
PER_ORGANIZATION_UNITS	Lists information about Organization Units (See page 3–394)
PER_PEOPLE_F	Secure view based on the corresponding _ALL_ table. (See page 3–411)
PER_POSITIONS	Secure view based on the corresponding _ALL_ table. (See page 3–437)

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PER_VACANCIES	Secure view based on the corresponding _ALL_ table. (See page 3–516)
SSP_SMP_ENTRIES_V	Shows element entries for Statutory Maternity Pay (SMP). (See page 3–529)
SSP_SSP_ENTRIES_V	Nonrecurring entries for SSP and SSP correction elements. (See page 3–531)

Module List

This section lists forms, reports and concurrent programs included in Oracle Human Resources, Oracle Self Service Human Resources, Oracle Government Human Resources, Oracle Payroll and Oracle Statutory Sickness Pay/Statutory Maternity Pay.

Forms

FFXWSBQR	Create QuickPaint Inquiry
FFXWSDFP	Define Function
FFXWSGLB	Define Globals
FFXWSMNG	Write formula
FFXWSQTI	Run QuickPaint Report
GHRWS52A	Initiate Correction /Cancellation of RPA Actions
GHRWS52L	Request for Personnel Action
GHRWSAWD	Mass Awards
GHRWSBKD	Breakdown Report
GHRWSCAC	Actions for Complaint Tracking
GHRWSCIS	Issues/ Bases for Complaint Tracking
GHRWSCOM	Complaint Tracking
GHRWSCOS	Costs for Complaint Tracking
GHRWSCPE	Maintain Complainants
GHRWSEVE	Maintain Events
GHRWSEVH	Maintain Event History
GHRWSFAM	NOA Families
GHRWSLOG	Process Log
GHRWSMRE	Mass Realignment
GHRWSMSL	Mass Salary
GHRWSMTI	Mass Transfer In
GHRWSMTO	Mass Transfer Out
GHRWSNCR	NOA Codes and Remarks
GHRWSNFP	Process Methods
GHRWSNLA	Legal Authorities for NOA Codes

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GHRWSPDC	Position Description Cover Sheet
GHRWSPDH	Position Description Routing History
GHRWSPDI	Position Description
GHRWSPOC	Position Copy
GHRWSPOI	Maintain Personnel Office IDs
GHRWSPRH	View RPA Routing History
GHRWSREI	RPA Extra Information
GHRWSREM	Remarks used in RPA
GHRWSRGL	Maintain Routing Lists
GHRWSRGP	Maintain Routing Groups
GHRWSRIF	Provide information to reduce work force.
GHRWSRLC	LAC /Remarks for Mass Actions
GHRWSRLS	Routing Lists
GHRWSRPM	Restricted Process Methods
GHRWSSUM	Person Summary
GHRWSWGI	Pay Plans
HRWSCAL	SSP Qualifying Patterns
HRWSPAB	Pattern Time Units
PAYACELE	View Earnings and Deductions Balances (US/CA only)
PAYEETAX	Employee Tax Information
PAYGBBAL	Balance
PAYGBDMW	Balances (Date Mode)
PAYGBR45	UK P45
PAYGBSOE	UK Statement of Earnings
PAYGBTAX	UK Tax Details
PAYUSCHT	Contribution History (Deferred Compensation 457)
PAYUSCTY	Cities
PAYUSDCR	Define Rates for Workers Compensation
PAYUSDDE	Define Deduction
PAYUSDEE	Define Earnings
PAYUSDIA	Wage Attached Earnings Rules
PAYUSDJC	Define Job Codes for Workers Compensation

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PAYUSETW	Define Earnings Tax Withholding Rules
PAYUSGER	Wage Attachment Exemption Rules
PAYUSGLR	Wage Attachment Limit Rules
PAYUSSOE	US Statement of Earnings
PAYUSTAX	View Tax Balance
PAYUSTBA	Adjust Tax Balances
PAYWICGR	View Employee Grade Comparatio
PAYWIEEH	View Element Entry History for Employee
PAYWIELH	View Employee Run Result History
PAYWSABL	Adjust Balance
PAYWSACT	Payroll and Assignment Processes
PAYWSACV	View Accruals
PAYWSAHP	Advance Pay
PAYWSATP	Maintain Action Parameters
PAYWSDAP	Define Accrual Plans
PAYWSDAS	Define Assignment Set
PAYWSDBS	Define RetroPay Set
PAYWSDBT	Define Balance
PAYWSDCL	Define Budgetary Calendar
PAYWSDCS	Define Consolidation Set
PAYWSDCU	Assign Monetary Units to Currency
PAYWSECD	Define Element Classification
PAYWSEDET	Define Element
PAYWSDFR	Define Element Formula Results
PAYWSDOP	Define Owning Parameters
PAYWSDPG	Define Payroll
PAYWSDPM	Define Organization Payment Method
PAYWSDPR	Update Payroll Run
PAYWSDPT	Define Period Types
PAYWSDRP	Define Element or Distribution Set
PAYWSDUT	Define User Table and Columns
PAYWSDUV	Define User Values
PAYWSELD	Define Extra Legislative Details

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PAYWSEPM	Enter Personal Payment Method
PAYWSGEV	Define Rate
PAYWSLEE	List Employees By Element
PAYWSLEL	Define Element Link
PAYWSMEE	Element Entry
PAYWSMEP	External/Manual Payments
PAYWSOWN	Define Owning Parameters
PAYWSPGL	Define Payroll to GL Flexfield Map
PAYWSPTD	Define Payment Type
PAYWSQEE	Batch Element Entry
PAYWSRPR	Reverse Payroll Run
PAYWSRQP	Run QuickPay
PAYWSSBS	Summary of batches
PAYWSVRM	View System Level Messages
HRWSPSF	Define Position.
PAYWSACV	View Accruals
PERACADR	US Enter Address.
PERUSECI	Enter COBRA Information
PERWIANA	List People by Special Information.
PERWIASL	List People by Assignment.
PERWIEBP	List Employees By Position.
PERWIEMP	List Employees By Position Hierarchy.
PERWILAH	View Employee Absence History.
PERWILAS	List Assignments.
PERWILAT	List Employees By Absence Type.
PERWILVA	View Vacancies.
PERWIPOC	Position Occupancy.
PERWIPOR	View Budget Variance By Organization.
PERWIPSL	View Position Budget Variance.
PERWIPYP	Salary Management.
PERWSAAB	Enter Applicant Interview.
PERWSABV	Enter Assignment Budget Values.
PERWSADR	Enter Address.

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PERWSAEI	Assignment Extra Information
PERWSAPA	Enter Applicant Application and Assignment.
PERWSAPT	Appraisal Template.
PERWSAQE	Applicant Quick Entry
PERWSASH	View Employee Assignment History.
PERWSASP	Assign Security Profile.
PERWSAST	Assessment Template
PERWSBEN	Beneficiaries
PERWSBEP	Book Event For Person
PERWSCEL	Competence Requirements.
PERWSCPN	Competencies.
PERWSCVD	Dependents.
PERWSDAS	Define Assignment Statuses
PERWSDAT	Define Absence Type.
PERWSDBU	Define Budget.
PERWSDCF	Define Form Customization.
PERWSDCL	Define Special Information Types.
PERWSDCM	Map Career Path.
PERWSDCP	Define Career Path Name.
PERWSDDED	Delete Person.
PERWSDGR	Define Grades.
PERWSDJT	Define Job.
PERWSDLT	Define Letter.
PERWSDOH	Define Organization Hierarchy.
PERWSDOR	Define Organization.
PERWSDPC	Enter Contact.
PERWSDPF	Work Choices.
PERWSDPH	Define Position Hierarchy.
PERWSDPO	Define Position.
PERWSDPT	Define Person Types.
PERWSDRA	Define Recruitment Activity
PERWSDSB	Define Salary Basis
PERWSDSP	Define Pay Scale

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PERWSDST	Define a Grade Scale
PERWSDWF	Define Task Flow.
PERWSDWN	Define Task Flow Nodes.
PERWSDWU	Define Navigation Units.
PERWSEAC	Enter Assignment Costing
PERWSEAD	Enter Absence Information
PERWSEBC	Define Benefit Contribution
PERWSEMA	Enter Assignment.
PERWSEMP	Person and Assignment
PERWSEPI	Enter Person.
PERWSEPY	Salary Administration.
PERWSEQT	Qualification Types.
PERWSERW	Enter Employee Review
PERWSESA	School/College Attendance.
PERWSEST	School/College.
PERWSFAS	Assignments Folder.
PERWSFPE	People Folder
PERWSGEB	Event Bookings.
PERWSHRG	Combined People and Assignments.
PERWSIMG	View Image.
PERWSITS	Information Type Security.
PERWSJEI	Job Extra Information
PERWSLEI	Location Extra Information.
PERWSLOC	Define Location.
PERWSMMV	Mass Move.
PERWSPDC	Enter Person Special Information.
PERWSPDM	Personal Delivery Methods
PERWSPEI	Person Extra Information.
PERWSPHN	Phones
PERWSPOI	Position Extra Information.
PERWSPOR	List Employees By Organization.
PERWSPRV	Performance Reviews.
PERWSPSS	Define Salary Survey Lines.

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PERWSPTU	View person type usages.
PERWSQUA	Qualifications.
PERWSREP	Custom Reports.
PERWSRQL	Request Letter.
PERWSRSC	Rating Scales.
PERWSSAS	Enter Secondary Statuses.
PERWSSCP	Define Security Profile.
PERWSSHA	Enter Standard Holiday Absences.
PERWSSHT	Define Types and Statuses.
PERWSSLH	Salary History.
PERWSSPP	Grade Step Placement.
PERWSSSM	Define Salary Survey Mappings.
PERWSTAP	Terminate Applicant.
PERWSTEM	Terminate Employee.
PERWSUPA	Mass Update of Applications.
PERWSVAC	Define Requisition and Vacancy.
PERWSVBI	View Employee Benefits .
PERWSWCR	Define Task Flow Compatibility Rules.
PERWSWIR	Define Task Flow Incompatibility Rules.
SSPWSENT	Sickness Pay
SSPWSMAT	Maternity
SSPWSMED	Maternity Evidence
SSPWSPPDS	Prior Employment SSP (SSP1L)
SSPWSWRE	Define Withholding Reasons

Reports

GHMALISA	Mass Awards PA Listing For All
GHMALISE	Mass Awards PA Listing For Employees
GHMAWDES	Mass Awards De-selection Report
GHMAWPRE	Mass Awards Preview
GHMILISA	Mass Transfer In- PA Listing for all

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GHMILISE	Mass Transfer In – PA Listing for Employees
GHMOLISA	Mass Transfer Out– PA Listing for all
GHMOLISE	Mass Transfer Out – PA Listing for Employees
GHMREDES	Mass Realignment De–selection Report
GHMREPRE	Mass Realignment Preview
GHMRLISA	Mass Realignment – PA Listing for all
GHMRLISE	Mass Realignment – PA Listing for Employees
GHMSLDES	Mass Salary De–Selection Report
GHMSLISA	Mass Salary PA Listing for All
GHMSLISE	Mass Salary PA Listing for Employees
GHMSLPRE	Mass Salary Preview
GHMTIDES	Mass Transfer In De–selection Report
GHMTIPRE	Mass Transfer In Preview
GHMTODES	Mass Transfer Out De–selection Report
GHMTOPRE	Mass Transfer Out Preview
GHRBRK	AA/EEo Breakdown Report
GHRCPDFD	CPDF Dynamics Report
GHRCPDFO	CPDF Organization Component Tracking Report
GHRCPDFS	CPDF Status Report
GHRF462	AA/EEo EEOC Form 462 Report
GHRF462L	AA/EEO EEOC Form 462 Report(Part IV)
GHRPDI	Position Description
GHRRIF	Reduction in Force Retention Register
GHRSF50	Notification of Personnel Action
GHRSF52	Request for Personnel Action
GHRXFRMD	CPDFDynamics Transmittal Form
GHRXFRMS	CPDF Status Report Transmittal Form
GHRXRFMO	CPDF OCT Report Transmittal Form
GHSF113A	SF113A – Federal Civilian Employment Report
PAYACPRE	North American Payment Register Detail
PAYACPRS	North American Payment Register Summary
PAYGB45A	Payroll Actions Alignment Report
PAYGBCHQ	Cheque Writer Report

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PAYGBERR	Employee Run Result Report
PAYGBGTN	Gross To Net Summary
PAYGBNIC	NI Car Detail Report
PAYGBP35	P35 Listing Report
PAYGBP60	P60 Report
PAYGBPAY	Payment Summary Report
PAYGBRRS	Employee Run Result Summary Report
PAYGBSOA	Alignment report for payroll actions
PAYGBSOE	Pay Advice
PAYGBTPL	Tax Payment Listing
PAYRPACT	Payroll Actions by Person
PAYRPADT	Audit Report
PAYRPAPL	Advance Pay Listing.
PAYRPCBR	Cost Breakdown Report
PAYRPCTG	Completed Costing Actions Transferred to General Ledger.
PAYRPELD	Element Link Details Report
PAYRPEMG	Error Message Report
PAYRPEMV	Employee Organization Movements Reports.
PAYRPERL	Element Result Listing.
PAYUS940	Annual FUTA Tax Return Worksheet (Form 940)
PAYUS941	Quarterly Tax Return Worksheet (Form 941)
PAYUS99R	1099R Information Return
PAYUSACT	Payroll Activity
PAYUSCHK	Check Writer
PAYUSDED	Deductions Report
PAYUSEAR	Earnings Audit Report
PAYUSGTN	Gross to Net Report
PAYUSLTR	Local Tax Remittance Report
PAYUSNAC	NACHA Report
PAYUSNEG	State Quaterly Negative Balances Report
PAYUSPST	Deposit Advice
PAYUSREG	Payroll Register

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PAYUSRRS	Employee Run Results Report
PAYUSRW2	W2 Register
PAYUSTOT	GRE Totals Report
PAYUSTPP	Third Party Payment Register Report
PAYUSVPR	Void Payment Report
PAYUSW2E	Employee W2 Report
OSHA101	OSHA Form 101 Report
OSHA200	OSHA Form 200 Report.
PAYRPEMV	Employee Organization Movements Reports.
PERGENRP	Generic Report.
PERPHIRE	New Hire State Report.
PERRPADA	ADA report.
PERRPADD	Invalid Address Report.
PERRPCCR	COBRA Coverage Report.
PERRPCNE	COBRA Expiration Letter.
PERRPCNL	COBRA Notification Letter.
PERRPCPE	COBRA Grace Period Expiration Letter.
PERRPCPR	COBRA Payments Report.
PERRPCPV	Current and Projected Progression Point Values Report.
PERRPE1L	EEO Establishment Employment Report.
PERRPEBR	Employee Benefit Enrollment Register.
PERRPEER	Employee Benefit Eligibility Report.
PERRPEIR	Employee Increment Results.
PERRPEO1	EEO Individual Establishment Report.
PERRPEO1_HQ	EEO Headquarters Report.
PERRPEOC	EEO Consolidated Report.
PERRPFP1	Person Details Report.
PERRPFP2	Applicant Details Report.
PERRPFP3	Assignment Details Report.
PERRPFP4	Work Details Report.
PERRPJGA	AAP – Job Group Analysis Report.
PERRPPSM	Employee Summary Report.

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PERRPRAA	Absence Report.
PERRPRAS	Assignment Status Report.
PERRPRBD	Staffing budget report.
PERRPREQ	Requisition Summary Report.
PERRPRMS	Job and Position Matching Report.
PERRPROH	Organization Hierarchy Report.
PERRPRPH	Position Hierarchy Report.
PERRPRQP	Quickpaint Report.
PERRPRTM	Terminations Report
PERRPVTC	VETS-100 Consolidated Veterans Employment Report.
PERRPVTS	VETS-100 Veterans Employment Report.
PERRPWGA	AAP – Workforce Analysis Report.
PERWISAL	Salary Review Report.
SSPMPEL	SMP Element Result Listing
SSPRPELR	SSP Element Result Listing
SSPRPOAR	Sickness Absence Report
SSPRPSMP	Statutory Maternity Pay Report
SSPRPSSP	Statutory Sick Pay Report
SSPRPWKS	Maximum SSP Weeks Report

Concurrent Programs

FFXBCP	Compile formula
FFXMLC	Load Long Formula
GHDSCONV	Duty Station Conversion
GHGRDCMB	Create Federal HR valid combinations for the Grade KF
GHMREEXE	Process Mass Realignment
GHMSLEXE	Process Mass Salary
GHMTIINT	Process Mass Transfer In
GHMTOEXE	Process Mass Transfer Out
GHPROC52	Initiate Process Future Dated SF52 Due For Processing

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GHSPINFO	Create Federal HR Special Info Types
GHWGIPRO	Process Automatic WGI
HRBISCNC	BIS load organization hierarchy summary table.
LISTGEN	Security list maintenance..
PYATUPD	Audit Trail Update Datetracked Tables
PYCBTC	Create Batches
PYLOAD	.Startup Data Loader
PYUADV	Advance Pay Batch Setup
PYUCSU	Generate Secure User
PYUGEN	Payroll Process Engine
PYUMAG	Magnetic Tape Report
PYUMWT	Magnetic Tape Cutter
PYUPIP	Pipe Monitor
PYUSRP	Grant Permissions to Roles

CHAPTER

3

Detailed Design

This chapter presents a detailed design for implementing Oracle HRMS. It contains detailed definitions of tables and views that you may need to reference to write custom reports or use for other data extraction.

Overview of Detailed Design

During Detailed Design, we specify in detail how each applications component should work. We prepare detailed definitions of tables and views.

You can refer to this Detailed Design chapter to gain a detailed understanding of the underlying structure and processing of Oracle HRMS that enables you to:

- Convert existing application data
- Integrate your Oracle HRMS application with your other applications systems
- Write custom reports
- Define alerts against Oracle Applications tables
- Create views for decision support queries using query tools
- Configure your Oracle Self-Service Web Applications

Table and View Definitions

The Table and View Definitions section contains a detailed definition of Oracle HRMS applications tables. For each table, it provides information about primary keys, foreign keys, QuickCodes, indexes, triggers, and sequences. It also gives you a detailed description of each column and its characteristics. In addition, it provides the SQL statement that defines each view. Review this section to get a detailed understanding of what tables your Oracle HRMS application contains, and how it uses them to hold and access the information it needs.

Table and View Definitions

This section contains a detailed description of each Oracle HRMS table and view that you may need to reference. For each table, it presents detailed information about:

- Primary keys
- Foreign keys
- Column descriptions
- Indexes
- Oracle sequences
- Triggers
- View derivations

Because Oracle does not support customization of Oracle Application Object Library tables, we do not provide you with detailed information about them. Consequently, this section does not document all the FND_% tables your Oracle HRMS application uses.

The following sections appear in each table or view description:

Foreign Keys

To help you understand the relationships between tables, we list each foreign key contained in a table. For each foreign key in a table, we list the primary key table name (the table to which a foreign key refers), its corresponding primary key columns, and the foreign key columns that refer to those primary key columns.

When the primary key table has a composite primary key, we list each column of the composite key sequentially.

If a table contains two or more distinct foreign keys that refer to the same primary key table, we repeat the primary key table name and list each of the distinct foreign keys separately.

QuickCodes Columns

When a database column contains a QuickCodes value, which we implement using a foreign key to FND_LOOKUPS, MFG_LOOKUPS, or to some other lookup table, we list the QuickCodes type (lookup type) to which the QuickCodes value must belong and a complete list

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of QuickCodes values and meanings. Some QuickCodes can be defined by you in the application. These values are designated as User-defined.

Column Descriptions

We list the important characteristics of each column in a table or view. These characteristics include whether the column is part of the table's primary key, whether Oracle8i requires a value for this column, and the data type of the column. We also give you a brief description of how your Oracle HRMS application uses the column.

When a column is part of a table's primary key, we append the notation (PK) to the name of that column.

To help you understand which columns your Oracle HRMS application uses and which columns it does not use, we alert you to any unused column. When no module uses a database column, we show one of the following legends in the Description column:

Not currently used	Your Oracle HRMS application does not use this column, although the column might be used in a future release.
No longer used	Your Oracle HRMS application no longer uses this column. AutoInstall installs this column. Subsequent versions of your Oracle HRMS application might not include this column.
No longer installed	Your Oracle HRMS application no longer uses this column. If you <i>upgraded</i> your software from an earlier version, you may still have this column, depending upon whether you chose to delete it during an upgrade process. If you <i>install</i> your Oracle HRMS application, you do not have this column.

Standard Who Columns

Most Oracle HRMS applications tables contain standard columns to support \ Row Who. When your program or SQL*Plus command selects a row from a table, use these columns to determine who last updated the row. If your program or SQL*Plus command updates or inserts a row in an interface table, you must populate each of the five standard Who columns:

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LAST_UPDATE_DATE	Date when a user last updated this row
LAST_UPDATED_BY	User who last updated this row (foreign key to FND_USER.USER_ID)
CREATION_DATE	Date when this row was created
CREATED_BY	User who created this row (foreign key to FND_USER.USER_ID)
LAST_UPDATE_LOGIN	Operating system login of user who last updated this row (foreign key to FND_LOGINS.LOGIN_ID). You should set this to NULL, or to 0 if NULL is not allowed

Since every table containing Who columns has several foreign keys to the tables FND_USER and FND_LOGINS, we do not include the foreign key columns LAST_UPDATED_BY, CREATED_BY, or LAST_UPDATE_LOGIN in a table's list of foreign keys.

Additional Who Columns for Concurrent Programs

Some Oracle HRMS applications tables also contain several additional Who columns to distinguish between changes a user makes with a form and changes a concurrent program makes. When a concurrent program updates or inserts a row in a table, the concurrent program populates the following additional Who columns:

REQUEST_ID	Concurrent request ID of program that last updated this row (foreign key to FND_CONCURRENT_REQUESTS.REQUEST_ID)
PROGRAM_APPLICATION_ID	Application ID of program that last updated this row (foreign key to FND_APPLICATION.APPLICATION_ID)
PROGRAM_ID	Program ID of program that last updated this row (foreign key to FND_CONCURRENT_PROGRAM.PROGRAM_ID)
PROGRAM_UPDATE_DATE	Date when a program last updated this row

Since every table containing these additional Who columns has several foreign keys to the tables FND_CONCURRENT_REQUESTS, FND_APPLICATION, and FND_CONCURRENT_PROGRAM, we do not include the foreign key columns REQUEST_ID, PROGRAM_APPLICATION_ID, or PROGRAM_ID in a table's list of foreign keys.

Columns Reserved for Country-Specific Localizations

Some tables have GLOBAL_ATTRIBUTE columns which support additional features added to Oracle HRMS to meet statutory requirements and common business practices in your country or region. For details on these columns, refer to the Appendix in *Oracle Financials Regional Technical Reference Manual*. To read more about the features that these columns support, look for a User Guide appropriate to your country; for example, see the *Oracle Financials for the Czech Republic User Guide*.

Indexes

If an Oracle HRMS applications table uses an Oracle8i index, we list the database columns that comprise that index, in sequential order.

Note: The indexes we document in this manual correspond to unique keys we specified during product development and testing. In some cases, we may add additional indexes during the porting process to fine-tune performance on specific platforms; therefore, there may be minor differences between the indexes documented in this book and the indexes for production versions of Oracle HRMS.

Sequences

Your Oracle HRMS application uses Oracle8i sequence generators to generate unique integers. If any table column gets its value from an Oracle8i sequence generator, we list the name of the corresponding sequence generator and the name of the column that stores the unique integer.

Database Triggers

If a table has one or more active database triggers, we provide a brief explanation of each database trigger and when it fires.

View Derivation

For each Oracle HRMS applications view you may need to reference, we include important elements from the SQL statement that defines or

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creates a view. By studying this view definition, you can understand exactly how a view derives its contents.

BEN_BENEFICIARIES_F

BEN_BENEFICIARIES_F holds the list of beneficiaries for a specific benefit program.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BENEFIT_LEVEL	BENEFIT_LEVEL	FND_COMMON_LOOKUPS
	1	Primary
	2	Second
	3	Third
SOURCE_TYPE	4	Fourth
	PAYMENT_SOURCE	FND_COMMON_LOOKUPS
	D	Default
	O	Override
	P	Personal

Column Descriptions

Name	Null?	Type	Description
BENEFICIARY_ID (PK)	NOT NULL	NUMBER(15)	Unique ID for the beneficiary.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
ELEMENT_ENTRY_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ELEMENT_ENTRIES.
BENEFIT_LEVEL	NOT NULL	VARCHAR2(30)	Primary, secondary benefit goes to the highest surviving level.
PROPORTION	NOT NULL	NUMBER(22,2)	Benefit is divided by proportion among beneficiaries at a benefit level.
SOURCE_ID	NOT NULL	NUMBER(15)	Identifies the beneficiary, person or organization, depending on SOURCE_TYPE.
SOURCE_TYPE	NOT NULL	VARCHAR2(30)	Identifies whether the beneficiary is a person or an organization.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
BEN_BENEFICIARIES_F_N1	NOT UNIQUE	1	ELEMENT_ENTRY_ID
BEN_BENEFICIARIES_F_PK	UNIQUE	1	BENEFICIARY_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
BEN_BENEFICIARIES_F_UK2	UNIQUE	1	SOURCE_TYPE
		2	SOURCE_ID
		3	ELEMENT_ENTRY_ID
		4	EFFECTIVE_START_DATE
		5	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
BEN_BENEFICIARIES_S	BENEFICIARY_ID

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BEN_BENEFIT_CLASSIFICATIONS

BEN_BENEFIT_CLASSIFICATIONS holds the list of benefit classifications that can be associated with specific elements, eg pension, health, life insurance, flex plan etc. The values in this table are predefined and currently cannot be updated by the user.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
BENEFICIARY_ALLOWED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
BENEFIT_CLASSIFICATION_TYPE	BEN_CLASS_TYPE	FND_COMMON_LOOKUPS
	BEN	Benefit Plan
	CFLEX	Cafeteria Flex Plan
	MFLEX	Modular Flex Plan
CHARGEABLE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
COBRA_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
CONTRIBUTIONS_USED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
DEPENDENTS_ALLOWED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
BENEFIT_CLASSIFICATION_ID (PK)	NOT NULL	NUMBER(15)	Unique identifier for the benefit classification.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Legislation where the classification applies.
ACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether benefits of this classification can be created.
BENEFICIARY_ALLOWED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the benefit can be paid to beneficiaries, eg life insurance plans.
BENEFIT_CLASSIFICATION_NAME	NOT NULL	VARCHAR2(80)	Name of the benefit classification.
BENEFIT_CLASSIFICATION_TYPE	NOT NULL	VARCHAR2(30)	Indicates whether the row is a (BEN)efit or (FLEX) plan.
CHARGEABLE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the user can set-up charges for benefits of this classification.
COBRA_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether benefits of this class are subject to COBRA.

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CONTRIBUTIONS_USED	NOT NULL	VARCHAR2(30)	Indicates whether the classification uses Benefit Contributions.
DEPENDENTS_ALLOWED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the benefit can cover employee dependents.
DFLT_POST_TERMINATION_RULE	NOT NULL	VARCHAR2(30)	Used to derive post termination rule for benefit plans (including flex).
DFLT_PROCESSING_TYPE	NOT NULL	VARCHAR2(30)	Used to derive processing type for benefit plans (including flex).
BEN_CLASS_PROCESSING_RULE	NULL	VARCHAR2(30)	Describes the processing that can act on benefits in this class.
COMMENTS	NULL	LONG	General remark.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
BEN_BENEFIT_CLASSIFICATION_PK	UNIQUE	1	BENEFIT_CLASSIFICATION_ID
BEN_BENEFIT_CLASSIFICATION_UK2	UNIQUE	1	BENEFIT_CLASSIFICATION_NAME
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE

Sequences

Sequence	Derived Column
BEN_BENEFIT_CLASSIFICATIONS_S	BENEFIT_CLASSIFICATION_ID

BEN_BENEFIT_CONTRIBUTIONS_F

BEN_BENEFIT_CONTRIBUTIONS_F is a DateTracked table that holds the default contributions associated with cover by a specific benefit.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
BENEFIT_CONTRIBUTION_ID (PK)	NOT NULL	NUMBER(15)	Unique identifier for the benefit contribution.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS.
FORMULA_ID	NULL	NUMBER(9)	Foreign key to PAY_FORMULAS.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES.
COVERAGE_TYPE	NOT NULL	VARCHAR2(30)	Type of coverage, eg employee only, employee and spouse.
EMPLOYEE_CONTRIBUTION	NOT NULL	VARCHAR2(60)	Default cost to employee for enrollment at a specific level of coverage.
EMPLOYER_CONTRIBUTION	NOT NULL	VARCHAR2(60)	Default cost to employer for employee enrollment at a specific level of coverage.
MAXIMUM_EMPLOYEE_CONTRIBUTION	NULL	VARCHAR2(60)	Maximum cost to employee for enrollment at a specific level.
MAXIMUM_EMPLOYER_CONTRIBUTION	NULL	VARCHAR2(60)	Maximum cost to employer for employee enrollment at a specific level.
MINIMUM_EMPLOYEE_CONTRIBUTION	NULL	VARCHAR2(60)	Minimum cost to employee for enrollment.
MINIMUM_EMPLOYER_CONTRIBUTION	NULL	VARCHAR2(60)	Minimum cost to employer for enrollment.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
BEN_BENEFIT_CONTRIBUTIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
BEN_BENEFIT_CONTRIBUTIONS_N2	NOT UNIQUE	1	ELEMENT_TYPE_ID
BEN_BENEFIT_CONTRIBUTIONS_PK	UNIQUE	1	BENEFIT_CONTRIBUTION_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
BEN_BENEFIT_CONTRIBUTIONS_UK2	UNIQUE	1	COVERAGE_TYPE
		2	ELEMENT_TYPE_ID
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
BEN_BENEFIT_CONTRIBUTIONS_S	BENEFIT_CONTRIBUTION_ID

BEN_COVERED_DEPENDENTS_F

BEN_COVERED_DEPENDENTS_F is a DateTracked table that holds the list of dependents covered under a specific benefit program.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_CONTACT_RELATIONSHIPS	CONTACT_RELATIONSHIP_ID	CONTACT_RELATIONSHIP_ID

Column Descriptions

Name	Null?	Type	Description
COVERED_DEPENDENT_ID (PK)	NOT NULL	NUMBER(15)	Unique identifier for the covered dependent.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
CONTACT_RELATIONSHIP_ID	NOT NULL	NUMBER(15)	Foreign key to PER_CONTACT_RELATIONSHIPS.
ELEMENT_ENTRY_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ELEMENT_ENTRIES.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
BEN_COVERED_DEPENDENTS_F_FK1	NOT UNIQUE	1	CONTACT_RELATIONSHIP_ID
BEN_COVERED_DEPENDENTS_F_N2	NOT UNIQUE	1	ELEMENT_ENTRY_ID
BEN_COVERED_DEPENDENTS_F_PK	UNIQUE	1	COVERED_DEPENDENT_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
BEN_COVERED_DEPENDENTS_F_UK2	UNIQUE	1	CONTACT_RELATIONSHIP_ID
		2	ELEMENT_ENTRY_ID
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
BEN_COVERED_DEPENDENTS_S	COVERED_DEPENDENT_ID

BEN_VALID_DEPENDENT_TYPES

BEN_VALID_DEPENDENT_TYPES holds the list of valid dependent types, and the maximum number of people who may be included for coverage of a specific type. For example, there may be a rule that limits spousal coverage to one spouse. This table is used to validate the creation of covered dependents.

Column Descriptions

Name	Null?	Type	Description
VALID_DEPENDENT_TYPE_ID (PK)	NOT NULL	NUMBER(15)	Unique identifier for the dependent type.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	The legislation in which the dependent type belongs.
CONTACT_TYPE	NOT NULL	VARCHAR2(30)	Type of contact used to define the maximum limit.
COVERAGE_TYPE	NOT NULL	VARCHAR2(30)	Type of cover used to define the maximum limit.
MAXIMUM_NUMBER	NOT NULL	NUMBER(3)	Maximum number of covered dependents for this relationship and cover.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
BEN_VALID_DEPENDENT_TYPES_PK	UNIQUE	1	VALID_DEPENDENT_TYPE_ID
BEN_VALID_DEPENDENT_TYPES_UK2	UNIQUE	1	COVERAGE_TYPE
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE
		4	CONTACT_TYPE

Sequences

Sequence	Derived Column
BEN_VALID_DEPENDENT_TYPES_S	VALID_DEPENDENT_TYPE_ID

DT_COLUMN_PROMPTS

Obsolete in Oracle HRMS Release 11i.

Column Descriptions

Name	Null?	Type	Description
COLUMN_NAME (PK)	NOT NULL	VARCHAR2(30)	Name of the view column.
LANGUAGE_CODE (PK)	NOT NULL	VARCHAR2(4)	Identifies the language of the prompt.
VIEW_NAME (PK)	NOT NULL	VARCHAR2(30)	Name of the DateTrack History view.
COLUMN_PROMPT	NULL	VARCHAR2(80)	Text of the prompt.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
DT_COLUMN_PROMPTS_PK	UNIQUE	1	VIEW_NAME
		2	COLUMN_NAME
		3	LANGUAGE_CODE

DT_COLUMN_PROMPTS_TL

DT_COLUMN_PROMPTS_TL holds the default prompts for the columns of each DateTrack history view in Oracle HRMS Release 11. These column prompts may be amended by users and saved in their own folders.

Column Descriptions

Name	Null?	Type	Description
COLUMN_NAME (PK)	NOT NULL	VARCHAR2(30)	Name of the view column.
VIEW_NAME (PK)	NOT NULL	VARCHAR2(30)	Name of the DateTrack History view.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Identifies the source language of the prompt.
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Identifies the language of the prompt.
COLUMN_PROMPT	NULL	VARCHAR2(80)	Text of the prompt.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
DT_COLUMN_PROMPTS_TL_PK	UNIQUE	1	VIEW_NAME
		2	COLUMN_NAME
		3	LANGUAGE

DT_DATE_PROMPTS

Obsolete in Oracle HRMS Release 11i.

Column Descriptions

Name	Null?	Type	Description
LANGUAGE_CODE (PK)	NOT NULL	VARCHAR2(4)	Identifies the language of the prompt .
EFFECTIVE_END_PROMPT	NULL	VARCHAR2(80)	Default prompt for effective end date.
EFFECTIVE_START_PROMPT	NULL	VARCHAR2(80)	Default prompt for effective start date.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
DT_DATE_PROMPTS_PK	UNIQUE	1	LANGUAGE_CODE

DT_DATE_PROMPTS_TL

DT_DATE_PROMPTS holds the default prompts to use for the Effective Start Date and Effective End Date columns of all DateTrack History views in Oracle HRMS Release 11.

Column Descriptions

Name	Null?	Type	Description
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Identifies the language of the prompt.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Identifies the souce language of the prompt.
EFFECTIVE_END_PROMPT	NULL	VARCHAR2(80)	Default prompt for effective end date.
EFFECTIVE_START_PROMPT	NULL	VARCHAR2(80)	Default prompt for effective start date.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
DT_DATE_PROMPTS_TL_PK	UNIQUE	1	LANGUAGE

DT_TITLE_PROMPTS

Obsolete in Oracle HRMS Release 11i.

Column Descriptions

Name	Null?	Type	Description
LANGUAGE_CODE (PK)	NOT NULL	VARCHAR2(4)	Identifies the language of the prompt.
VIEW_NAME (PK)	NOT NULL	VARCHAR2(30)	Name of the DateTrack History view.
TITLE_PROMPT	NULL	VARCHAR2(80)	Text of the window prompt.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
DT_TITLE_PROMPTS_PK	UNIQUE	1	VIEW_NAME
		2	LANGUAGE_CODE

DT_TITLE_PROMPTS_TL

DT_TITLE_PROMPTS_TL holds the default window title for each DateTrack History view in Oracle HRMS Release 11.

Column Descriptions

Name	Null?	Type	Description
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Identifies the language of the prompt.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Identifies the source language of the prompt.
VIEW_NAME (PK)	NOT NULL	VARCHAR2(30)	Name of the DateTrack History view.
TITLE_PROMPT	NULL	VARCHAR2(80)	Text of the window prompt.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
DT_TITLE_PROMPTS_TL_PK	UNIQUE	1	VIEW_NAME
		2	LANGUAGE

FF_ARCHIVE_ITEMS

FF_ARCHIVE_ITEMS records a snapshot of what particular database items evaluate to on a run of a Fastformula based magnetic tape report.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_USER_ENTITIES	USER_ENTITY_ID	USER_ENTITY_ID

Column Descriptions

Name	Null?	Type	Description
ARCHIVE_ITEM_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
USER_ENTITY_ID	NOT NULL	NUMBER(9)	Foreign key to ff_user_entities - a unique identifier for archive item name.
CONTEXT1	NOT NULL	NUMBER(15)	First context to find a database item (e.g. assignment_action_id)
VALUE	NULL	VARCHAR2(240)	What the database item evaluates to on extract.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_ARCHIVE_ITEMS_FK1	NOT UNIQUE	2	USER_ENTITY_ID
FF_ARCHIVE_ITEMS_N50	NOT UNIQUE	1	CONTEXT1
		2	USER_ENTITY_ID
FF_ARCHIVE_ITEMS_PK	UNIQUE	2	ARCHIVE_ITEM_ID

Sequences

Sequence	Derived Column
FF_ARCHIVE_ITEMS_S	ARCHIVE_ITEM_ID

FF_ARCHIVE_ITEM_CONTEXTS

FF_ARCHIVE_ITEM_CONTEXTS records any additional context required to retrieve an archive item e.g. a tax unit.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_ARCHIVE_ITEMS	ARCHIVE_ITEM_ID	ARCHIVE_ITEM_ID

Column Descriptions

Name	Null?	Type	Description
ARCHIVE_ITEM_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to FF_ARCHIVE_ITEMS
SEQUENCE_NO	NOT NULL	NUMBER(1)	Sequence number for the route taken from ff_route_context_usages table.
CONTEXT	NOT NULL	VARCHAR2(30)	Value of the context required to find an archive database item
CONTEXT_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to FF_CONTEXTS

Indexes

Index Name	Index Type	Sequence	Column Name
FF_ARCHIVE_ITEM_CONTEXTS_FK1	NOT UNIQUE	2	ARCHIVE_ITEM_ID
FF_ARCHIVE_ITEM_CONTEXT_PK	UNIQUE	2	ARCHIVE_ITEM_ID
		4	CONTEXT_ID

FF_COMPILED_INFO_F

FF_COMPILED_INFO_F is a DateTracked table that holds the executable code run by the FastFormula execution engine. This is a PL/SQL program that is generated by the FastFormula compiler.

Column Descriptions

Name	Null?	Type	Description
FORMULA_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_FORMULAS.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
FDIU_ENTRY_COUNT	NOT NULL	NUMBER(9)	Number of formula data item usage, (FDIU) entries for the formula.
SELECT_STATEMENT_COUNT	NOT NULL	NUMBER(9)	Number of separate SELECT statements in the PL/SQL.
TEXT_LENGTH	NOT NULL	NUMBER(9)	Length (in bytes) of the PL/SQL program.
COMPILED_TEXT	NULL	LONG	The PL/SQL program which represents the user formula.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_COMPILED_INFO_F_N1	NOT UNIQUE	1	FORMULA_ID
FF_COMPILED_INFO_F_PK	UNIQUE	1	FORMULA_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

FF_CONTEXTS

FF_CONTEXTS holds details of the contexts that can be passed into a formula to describe the objects the formula can act on. Each context is a unique identifier within an application such as employee or assignment number.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
DATA_TYPE	DATA_TYPE	FND_COMMON_LOOKUPS
	D	Date
	N	Number
	T	Text

Column Descriptions

Name	Null?	Type	Description
CONTEXT_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for the context.
CONTEXT_LEVEL	NOT NULL	NUMBER(16)	A power of 2 number which is unique to a context.
CONTEXT_NAME	NOT NULL	VARCHAR2(30)	Name of the context.
DATA_TYPE	NOT NULL	VARCHAR2(1)	Data type (N,T or D) of the context.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_CONTEXTS_PK	UNIQUE	1	CONTEXT_ID
FF_CONTEXTS_UK2	UNIQUE	1	CONTEXT_NAME

Sequences

Sequence	Derived Column
FF_CONTEXTS_S	CONTEXT_ID

Database Triggers

Trigger Name : FF_CONTEXTS_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

Check the validity of the context name and set the context level.

Trigger Name : FF_CONTEXTS_BRU
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

Raise error as updates are not allowed.

Trigger Name : FF_CONTEXTS_BRD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : DELETE

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Raise an error if the context being deleted is used in any formula whatever the business group or legislation code.

FF_DATABASE_ITEMS

FF_DATABASE_ITEMS holds the definitions of database items that can be used in formulas. Database items are short names that a user can use to identify a specific item of data in the database without knowing specific table or column details. The formula must provide a sufficient context to enable the select item clause to find the specific data item. For example, formulas of a type that provide the context EMPLOYEE_ID might access database items such as EMPLOYEE_NAME or MANAGER_NAME.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_USER_ENTITIES	USER_ENTITY_ID	USER_ENTITY_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
DATA_TYPE	DATA_TYPE	FND_COMMON_LOOKUPS
	D	Date
	N	Number
	T	Text

Column Descriptions

Name	Null?	Type	Description
USER_NAME (PK)	NOT NULL	VARCHAR2(80)	Name of the database item.
USER_ENTITY_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_USER_ENTITIES.
DATA_TYPE	NOT NULL	VARCHAR2(1)	Data type of the database item.
DEFINITION_TEXT	NOT NULL	VARCHAR2(240)	Select item text for use in the built-up SQL statement.
NULL_ALLOWED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether a NULL value will cause a formula error.
DESCRIPTION	NULL	VARCHAR2(240)	A description of the database item.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_DATABASE_ITEMS_FK1	NOT UNIQUE	1	USER_ENTITY_ID
FF_DATABASE_ITEMS_PK	UNIQUE	1	USER_NAME
		2	USER_ENTITY_ID

Database Triggers

Trigger Name : FF_DATABASE_ITEMS_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

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Check validity of new database item.

Trigger Name : FF_DATABASE_ITEMS_BRU
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE

Ensure the database item is not used in any formulae before allowing updates.

Trigger Name : FF_DATABASE_ITEMS_BRD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : DELETE

Ensure the database item is not used in any formulae before deletion.

FF_FDI_USAGES_F

FF_FDI_USAGES_F is a DateTracked table that holds one entry for every data item used in a specific formula. It is generated by the FastFormula compiler from the user defined formula.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
DATA_TYPE	DATA_TYPE	FND_COMMON_LOOKUPS
	D	Date
	N	Number
	T	Text
USAGE	ITEM_USAGE	FND_COMMON_LOOKUPS
	B	Both (Input and Output)
	D	Database item
	G	Global variable
	I	Input
	L	Local variable
	O	Output
	U	Context (Unique identifier)

Column Descriptions

Name	Null?	Type	Description
FORMULA_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_FORMULAS.
ITEM_NAME (PK)	NOT NULL	VARCHAR2(80)	Name of the item the usage is for.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
DATA_TYPE	NOT NULL	VARCHAR2(1)	Data type of the data item.
ITEM_GENERATED_NAME	NOT NULL	VARCHAR2(30)	System generated PL/SQL bind variable for the item.
LOAD_WHEN_RUNNING	NOT NULL	VARCHAR2(1)	Y or N flag that indicates whether item gets loaded at runtime.
USAGE	NOT NULL	VARCHAR2(1)	Subtype field (D, G, L, I, O, B, U).
CONTEXT_LEVEL_SUM	NULL	NUMBER(16)	Number representing the context usage of an item.
INDICATOR_VAR_NAME	NULL	VARCHAR2(30)	Generated PL/SQL bind variable for use as a flexfield indicator variable.
GLOBAL_ID	NULL	NUMBER(9)	Foreign key to FF_GLOBALS.
CONTEXT_ID	NULL	NUMBER(9)	Foreign key to FF_CONTEXTS for a context usage. Hash key for database item cache for a database item usage.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_FDI_USAGES_F_N1	NOT UNIQUE	1	FORMULA_ID
FF_FDI_USAGES_F_N50	NOT UNIQUE	1	ITEM_NAME
FF_FDI_USAGES_F_PK	UNIQUE	1	FORMULA_ID
		2	ITEM_NAME
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE

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FF_FORMULAS_F

FF_FORMULAS_F is the DateTracked table that holds formula definitions, including formula text.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_FORMULA_TYPES	FORMULA_TYPE_ID	FORMULA_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
FORMULA_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier of the formula.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
FORMULA_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to FF_FORMULA_TYPES.
FORMULA_NAME	NOT NULL	VARCHAR2(80)	Name of the formula.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the formula.
FORMULA_TEXT	NULL	LONG	User text of the formula.
STICKY_FLAG	NULL	VARCHAR2(1)	Y or N flag that causes formula to be retained in cache.
COMPILE_FLAG	NULL	VARCHAR2(1)	Should the formula be compiled.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_FORMULAS_F_FK1	NOT UNIQUE	1	FORMULA_TYPE_ID
FF_FORMULAS_F_PK	UNIQUE	1	FORMULA_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
FF_FORMULAS_F_UK2	UNIQUE	1	FORMULA_TYPE_ID
		2	FORMULA_NAME
		3	BUSINESS_GROUP_ID
		4	LEGISLATION_CODE
		5	EFFECTIVE_START_DATE
		6	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
FF_FORMULAS_S	FORMULA_ID

Database Triggers

Trigger Name : FF_FORMULAS_F_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

Set the last update field to the current date.

Trigger Name : FF_FORMULAS_F_BRU
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE

Set the last update field to the current date.

FF_FORMULA_TYPES

FF_FORMULA_TYPES holds the definition of formula types, for example, Oracle Payroll, Input Value Validation, Assignment Set. The type defines a group of formulas and is used with FF_CONTEXTS to identify the database items available to a specific formula.

Column Descriptions

Name	Null?	Type	Description
FORMULA_TYPE_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier of the formula type.
FORMULA_TYPE_NAME	NOT NULL	VARCHAR2(80)	Name of the formula type.
TYPE_DESCRIPTION	NULL	VARCHAR2(80)	Designer description of the formula type.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_FORMULA_TYPES_PK	UNIQUE	1	FORMULA_TYPE_ID
FF_FORMULA_TYPES_UK2	UNIQUE	1	FORMULA_TYPE_NAME

Sequences

Sequence	Derived Column
FF_FORMULA_TYPES_S	FORMULA_TYPE_ID

FF_FTYPE_CONTEXT_USAGES

FF_FTYPE_CONTEXT_USAGES is an intersection table that holds the list of contexts available to a specific formula type. This list determines which database items are available to a specific formula.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_CONTEXTS	CONTEXT_ID	CONTEXT_ID
FF_FORMULA_TYPES	FORMULA_TYPE_ID	FORMULA_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
FORMULA_TYPE_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_FORMULA_TYPES.
CONTEXT_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_CONTEXTS.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_FTYPE_CONTEXT_USAGES_FK1	NOT UNIQUE	1	FORMULA_TYPE_ID
FF_FTYPE_CONTEXT_USAGES_FK2	NOT UNIQUE	1	CONTEXT_ID
FF_FTYPE_CONTEXT_USAGES_PK	UNIQUE	1	FORMULA_TYPE_ID
		2	CONTEXT_ID

Database Triggers

Trigger Name : FF_FTYPE_CONTEXT_USAGES_BRU
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE

Prevent an update changing the formula type_id and ensure old context usage can be safely removed.

Trigger Name : FF_FTYPE_CONTEXT_USAGES_BRD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : DELETE

Check that the old context usage can be safely removed.

FF_FUNCTIONS

FF_FUNCTIONS holds the definitions of user defined functions that can be called from a formula. For user defined functions the DEFINITION is the name of the function within the PL/SQL package as it is stored in the database.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CLASS	FUNCTION_CLASS	FND_COMMON_LOOKUPS
	E	External function
	F	Formula
	U	User-defined function
DATA_TYPE	DATA_TYPE	FND_COMMON_LOOKUPS
	D	Date
	N	Number
	T	Text

Column Descriptions

Name	Null?	Type	Description
FUNCTION_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for function.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
CLASS	NOT NULL	VARCHAR2(8)	Class of function determined by where it is defined.
NAME	NOT NULL	VARCHAR2(80)	The name of the function.
ALIAS_NAME	NULL	VARCHAR2(80)	Alternative name for the function.
DATA_TYPE	NULL	VARCHAR2(1)	Data type of function or null for procedure.
DEFINITION	NULL	VARCHAR2(100)	Name of the PL/SQL package and function stored in the database.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the function.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_FUNCTIONS_PK	UNIQUE	1	FUNCTION_ID

Sequences

Sequence	Derived Column
FF_FUNCTIONS_S	FUNCTION_ID

Database Triggers

Trigger Name : FF_FUNCTIONS_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

Check that new function name is unique.

Trigger Name : FF_FUNCTIONS_BRU
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE

Ensures that the same name has not been given to the alias and the function.

FF_FUNCTION_CONTEXT_USAGES

FF_FUNCTION_CONTEXT_USAGES describes the contexts which are required by a function. Contexts are passed to the function before any function parameters.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_CONTEXTS	CONTEXT_ID	CONTEXT_ID
FF_FUNCTIONS	FUNCTION_ID	FUNCTION_ID

Column Descriptions

Name	Null?	Type	Description
FUNCTION_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_FUNCTIONS.
SEQUENCE_NUMBER (PK)	NOT NULL	NUMBER(2)	Sequence number of the context usage.
CONTEXT_ID	NOT NULL	NUMBER(9)	Foreign key to FF_CONTEXTS.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_FUNCTION_CONTEXT_USAGES_FK1	NOT UNIQUE	1	FUNCTION_ID
FF_FUNCTION_CONTEXT_USAGES_FK2	NOT UNIQUE	1	CONTEXT_ID
FF_FUNCTION_CONTEXT_USAGES_PK	UNIQUE	1	FUNCTION_ID
		2	SEQUENCE_NUMBER
FF_FUNCTION_CONTEXT_USAGES_UK2	UNIQUE	1	FUNCTION_ID
		2	CONTEXT_ID

FF_FUNCTION_PARAMETERS

FF_FUNCTION_PARAMETERS holds the definitions for the parameters of a specific FastFormula function.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_FUNCTIONS	FUNCTION_ID	FUNCTION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CLASS	IN_OUT_CLASS	FND_COMMON_LOOKUPS
	B	Both input and output.
	I	Input only.
CONTINUING_PARAMETER	O	Output only
	YES_NO	FND_COMMON_LOOKUPS
	N	No
DATA_TYPE	Y	Yes
	DATA_TYPE	FND_COMMON_LOOKUPS
	D	Date
OPTIONAL	N	Number
	T	Text
	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
FUNCTION_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_FUNCTIONS.
SEQUENCE_NUMBER (PK)	NOT NULL	NUMBER(2)	Number for each parameter in a specific sequence.
CLASS	NOT NULL	VARCHAR2(1)	Identifies whether the parameter is an IN parameter, an OUT parameter, or an IN-OUT parameter.
CONTINUING_PARAMETER	NOT NULL	VARCHAR2(1)	Y if there can be one or more of the parameter, else N.
DATA_TYPE	NOT NULL	VARCHAR2(1)	Data type of the parameter.
NAME	NOT NULL	VARCHAR2(30)	Name of the parameter.
OPTIONAL	NOT NULL	VARCHAR2(1)	N if the parameter is mandatory, else Y.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_FUNCTION_PARAMETERS_FK1	NOT UNIQUE	1	FUNCTION_ID
FF_FUNCTION_PARAMETERS_PK	UNIQUE	1	FUNCTION_ID
		2	SEQUENCE_NUMBER
FF_FUNCTION_PARAMETERS_UK2	UNIQUE	1	FUNCTION_ID
		2	NAME

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FF_GLOBALS_F

FF_GLOBALS_F is a DateTracked table which holds the definitions and actual values for global values. Global values are enterprise level data items that are available to all formulas.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
DATA_TYPE	DATA_TYPE	FND_COMMON_LOOKUPS
	D	Date
	N	Number
	T	Text

Column Descriptions

Name	Null?	Type	Description
GLOBAL_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for global variable.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
DATA_TYPE	NOT NULL	VARCHAR2(1)	Describes the data type of the global.
GLOBAL_NAME	NOT NULL	VARCHAR2(80)	User name for the global variable.
GLOBAL_DESCRIPTION	NULL	VARCHAR2(240)	Description of the global variable.
GLOBAL_VALUE	NULL	VARCHAR2(240)	Holds the actual value of the global variable.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_GLOBALS_F_PK	UNIQUE	1	GLOBAL_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
FF_GLOBALS_F_UK2	UNIQUE	1	GLOBAL_NAME
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE
		4	EFFECTIVE_START_DATE
		5	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
FF_GLOBALS_S	GLOBAL_ID

Database Triggers

Trigger Name : FF_GLOBAL_F_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

Create new global database item.

Trigger Name : FF_GLOBALS_F_BRU
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE

Prevent update to columns that would require changes to third party records.

Trigger Name : FF_GLOBALS_F_BRD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : DELETE

Delete global database item.

FF_LOOKUPS

FF_LOOKUPS holds lookups that are used specifically for FastFormula.

Column Descriptions

Name	Null?	Type	Description
LOOKUP_TYPE (PK)	NOT NULL	VARCHAR2(30)	Classification type of the lookup.
LOOKUP_CODE (PK)	NOT NULL	VARCHAR2(30)	Code denoting the lookup value.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Flag to indicate whether lookup is currently enabled.
MEANING	NOT NULL	VARCHAR2(80)	The lookup value or meaning.
DESCRIPTION	NULL	VARCHAR2(80)	Description of the lookup.
END_DATE_ACTIVE	NULL	DATE	The end date of the profile.
START_DATE_ACTIVE	NULL	DATE	The start date of the profile.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_LOOKUPS_PK	UNIQUE	1	LOOKUP_TYPE
		2	LOOKUP_CODE

FF_QP_REPORTS

FF_QP_REPORTS contains the text of any user defined QuickPaint reports.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_FORMULA_TYPES	FORMULA_TYPE_ID	FORMULA_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
QP_REPORT_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for the report.
FORMULA_ID	NOT NULL	NUMBER(9)	Foreign key to FF_FORMULAS.
FORMULA_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to FF_FORMULA_TYPES.
QP_REPORT_NAME	NOT NULL	VARCHAR2(80)	Name of the report.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
QP_ALTERED_FORMULA	NULL	VARCHAR2(1)	Indicates whether the user has altered the default formula generated for the report.
QP_DESCRIPTION	NULL	VARCHAR2(240)	Description of the report.
QP_TEXT	NULL	LONG	Actual text of the report.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_QP_REPORTS_FK2	NOT UNIQUE	1	FORMULA_TYPE_ID
FF_QP_REPORTS_N1	NOT UNIQUE	1	FORMULA_ID
FF_QP_REPORTS_PK	UNIQUE	1	QP_REPORT_ID
FF_QP_REPORTS_UK2	UNIQUE	1	QP_REPORT_NAME
		2	FORMULA_TYPE_ID
		3	BUSINESS_GROUP_ID
		4	LEGISLATION_CODE

Sequences

Sequence	Derived Column
FF_QP_REPORTS_S	QP_REPORT_ID

FF_ROUTES

FF_ROUTES holds the route definitions that are the FROM and WHERE clauses of a SQL statement that describe how to access a specific data item. The complete statement combines this with the definition text on the database item.

Column Descriptions

Name	Null?	Type	Description
ROUTE_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for the route.
ROUTE_NAME	NOT NULL	VARCHAR2(80)	Name of the route.
USER_DEFINED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the route should be preserved in upgrades.
DESCRIPTION	NULL	VARCHAR2(240)	Description of what the route does.
TEXT	NULL	LONG	The text of the FROM clause (actually a LONG type).
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_ROUTES_PK	UNIQUE	1	ROUTE_ID
FF_ROUTES_UK2	UNIQUE	1	ROUTE_NAME

Sequences

Sequence	Derived Column
FF_ROUTES_S	ROUTE_ID

FF_ROUTE_CONTEXT_USAGES

FF_ROUTE_CONTEXT_USAGES holds the single usage of a context as a bind variable in the ROUTE SQL statement.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_CONTEXTS	CONTEXT_ID	CONTEXT_ID
FF_ROUTES	ROUTE_ID	ROUTE_ID

Column Descriptions

Name	Null?	Type	Description
ROUTE_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_ROUTES.
CONTEXT_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_CONTEXTS.
SEQUENCE_NO	NOT NULL	NUMBER(9)	Cross reference to the contexts place in the FROM text.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_ROUTE_CONTEXT_USAGES_FK1	NOT UNIQUE	1	CONTEXT_ID
FF_ROUTE_CONTEXT_USAGES_FK2	NOT UNIQUE	1	ROUTE_ID
FF_ROUTE_CONTEXT_USAGES_PK	UNIQUE	1 2	ROUTE_ID CONTEXT_ID
FF_ROUTE_CONTEXT_USAGES_UK2	UNIQUE	1 2	ROUTE_ID SEQUENCE_NO

Database Triggers

Trigger Name : FF_ROUTE_CONTEXT_USAGES_BRD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : DELETE

Ensure that the context usage can be removed without affecting any formulae.

Trigger Name : FF_ROUTE_CONTEXT_USAGES_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

Ensure the new context use can be added without affecting any existing formulae.

FF_ROUTE_PARAMETERS

FF_ROUTE_PARAMETERS holds the parameters that can be passed to a route and their sequence number when used by the route. These restrict the number of rows returned by the route.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_ROUTES	ROUTE_ID	ROUTE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
DATA_TYPE	DATA_TYPE	FND_COMMON_LOOKUPS
	D	Date
	N	Number
	T	Text

Column Descriptions

Name	Null?	Type	Description
ROUTE_PARAMETER_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for a route parameter.
ROUTE_ID	NOT NULL	NUMBER(9)	Foreign key to FF_ROUTES.
DATA_TYPE	NOT NULL	VARCHAR2(1)	Data type of the parameter. N for number, T for text, D for date.
PARAMETER_NAME	NOT NULL	VARCHAR2(40)	Name of the parameter, for information only.
SEQUENCE_NO	NOT NULL	NUMBER(9)	Number of the parameter as used in the route text.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_ROUTE_PARAMETERS_FK1	NOT UNIQUE	1	ROUTE_ID
FF_ROUTE_PARAMETERS_PK	UNIQUE	1	ROUTE_PARAMETER_ID
FF_ROUTE_PARAMETERS_UK2	UNIQUE	1	ROUTE_ID
		2	SEQUENCE_NO
FF_ROUTE_PARAMETERS_UK3	UNIQUE	1	PARAMETER_NAME
		2	ROUTE_ID

Sequences

Sequence	Derived Column
FF_ROUTE_PARAMETERS_S	ROUTE_PARAMETER_ID

Database Triggers

Trigger Name : FF_ROUTE_PARAMETERS_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

Checks that no compiled formulae are made invalid by the insert.

Trigger Name : FF_ROUTE_PARAMETERS_BRUD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE, DELETE

Checks that no compiled formulae are made invalid for the changed route.

FF_ROUTE_PARAMETER_VALUES

FF_ROUTE_PARAMETER_VALUES holds the values provided for route parameters by a database item identified by USER_ENTITY_ID.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_ROUTE_PARAMETERS	ROUTE_PARAMETER_ID	ROUTE_PARAMETER_ID
FF_USER_ENTITIES	USER_ENTITY_ID	USER_ENTITY_ID

Column Descriptions

Name	Null?	Type	Description
ROUTE_PARAMETER_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_ROUTE_PARAMETERS.
USER_ENTITY_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_USER_ENTITIES.
VALUE	NOT NULL	VARCHAR2(80)	The value for the route parameter.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_ROUTE_PARAMETER_VALUES_FK1	NOT UNIQUE	1	USER_ENTITY_ID
FF_ROUTE_PARAMETER_VALUES_FK2	NOT UNIQUE	1	ROUTE_PARAMETER_ID
FF_ROUTE_PARAMETER_VALUES_PK	UNIQUE	1	ROUTE_PARAMETER_ID
		2	USER_ENTITY_ID

Database Triggers

Trigger Name : FF_RPV_BRUD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE, DELETE

Check that updating or deleting the route does not leave any formulae that were using the route.

Trigger Name : FF_RPV_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

Ensure the new route parameter value does not invalidate any compiled formulae.

FF_USER_ENTITIES

FF_USER_ENTITIES holds the specific table and selection criteria combination that are used in the definition of a database item.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_ROUTES	ROUTE_ID	ROUTE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CREATOR_TYPE	CREATION_INFORMATION	FND_COMMON_LOOKUPS
	A	Absence
	B	Balance
	CUST	Customized DB Items
	DF	Descriptive Flexfield
	E	Element Type
	G	Grade
	I	Input Value
	KF	Key Flexfield
	S	System Value (Global)
	SEH	Static Entity Horizon
	X	

Column Descriptions

Name	Null?	Type	Description
USER_ENTITY_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for the user entity.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
ROUTE_ID	NOT NULL	NUMBER(9)	Foreign key to FF_ROUTES.
NOTFOUND_ALLOWED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether no rows found is acceptable for the sql for the user entity.
USER_ENTITY_NAME	NOT NULL	VARCHAR2(240)	Name of the user entity.
CREATOR_ID	NULL	NUMBER(9)	Standard Who column.
CREATOR_TYPE	NULL	VARCHAR2(30)	An indication of what created the user entity.
ENTITY_DESCRIPTION	NULL	VARCHAR2(240)	Description of the user entity.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
FF_USER_ENTITIES_FK1	NOT UNIQUE	1	ROUTE_ID
FF_USER_ENTITIES_N50	NOT UNIQUE	1	USER_ENTITY_NAME
FF_USER_ENTITIES_N51	NOT UNIQUE	1	CREATOR_ID
		2	CREATOR_TYPE
FF_USER_ENTITIES_PK	UNIQUE	1	USER_ENTITY_ID

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Sequences

Sequence	Derived Column
FF_USER_ENTITIES_S	USER_ENTITY_ID

Database Triggers

Trigger Name : FF_USER_ENTITIES_BRI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

Validate user entity.

Trigger Name : FF_USER_ENTITIES_BRU
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE

Raise error as updates are not allowed.

Trigger Name : FF_USER_ENTITIES_BRD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : DELETE

Store old values in global variables for later checking.

Trigger Name : FF_USER_ENTITIES_ARD
Trigger Time : AFTER
Trigger Level : ROW
Trigger Event : DELETE

Clears the global values set in the before row delete trigger.

GHR_BREAKDOWN_CRITERIA

GHR_BREAKDOWN_CRITERIA holds the criteria used to run the breakdown report.

Column Descriptions

Name	Null?	Type	Description
BREAKDOWN_CRITERIA_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_BREAKDOWN_CRITERIA_S
NAME	NOT NULL	VARCHAR2(30)	Name for the breakdown criteria.
AGENCY_CODE	NULL	VARCHAR2(30)	Agency code.
AGENCY_SUBELEMENT	NULL	VARCHAR2(30)	Agency sub-element.
BY_CLAUSE	NULL	VARCHAR2(30)	By clause.
WITHIN_CLAUSE	NULL	VARCHAR2(30)	Within clause.
FOR_CLAUSE	NULL	VARCHAR2(30)	For clause.
ORGANIZATION_STRUCTURE_ID	NULL	NUMBER(15)	Foreign key to PER_ORG_STRUCTURE_VERSIONS.
EFFECTIVE_DATE	NULL	DATE	Effective date for the breakdown.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_BREAKDOWN_CRITERIA_S	BREAKDOWN_CRITERIA_ID

GHR_BREAKDOWN_RESULTS

GHR_BREAKDOWN_RESULTS is a temporary table used to produce the breakdown report. It groups the people by sex and ethnic origin and for the given criteria counts how many in each category and then gives totals and percentages. It can be broken 'by' something and then further 'within' something and the 'for' something.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_BREAKDOWN_CRITERIA	BREAKDOWN_CRITERIA_ID	BREAKDOWN_CRITERIA_ID

Column Descriptions

Name	Null?	Type	Description
SESSION_ID (PK)	NOT NULL	NUMBER(9)	Oracle generated unique Id for each session.
BREAKDOWN_RESULT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_BREAKDOWN_RESULTS
BREAKDOWN_CRITERIA_ID	NULL	NUMBER(15)	Foreign key to GHR_BREAKDOWN_CRITERIA.
SEX	NOT NULL	VARCHAR2(30)	Sex
ETHNIC_ORIGIN	NOT NULL	VARCHAR2(30)	Ethnic origin.
FOR_CLAUSE	NULL	VARCHAR2(150)	For clause.
WITHIN_CLAUSE	NULL	VARCHAR2(150)	Within clause.
BY_CLAUSE	NULL	VARCHAR2(150)	By clause.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.
CREATED_BY	NOT NULL	NUMBER	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

GHR_COMPLAINTS

GHR_COMPLAINTS holds information for processing a complaint. A complaint can either be an individual complaint or a class action.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	DISCRIM_ORG_ID

Column Descriptions

Name	Null?	Type	Description
COMPLAINT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column from GHR_COMPLAINTS_S
AGENCY_ACTION_CODE	NULL	VARCHAR2(30)	Action the Agency took.
AGENCY_RCV_ROI_DATE	NULL	DATE	Date final report of investigator (ROI) received by agency
AGENCY_RCV_ROI_NLT_DATE	NULL	DATE	Not later than date for final report of investigator (ROI) received by agency
APPEALS_CASE_NUMBER	NULL	VARCHAR2(15)	Appeals case number.
APPEALS_FINDING	NULL	VARCHAR2(2000)	Textual description for appeals finding.
APPEAL_DATE	NULL	DATE	Date appealed to EEOC.
APPEAL_DCSN_DATE	NULL	DATE	Date of appeals decision.
ATTORNEY_FEE	NULL	NUMBER(9,2)	Attorney fees.
ATTORNEY_FEE_PAY_DATE	NULL	DATE	Date attorney fee paid.
CASE_FILE_SENT_TO_EEOC_DATE	NULL	DATE	Date case file sent to EEOC.
CIVIL_ACTN_CASE_NUMBER	NULL	VARCHAR2(15)	Civil action case number.
CIVIL_ACTN_COURT_DCSN	NULL	VARCHAR2(2000)	Textual description of civil action court decision
CIVIL_ACTN_COURT_DCSN_DATE	NULL	DATE	Date of civil action court decision.
CIVIL_ACTN_FILED_DATE	NULL	DATE	Date civil action filed.
CLOSED_DATE	NULL	DATE	Date complaint closed.
CLOSURE_STAGE_CODE	NULL	VARCHAR2(30)	Stage of closure.
COMPLAINANT_RCV_ROI_DATE	NULL	DATE	Date complainant received final investigator report.
COMPLAINANT_RCV_ROI_NLT_DATE	NULL	DATE	Not later than date for complainant to receive final investigator report.
COMPLAINT_TYPE_CODE	NULL	VARCHAR2(30)	Type of complaint (Individual or Class Action).
COUNSELOR_CONTACT_DATE	NULL	DATE	Date contacted counselor.
COUNSELOR_CONTACT_NLT_DATE	NULL	DATE	Not later than date for contacting counselor.
COUNSELOR_ID	NULL	NUMBER(10)	Foreign key reference to PER_PEOPLE_F
COUNSELOR_REPORT_DATE	NULL	DATE	Date of counselor's report.
DCSN_WO_HEARING_REQ_DATE	NULL	DATE	Date a decision without hearing was requested.
DCSN_WO_HEARING_REQ_NLT_DATE	NULL	DATE	Not latter than date for request of decision without hearing.
DCSN_W_HEARING_REQ_DATE	NULL	DATE	Date a decision with hearing was requested.
DCSN_W_HEARING_REQ_NLT_DATE	NULL	DATE	Not latter than date for requesting a decision with hearing.

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DISCRIM_ACTION_DATE	NULL	DATE	Date of action causing complaint.
DISCRIM_ORG_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
DRP_CLOSURE	NULL	VARCHAR2(30)	Dispute resolution process closure.
EEOC_HEARING_NUMBER	NULL	VARCHAR2(15)	EEOC hearing number.
EEOC_REQ_CASE_FILE_DATE	NULL	DATE	Date EEOC requested case file.
EEO_OFFICE_CONTACT_DATE	NULL	DATE	Date contacted EEO office.
EEO_OFFICE_LETTER_DATE	NULL	DATE	Date of letter generated for EEO office contact.
EXAMINERS_RECOMM_STATUS_CODE	NULL	VARCHAR2(30)	Examiner's recommendation status.
FINAL_DCSN_DATE	NULL	DATE	Date of final agency decision.
FINAL_INTERVIEW_DATE	NULL	DATE	Date of final counselor interview.
FINAL_INTERVIEW_LETTER_DATE	NULL	DATE	Date of letter announcing date of final counselor interview.
FINAL_INTERVIEW_NLT_DATE	NULL	DATE	Not later than date for final counselor interview.
FINAL_INTERVIEW_NOTICE_DATE	NULL	DATE	Final interview notice date.
FORMAL_COM_ACCEPT_LTR_DATE	NULL	DATE	Date letter generated for accepting/dismissing formal complaint.
FORMAL_COM_ACCEPT_NLT_DATE	NULL	DATE	Not later than date for accept/dismissal letter.
FORMAL_COM_FILE_DATE	NULL	DATE	Date formal complaint filed.
FORMAL_COM_FILE_NLT_DATE	NULL	DATE	Not later than date for formal complaint to be filed.
FORMAL_COM_NLT_RCV_DATE	NULL	DATE	Not later than date for formal complaint received in EEO.
FORMAL_COM_RCV_ACK_DATE	NULL	DATE	Date receipt acknowledged by EEO.
FORMAL_COM_RCV_ACK_LTR_DATE	NULL	DATE	Date letter generated for receipt acknowledged by EEO.
FORMAL_COM_RCV_DATE	NULL	DATE	Date formal complaint received in EEO.
FREEZE_FLAG	NULL	VARCHAR2(30)	Set to Y to freeze the informal data.
FRONT_PAY	NULL	NUMBER(9,2)	Front pay.
FRONT_PAY_DATE	NULL	DATE	Date of front pay.
HEARING_DATE	NULL	DATE	Date hearing held.
HEARING_FINDING	NULL	VARCHAR2(2000)	Textual description for hearing finding.
HIRE_RETRO_BACKPAY	NULL	NUMBER(15,5)	Hire retroactive backpay
HIRE_RETRO_BACKPAY_LSPAY_DATE	NULL	DATE	Date of hire retroactive last payment.
INFORMAL_ADJUSTMENT_CODE	NULL	VARCHAR2(30)	Informal adjustment reached. (Y/N)
INFORMAL_NARRATION	NULL	VARCHAR2(2000)	Informal narration.
INVESTIGATION_END_DATE	NULL	DATE	Date investigation ended.
INVESTIGATION_END_NLT_DATE	NULL	DATE	not later than date for investigation to end.
INVESTIGATIVE_TRANSCRIPT_COST	NULL	NUMBER(9,2)	Investigative transcript cost.
INVESTIGATORS_RECOMMENDATION	NULL	VARCHAR2(30)	Investigator's recommendation.
INVESTIGATOR_ASSIGNED_DATE	NULL	DATE	Date Investigator assigned.
INVESTIGATOR_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
INVESTIGATOR_REQ_DATE	NULL	DATE	Date investigator requested.
INVESTIGATION_START_DATE	NULL	DATE	Date investigation started.
JUDGE_REPORT_RCV_DATE	NULL	DATE	Date administrative judge's report received.
JUDGE_REQ_DATE	NULL	DATE	Date judge requested.

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JUDGE_TRANSCRIPT_COST	NULL	NUMBER(9,2)	Judge transcript cost.
MODIFIED_DSCPLNRY_ACTN_BACKPAY	NULL	NUMBER(15,5)	Disciplinary action modified backpay.
NATURE_OF_CLOSURE_CODE	NULL	VARCHAR2(30)	Nature of closure.
NON_HIRE_RETRO_BACKPAY	NULL	NUMBER(15,5)	Hire non-retroactive backpay.
NON_PROMO_RETRO_BACKPAY	NULL	NUMBER(15,5)	Promotion non-retroactive backpay
ORG_RECOMM_DECISION_ACTN_CODE	NULL	VARCHAR2(30)	Action on Investigator's recommendation.
ORG_RECOMM_DECISION_CODE	NULL	VARCHAR2(30)	Organization recommended decision.
OTHER_BACKPAY	NULL	NUMBER(15,5)	Other back pay.
PERFORMANCE_EVAL_MOD_BACKPAY	NULL	NUMBER(15,5)	Performance evaluation modified back pay.
PERSNL_PUR_ADVRMAT_BACKPAY	NULL	NUMBER(15,5)	Personnel file purged back pay.
PROMOTION_RETRO_BACKPAY	NULL	NUMBER(15,5)	Promotion retroactive back pay
PROPOSED_DISPOSITION_DATE	NULL	DATE	Date of proposed disposition.
REASSIGNMENT_BACKPAY	NULL	NUMBER(15,5)	Reassignment back pay.
RECOMMENDED_DECISION_CODE	NULL	VARCHAR2(30)	Recommended decision.
REINSTATEMENT_BACKPAY	NULL	NUMBER(15,5)	Reinstatement back pay.
REMANDED	NULL	VARCHAR2(30)	Remanded (Y/N).
REOPENING_DECISION_DATE	NULL	DATE	Date of reopening decision.
REOPENING_GRANTED_CODE	NULL	VARCHAR2(30)	Reopening granted (Y/N).
REOPENING_REQUESTED_BY	NULL	VARCHAR2(60)	Reopening requested by.
REOPENING_REQUESTED_DATE	NULL	DATE	Date reopening requested.
REPRESENTATIVE_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F. (complainants representative)
RESCIND_DSCPLNRY_ACTN_BACKPAY	NULL	NUMBER(15,5)	Disciplinary action rescinded back pay.
RIGHT_TO_APPEAL_LETTER_DATE	NULL	DATE	Date letter generated for notice of right to appeal.
RIGHT_TO_APPEAL_NOTICE_DATE	NULL	DATE	Date of notice of right to appeal.
RIGHT_TO_FILE_LETTER_DATE	NULL	DATE	Date letter generated for notification of right to file.
RIGHT_TO_FILE_NLT_DATE	NULL	DATE	Not later than date for notification of right to file.
RIGHT_TO_FILE_NOTICE_DATE	NULL	DATE	Date of notification of right to file.
RMO_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F. (responding management official)
SPL_CORRESP_ANSWER_DATE	NULL	DATE	Date special correspondence answered.
SPL_CORRESP_CODE	NULL	VARCHAR2(30)	Special correspondence (Y/N).
SPL_CORRESP_RCV_DATE	NULL	DATE	Date special correspondence received.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(240)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield segment

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ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE21	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE22	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE23	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE24	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE25	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE26	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE27	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE28	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE29	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE30	NULL	VARCHAR2(150)	Descriptive flexfield segment
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_COMPLAINTS_FK	NOT UNIQUE	2	DISCRIM_ORG_ID

Sequences

Sequence	Derived Column
GHR_COMPLAINTS_S	COMPLAINT_ID

GHR_COMPLAINT_ACTIONS

GHR_COMPLAINT_ACTIONS holds the actions for a complaint.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_COMPLAINTS	COMPLAINT_ID	COMPLAINT_ID

Column Descriptions

Name	Null?	Type	Description
COMPLAINT_ACTION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_COMPLAINT_ACTIONS_S.
COMPLAINT_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_COMPLAINTS
CORRECTIVE_ACTION_CODE	NULL	VARCHAR2(30)	Corrective action.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_COMPLAINT_ACTIONS_FK	NOT UNIQUE	2	COMPLAINT_ID

Sequences

Sequence	Derived Column
GHR_COMPLAINT_ACTIONS_S	COMPLAINT_ACTION_ID

GHR_COMPLAINT_BASES

GHR_COMPLAINT_BASES holds the bases for a complaint issue. Each complaint issue may be based on one or more circumstances such as race, sex etc.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_COMPLAINT_ISSUES	COMPLAINT_ISSUE_ID	COMPLAINT_ISSUE_ID

Column Descriptions

Name	Null?	Type	Description
COMPLAINT_BASIS_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_COMPLAINT_BASES_S.
COMPLAINT_ISSUE_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_COMPLAINT_ISSUES
BASIS_CATEGORY_CODE	NOT NULL	VARCHAR2(30)	Basis Category
BASIS_VALUE_CODE	NOT NULL	VARCHAR2(30)	Basis Value. This depend on the basis category.
BASIS_STATUTE_CODE	NOT NULL	VARCHAR2(30)	Basis statute.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_COMPLAINT_BASES_FK	NOT UNIQUE	2	COMPLAINT_ISSUE_ID

Sequences

Sequence	Derived Column
GHR_COMPLAINT_BASES_S	COMPLAINT_BASIS_ID

GHR_COMPLAINT_COSTS

GHR_COMPLAINT_COSTS holds the costs involved in the complaint where there can be many costs incurred. It includes labor, Per Diem and Travel costs incurred by the officials handling the complaint.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_COMPLAINTS	COMPLAINT_ID	COMPLAINT_ID
PER_GRADES	GRADE_ID	GRADE_ID

Column Descriptions

Name	Null?	Type	Description
COMPLAINT_COST_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_COMPLAINT_COSTS_S.
GRADE_ID	NULL	NUMBER(15)	Foreign key to PER_GRADES
STAGE_CODE	NOT NULL	VARCHAR2(30)	Stage of the complaint for the cost (informal/formal)
COMPLAINT_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_COMPLAINTS.
INDIV_TYPE_CODE	NULL	VARCHAR2(30)	Individual involved.
APPROPRIATION_CODE1	NULL	VARCHAR2(30)	Appropriation Code1
APPROPRIATION_CODE2	NULL	VARCHAR2(30)	Appropriation Code 2
COST_DATE	NULL	DATE	Date of cost
COST_TYPE	NULL	VARCHAR2(30)	Type of cost (Labour/Per Diem/Travel)
COST_UNIT	NULL	VARCHAR2(30)	Cost unit.
COST_AMOUNT_PER_UNIT	NULL	NUMBER(10,2)	Amount per unit.
COST_NO_OF_UNITS	NULL	NUMBER(10,2)	Number of units.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_COMPLAINT_COSTS_FK1	NOT UNIQUE	2	COMPLAINT_ID
GHR_COMPLAINT_COSTS_FK2	NOT UNIQUE	2	GRADE_ID

Sequences

Sequence	Derived Column
GHR_COMPLAINT_COSTS_S	COMPLAINT_COST_ID

GHR_COMPLAINT_ISSUES

GHR_COMPLAINT_ISSUES holds the issues that are pertaining to a given complaint. Each complaint may have many issues alleging discrimination. Each issue can be accepted or rejected for consideration of discrimination and a decision of discrimination or no discrimination can be made.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_COMPLAINTS	COMPLAINT_ID	COMPLAINT_ID

Column Descriptions

Name	Null?	Type	Description
COMPLAINT_ISSUE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_COMPLAINT_ISSUES_S.
COMPLAINT_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_COMPLAINTS_S.
ISSUE_CODE	NOT NULL	VARCHAR2(30)	Issue
ACCEPTED_CODE	NULL	VARCHAR2(30)	Accepted or Rejected
REJECT_REASON	NULL	VARCHAR2(2000)	Reject reason.
DECISION_AT_TIME_OF_CLOSURE	NULL	VARCHAR2(30)	Decision at closure.
DESCRIPTION	NULL	VARCHAR2(2000)	Description.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE21	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE22	NULL	VARCHAR2(150)	Descriptive flexfield segment

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ATTRIBUTE23	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE24	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE25	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE26	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE27	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE28	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE29	NULL	VARCHAR2(150)	Descriptive flexfield segment
ATTRIBUTE30	NULL	VARCHAR2(150)	Descriptive flexfield segment

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_COMPLAINT_ISSUES_FK	NOT UNIQUE	2	COMPLAINT_ID

Sequences

Sequence	Derived Column
GHR_COMPLAINT_ISSUES_S	COMPLAINT_ISSUE_ID

GHR_COMPLAINT_PEOPLE

GHR_COMPLAINT_PEOPLE holds the complainants who are involved in the complaint action. If it is an individual complaint then they can only be one complainant otherwise for a class action there may be many complainants. It also holds the address of the complainant for complaint purposes.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_COMPLAINTS	COMPLAINT_ID	COMPLAINT_ID

Column Descriptions

Name	Null?	Type	Description
COMPLAINT_PERSON_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_COMPLAINT_PEOPLE_S.
COMPLAINT_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_COMPLAINTS.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
STYLE	NULL	VARCHAR2(30)	Address style - Foreign key to FND_TERRITORIES
ADDRESS_LINE1	NULL	VARCHAR2(60)	First line of the address.
ADDRESS_LINE2	NULL	VARCHAR2(60)	Second line of the address.
ADDRESS_LINE3	NULL	VARCHAR2(60)	Third line of the address.
REGION_1	NULL	VARCHAR2(30)	Primary region in which the address is located. (County)
REGION_2	NULL	VARCHAR2(30)	Sub region of region 1 in which the address is located. (state)
REGION_3	NULL	VARCHAR2(30)	Sub region of region 2 in which the address is located.
TOWN_OR_CITY	NULL	VARCHAR2(30)	Town or city name.
POSTAL_CODE	NULL	VARCHAR2(30)	National code to identify addresses in a specific country (zip code).
TELEPHONE_NUMBER	NULL	VARCHAR2(60)	Telephone number.
COUNTRY	NULL	VARCHAR2(60)	Country.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_COMPLAINT_PEOPLE_FK	NOT UNIQUE	2	COMPLAINT_ID

Sequences

Sequence	Derived Column
GHR_COMPLAINT_PEOPLE_S	COMPLAINT_PERSON_ID

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GHR_CPDF_TEMP

GHR_CPDF_TEMP temporarily stores information required to generate various CPDF reports.

Column Descriptions

Name	Null?	Type	Description
REPORT_TYPE	NOT NULL	VARCHAR2(30)	Identifies the report to which the information relates.
SESSION_ID	NOT NULL	NUMBER(9)	Foreign key to FND_SESSIONS.
ACADEMIC_DISCIPLINE	NULL	VARCHAR2(30)	Academic discipline.
AGENCY_CODE	NULL	VARCHAR2(30)	Agency code.
ANNUITANT_INDICATOR	NULL	VARCHAR2(30)	Annuitant indicator.
AWARD_AMOUNT	NULL	NUMBER(15,5)	Award amount.
BARGAINING_UNIT_STATUS	NULL	VARCHAR2(30)	Bargaining unit status.
BENEFIT_AMOUNT	NULL	NUMBER(15,2)	Benefit amount.
CITIZENSHIP	NULL	VARCHAR2(30)	Citizenship.
CREDITABLE_MILITARY_SERVICE	NULL	VARCHAR2(30)	Creditable military service.
CURRENT_APPOINTMENT_AUTH1	NULL	VARCHAR2(30)	Current appointment authority 1.
CURRENT_APPOINTMENT_AUTH2	NULL	VARCHAR2(30)	Current appointment authority 2.
EDUCATION_LEVEL	NULL	VARCHAR2(30)	Education level.
EFFECTIVE_DATE	NULL	DATE	Effective date for request for personnel action.
EMPLOYEE_DATE_OF_BIRTH	NULL	DATE	Employee's date of birth.
EMPLOYEE_FIRST_NAME	NULL	VARCHAR2(20)	Employee's first name.
EMPLOYEE_LAST_NAME	NULL	VARCHAR2(40)	Employee's last name.
EMPLOYEE_MIDDLE_NAMES	NULL	VARCHAR2(60)	Employee's middle names.
FEGLI	NULL	VARCHAR2(30)	Federal employee's group life insurance.
FERS_COVERAGE	NULL	VARCHAR2(30)	Federal employee's retirement system coverage.
FIRST_ACTION_LA_CODE1	NULL	VARCHAR2(30)	First action legal authority code 1.
FIRST_ACTION_LA_CODE2	NULL	VARCHAR2(30)	First action legal authority code 2.
FIRST_NOA_CODE	NULL	VARCHAR2(4)	First nature of action code.
FLSA_CATEGORY	NULL	VARCHAR2(30)	Fair labor standards act.
FROM_BASIC_PAY	NULL	NUMBER(15,5)	From basic pay.
FROM_DUTY_STATION_CODE	NULL	VARCHAR2(9)	From duty station code.
FROM_GRADE_OR_LEVEL	NULL	VARCHAR2(30)	From grade or level.
FROM_LOCALITY_ADJ	NULL	NUMBER(15,5)	From locality adjustment.
FROM_NATIONAL_IDENTIFIER	NULL	VARCHAR2(30)	From national identifier.
FROM_OCC_CODE	NULL	VARCHAR2(150)	From occupational code.
FROM_PAY_BASIS	NULL	VARCHAR2(30)	From pay basis.
FROM_PAY_PLAN	NULL	VARCHAR2(2)	From pay plan.
FROM_PAY_RATE_DETERMINANT	NULL	VARCHAR2(30)	From pay rate determinant.
FROM_PAY_TABLE_ID	NULL	VARCHAR2(30)	From pay table id.
FROM_RETIREMENT_COVERAGE	NULL	VARCHAR2(30)	From retirement coverage.
FROM_STEP_OR_RATE	NULL	VARCHAR2(30)	From step or rate.
FROM_TOTAL_SALARY	NULL	NUMBER(15,5)	From total salary.
FROM_WORK_SCHEDULE	NULL	VARCHAR2(30)	From work schedule.
FROZEN_SERVICE	NULL	VARCHAR2(30)	Frozen service.
FUNCTIONAL_CLASS	NULL	VARCHAR2(30)	Functional class.
HANDICAP_CODE	NULL	VARCHAR2(30)	Handicap code.
HEALTH_PLAN	NULL	VARCHAR2(30)	Health plan.

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INDIVIDUAL_GROUP_AWARD	NULL	NUMBER(15,2)	Individual group award.
ORGANIZATIONAL_COMPONENT	NULL	VARCHAR2(30)	Organizational component.
PAY_STATUS	NULL	VARCHAR2(30)	Pay status.
PERSONNEL_OFFICE_ID	NULL	VARCHAR2(4)	Personnel office id.
POSITION_OCCUPIED	NULL	VARCHAR2(30)	Position occupied.
RACE_NATIONAL_ORIGIN	NULL	VARCHAR2(30)	Race or national origin.
RATING_OF_RECORD	NULL	VARCHAR2(30)	Rating of record.
RATING_OF_RECORD_LEVEL	NULL	VARCHAR2(30)	Rating of record level.
RATING_OF_RECORD_PATTERN	NULL	VARCHAR2(30)	Rating of record pattern.
RATING_OF_RECORD_PERIOD_ENDS	NULL	DATE	Date rating of record period ends.
RETAINED_STEP_OR_RATE	NULL	VARCHAR2(30)	Retained step or rate.
RETAINED_GRADE_OR_LEVEL	NULL	VARCHAR2(30)	Retained grade or level.
RETAINED_PAY_PLAN	NULL	VARCHAR2(2)	Retained pay plan.
RETIREMENT_PLAN	NULL	VARCHAR2(30)	Retirement plan.
SECOND_NOA_CODE	NULL	VARCHAR2(30)	Second nature of action code.
SERVICE_COMP_DATE	NULL	DATE	Service computation date.
SEX	NULL	VARCHAR2(30)	Sex.
SUPERVISORY_STATUS	NULL	VARCHAR2(30)	Supervisory status.
TENURE	NULL	VARCHAR2(30)	Tenure.
TO_BASIC_PAY	NULL	NUMBER(15,5)	To basic pay.
TO_DUTY_STATION_CODE	NULL	VARCHAR2(9)	To duty station code.
TO_GRADE_OR_LEVEL	NULL	VARCHAR2(30)	To grade or level.
TO_LOCALITY_ADJ	NULL	NUMBER(15,5)	To locality adjustment.
TO_NATIONAL_IDENTIFIER	NULL	VARCHAR2(30)	To national identifier.
TO_OCC_CODE	NULL	VARCHAR2(30)	To occupational code.
TO_PAY_BASIS	NULL	VARCHAR2(30)	To pay basis.
TO_PAY_PLAN	NULL	VARCHAR2(2)	To pay plan.
TO_PAY_RATE_DETERMINANT	NULL	VARCHAR2(30)	To pay rate determinant.
TO_PAY_TABLE_ID	NULL	VARCHAR2(30)	To pay table id.
TO_RETENTION_ALLOWANCE	NULL	NUMBER(15,2)	To retention allowance.
TO_STAFFING_DIFFERENTIAL	NULL	NUMBER(15,2)	To staffing differential.
TO_STEP_OR_RATE	NULL	VARCHAR2(30)	To step or rate.
TO_SUPERVISORY_DIFFERENTIAL	NULL	NUMBER(15,2)	To supervisory differential.
TO_TOTAL_SALARY	NULL	NUMBER(15,5)	To total salary.
TO_WORK_SCHEDULE	NULL	VARCHAR2(30)	To work schedule.
VETERANS_PREFERENCE	NULL	VARCHAR2(30)	Veteran's preference.
VETERANS_STATUS	NULL	VARCHAR2(30)	Veteran's status.
YEAR_DEGREE_ATTAINED	NULL	NUMBER(4)	Year degree attained.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

GHR_DUAL_ACTIONS

Stores First NOAs and all its associated second NOAs that can be processed in a dual action.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_FAMILIES	NOA_FAMILY_CODE	NOA_FAMILY_CODE
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	FIRST_NOA_ID
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	SECOND_NOA_ID

Column Descriptions

Name	Null?	Type	Description
FIRST_NOA_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
SECOND_NOA_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
NOA_FAMILY_CODE	NULL	VARCHAR2(30)	Nature of action family code.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_DUAL_ACTIONS_FK1	NOT UNIQUE	2	FIRST_NOA_ID
GHR_DUAL_ACTIONS_FK2	NOT UNIQUE	2	SECOND_NOA_ID
GHR_DUAL_ACTIONS_FK3	NOT UNIQUE	2	NOA_FAMILY_CODE

GHR_DUAL_PROC_METHODS

Stores the process method for the first and the second NOA codes, to determine which value needs to be used for overlapping fields while processing dual actions.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_FAMILIES	NOA_FAMILY_CODE	NOA_FAMILY_CODE

Column Descriptions

Name	Null?	Type	Description
DUAL_OVERLAP_ID (PK)	NOT NULL	NUMBER(9)	Primary key generated from sequence GHR_DUAL_PROC_METHODS_S.
NOA_FAMILY_CODE	NOT NULL	VARCHAR2(30)	Nature of action family code.
FIRST_NOA_PROC_METHOD	NULL	VARCHAR2(2)	First nature of action process method.
SECOND_NOA_PROC_METHOD	NULL	VARCHAR2(2)	Second nature of action process method.
FORM_FIELD_NAME	NULL	VARCHAR2(30)	The field name in the form for the data field.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Sequences

Sequence	Derived Column
GHR_DUAL_PROC_METHODS_S	DUAL_OVERLAP_ID

GHR_DUTY_STATIONS_F

GHR_DUTY_STATIONS_F is the date tracked table that holds information about duty stations, like the locality pay area, state, county etc.

Column Descriptions

Name	Null?	Type	Description
DUTY_STATION_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_DUTY_STATIONS_F_S.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
LOCALITY_PAY_AREA_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_LOCALITY_PAY_AREAS.
NAME	NULL	VARCHAR2(40)	Name of duty station.
DUTY_STATION_CODE	NOT NULL	VARCHAR2(9)	Duty station code.
MSA_CODE	NULL	VARCHAR2(4)	Metropolitan statistical area code.
CMSA_CODE	NULL	VARCHAR2(2)	Consolidated metropolitan statistical area code.
STATE_OR_COUNTRY_CODE	NOT NULL	VARCHAR2(9)	State code, first 2 characters of duty station code.
COUNTY_CODE	NULL	VARCHAR2(9)	County code, last 3 character of duty station code.
IS_DUTY_STATION	NULL	VARCHAR2(1)	Contains Y, if the row contains duty station and not State or County detail.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_DUTY_STATIONS_F_N1	NOT UNIQUE	2	DUTY_STATION_CODE
GHR_DUTY_STATIONS_F_N2	NOT UNIQUE	2	COUNTY_CODE
GHR_DUTY_STATIONS_F_N3	NOT UNIQUE	2	STATE_OR_COUNTRY_CODE

Sequences

Sequence	Derived Column
GHR_DUTY_STATIONS_F_S	DUTY_STATION_ID

GHR_EVENTS

This table stores various events. These events will be logged for GHR_PA_REQUESTS and PER_POSITIONS.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PA_REQUESTS	PA_REQUEST_ID	GHR_EVENTS_PA_REQUEST_ID

Column Descriptions

Name	Null?	Type	Description
EVENT_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_EVENTS_S.
CODE	NOT NULL	VARCHAR2(30)	Event Code
DESCRIPTION	NOT NULL	VARCHAR2(80)	Description of Event
CATEGORY_CODE	NOT NULL	VARCHAR2(30)	Category Code for this event as defined in FND_COMMON_LOOKUPS using GHR_US_EVENT_CATEGORIES.
START_DATE_DESC	NULL	VARCHAR2(40)	Description for start date (Open, Start)
END_DATE_DESC	NULL	VARCHAR2(40)	Description for End date (Close, Finish)
STD_COMPLETION_TIME	NULL	NUMBER(5,2)	Standard completion time for this event.
DATE_FROM	NULL	DATE	The date on which this event becomes effective.
DATE_TO	NULL	DATE	The date after which this event is no longer effective.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether this event is enabled.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
GHR_EVENTS_PA_REQUEST_ID	NOT NULL	NUMBER(15)	

Sequences

Sequence	Derived Column
GHR_EVENTS_S	EVENT_ID

GHR_EVENT_HISTORY

GHR_EVENT_HISTORY tracks the various events happening during RPA process and definition of Position.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_EVENTS	EVENT_ID	EVENT_ID

Column Descriptions

Name	Null?	Type	Description
EVENT_HISTORY_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_EVENT_HISTORY_S.
EVENT_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_EVENTS
TABLE_NAME	NOT NULL	VARCHAR2(30)	Name of the table to which RECORD_ID referees
RECORD_ID	NOT NULL	NUMBER(15)	Primary key of TABLE_NAME
START_DATE	NULL	DATE	Start date of Event
END_DATE	NULL	DATE	End date of event.
COMMENTS	NULL	VARCHAR2(2000)	Comments
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_EVENT_HISTORY_FK	NOT UNIQUE	2	EVENT_ID

Sequences

Sequence	Derived Column
GHR_EVENT_HISTORY_S	EVENT_HISTORY_ID

GHR_FAMILIES

GHR_FAMILIES holds information about a family. It is used to group nature of actions together that have either the same 1) processing methods 2) update HR logic 3) required items when updating HR for the PA Request. or 4) information types for PA Request extra information.

Column Descriptions

Name	Null?	Type	Description
NOA_FAMILY_CODE (PK)	NOT NULL	VARCHAR2(30)	Nature of action family code.
NAME	NOT NULL	VARCHAR2(100)	Name of nature of action family name.
PROC_METHOD_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the family is a processing method family.
REQUIRED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the family is a required family.
PA_INFO_TYPE_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the family is a PA Request information type family.
UPDATE_HR_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the family is an update HR family.
DUAL_OVERLAP_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the family is enabled.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	
START_DATE_ACTIVE	NULL	DATE	The date when the family becomes active.
END_DATE_ACTIVE	NULL	DATE	The date when the family becomes inactive.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

GHR_GROUPBOXES

Groupboxes defined to be used by workflow

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_ROUTING_GROUPS	ROUTING_GROUP_ID	ROUTING_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
GROUPBOX_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_GROUPBOXES_S.
ROUTING_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_ROUTING_GROUPS.
NAME	NOT NULL	VARCHAR2(30)	Group box name.
DISPLAY_NAME	NULL	VARCHAR2(80)	Group box display name.
DESCRIPTION	NULL	VARCHAR2(100)	Group box description.
EMAIL_ADDRESS	NULL	VARCHAR2(240)	Group box e-mail address.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_GROUPBOXES_FK1	NOT UNIQUE	2	ROUTING_GROUP_ID

Sequences

Sequence	Derived Column
GHR_GROUPBOXES_S	GROUPBOX_ID

GHR_GROUPBOX_USERS

Defines the members of the Groupbox

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_GROUPBOXES	GROUPBOX_ID	GROUPBOX_ID

Column Descriptions

Name	Null?	Type	Description
GROUPBOX_USER_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_GROUPBOX_USERS_S.
GROUPBOX_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_GROUPBOXES.
USER_NAME	NOT NULL	VARCHAR2(30)	User name.
INITIATOR_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the user has a role of Initiator.
REQUESTER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the user has a role of Requester.
AUTHORIZER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the user has a role of Authorizer.
PERSONNELIST_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the user has a role of Personnelist.
APPROVER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the user has a role of Approver.
REVIEWER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the user has a role of Reviewer.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_GROUPBOX_USERS_FK1	NOT UNIQUE	2	GROUPBOX_ID

Sequences

Sequence	Derived Column
GHR_GROUPBOX_USERS_S	GROUPBOX_USER_ID

GHR_INTERFACE

This is a general purpose table for various interfaces with Federal HR system. Development team will write various interfaces based on this table to move data to HR database. Currently this table is being used for Payroll interface to get data pertaining to SF-113A report.

Column Descriptions

Name	Null?	Type	Description
INTERFACE_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_INTERFACES_S.
PROCESS_DATE	NOT NULL	DATE	Interface process date.
SOURCE_NAME	NULL	VARCHAR2(30)	Name of the interface source which created this record, e.g. PAYROLL.
DATE_FROM	NULL	DATE	The date on which the interface becomes effective.
DATE_TO	NULL	DATE	The date after which the interface is no longer effective.
INFORMATION1	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION2	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION3	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION4	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION5	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION6	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION7	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION8	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION9	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION10	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION11	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION12	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION13	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION14	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION15	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION16	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION17	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION18	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION19	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION20	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION21	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.

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INFORMATION22	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION23	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION24	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION25	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION26	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION27	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION28	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION29	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION30	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION31	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION32	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION33	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION34	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION35	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION36	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION37	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION38	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION39	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION40	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION41	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION42	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION43	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION44	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION45	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION46	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION47	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION48	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION49	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION50	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION51	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION52	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION53	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.

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INFORMATION54	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION55	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION56	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION57	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION58	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION59	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION60	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION61	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION62	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION63	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION64	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION65	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION66	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION67	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION68	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION69	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION70	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION71	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION72	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION73	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION74	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION75	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION76	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION77	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION78	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION79	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION80	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION81	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION82	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION83	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION84	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION85	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.

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INFORMATION86	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION87	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION88	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION89	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION90	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION91	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION92	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION93	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION94	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION95	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION96	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION97	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION98	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION99	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION100	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION101	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION102	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION103	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION104	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION105	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION106	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION107	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION108	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION109	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION110	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION111	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION112	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION113	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION114	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION115	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION116	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION117	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.

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INFORMATION118	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION119	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION120	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION121	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION122	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION123	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION124	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION125	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION126	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION127	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION128	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION129	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION130	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION131	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION132	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION133	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION134	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION135	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION136	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION137	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION138	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION139	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION140	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION141	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION142	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION143	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION144	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION145	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION146	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION147	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION148	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION149	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.

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INFORMATION150	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION151	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION152	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION153	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION154	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION155	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION156	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION157	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION158	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION159	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION160	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION161	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION162	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION163	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION164	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION165	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION166	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION167	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION168	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION169	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION170	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION171	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION172	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION173	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION174	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
INFORMATION175	NULL	VARCHAR2(255)	Developer defined column based on SOURCE_NAME.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NOT NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_INTERFACE_S	INTERFACE_ID

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GHR_LOCALITY_PAY_AREAS_F

This table is a date tracked table that holds information like name, code, adjustment percentage etc. about Locality Pay Areas.

Column Descriptions

Name	Null?	Type	Description
LOCALITY_PAY_AREA_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_LOCALITY_PAY_AREAS_F_S.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
LOCALITY_PAY_AREA_CODE	NOT NULL	VARCHAR2(2)	Locality pay area code.
ABBREVIATION	NOT NULL	VARCHAR2(3)	Abbreviation for the locality pay area.
SHORT_NAME	NOT NULL	VARCHAR2(30)	Short name for the locality pay area.
LONG_NAME	NULL	VARCHAR2(80)	Long name for the locality pay area.
ADJUSTMENT_PERCENTAGE	NOT NULL	NUMBER(5,2)	Adjustment percentage.
LEO_ADJUSTMENT_PERCENTAGE	NULL	NUMBER(5,2)	LEO Adjustment percentage.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_LOCALITY_PAY_AREAS_F_S	LOCALITY_PAY_AREA_ID

GHR_MASS_ACTIONS_PREVIEW

GHR_MASS_ACTION_PREVIEW table is used to show the Employee/Position detail to the user based on the criteria. This table is used by various mass actions.

Column Descriptions

Name	Null?	Type	Description
MASS_ACTION_PREVIEW_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_MASS_ACTION_PREVIEW_S
SESSION_ID	NOT NULL	NUMBER(9)	Oracle generated unique Id for each session
EFFECTIVE_DATE	NOT NULL	DATE	Effective date of Preview
UI_TYPE	NOT NULL	VARCHAR2(10)	
AGENCY_CODE	NULL	VARCHAR2(30)	Federal Agency Code
AGENCY_DESC	NULL	VARCHAR2(80)	Agency code's Description
AGENCY_CODE_TRANSFER_FROM	NULL	VARCHAR2(30)	Transferring from which agency
AGENCY_CODE_TRANSFER_TO	NULL	VARCHAR2(30)	Being transferred to which agency
DUTY_STATION_CODE	NULL	VARCHAR2(9)	Duty Station code
DUTY_STATION_DESC	NULL	VARCHAR2(150)	Duty Station description
EMPLOYEE_DATE_OF_BIRTH	NULL	DATE	Employee's Date of Birth
FIRST_ACTION_LA_CODE1	NULL	VARCHAR2(30)	First Action's first legal authority code
FIRST_ACTION_LA_CODE2	NULL	VARCHAR2(30)	First Action's second legal authority code
FIRST_NOA_CODE	NULL	VARCHAR2(4)	First nature of action code
FIRST_NOA_CODE_DESC	NULL	VARCHAR2(240)	Description of first nature of action code
FROM_BASIC_PAY	NULL	NUMBER(15,5)	Employee's from Basic Pay
FROM_TOTAL_SALARY	NULL	NUMBER(15,5)	Employee's total salary
FROM_LOCALITY_ADJ	NULL	NUMBER(15,5)	Employee's Locality Adjustment pay
FROM_OTHER_PAY	NULL	NUMBER(15,5)	Employee's from Other Pay
FROM_AVAILABILITY_PAY	NULL	NUMBER(15,5)	Employee's from Availability pay.
FROM_AUO_PAY	NULL	NUMBER(15,5)	Employee's Administratively Uncontrollable Overtime Pay
FULL_NAME	NULL	VARCHAR2(240)	Employee's Full name
GRADE_OR_LEVEL	NULL	VARCHAR2(30)	Grade or level
MASS_ACTION_TYPE	NULL	VARCHAR2(30)	Type of mass action e.g. REALIGNMENT, SALARY, TRANSFER.
NATIONAL_IDENTIFIER	NULL	VARCHAR2(30)	Employee's National Identifier (SSN)
OCC_CODE	NULL	VARCHAR2(30)	Occupational Code
OFFICE_SYMBOL	NULL	VARCHAR2(30)	Office Symbol Id
ORG_STRUCTURE_ID	NULL	VARCHAR2(30)	Organization structure Id
ORGANIZATION_ID	NULL	NUMBER(15)	Organization Id
ORGANIZATION_NAME	NULL	VARCHAR2(60)	Name of Organization
PAY_PLAN	NULL	VARCHAR2(2)	Pay Plan
PAY_PLAN_DESC	NULL	VARCHAR2(80)	Pay Plan description
PAY_RATE_DETERMINANT	NULL	VARCHAR2(30)	Pay rate determinant
PERSONNEL_OFFICE_ID	NULL	VARCHAR2(4)	Personnel office Id
PERSON_ID	NULL	NUMBER(10)	Person Id, a reference to PER_PEOPLE_F
POSITION_TITLE	NULL	VARCHAR2(240)	Position Title
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_POSITIONS

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POSITION_NUMBER	NULL	VARCHAR2(15)	Position Number with Position Sequence number uniquely identifies a position.
POSITION_SEQ_NO	NULL	NUMBER(15)	Position Number with Position Sequence number uniquely identifies a position.
POSITIONS_ORGANIZATION	NULL	NUMBER(15)	Organization of Position
POSITIONS_ORGANIZATION_NAME	NULL	VARCHAR2(60)	Name of Organization
POI_DESC	NULL	VARCHAR2(80)	Description of Personnel Office Id
REPORT_TYPE	NULL	VARCHAR2(30)	Report Type
SELECT_FLAG	NULL	VARCHAR2(1)	Whether a position is available for mass action or not.
STEP_OR_RATE	NULL	VARCHAR2(30)	Step or Rate
TENURE	NULL	VARCHAR2(30)	Tenure
TO_TOTAL_SALARY	NULL	NUMBER(15,5)	Total Salary
TO_LOCALITY_ADJ	NULL	NUMBER(15,5)	Locality Adjustment
TO_BASIC_PAY	NULL	NUMBER(15,5)	Basic Pay
TO_OTHER_PAY	NULL	NUMBER(15,5)	Other Pay
TO_AVAILABILITY_PAY	NULL	NUMBER(15,5)	Availability Pay
TO_AUO_PAY	NULL	NUMBER(15,5)	Employee's Administratively Uncontrollable Overtime Pay
TO_PERSONNEL_OFFICE_ID	NULL	VARCHAR2(30)	Personnel Office Id
TO_POI_DESC	NULL	VARCHAR2(80)	Description of Personnel Office Id
TO_AGENCY_CODE	NULL	VARCHAR2(30)	Federal Agency Code
TO_AGENCY_DESC	NULL	VARCHAR2(80)	Federal Agency's Description
TO_DUTY_STATION_ID	NULL	VARCHAR2(9)	Reference key to GHR_DUTY_STATIONS_F
TO_DUTY_STATION_CODE	NULL	VARCHAR2(9)	OPM Defined Duty Station Code
TO_DUTY_STATION_DESC	NULL	VARCHAR2(150)	Description of Duty Station
TO_OFFICE_SYMBOL	NULL	VARCHAR2(30)	Office Symbol
TO_PAYROLL_OFFICE_ID	NULL	VARCHAR2(30)	Payroll Office Id
TO_ORG_FUNC_CODE	NULL	VARCHAR2(30)	Organization functional code
TO_APPROPRIATION_CODE1	NULL	VARCHAR2(30)	First appropriation code
TO_APPROPRIATION_CODE1_DESC	NULL	VARCHAR2(80)	Description of first appropriation code
TO_APPROPRIATION_CODE2	NULL	VARCHAR2(30)	Second appropriation code
TO_APPROPRIATION_CODE2_DESC	NULL	VARCHAR2(80)	Description of second appropriation code
TO_POSITIONS_ORGANIZATION	NULL	NUMBER(15)	Organization Name
TO_POSITIONS_ORG_NAME	NULL	VARCHAR2(80)	
USER_ATTRIBUTE1	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE2	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE3	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE4	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE5	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE6	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE7	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE8	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE9	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE10	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE11	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE12	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE13	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE14	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE15	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE16	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE17	NULL	VARCHAR2(255)	Descriptive flexfield column.

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USER_ATTRIBUTE18	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE19	NULL	VARCHAR2(255)	Descriptive flexfield column.
USER_ATTRIBUTE20	NULL	VARCHAR2(255)	Descriptive flexfield column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NOT NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_MASS_ACTIONS_PREVIEW_S	MASS_ACTION_PREVIEW_ID

GHR_MASS_AWARDS

Used to store the details of the Mass Award

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	NATURE_OF_ACTION_ID

Column Descriptions

Name	Null?	Type	Description
MASS_AWARD_ID (PK)	NOT NULL	NUMBER(15)	Primary Key generated from sequence ghr_mass_awards_s
NAME	NOT NULL	VARCHAR2(30)	Name of the Mass Award
NATURE_OF_ACTION_ID	NOT NULL	NUMBER(15)	Nature of Action Id for the NOA used to give the Mass Award
EFFECTIVE_DATE	NULL	DATE	Effective Date of the Mass Award
STATUS_FLAG	NULL	VARCHAR2(1)	Current status of mass reward e.g. E(rror), P(rocessed)
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_MASS_AWARDS_N1	NOT UNIQUE	5	NATURE_OF_ACTION_ID

Sequences

Sequence	Derived Column
GHR_MASS_AWARDS_S	MASS_AWARD_ID

GHR_MASS_AWARD_CRITERIA_COLS

Used to store the Selection Criteria items used in Mass Awards

Column Descriptions

Name	Null?	Type	Description
MASS_AWARD_CRITERIA_COL_ID (PK)	NOT NULL	NUMBER(15)	Primary Key generated from ghr_mass_award_Criteria_cols_s
TABLE_NAME	NOT NULL	VARCHAR2(30)	Table Name where the selection criteria item is stored
COLUMN_NAME	NOT NULL	VARCHAR2(30)	Application Column name of the selection criteria
VALUE_SET_ID	NULL	NUMBER(15)	Value Set ID of the column , if defined
CREATION_DATE	NOT NULL	DATE	Standard Who Column
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who Column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who Column
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who Column

Sequences

Sequence	Derived Column
GHR_MASS_AWARD_CRITERIA_COLS_S	MASS_AWARD_CRITERIA_COL_ID

GHR_MASS_AWARD_CRITERIA_VALS

Used to store the values for the selection criteria in the Mass Awards

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_MASS_AWARDS	MASS_AWARD_ID	MASS_AWARD_ID
GHR_MASS_AWARD_CRITERIA_COLS	MASS_AWARD_CRITERIA_COL_ID	MASS_AWARD_CRITERIA_COL_ID

Column Descriptions

Name	Null?	Type	Description
MASS_AWARD_CRITERIA_VAL_ID (PK)	NOT NULL	NUMBER(15)	Primary Key generated from sequence ghr_mass_award_criteria_vals_s
MASS_AWARD_ID	NOT NULL	NUMBER(15)	Foreign key to ghr_mass_awards
MASS_AWARD_CRITERIA_COL_ID	NOT NULL	NUMBER(15)	Foreign key to ghr_mass_award_criteria_cols
VALUE	NULL	VARCHAR2(150)	Value of the Selection Criteria item
DESCRIPTION	NULL	VARCHAR2(240)	Description of the Selection Criteria item
RELATIONAL_OPERATOR	NULL	VARCHAR2(30)	Relational Operator to be used in the search on selection criteria. Eg. Equals, Starts with
CREATION_DATE	NOT NULL	DATE	Standard Who Column
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who Column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who Column
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who Column

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_MASS_AWARD_CRITERIA_VAL_N1	NOT UNIQUE	5	MASS_AWARD_ID
GHR_MASS_AWARD_CRITERIA_VAL_N2	NOT UNIQUE	5	MASS_AWARD_CRITERIA_COL_ID

Sequences

Sequence	Derived Column
GHR_MASS_AWARD_CRITERIA_VALS_S	MASS_AWARD_CRITERIA_VAL_ID

GHR_MASS_REALIGNMENT

GHR_MASS_REALIGNMENT is used to store criteria for mass realignment. It is also used to store the target information for employee / position.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PA_REQUESTS	PA_REQUEST_ID	PA_REQUEST_ID
GHR_POIS	PERSONNEL_OFFICE_ID	TARGET_PERSONNEL_OFFICE_ID
GHR_POIS	PERSONNEL_OFFICE_ID	PERSONNEL_OFFICE_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	OLD_ORGANIZATION_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	NEW_ORGANIZATION_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	TARGET_POSITION_ORG_ID
PER_ORG_STRUCTURE_VERSIONS	ORG_STRUCTURE_VERSION_ID	OLD_ORG_STRUCTURE_VERSION_ID
PER_POS_STRUCTURE_VERSIONS	POS_STRUCTURE_VERSION_ID	OLD_ORG_STRUCTURE_VERSION_ID

Column Descriptions

Name	Null?	Type	Description
MASS_REALIGNMENT_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_MASS_REALIGNMENT_S
EFFECTIVE_DATE	NOT NULL	DATE	Effective Date of mass realignment
NAME	NOT NULL	VARCHAR2(32)	User defined name for mass realignment
REASON	NULL	VARCHAR2(2000)	Reason for de-selecting
STATUS	NOT NULL	VARCHAR2(1)	Current status of mass realignment e.g. E(rror), P(rocessed)
PA_REQUEST_ID	NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS
NEW_ORGANIZATION_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
AGENCY_CODE_SUBELEMENT	NULL	VARCHAR2(30)	Agency Code / Sub-element
NEW_ORGANIZATION_NAME	NULL	VARCHAR2(60)	Organization Name
OLD_ORGANIZATION_ID	NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OLD_ORGANIZATION_NAME	NULL	VARCHAR2(60)	Organization Name
OLD_ORG_STRUCTURE_VERSION_ID	NULL	NUMBER(15)	Organization hierarchy's version
OLD_ORG_STRUCTURE_NAME	NULL	VARCHAR2(30)	Organization hierarchy's name
OLD_POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_POSITIONS
OLD_POSITION_NAME	NULL	VARCHAR2(240)	Position Name
OLD_POS_STRUCTURE_VERSION_ID	NULL	NUMBER(15)	Position hierarchy version
OLD_POS_STRUCTURE_NAME	NULL	VARCHAR2(30)	Position hierarchy name
ORG_STRUCTURE_ID	NULL	VARCHAR2(20)	Organization structure Id
OFFICE_SYMBOL	NULL	VARCHAR2(8)	Office Symbol
PERSONNEL_OFFICE_ID	NULL	VARCHAR2(4)	Personnel Office Id
TARGET_AGENCY_CODE_SUBELEMENT	NULL	VARCHAR2(30)	Agency Code / Sub-element
TARGET_APPROPRIATION_CODE1	NULL	VARCHAR2(30)	First appropriation code
TARGET_APPROPRIATION_CODE2	NULL	VARCHAR2(30)	Second appropriation code
TARGET_DUTY_STN_LOCATION_ID	NULL	NUMBER(15)	Location Id of duty station
TARGET_DUTY_STATION_ID	NULL	NUMBER(15)	Duty Station Id
TARGET_DUTY_STATION_CODE	NULL	VARCHAR2(9)	Duty station code as defined by OPM
TARGET_OFFICE_SYMBOL	NULL	VARCHAR2(8)	Office Symbol
TARGET_ORG_FUNCTION_CODE	NULL	VARCHAR2(30)	Organization functional code

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TARGET_PAYROLL_OFFICE_ID	NULL	VARCHAR2(30)	Payroll office Id
TARGET_PERSONNEL_OFFICE_ID	NULL	VARCHAR2(4)	Personnel Office Id
TARGET_POSITION_ORG_ID	NULL	NUMBER(15)	Position's organization Id
TARGET_POSITION_ORG_NAME	NULL	VARCHAR2(60)	Organization Name
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Sequences

<u>Sequence</u>	<u>Derived Column</u>
GHR_MASS_REALIGNMENT_S	MASS_REALIGNMENT_ID

GHR_MASS_SALARIES

GHR_MASS_SALARIES table stores the criteria and status for mass salary action.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PA_REQUESTS	PA_REQUEST_ID	PA_REQUEST_ID
GHR_POIS	PERSONNEL_OFFICE_ID	PERSONNEL_OFFICE_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID

Column Descriptions

Name	Null?	Type	Description
MASS_SALARY_ID (PK)	NOT NULL	NUMBER	Primary key generated from sequence GHR_MASS_SALARIES_S.
NAME	NOT NULL	VARCHAR2(30)	Name for the mass salary.
PA_REQUEST_ID	NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS
EFFECTIVE_DATE	NOT NULL	DATE	Effective date for mass salary change.
EXECUTIVE_ORDER_NUMBER	NULL	VARCHAR2(15)	Executive order number.
EXECUTIVE_ORDER_DATE	NULL	DATE	Date of the executive order.
USER_TABLE_ID	NOT NULL	NUMBER(9)	Pay table id.
ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS
DUTY_STATION_ID	NULL	NUMBER(15)	Reference to GHR_DUTY_STATIONS_F
PERSONNEL_OFFICE_ID	NULL	VARCHAR2(4)	Personnel Office Id
AGENCY_CODE_SUBELEMENT	NULL	VARCHAR2(30)	Agency Code / Sub-element
SUBMIT_FLAG	NULL	VARCHAR2(1)	Indicates whether the mass salary has been submitted or processed.
OPM_ISSUANCE_NUMBER	NULL	VARCHAR2(15)	
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OPM_ISSUANCE_DATE	NULL	DATE	

Sequences

Sequence	Derived Column
GHR_MASS_SALARIES_S	MASS_SALARY_ID

GHR_MASS_SALARY_CRITERIA

GHR_MASS_SALARY_CRITERIA stores the additional criteria for a mass salary action.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_MASS_SALARIES	MASS_SALARY_ID	MASS_SALARY_ID
GHR_PAY_PLANS	PAY_PLAN	PAY_PLAN

Column Descriptions

Name	Null?	Type	Description
MASS_SALARY_CRITERIA_ID (PK)	NOT NULL	NUMBER	Primary key generated from sequence GHR_MASS_SALARY_CRITERIA_S.
MASS_SALARY_ID	NOT NULL	NUMBER	Foreign key to GHR_MASS_SALARIES.
PAY_PLAN	NULL	VARCHAR2(2)	Pay plan.
PAY_RATE_DETERMINANT	NULL	VARCHAR2(30)	Pay rate determinant.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_MASS_SALARY_CRITERIA_FK1	NOT UNIQUE	2	MASS_SALARY_ID
GHR_MASS_SALARY_CRITERIA_FK2	NOT UNIQUE	2	PAY_PLAN

Sequences

Sequence	Derived Column
GHR_MASS_SALARY_CRITERIA_S	MASS_SALARY_CRITERIA_ID

GHR_MASS_TRANSFERS

GHR_MASS_TRANSFERS stores criteria and status for a mass transfer action.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PA_REQUESTS	PA_REQUEST_ID	PA_REQUEST_ID
GHR_POIS	PERSONNEL_OFFICE_ID	PERSONNEL_OFFICE_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	OLD_ORGANIZATION_ID
PER_ORG_STRUCTURE_VERSIONS	ORG_STRUCTURE_VERSION_ID	OLD_ORG_STRUCTURE_VERSION_ID
PER_POS_STRUCTURE_VERSIONS	POS_STRUCTURE_VERSION_ID	OLD_POS_STRUCTURE_VERSION_ID

Column Descriptions

Name	Null?	Type	Description
MASS_TRANSFER_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_MASS_TRANSFERS_S
EFFECTIVE_DATE	NOT NULL	DATE	Effective Date of mass transfer
INTERFACE_FLAG	NULL	VARCHAR2(1)	
NAME	NOT NULL	VARCHAR2(32)	User defined name for mass transfer
REASON	NULL	VARCHAR2(2000)	Reason for de-selecting
STATUS	NOT NULL	VARCHAR2(1)	Current status of mass transfer e.g. E(rror), P(rocessed)
PA_REQUEST_ID	NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS
TRANSFER_TYPE	NOT NULL	VARCHAR2(30)	IN or OUT
WITHIN_BG_TRANSFER	NULL	VARCHAR2(1)	Within Business group transfer (Y/N)
AGENCY_CODE_SUBELEMENT	NULL	VARCHAR2(30)	Agency Code / Sub-element
DUTY_STATION_CODE	NULL	VARCHAR2(9)	Duty station code as defined by OPM
DUTY_STATION_ID	NULL	NUMBER(15)	Reference to GHR_DUTY_STATIONS_F
OLD_ORGANIZATION_ID	NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OLD_ORGANIZATION_NAME	NULL	VARCHAR2(60)	Organization Name
OLD_ORG_STRUCTURE_VERSION_ID	NULL	NUMBER(15)	Organization hierarchy's version
OLD_ORG_STRUCTURE_NAME	NULL	VARCHAR2(30)	Organization hierarchy's name
OLD_POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_POSITIONS
OLD_POSITION_NAME	NULL	VARCHAR2(240)	Position Name
OLD_POS_STRUCTURE_VERSION_ID	NULL	NUMBER(15)	Position hierarchy version
OLD_POS_STRUCTURE_NAME	NULL	VARCHAR2(30)	Position hierarchy name
ORG_STRUCTURE_ID	NULL	VARCHAR2(20)	Organization structure Id
OFFICE_SYMBOL	NULL	VARCHAR2(8)	Office Symbol
PERSONNEL_OFFICE_ID	NULL	VARCHAR2(4)	Personnel Office Id
TO_AGENCY_CODE_SUBELEMENT	NULL	VARCHAR2(30)	Agency Code / Sub-element
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_MASS_TRANSFERS_S	MASS_TRANSFER_ID

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GHR_MASS_TRANSFER_CRITERIA

GHR_MASS_TRANSFER_CRITERIA stores additional criteria for a mass transfer action.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_MASS_TRANSFERS	MASS_TRANSFER_ID	MASS_TRANSFER_ID

Column Descriptions

Name	Null?	Type	Description
MASS_TRANSFER_CRITERIA_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_MASS_TRANSFER_CRITERIA_S
MASS_TRANSFER_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_MASS_TRANSFERS
OCC_CODE	NOT NULL	VARCHAR2(30)	Occupational Code
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NOT NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_MASS_TRANSFER_CRITERIA_S	MASS_TRANSFER_CRITERIA_ID

GHR_NATURE_OF_ACTIONS

GHR_NATURE_OF_ACTIONS holds a list of nature of action codes that can be used for a request for personnel action.

Column Descriptions

Name	Null?	Type	Description
NATURE_OF_ACTION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_NATURE_OF_ACTIONS_S.
CODE	NOT NULL	VARCHAR2(4)	Nature of action code.
DESCRIPTION	NOT NULL	VARCHAR2(240)	Nature of action description.
STD_COMPLETION_TIME	NULL	NUMBER(5,2)	Time required to complete this NOA
ORDER_OF_PROCESSING	NULL	NUMBER(9)	Order of processing, used when more than one PA request for the same person is updated on the same day.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the nature of action is enabled.
DATE_FROM	NOT NULL	DATE	The date on which the nature of action becomes effective.
DATE_TO	NULL	DATE	The date after which the nature of action is no longer effective.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_NATURE_OF_ACTIONS_S	NATURE_OF_ACTION_ID

GHR_NOAC_LAS

Stores NOA and the associated Legal Authorities

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	NATURE_OF_ACTION_ID

Column Descriptions

Name	Null?	Type	Description
NOAC_LA_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_NOAC_LAS_S.
NATURE_OF_ACTION_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
LAC_LOOKUP_CODE	NOT NULL	VARCHAR2(30)	Legal authority code lookup code.
VALID_FIRST_LAC_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether this is a valid first Legal Authority Code on the RPA
VALID_SECOND_LAC_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether this is a valid second Legal Authority Code on the RPA
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the legal authority for the nature of action is enabled.
DATE_FROM	NOT NULL	DATE	The date on which the legal authority for the nature of action becomes effective.
DATE_TO	NULL	DATE	The date after which the legal authority for the nature of action is no longer effective.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_NOAC_LAS_FK1	NOT UNIQUE	2	NATURE_OF_ACTION_ID

Sequences

Sequence	Derived Column
GHR_NOAC_LAS_S	NOAC_LA_ID

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GHR_NOAC_REMARKS

Stores NOA and the associated Remarks

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	NATURE_OF_ACTION_ID
GHR_REMARKS	REMARK_ID	REMARK_ID

Column Descriptions

Name	Null?	Type	Description
NOAC_REMARK_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_NOAC_REMARKS_S.
NATURE_OF_ACTION_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
REMARK_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_REMARKS.
REQUIRED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the remark for the nature of action is required.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the remark for the nature of action is enabled.
DATE_FROM	NOT NULL	DATE	The date on which the remark for the nature of action becomes effective.
DATE_TO	NULL	DATE	The date after which the remark for the nature of action is no longer effective.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_NOAC_REMARKS_FK1	NOT UNIQUE	2	NATURE_OF_ACTION_ID
GHR_NOAC_REMARKS_FK2	NOT UNIQUE	2	REMARK_ID

Sequences

Sequence	Derived Column
GHR_NOAC_REMARKS_S	NOAC_REMARK_ID

GHR_NOA_FAMILIES

Stores Families and associated NOAs

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_FAMILIES	NOA_FAMILY_CODE	NOA_FAMILY_CODE
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	NATURE_OF_ACTION_ID

Column Descriptions

Name	Null?	Type	Description
NOA_FAMILY_CODE (PK)	NOT NULL	VARCHAR2(30)	Nature of action family code.
NATURE_OF_ACTION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the family for the nature of action is enabled.
START_DATE_ACTIVE	NULL	DATE	The date when the family for the nature of action becomes active.
END_DATE_ACTIVE	NULL	DATE	The date when the family for the nature of action becomes inactive.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_NOA_FAMILIES_FK1	NOT UNIQUE	2	NOA_FAMILY_CODE
GHR_NOA_FAMILIES_FK2	NOT UNIQUE	2	NATURE_OF_ACTION_ID

GHR_NOA_FAM_PROC_METHODS

GHR_NOA_FAM_PROC_METHODS is the intersection between families (which groups nature of actions together) and personnel action data fields. For processing method type families it determines the processing method (e.g. Auto populate, non enterable) and if the data field is navigable within the request for personnel action form for that family. For required type families it determines if the data fields are required for that family.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_FAMILIES	NOA_FAMILY_CODE	NOA_FAMILY_CODE
GHR_PA_DATA_FIELDS	PA_DATA_FIELD_ID	PA_DATA_FIELD_ID

Column Descriptions

Name	Null?	Type	Description
NOA_FAMILY_CODE (PK)	NOT NULL	VARCHAR2(30)	Foreign key to GHR_FAMILIES
PA_DATA_FIELD_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to GHR_PA_DATA_FIELDS.
PROCESS_METHOD_CODE	NULL	VARCHAR2(30)	Process method code.
REQUIRED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the data field for the family is required upon Utah to HR.
NAVIGABLE_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the data field for the family is navigable in the form.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the data field for the family is enabled.
START_DATE_ACTIVE	NULL	DATE	The date when the data field for the family becomes active.
END_DATE_ACTIVE	NULL	DATE	The date when the data field for the family becomes inactive.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_NOA_FAM_PROC_METHODS_FK1	NOT UNIQUE	2	PA_DATA_FIELD_ID
GHR_NOA_FAM_PROC_METHODS_FK2	NOT UNIQUE	2	NOA_FAMILY_CODE

GHR_PAYROLL

This table is used by payroll interface to get data for SF113A report.

Column Descriptions

Name	Null?	Type	Description
PAYROLL_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_PAYROLL_S.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
DATE_FROM	NOT NULL	DATE	The date on which the payroll becomes effective.
DATE_TO	NULL	DATE	The date after which the payroll is no longer effective.
TOTAL_SALARY_AMOUNT	NULL	NUMBER(15,2)	Total salary amount.
LUMP_SUM_AMOUNT	NULL	NUMBER(15,2)	Lump Sum amount.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

GHR_PAY_PLANS

Defines the Pay Plans

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PAY_PLANS	PAY_PLAN	EQUIVALENT_PAY_PLAN

Column Descriptions

Name	Null?	Type	Description
PAY_PLAN (PK)	NOT NULL	VARCHAR2(2)	Pay plan.
DESCRIPTION	NULL	VARCHAR2(80)	Pay plan description.
EQUIVALENT_PAY_PLAN	NULL	VARCHAR2(2)	Equivalent pay plan.
MAXIMUM_STEP	NOT NULL	VARCHAR2(30)	Maximum step for a given pay plan.
WGI_ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether this pay plan is eligible for WGI.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

GHR_PAY_PLAN_WAITING_PERIODS

Defines the waiting period of the Pay Plans

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PAY_PLANS	PAY_PLAN	PAY_PLAN

Column Descriptions

Name	Null?	Type	Description
PAY_PLAN (PK)	NOT NULL	VARCHAR2(2)	Pay plan.
FROM_STEP (PK)	NOT NULL	VARCHAR2(30)	From step.
TO_STEP	NOT NULL	VARCHAR2(30)	To step.
WAITING_PERIOD	NOT NULL	NUMBER(5)	Waiting period between the from step and the to step.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PAY_PLAN_WAITING_PRD_FK1	NOT UNIQUE	2	PAY_PLAN

GHR_PA_DATA_FIELDS

GHR_PA_DATA_FIELDS holds the fields that are available on the request for personnel action form and the extra information. Each data field can then be associated to a processing method type family to determine a processing method for that data field in that family (e.g. Auto Populate, Non enterable). Each data field can also be associated to a required type family to determine which data fields in that family are required upon update to HR.

Column Descriptions

Name	Null?	Type	Description
PA_DATA_FIELD_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_PA_DATA_FIELDS_S.
NAME	NOT NULL	VARCHAR2(30)	Personnel action data field name.
FORM_BLOCK_NAME	NULL	VARCHAR2(30)	The block name in the form in which the data field occurs.
FORM_FIELD_NAME	NULL	VARCHAR2(30)	The field name in the form in which the data field occurs.
RECORD_STRUCTURE_NAME	NULL	VARCHAR2(30)	The name of the record structure in which the data field occurs. Used in update HR.
RECORD_STRUCTURE_COL_NAME	NULL	VARCHAR2(30)	The column name in the record structure in which the data field occurs. Used in update HR.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the data field is enabled.
DATE_FROM	NOT NULL	DATE	The date on which the data field becomes effective.
DATE_TO	NULL	DATE	The date after which the data field is no longer effective.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Sequences

Sequence	Derived Column
GHR_PA_DATA_FIELDS_S	PA_DATA_FIELD_ID

GHR_PA_HISTORY

Stores the history of all the transactions, the nature of DML Operation, process date, specific details of the RPA if the changes take place due to an RPA Process etc for the following tables. PER_PEOPLE_F, PER_ASSIGNMENTS_F, PER_POSITIONS, PAY_ELEMENT_ENTRIES_F, PAY_ELEMENT_ENTRY_VALUES_F, PER_ADDRESSES, PER_PERSON_ANALYSES, PER_PEOPLE_EXTRA_INFO, PER_ASSIGNMENT_EXTRA_INFO, PER_POSITION_EXTRA_INFO

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	NATURE_OF_ACTION_ID
GHR_PA_REQUESTS	PA_REQUEST_ID	PA_REQUEST_ID
GHR_PA_REQUESTS	PA_REQUEST_ID	ALTERED_PA_REQUEST_ID

Column Descriptions

Name	Null?	Type	Description
PA_HISTORY_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_PA_HISTORY_S.
PA_REQUEST_ID	NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS.
PROCESS_DATE	NOT NULL	DATE	Date on which this information was processed.
NATURE_OF_ACTION_ID	NULL	NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
EFFECTIVE_DATE	NOT NULL	DATE	Effective date for request for personnel action.
ALTERED_PA_REQUEST_ID	NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS
PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
ASSIGNMENT_ID	NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS_F.
DML_OPERATION	NULL	VARCHAR2(1)	Indicates whether this record was created or updated by last data manipulation language operation.
TABLE_NAME	NOT NULL	VARCHAR2(30)	Name of the table to which this record belongs.
PRE_VALUES_FLAG	NULL	VARCHAR2(1)	Indicates whether there is another record prior to this record.
INFORMATION1	NULL	VARCHAR2(255)	Stores the Primary Key of the corresponding record of the table for which history is maintained.
INFORMATION2	NULL	VARCHAR2(255)	Stores the effective start date of the corresponding record of a date tracked table for which history is maintained.
INFORMATION3	NULL	VARCHAR2(255)	Stores the effective start date of the corresponding record of a date tracked table for which history is maintained.
INFORMATION4	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.

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INFORMATION5	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION6	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION7	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION8	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION9	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION10	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION11	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION12	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION13	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION14	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION15	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION16	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION17	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION18	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION19	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION20	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION21	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION22	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION23	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION24	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION25	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION26	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION27	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION28	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION29	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION30	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION31	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION32	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION33	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION34	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION35	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION36	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.

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INFORMATION37	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION38	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION39	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION47	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION48	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION49	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION40	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION41	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION42	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION43	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION44	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION45	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION46	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION50	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION51	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION52	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION53	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION54	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION55	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION56	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION57	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION58	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION59	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION60	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION61	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION62	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION63	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION64	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION65	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION66	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION67	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION68	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.

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INFORMATION69	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION70	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION71	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION72	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION73	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION74	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION75	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION76	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION77	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION78	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION79	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION80	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION81	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION82	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION83	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION84	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION85	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION86	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION87	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION88	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION89	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION90	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION91	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION92	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION93	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION94	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION95	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION96	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION97	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION98	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION99	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION100	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.

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INFORMATION101	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION102	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION103	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION104	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION105	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION106	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION107	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION108	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION109	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION110	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION111	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION112	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION113	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION114	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION115	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION116	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION117	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION118	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION119	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION120	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION121	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION122	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION123	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION124	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION125	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION126	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION127	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION128	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION129	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION130	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION131	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION132	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.

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INFORMATION133	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION134	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION135	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION136	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION137	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION138	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION139	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION140	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION141	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION142	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION143	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION144	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION145	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION146	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION147	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION148	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION149	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION150	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION151	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION152	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION153	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION154	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION155	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION156	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION157	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION158	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION159	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION160	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION161	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION162	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION163	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION164	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.

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INFORMATION165	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION166	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION167	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION168	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION169	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION170	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION171	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION172	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION173	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION174	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION175	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION176	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION177	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION178	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION179	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION180	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION181	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION182	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION183	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION184	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION185	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION186	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION187	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION188	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION189	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION190	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION191	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION192	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION193	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION194	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION195	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION196	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.

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INFORMATION197	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION198	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION199	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
INFORMATION200	NULL	VARCHAR2(255)	Developer defined column based on TABLE_NAME.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PA_HISTORY_FK1	NOT UNIQUE	2	NATURE_OF_ACTION_ID
GHR_PA_HISTORY_FK2	NOT UNIQUE	2	PA_REQUEST_ID
GHR_PA_HISTORY_FK3	NOT UNIQUE	2	ALTERED_PA_REQUEST_ID
GHR_PA_HISTORY_N1	NOT UNIQUE	2	TABLE_NAME
		4	INFORMATION1

Sequences

Sequence	Derived Column
GHR_PA_HISTORY_S	PA_HISTORY_ID

GHR_PA_REMARKS

Stores Remark codes for the Personnel Action

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PA_REQUESTS	PA_REQUEST_ID	PA_REQUEST_ID
GHR_REMARKS	REMARK_ID	REMARK_ID

Column Descriptions

Name	Null?	Type	Description
PA_REMARK_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_PA_REMARKS_S.
PA_REQUEST_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS.
REMARK_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_REMARKS.
DESCRIPTION	NULL	VARCHAR2(2000)	Description of the remark for the request for personnel action.
REMARK_CODE_INFORMATION_CAT	NULL	VARCHAR2(30)	Developer descriptive flexfield.
REMARK_CODE_INFORMATION1	NULL	VARCHAR2(2000)	Developer descriptive flexfield.
REMARK_CODE_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield.
REMARK_CODE_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield.
REMARK_CODE_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield.
REMARK_CODE_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PA_REMARKS_FK1	NOT UNIQUE	2	PA_REQUEST_ID
GHR_PA_REMARKS_FK2	NOT UNIQUE	2	REMARK_ID

Sequences

Sequence	Derived Column
GHR_PA_REMARKS_S	PA_REMARK_ID

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GHR_PA_REQUESTS

Stores all the information about the Request to Personnel Action.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_FAMILIES	NOA_FAMILY_CODE	NOA_FAMILY_CODE
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	FIRST_NOA_ID
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	SECOND_NOA_ID
GHR_PAY_PLANS	PAY_PLAN	FROM_PAY_PLAN
GHR_PAY_PLANS	PAY_PLAN	TO_PAY_PLAN
GHR_PA_REQUESTS	PA_REQUEST_ID	FIRST_NOA_PA_REQUEST_ID
GHR_PA_REQUESTS	PA_REQUEST_ID	SECOND_NOA_PA_REQUEST_ID
GHR_PA_REQUESTS	PA_REQUEST_ID	ALTERED_PA_REQUEST_ID
GHR_PA_REQUEST_SHADOW	PA_REQUEST_ID	GHR_PA_REQUESTS_PA_REQUEST_ID
GHR_POIS	PERSONNEL_OFFICE_ID	PERSONNEL_OFFICE_ID
GHR_ROUTING_GROUPS	ROUTING_GROUP_ID	ROUTING_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	TO_ORGANIZATION_ID
PER_GRADES	GRADE_ID	TO_GRADE_ID
PER_JOBS	JOB_ID	TO_JOB_ID

Column Descriptions

Name	Null?	Type	Description
PA_REQUEST_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_PA_REQUESTS_S.
PA_NOTIFICATION_ID	NULL	NUMBER(22)	Unique Id for the Notification to Personnel Action. Generated from the sequence, GHR_PA_NOTIFICATIONS_S
NOA_FAMILY_CODE	NOT NULL	VARCHAR2(30)	Nature of action family code.
ROUTING_GROUP_ID	NULL	NUMBER(15)	Foreign key to GHR_ROUTING_GROUPS.
ACADEMIC_DISCIPLINE	NULL	VARCHAR2(30)	Academic discipline.
ADDITIONAL_INFO_PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F
ADDITIONAL_INFO_TEL_NUMBER	NULL	VARCHAR2(60)	Telephone Number of the Person for Additional Information
AGENCY_CODE	NULL	VARCHAR2(30)	Agency code.
ALTERED_PA_REQUEST_ID	NULL	NUMBER(15)	Foreign Key to PER_PEOPLE_F
ANNUITANT_INDICATOR	NULL	VARCHAR2(30)	Annuitant indicator.
ANNUITANT_INDICATOR_DESC	NULL	VARCHAR2(80)	Description of the annuitant indicator.
APPROPRIATION_CODE1	NULL	VARCHAR2(30)	Appropriation code 1.
APPROPRIATION_CODE2	NULL	VARCHAR2(30)	Appropriation code 2.
APPROVAL_DATE	NULL	DATE	Approval date of the RPA
APPROVING_OFFICIAL_FULL_NAME	NULL	VARCHAR2(240)	Full Name of the RPA Approving Official
APPROVING_OFFICIAL_WORK_TITLE	NULL	VARCHAR2(60)	Work Title of the RPA Approving Official
AUTHORIZED_BY_PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
AUTHORIZED_BY_TITLE	NULL	VARCHAR2(240)	Title of authorizer.
AWARD_AMOUNT	NULL	NUMBER(15,5)	Award amount.
AWARD_PERCENTAGE	NULL	NUMBER(5,2)	
AWARD_UOM	NULL	VARCHAR2(30)	Award unit of measure.
BARGAINING_UNIT_STATUS	NULL	VARCHAR2(30)	Bargaining unit status.
CITIZENSHIP	NULL	VARCHAR2(30)	Citizenship.
CONCURRENCE_DATE	NULL	DATE	Date of concurrence.
CUSTOM_PAY_CALC_FLAG	NULL	VARCHAR2(1)	Flag to indicate if Pay was calculated or need to be entered by user

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DUTY_STATION_CODE	NULL	VARCHAR2(9)	Duty station code.
DUTY_STATION_DESC	NULL	VARCHAR2(150)	Description of the duty station.
DUTY_STATION_ID	NULL	NUMBER(15)	Foreign key to GHR_DUTY_STATIONS.
DUTY_STATION_LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
EDUCATION_LEVEL	NULL	VARCHAR2(30)	Education level.
EFFECTIVE_DATE	NULL	DATE	Effective date of Request for Personnel Action.
EMPLOYEE_ASSIGNMENT_ID	NULL	NUMBER(15)	Foreign key to PER_ASSIGNMENTS_F.
EMPLOYEE_DATE_OF_BIRTH	NULL	DATE	Employee's date of birth.
EMPLOYEE_DEPT_OR_AGENCY	NULL	VARCHAR2(80)	Employee's department or agency.
EMPLOYEE_FIRST_NAME	NULL	VARCHAR2(20)	Employee's first name.
EMPLOYEE_LAST_NAME	NULL	VARCHAR2(40)	Employee's last name.
EMPLOYEE_MIDDLE_NAMES	NULL	VARCHAR2(60)	Employee's middle names.
EMPLOYEE_NATIONAL_IDENTIFIER	NULL	VARCHAR2(30)	Employee's national identifier.
FEGLI	NULL	VARCHAR2(30)	Federal employee's group life insurance.
FEGLI_DESC	NULL	VARCHAR2(80)	Description of the federal employee's group life insurance.
FIRST_ACTION_LA_CODE1	NULL	VARCHAR2(30)	First action legal authority code 1.
FIRST_ACTION_LA_CODE2	NULL	VARCHAR2(30)	First action legal authority code 2.
FIRST_ACTION_LA_DESC1	NULL	VARCHAR2(240)	Description of the first action legal authority code 1.
FIRST_ACTION_LA_DESC2	NULL	VARCHAR2(240)	Description of the first action legal authority code 2.
FIRST_NOA_CANCEL_OR_CORRECT	NULL	VARCHAR2(10)	Indicates whether First Action has been canceled or corrected.
FIRST_NOA_CANC_PA_REQUEST_ID	NULL	NUMBER(15)	Determines which PA Request is cancelling this action.
FIRST_NOA_CODE	NULL	VARCHAR2(4)	First nature of action code.
FIRST_NOA_DESC	NULL	VARCHAR2(240)	Description of the first nature of action code.
FIRST_NOA_ID	NULL	NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
FIRST_NOA_PA_REQUEST_ID	NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS, request for personnel action for cancellation / correction of first action.
FLSA_CATEGORY	NULL	VARCHAR2(30)	Fair labor standards act.
FORWARDING_ADDRESS_LINE1	NULL	VARCHAR2(60)	Forwarding address line 1.
FORWARDING_ADDRESS_LINE2	NULL	VARCHAR2(60)	Forwarding address line 2.
FORWARDING_ADDRESS_LINE3	NULL	VARCHAR2(60)	Forwarding address line 3.
FORWARDING_COUNTRY	NULL	VARCHAR2(60)	Forwarding country.
FORWARDING_COUNTRY_SHORT_NAME	NULL	VARCHAR2(80)	Forwarding country short name.
FORWARDING_POSTAL_CODE	NULL	VARCHAR2(30)	Forwarding postal code.
FORWARDING_REGION_2	NULL	VARCHAR2(30)	Forwarding region 2.
FORWARDING_TOWN_OR_CITY	NULL	VARCHAR2(30)	Forwarding town or city.
FROM_ADJ_BASIC_PAY	NULL	NUMBER(15,5)	From adjusted basic pay.
FROM_AGENCY_CODE	NULL	VARCHAR2(30)	From agency code.
FROM_AGENCY_DESC	NULL	VARCHAR2(80)	Description of the from agency code.
FROM_BASIC_PAY	NULL	NUMBER(15,5)	From basic pay.
FROM_GRADE_OR_LEVEL	NULL	VARCHAR2(30)	From grade or level.
FROM_LOCALITY_ADJ	NULL	NUMBER(15,5)	From locality adjustment.

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FROM_OCC_CODE	NULL	VARCHAR2(150)	From occupational code.
FROM_OFFICE_SYMBOL	NULL	VARCHAR2(30)	From office symbol.
FROM_OTHER_PAY_AMOUNT	NULL	NUMBER(15,5)	From other pay amount.
FROM_PAY_BASIS	NULL	VARCHAR2(30)	From pay basis.
FROM_PAY_PLAN	NULL	VARCHAR2(2)	From pay plan.
FROM_POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_POSITIONS.
FROM_POSITION_ORG_LINE1	NULL	VARCHAR2(40)	From position's organization line 1.
FROM_POSITION_ORG_LINE2	NULL	VARCHAR2(40)	From position's organization line 2.
FROM_POSITION_ORG_LINE3	NULL	VARCHAR2(40)	From position's organization line 3.
FROM_POSITION_ORG_LINE4	NULL	VARCHAR2(40)	From position's organization line 4.
FROM_POSITION_ORG_LINE5	NULL	VARCHAR2(40)	From position's organization line 5.
FROM_POSITION_ORG_LINE6	NULL	VARCHAR2(40)	From position's organization line 6.
FROM_POSITION_NUMBER	NULL	VARCHAR2(15)	From position number.
FROM_POSITION_SEQ_NO	NULL	NUMBER(15)	From position sequence number.
FROM_POSITION_TITLE	NULL	VARCHAR2(240)	From position title.
FROM_STEP_OR_RATE	NULL	VARCHAR2(30)	From step or rate.
FROM_TOTAL_SALARY	NULL	NUMBER(15,5)	From total salary.
FUNCTIONAL_CLASS	NULL	VARCHAR2(30)	Functional class.
NOTEPAD	NULL	VARCHAR2(2000)	Remarks.
NOTIFICATION_PRINTED_BY	NULL	NUMBER(15)	
NO_OF_NOTIFICATION_PRINTED	NULL	NUMBER(5)	
PART_TIME_HOURS	NULL	NUMBER(5,2)	Part-time hours.
PAY_RATE_DETERMINANT	NULL	VARCHAR2(30)	Pay rate determinant.
PERSONNEL_OFFICE_ID	NULL	VARCHAR2(4)	Personnel office id.
PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
POSITION_OCCUPIED	NULL	VARCHAR2(30)	Position occupied.
PROPOSED_EFFECTIVE_ASAP_FLAG	NOT NULL	VARCHAR2(1)	Flag to indicate if the Request to Personnel Action is proposed to be effective ASAP
PROPOSED_EFFECTIVE_DATE	NULL	DATE	Proposed effective date.
REQUESTED_BY_PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
REQUESTED_BY_TITLE	NULL	VARCHAR2(240)	Title of requester.
REQUESTED_DATE	NULL	DATE	Date requested.
REQUESTING_OFFICE_REMARKS_DESC	NULL	VARCHAR2(2000)	Description of the requesting office remarks.
REQUESTING_OFFICE_REMARKS_FLAG	NULL	VARCHAR2(1)	Remarks entered by the Requesting Office
REQUEST_NUMBER	NULL	VARCHAR2(25)	Request Number
RESIGN_AND_RETIRE_REASON_DESC	NULL	VARCHAR2(2000)	Description of the reason for resignation or retirement.
RETIREMENT_PLAN	NULL	VARCHAR2(30)	Retirement plan.
RETIREMENT_PLAN_DESC	NULL	VARCHAR2(80)	Description of the retirement plan.
SECOND_ACTION_LA_CODE1	NULL	VARCHAR2(30)	Second action legal authority code 1.
SECOND_ACTION_LA_CODE2	NULL	VARCHAR2(30)	Second action legal authority code 2.
SECOND_ACTION_LA_DESC1	NULL	VARCHAR2(240)	Description of the second action legal authority code 1.
SECOND_ACTION_LA_DESC2	NULL	VARCHAR2(240)	Description of the second action legal authority code 2.
SECOND_NOA_CANCEL_OR_CORRECT	NULL	VARCHAR2(10)	Indicates whether second Action has been canceled or corrected.
SECOND_NOA_CANC_PA_REQUEST_ID	NULL	NUMBER(15)	Determines which PA Request is cancelling this action.

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SECOND_NOA_CODE	NULL VARCHAR2(30)	Second nature of action code.
SECOND_NOA_DESC	NULL VARCHAR2(240)	Description of the second nature of action code.
SECOND_NOA_ID	NULL NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
SECOND_NOA_PA_REQUEST_ID	NULL NUMBER(15)	Foreign key to GHR_PA_REQUESTS, RPA for cancellation/correction of second action.
SERVICE_COMP_DATE	NULL DATE	Service computation date.
SF50_APPROVAL_DATE	NULL DATE	Approval Date of the NPA
SF50_APPROVING_OFCL_FULL_NAME	NULL VARCHAR2(240)	Full Name of the NPA approving official
SF50_APPROVING_OFCL_WORK_TITLE	NULL VARCHAR2(60)	Work Title of the NPA approving official
STATUS	NULL VARCHAR2(30)	Current Status of the RPA
SUPERVISORY_STATUS	NULL VARCHAR2(30)	Supervisory status.
TENURE	NULL VARCHAR2(30)	Tenure.
TO_ADJ_BASIC_PAY	NULL NUMBER(15,5)	To adjusted basic pay.
TO_AP_PREMIUM_PAY_INDICATOR	NULL VARCHAR2(30)	To Availability Premium Pay Indicator
TO_AUO_PREMIUM_PAY_INDICATOR	NULL VARCHAR2(30)	To authorized uncontrollable overtime premium pay indicator.
TO_AU_OVERTIME	NULL NUMBER(15,2)	To authorized uncontrollable overtime premium pay.
TO_AVAILABILITY_PAY	NULL NUMBER(15,2)	To availability pay.
TO_BASIC_PAY	NULL NUMBER(15,5)	To basic pay.
TO_GRADE_ID	NULL NUMBER(15)	Foreign key to PER_GRADES.
TO_GRADE_OR_LEVEL	NULL VARCHAR2(30)	To grade or level.
TO_JOB_ID	NULL NUMBER(15)	Foreign key to PER_JOBS.
TO_LOCALITY_ADJ	NULL NUMBER(15,5)	To locality adjustment.
TO_OCC_CODE	NULL VARCHAR2(30)	To occupational code.
TO_OFFICE_SYMBOL	NULL VARCHAR2(30)	To office symbol.
TO_ORGANIZATION_ID	NULL NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
TO_OTHER_PAY_AMOUNT	NULL NUMBER(15,5)	To other pay amount.
TO_PAY_BASIS	NULL VARCHAR2(30)	To pay basis.
TO_PAY_PLAN	NULL VARCHAR2(2)	To pay plan.
TO_POSITION_ID	NULL NUMBER(15)	Foreign key to PER_POSITIONS.
TO_POSITION_ORG_LINE1	NULL VARCHAR2(40)	To position's organization line 1.
TO_POSITION_ORG_LINE2	NULL VARCHAR2(40)	To position's organization line 2.
TO_POSITION_ORG_LINE3	NULL VARCHAR2(40)	To position's organization line 3.
TO_POSITION_ORG_LINE4	NULL VARCHAR2(40)	To position's organization line 4.
TO_POSITION_ORG_LINE5	NULL VARCHAR2(40)	To position's organization line 5.
TO_POSITION_ORG_LINE6	NULL VARCHAR2(40)	To position's organization line 6.
TO_POSITION_NUMBER	NULL VARCHAR2(15)	To position number.
TO_POSITION_SEQ_NO	NULL NUMBER(15)	To position sequence number.
TO_POSITION_TITLE	NULL VARCHAR2(240)	To position title.
TO_RETENTION_ALLOWANCE	NULL NUMBER(15,2)	To retention allowance.
TO_RETENTION_ALLOW_PERCENTAGE	NULL NUMBER(5,2)	
TO_STAFFING_DIFFERENTIAL	NULL NUMBER(15,2)	To staffing differential.
TO_STAFFING_DIFF_PERCENTAGE	NULL NUMBER(5,2)	
TO_STEP_OR_RATE	NULL VARCHAR2(30)	To step or rate.
TO_SUPERVISORY_DIFFERENTIAL	NULL NUMBER(15,2)	To supervisory differential.

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TO_SUPERVISORY_DIFF_PERCENTAGE	NULL	NUMBER(5,2)	
TO_TOTAL_SALARY	NULL	NUMBER(15,5)	To total salary.
VETERANS_PREFERENCE	NULL	VARCHAR2(30)	Veteran's preference.
VETERANS_PREF_FOR_RIF	NULL	VARCHAR2(30)	Veteran's preference for reduction in force.
VETERANS_STATUS	NULL	VARCHAR2(30)	Veteran's status.
WORK_SCHEDULE	NULL	VARCHAR2(30)	Work schedule.
WORK_SCHEDULE_DESC	NULL	VARCHAR2(80)	Description for the work schedule.
YEAR_DEGREE_ATTAINED	NULL	NUMBER(4)	Year degree attained.
FIRST_NOA_INFORMATION_CAT	NULL	VARCHAR2(30)	Developer descriptive flexfield.
FIRST_NOA_INFORMATION1	NULL	VARCHAR2(240)	Developer descriptive flexfield for first nature of action description.
FIRST_NOA_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action description.
FIRST_NOA_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action description.
FIRST_NOA_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action description.
FIRST_NOA_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action description.
SECOND_LAC1_INFORMATION_CAT	NULL	VARCHAR2(30)	Developer descriptive flexfield.
SECOND_LAC1_INFORMATION1	NULL	VARCHAR2(240)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_LAC1_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_LAC1_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_LAC1_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_LAC1_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_LAC2_INFORMATION_CAT	NULL	VARCHAR2(30)	Developer descriptive flexfield.
SECOND_LAC2_INFORMATION1	NULL	VARCHAR2(240)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_LAC2_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_LAC2_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_LAC2_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action's legal authority description.

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SECOND_LAC2_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action's legal authority description.
SECOND_NOA_INFORMATION_CAT	NULL	VARCHAR2(30)	Developer descriptive flexfield.
SECOND_NOA_INFORMATION1	NULL	VARCHAR2(240)	Developer descriptive flexfield for second nature of action description.
SECOND_NOA_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action description.
SECOND_NOA_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action description.
SECOND_NOA_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action description.
SECOND_NOA_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield for second nature of action description.
FIRST_LAC1_INFORMATION_CAT	NULL	VARCHAR2(30)	Developer descriptive flexfield.
FIRST_LAC1_INFORMATION1	NULL	VARCHAR2(240)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC1_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC1_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC1_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC1_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC2_INFORMATION_CAT	NULL	VARCHAR2(30)	Developer descriptive flexfield.
FIRST_LAC2_INFORMATION1	NULL	VARCHAR2(240)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC2_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC2_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC2_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action's legal authority description.
FIRST_LAC2_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield for first nature of action's legal authority description.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
RPA_TYPE	NULL	VARCHAR2(30)	
MASS_ACTION_ID	NULL	NUMBER(15)	Id of the Mass Action that created the RPA. For eg. (Mass Award)
MASS_ACTION_ELIGIBLE_FLAG	NULL	VARCHAR2(1)	Flag to indicate if the employee is eligible for the Mass Action
MASS_ACTION_SELECT_FLAG	NULL	VARCHAR2(1)	Flag to indicate if the employee is selected for the Mass Action
MASS_ACTION_COMMENTS	NULL	VARCHAR2(255)	Comments specific to selection or deselection of the employee for the Mass action
GHR_PA_REQUESTS_PA_REQUEST_ID	NOT NULL	NUMBER(15)	

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PA_REQUESTS_FK1	NOT UNIQUE	2	NOA_FAMILY_CODE
GHR_PA_REQUESTS_FK10	NOT UNIQUE	2	ROUTING_GROUP_ID
GHR_PA_REQUESTS_FK11	NOT UNIQUE	2	FIRST_NOA_PA_REQUEST_ID
GHR_PA_REQUESTS_FK12	NOT UNIQUE	2	SECOND_NOA_PA_REQUEST_ID
GHR_PA_REQUESTS_FK13	NOT UNIQUE	2	ALTERED_PA_REQUEST_ID
GHR_PA_REQUESTS_FK14	NOT UNIQUE	2	FROM_PAY_PLAN
GHR_PA_REQUESTS_FK2	NOT UNIQUE	2	FIRST_NOA_ID
GHR_PA_REQUESTS_FK3	NOT UNIQUE	2	SECOND_NOA_ID
GHR_PA_REQUESTS_FK4	NOT UNIQUE	2	TO_PAY_PLAN
GHR_PA_REQUESTS_FK5	NOT UNIQUE	2	TO_POSITION_ID
GHR_PA_REQUESTS_FK6	NOT UNIQUE	2	TO_JOB_ID
GHR_PA_REQUESTS_FK7	NOT UNIQUE	2	TO_GRADE_ID
GHR_PA_REQUESTS_FK8	NOT UNIQUE	2	TO_ORGANIZATION_ID
GHR_PA_REQUESTS_N1	NOT UNIQUE	5	PERSON_ID

Sequences

Sequence	Derived Column
GHR_PA_REQUESTS_S	PA_REQUEST_ID

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GHR_PA_REQUEST_EI_SHADOW

Stores all the columns of the corresponding record of GHR_PA_REQUEST_EXTRA_INFO. It stores only the autopopulated values for the corresponding columns and not the values altered by the user on the RPA, so that it can be later on used for comparisons to determine whether or not to refresh the column on the GHR_PA_REQUESTEXTRA_INFO.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PA_REQUESTS	PA_REQUEST_ID	PA_REQUEST_ID
GHR_PA_REQUEST_INFO_TYPES	INFORMATION_TYPE	INFORMATION_TYPE

Column Descriptions

Name	Null?	Type	Description
PA_REQUEST_EXTRA_INFO_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to GHR_PA_REQUEST_EXTRA_INFO.
PA_REQUEST_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS.
INFORMATION_TYPE	NOT NULL	VARCHAR2(40)	Foreign key to GHR_PA_REQUEST_INFO_TYPES.
REI_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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REI_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PA_REQUEST_EI_SHADOW_FK1	NOT UNIQUE	2	PA_REQUEST_ID
GHR_PA_REQUEST_EI_SHADOW_FK2	NOT UNIQUE	2	INFORMATION_TYPE

GHR_PA_REQUEST_EXTRA_INFO

Stores additional information based on information types for a given PA_REQUEST.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PA_REQUESTS	PA_REQUEST_ID	PA_REQUEST_ID
GHR_PA_REQUEST_INFO_TYPES	INFORMATION_TYPE	INFORMATION_TYPE

Column Descriptions

Name	Null?	Type	Description
PA_REQUEST_EXTRA_INFO_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_PA_REQUEST_EXTRA_INFO_S.
PA_REQUEST_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS.
INFORMATION_TYPE	NOT NULL	VARCHAR2(40)	Foreign key to GHR_PA_REQUEST_INFO_TYPES.
REI_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
REI_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
REI_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
REI_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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REI_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REI_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PA_REQUEST_EXTRA_INFO_FK1	NOT UNIQUE	2	PA_REQUEST_ID
GHR_PA_REQUEST_EXTRA_INFO_FK2	NOT UNIQUE	2	INFORMATION_TYPE

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Sequences

Sequence	Derived Column
GHR_PA_REQUEST_EXTRA_INFO_S	PA_REQUEST_EXTRA_INFO_ID

GHR_PA_REQUEST_INFO_TYPES

Defines information types to be used in
GHR_PA_REQUEST_EXTRA_INFO.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_FAMILIES	NOA_FAMILY_CODE	NOA_FAMILY_CODE

Column Descriptions

Name	Null?	Type	Description
INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	Primary key column.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the information type.
NOA_FAMILY_CODE	NULL	VARCHAR2(30)	Nature of action family code.
MULTIPLE_OCCURRENCES_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether a request for personnel action may have multiple occurrences of this type.
ACTIVE_INACTIVE_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the information type is active or inactive.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
LEGISLATION_CODE	NULL	VARCHAR2(30)	The legislation to which the information type applies.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PA_REQUEST_INFO_TYPES_FK1	NOT UNIQUE	2	NOA_FAMILY_CODE

GHR_PA_REQUEST_SHADOW

Stores all the columns of the corresponding record of GHR_PA_REQUESTS, that have a potential to be refreshed. It stores only the autopopulated values for the corresponding columns and not the values altered by the user on the RPA, so that it can be later on used for comparisons to determine whether or not to refresh the column on the GHR_PA_REQUESTS.

Column Descriptions

Name	Null?	Type	Description
PA_REQUEST_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS.
ACADEMIC_DISCIPLINE	NULL	VARCHAR2(30)	Academic discipline.
ANNUITANT_INDICATOR	NULL	VARCHAR2(30)	Annuitant indicator.
APPROPRIATION_CODE1	NULL	VARCHAR2(30)	Appropriation code 1.
APPROPRIATION_CODE2	NULL	VARCHAR2(30)	Appropriation code 2.
BARGAINING_UNIT_STATUS	NULL	VARCHAR2(30)	Bargaining unit status.
CITIZENSHIP	NULL	VARCHAR2(30)	Citizenship.
DUTY_STATION_ID	NULL	NUMBER(15)	Foreign key to GHR_DUTY_STATIONS.
DUTY_STATION_LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
EDUCATION_LEVEL	NULL	VARCHAR2(30)	Education level.
EMPLOYEE_DATE_OF_BIRTH	NULL	DATE	Employee's Date Of Birth
EMPLOYEE_FIRST_NAME	NULL	VARCHAR2(20)	Employee's First Name
EMPLOYEE_LAST_NAME	NULL	VARCHAR2(40)	Employee's Last Name
EMPLOYEE_MIDDLE_NAMES	NULL	VARCHAR2(60)	Employee's Middle Names
EMPLOYEE_NATIONAL_IDENTIFIER	NULL	VARCHAR2(30)	Employee's National Identifier
FEGLI	NULL	VARCHAR2(30)	Federal employee's group life insurance.
FLSA_CATEGORY	NULL	VARCHAR2(30)	Fair labor standards act.
FORWARDING_ADDRESS_LINE1	NULL	VARCHAR2(60)	Forwarding address line 1.
FORWARDING_ADDRESS_LINE2	NULL	VARCHAR2(60)	Forwarding address line 2.
FORWARDING_ADDRESS_LINE3	NULL	VARCHAR2(60)	Forwarding address line 3.
FORWARDING_COUNTRY_SHORT_NAME	NULL	VARCHAR2(80)	Forwarding country short name.
FORWARDING_POSTAL_CODE	NULL	VARCHAR2(30)	Forwarding postal code.
FORWARDING_REGION_2	NULL	VARCHAR2(30)	Forwarding region 2.
FORWARDING_TOWN_OR_CITY	NULL	VARCHAR2(30)	Forwarding town or city.
FUNCTIONAL_CLASS	NULL	VARCHAR2(30)	Functional class.
PART_TIME_HOURS	NULL	NUMBER(5,2)	Part-time hours.
PAY_RATE_DETERMINANT	NULL	VARCHAR2(30)	Pay rate determinant.
POSITION_OCCUPIED	NULL	VARCHAR2(30)	Position occupied.
RETIREMENT_PLAN	NULL	VARCHAR2(30)	Retirement plan.
SERVICE_COMP_DATE	NULL	DATE	Service computation date.
SUPERVISORY_STATUS	NULL	VARCHAR2(30)	Supervisory status.
TENURE	NULL	VARCHAR2(30)	Tenure.
TO_AP_PREMIUM_PAY_INDICATOR	NULL	VARCHAR2(30)	To Availability Premium Pay Indicator
TO_AUO_PREMIUM_PAY_INDICATOR	NULL	VARCHAR2(30)	To authorized uncontrollable overtime premium pay indicator.
TO_OCC_CODE	NULL	VARCHAR2(30)	To occupational code.
TO_POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_POSITIONS.
TO_RETENTION_ALLOWANCE	NULL	NUMBER(15,2)	To retention allowance.
TO_RETENTION_ALLOW_PERCENTAGE	NULL	NUMBER(5,2)	
TO_STAFFING_DIFFERENTIAL	NULL	NUMBER(15,2)	To staffing differential.

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TO_STAFFING_DIFF_PERCENTAGE	NULL	NUMBER(5,2)	
TO_STEP_OR_RATE	NULL	VARCHAR2(30)	To step or rate.
TO_SUPERVISORY_DIFFERENTIAL	NULL	NUMBER(15,2)	To supervisory differential.
TO_SUPERVISORY_DIFF_PERCENTAGE	NULL	NUMBER(5,2)	To supervisory differential percentage.
VETERANS_PREFERENCE	NULL	VARCHAR2(30)	Veteran's preference.
VETERANS_PREF_FOR_RIF	NULL	VARCHAR2(30)	Veteran's preference for reduction in force.
VETERANS_STATUS	NULL	VARCHAR2(30)	Veteran's status.
WORK_SCHEDULE	NULL	VARCHAR2(30)	Work schedule.
YEAR_DEGREE_ATTAINED	NULL	NUMBER(4)	Year degree attained.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
AWARD_AMOUNT	NULL	NUMBER(15,5)	
AWARD_UOM	NULL	VARCHAR2(30)	
AWARD_PERCENTAGE	NULL	NUMBER(5,2)	

GHR_PA_ROUTING_HISTORY

Routing History details of the PA Request

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_FAMILIES	NOA_FAMILY_CODE	NOA_FAMILY_CODE
GHR_GROUPBOXES	GROUPBOX_ID	GROUPBOX_ID
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	NATURE_OF_ACTION_ID
GHR_NATURE_OF_ACTIONS	NATURE_OF_ACTION_ID	SECOND_NATURE_OF_ACTION_ID
GHR_PA_REQUESTS	PA_REQUEST_ID	PA_REQUEST_ID
GHR_ROUTING_LISTS	ROUTING_LIST_ID	ROUTING_LIST_ID

Column Descriptions

Name	Null?	Type	Description
PA_ROUTING_HISTORY_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_PA_ROUTING_HISTORY_S.
PA_REQUEST_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS.
ACTION_TAKEN	NULL	VARCHAR2(30)	Action taken.
APPROVED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the request for personnel action is approved.
APPROVER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the request for personnel action was acted upon by the role of Approver.
APPROVAL_STATUS	NULL	VARCHAR2(30)	
ATTACHMENT_MODIFIED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether attachment has been modified.
AUTHORIZER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the request for personnel action was acted upon by the role of Authorizer.
DATE_NOTIFICATION_SENT	NULL	DATE	Date the routing notification was sent.
GROUPBOX_ID	NULL	NUMBER(15)	Foreign key to GHR_GROUPBOXES.
INITIATOR_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the request for personnel action was acted upon by the role of Initiator.
NATURE_OF_ACTION_ID	NULL	NUMBER(15)	Foreign key to GHR_NATURE_OF_ACTIONS.
NOA_FAMILY_CODE	NULL	VARCHAR2(30)	Nature of action family code.
NOTEPAD	NULL	VARCHAR2(2000)	Remarks.
PERSONNELIST_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the request for personnel action was acted upon by the role of Personnelist.
REQUESTER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the request for personnel action was acted upon by the role of Requester.
REVIEWER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the request for personnel action was acted upon by the role of Reviewer.
ROUTING_LIST_ID	NULL	NUMBER(15)	Foreign key to GHR_ROUTING_LISTS.
ROUTING_SEQ_NUMBER	NULL	NUMBER(15)	Sequence number in Routing list.
SECOND_NATURE_OF_ACTION_ID	NULL	NUMBER(15)	Second nature of action family code.
USER_NAME	NULL	VARCHAR2(30)	User name.

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USER_NAME_EMPLOYEE_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
USER_NAME_EMP_FIRST_NAME	NULL	VARCHAR2(20)	First name of the user.
USER_NAME_EMP_LAST_NAME	NULL	VARCHAR2(40)	Last name of the user.
USER_NAME_EMP_MIDDLE_NAMES	NULL	VARCHAR2(60)	Middle names of the user.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PA_ROUTING_HISTORY_FK1	NOT UNIQUE	2	PA_REQUEST_ID
GHR_PA_ROUTING_HISTORY_FK2	NOT UNIQUE	2	ROUTING_LIST_ID
GHR_PA_ROUTING_HISTORY_FK3	NOT UNIQUE	2	GROUPBOX_ID

Sequences

Sequence	Derived Column
GHR_PD_ROUTING_HISTORY_S	PA_ROUTING_HISTORY_ID

GHR_PD_CLASSIFICATIONS

Classification details of a Position Description.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PAY_PLANS	PAY_PLAN	PAY_PLAN
GHR_POSITION_DESCRIPTIONS	POSITION_DESCRIPTION_ID	POSITION_DESCRIPTION_ID

Column Descriptions

Name	Null?	Type	Description
PD_CLASSIFICATION_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_PA_CLASSIFICATIONS_S.
POSITION_DESCRIPTION_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_POSITION_DESCRIPTIONS.
CLASS_GRADE_BY	NOT NULL	VARCHAR2(2)	Code indicating level of review provided.
OFFICIAL_TITLE	NULL	VARCHAR2(80)	Official title.
PAY_PLAN	NULL	VARCHAR2(2)	Pay plan.
OCCUPATIONAL_CODE	NULL	VARCHAR2(9)	Occupational code.
GRADE_LEVEL	NULL	VARCHAR2(2)	Grade or level.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PD_CLASSIFICATIONS_FK1	NOT UNIQUE	2	POSITION_DESCRIPTION_ID
GHR_PD_CLASSIFICATIONS_FK2	NOT UNIQUE	2	PAY_PLAN

Sequences

Sequence	Derived Column
GHR_PD_CLASSIFICATIONS_S	PD_CLASSIFICATION_ID

GHR_PD_ROUTING_HISTORY

Routing History details of Position Description

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_GROUPBOXES	GROUPBOX_ID	GROUPBOX_ID
GHR_POSITION_DESCRIPTIONS	POSITION_DESCRIPTION_ID	POSITION_DESCRIPTION_ID
GHR_ROUTING_LISTS	ROUTING_LIST_ID	ROUTING_LIST_ID

Column Descriptions

Name	Null?	Type	Description
PD_ROUTING_HISTORY_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_PD_ROUTING_HISTORY_S.
POSITION_DESCRIPTION_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_POSITION_DESCRIPTIONS.
ITEM_KEY	NULL	VARCHAR2(240)	Workflow Item Key for Position Description workflow
INITIATOR_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the position description was acted upon by the role of Initiator.
APPROVER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the position description was acted upon by the role of Approver.
REQUESTER_FLAG	NOT NULL	VARCHAR2(1)	Indicates a role of Requestor for the current user who has acted on the Position Description.
PERSONNELIST_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the position description was acted upon by the role of Personnelist.
REVIEWER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the position description was acted upon by the role of Reviewer.
AUTHORIZER_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the position description was acted upon by the role of Authorizer.
APPROVED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether position description is approved.
USER_NAME	NULL	VARCHAR2(30)	User name.
USER_NAME_EMPLOYEE_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
USER_NAME_EMP_FIRST_NAME	NULL	VARCHAR2(20)	First name of the user.
USER_NAME_EMP_LAST_NAME	NULL	VARCHAR2(40)	Last name of the user.
USER_NAME_EMP_MIDDLE_NAMES	NULL	VARCHAR2(60)	Middle names of the user.
ACTION_TAKEN	NULL	VARCHAR2(30)	Action taken.
GROUPBOX_ID	NULL	NUMBER(15)	Foreign key to GHR_GROUPBOXES.
ROUTING_LIST_ID	NULL	NUMBER(15)	Foreign key to GHR_ROUTING_LISTS.
ROUTING_SEQ_NUMBER	NULL	NUMBER(15)	Sequence number in Routing list.
DATE_NOTIFICATION_SENT	NULL	DATE	Date the routing notification was sent.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

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CREATION_DATE

NOT NULL DATE

Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_PD_ROUTING_HISTORY_FK1	NOT UNIQUE	2	POSITION_DESCRIPTION_ID
GHR_PD_ROUTING_HISTORY_FK2	NOT UNIQUE	2	ROUTING_LIST_ID
GHR_PD_ROUTING_HISTORY_FK3	NOT UNIQUE	2	GROUPBOX_ID

Sequences

Sequence	Derived Column
GHR_PD_ROUTING_HISTORY_S	PD_ROUTING_HISTORY_ID
GHR_PD_WF_ITEM_KEY_S	ITEM_KEY

GHR_POIS

Contains information related to Personnel Office Identifier

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_GROUPBOXES	GROUPBOX_ID	GROUPBOX_ID

Column Descriptions

Name	Null?	Type	Description
PERSONNEL_OFFICE_ID (PK)	NOT NULL	VARCHAR2(4)	Personnel Office Identifier
DESCRIPTION	NOT NULL	VARCHAR2(80)	Description of Personnel Office Identifier
GROUPBOX_ID	NULL	NUMBER(15)	Associated Groupbox
PERSON_ID	NULL	NUMBER(10)	Approver's ID, refers to PER_PEOPLE_F
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.

GHR_POSITION_DESCRIPTIONS

Federal Position Description details

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_ROUTING_GROUPS	ROUTING_GROUP_ID	ROUTING_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
POSITION_DESCRIPTION_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_POSITION_DESCRIPTIONS_S.
ROUTING_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_ROUTING_GROUPS.
DATE_FROM	NOT NULL	DATE	The date on which the position description becomes effective.
DATE_TO	NULL	DATE	The date after which the position description is no longer effective.
OPM_CERT_NUM	NULL	VARCHAR2(20)	Office of Personnel Management certification number.
FLSA	NULL	VARCHAR2(1)	Fair labor standards act.
FINANCIAL_STATEMENT	NULL	VARCHAR2(1)	Indicates the financial statement is required.
SUBJECT_TO_IA_ACTION	NULL	VARCHAR2(1)	Indicates whether the position is subject to IA action.
POSITION_STATUS	NULL	NUMBER(1)	Position status.
POSITION_IS	NULL	VARCHAR2(1)	Supervisory status.
POSITION_SENSITIVITY	NULL	VARCHAR2(1)	Position sensitivity.
COMPETITIVE_LEVEL	NULL	VARCHAR2(4)	Competitive level.
PD_REMARKS	NULL	VARCHAR2(2000)	Remarks.
POSITION_CLASS_STD	NULL	VARCHAR2(50)	Position classification standards.
CATEGORY	NULL	VARCHAR2(10)	Category.
CAREER_LADDER	NULL	VARCHAR2(1)	Indicates whether the position is part of a career ladder.
SUPERVISOR_NAME	NULL	VARCHAR2(240)	Supervisor's name.
SUPERVISOR_TITLE	NULL	VARCHAR2(240)	Supervisor's title.
SUPERVISOR_DATE	NULL	DATE	Date of supervisor's authorization.
MANAGER_NAME	NULL	VARCHAR2(240)	Manager's name.
MANAGER_TITLE	NULL	VARCHAR2(240)	Manager's title.
MANAGER_DATE	NULL	DATE	Date of manager's authorization.
CLASSIFIER_NAME	NULL	VARCHAR2(240)	Classifier's name.
CLASSIFIER_TITLE	NULL	VARCHAR2(240)	Classifier's title.
CLASSIFIER_DATE	NULL	DATE	Date of classifier's authorization.
PA_REQUEST_ID	NULL	NUMBER(15)	Foreign key to GHR_PA_REQUESTS.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_POSITION_DESCRIPTIONS_FK1	NOT UNIQUE	2	ROUTING_GROUP_ID

Sequences

Sequence	Derived Column
GHR_POSITION_DESCRIPTIONS_S	POSITION_DESCRIPTION_ID

GHR_PREMIUM_PAY_INDICATORS

GHR_PREMIUM_PAY_INDICATORS holds a list of premium pay indicators. It stores the percentage to use to calculate certain types of other pay (e.g. Administratively Uncontrollable Overtime, Availability Pay)

Column Descriptions

Name	Null?	Type	Description
CODE (PK)	NOT NULL	VARCHAR2(30)	Premium pay indicator code.
DESCRIPTION	NOT NULL	VARCHAR2(80)	Premium pay indicator description.
PPI_PERCENTAGE	NULL	NUMBER(5,2)	Premium pay percentage.
OTHER_PAY_TYPE	NULL	VARCHAR2(30)	Other pay type (AUO-Administratively Uncontrollable Overtime or AP-Availability Pay)
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the premium pay indicator is enabled.
START_DATE_ACTIVE	NULL	DATE	The date when the premium pay indicator becomes active.
END_DATE_ACTIVE	NULL	DATE	The date when premium pay indicator becomes inactive.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.

GHR_PROCESS_LOG

GHR_PROCESS_LOG contains log information about various batch process like Auto WGI, future action processing and mass actions.

Column Descriptions

Name	Null?	Type	Description
PROCESS_LOG_ID (PK)	NOT NULL	NUMBER(31)	Primary key generated from sequence GHR_PROCESS_LOG_S.
PROGRAM_NAME	NOT NULL	VARCHAR2(30)	Program name.
LOG_TEXT	NULL	VARCHAR2(2000)	Process log output.
MESSAGE_NAME	NULL	VARCHAR2(30)	Message name for the error message.
LOG_DATE	NOT NULL	DATE	Process log date.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_PROCESS_LOG_S	PROCESS_LOG_ID

GHR_REMARKS

GHR_REMARKS holds a list of remarks that are used to enter against a request for personnel action.

Column Descriptions

Name	Null?	Type	Description
REMARK_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_REMARKS_S.
CODE	NOT NULL	VARCHAR2(3)	Remark code.
DESCRIPTION	NULL	VARCHAR2(2000)	Description of the remark.
PA_NOTIFICATION_ORDERING	NULL	NUMBER(4)	Order the remark will appear on the PA Notification.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the remark is enabled.
DATE_FROM	NOT NULL	DATE	The date on which the remark becomes effective.
DATE_TO	NULL	DATE	The date after which the remark is no longer effective.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Sequences

Sequence	Derived Column
GHR_REMARKS_S	REMARK_ID

GHR_RESTRICTED_PROC_METHODS

GHR_RESTRICTED_PROC_METHODS is the intersection between a restricted form (held on FND_COMMON_LOOKUPS) and personnel action data fields. A user is defined to use a certain restricted form which means they see a restricted version of the request for personnel action form. When a user uses the restricted form this table holds information to determine the processing method for a data field to be put on top of the processing method already determined for that data field in a given family.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_PA_DATA_FIELDS	PA_DATA_FIELD_ID	PA_DATA_FIELD_ID

Column Descriptions

Name	Null?	Type	Description
PA_DATA_FIELD_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to GHR_PA_DATA_FIELDS.
RESTRICTED_FORM (PK)	NOT NULL	VARCHAR2(30)	Name of the restricted form.
RESTRICTED_PROC_METHOD	NOT NULL	VARCHAR2(30)	Restricted processing method for data field in the form.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the restricted process method is enabled.
START_DATE_ACTIVE	NULL	DATE	The date when the restricted process method becomes active.
END_DATE_ACTIVE	NULL	DATE	The date when the restricted process method becomes inactive.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_RESTRICTED_PROC_METHOD_FK1	NOT UNIQUE	2	PA_DATA_FIELD_ID

GHR_RIF_CRITERIA

GHR_RIF_CRITERIA holds the criteria used to retrieve people to produce a reduction in force (RIF) register.

Column Descriptions

Name	Null?	Type	Description
RIF_CRITERIA_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_RIF_CRITERIA_S
NAME	NOT NULL	VARCHAR2(30)	Name of the RIF.
COMP_AREA	NULL	VARCHAR2(30)	Competitive area.
COMP_LEVEL	NOT NULL	VARCHAR2(30)	Competitive level.
EFFECTIVE_DATE	NULL	DATE	Effective date of the RIF.
ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ORG_STRUCTURE_ID	NULL	VARCHAR2(20)	Org structure ID.
OFFICE_SYMBOL	NULL	VARCHAR2(8)	Office symbol.
AGENCY_CODE_SUBELEMENT	NULL	VARCHAR2(30)	Agency code / sub-element.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_RIF_CRITERIA_S	RIF_CRITERIA_ID

GHR_RIF_REGISTERS

GHR_RIF_REGISTERS is a temporary table used to list the people who match the criteria and hold information about that person that is helpful when running a reduction in force (RIF) register.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_RIF_CRITERIA	RIF_CRITERIA_ID	RIF_CRITERIA_ID

Column Descriptions

Name	Null?	Type	Description
RIF_REGISTER_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key from GHR_RIF_REGISTERS_S.
SESSION_ID	NOT NULL	NUMBER(9)	Oracle generated unique Id for each session.
RIF_CRITERIA_ID	NULL	NUMBER(15)	Foreign key to GHR_RIF_CRITERIA.
EFFECTIVE_DATE	NOT NULL	DATE	Effective date of the RIF
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_POSITIONS.
FULL_NAME	NULL	VARCHAR2(240)	Full name as given in PER_PEOPLE_F.
LAST_NAME	NULL	VARCHAR2(40)	Last name.
FIRST_NAME	NULL	VARCHAR2(20)	First name.
MIDDLE_NAMES	NULL	VARCHAR2(60)	Middle Names
NATIONAL_IDENTIFIER	NULL	VARCHAR2(30)	Number by which a person is identified in a given legislation (SSN).
TENURE	NULL	VARCHAR2(30)	Tenure.
TENURE_DESC	NULL	VARCHAR2(80)	Tenure description.
TENURE_GROUP	NULL	VARCHAR2(30)	Tenure group.
TENURE_GROUP_DESC	NULL	VARCHAR2(80)	Tenure group description.
TENURE_GROUP_ORDER	NULL	NUMBER(3)	Tenure group order.
VETERANS_PREF_FOR_RIF	NULL	VARCHAR2(30)	Veterans preference for RIF.
VETERANS_PREFERENCE	NULL	VARCHAR2(30)	Veterans preference.
VETERANS_PREFERENCE_DESC	NULL	VARCHAR2(80)	Veterans preference description.
VETERANS_PREF_SUB_GROUP	NULL	VARCHAR2(30)	Veterans preference sub group.
VETERANS_PREF_SUB_GROUP_DESC	NULL	VARCHAR2(80)	Veterans preference sub group description.
VETERANS_PREF_SUB_GROUP_ORDER	NULL	NUMBER(3)	Veterans preference sub group order.
SERVICE_COMP_DATE_RIF	NULL	DATE	Service computation date for RIF
PERFORMANCE_SCORE	NULL	NUMBER(3)	Performance score
ADJUSTED_SERVICE_COMP_DATE	NULL	DATE	Adjusted service computation date.
OCC_CODE	NULL	VARCHAR2(30)	Occupational code.
OCC_CODE_DESC	NULL	VARCHAR2(80)	Occupational code description.
JOB_NAME	NULL	VARCHAR2(240)	Job name.
PAY_PLAN	NULL	VARCHAR2(30)	Pay plan.
GRADE_OR_LEVEL	NULL	VARCHAR2(30)	Grade or level.
STEP_OR_RATE	NULL	VARCHAR2(30)	Step or rate.
WGI_DUE_DATE	NULL	DATE	WGI due date.
ENTERED_GRADE_DATE	NULL	DATE	Date person entered grade.
SERVICE_COMP_DATE_CIVILIAN	NULL	DATE	Service computation date for civilian.

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RATING_OF_RECORD1	NULL	VARCHAR2(30)	First rating of record.
RATING_OF_RECORD1_DESC	NULL	VARCHAR2(80)	First rating of record description.
RATING_OF_RECORD1_DATE	NULL	DATE	First rating of record date.
RATING_OF_RECORD2	NULL	VARCHAR2(30)	Second rating of record.
RATING_OF_RECORD2_DESC	NULL	VARCHAR2(80)	Second rating of record description.
RATING_OF_RECORD2_DATE	NULL	DATE	Second rating of record desc.
RATING_OF_RECORD3	NULL	VARCHAR2(30)	Third rating of record.
RATING_OF_RECORD3_DESC	NULL	VARCHAR2(80)	Third rating of record description.
RATING_OF_RECORD3_DATE	NULL	DATE	Third rating of record date.
POSITION_OCCUPIED	NULL	VARCHAR2(30)	Position occupied
POSITION_OCCUPIED_DESC	NULL	VARCHAR2(80)	Position occupied description.
POSITION_TITLE	NULL	VARCHAR2(240)	Position title.
POSITION_NAME	NULL	VARCHAR2(240)	Position name.
OBLIGATED_POSN_TYPE	NULL	VARCHAR2(30)	Obligated position type.
OBLIGATED_POSN_TYPE_DESC	NULL	VARCHAR2(80)	Obligated position type description.
ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ORGANIZATION_NAME	NULL	VARCHAR2(60)	Organization name.
ORG_STRUCTURE_ID	NULL	VARCHAR2(20)	Org structure ID.
OFFICE_SYMBOL	NULL	VARCHAR2(8)	Office symbol.
AGENCY_CODE_SUBELEMENT	NULL	VARCHAR2(30)	Agency Code / Sub-element.
AGENCY_CODE_SUBELEMENT_DESC	NULL	VARCHAR2(80)	Agency Code / Sub-element description.
OBLIGATED_EXPIRATION_DATE	NULL	DATE	Obligated expiration date.
COMP_AREA	NULL	VARCHAR2(30)	Competitive Area
COMP_LEVEL	NULL	VARCHAR2(30)	Competitive Level
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Sequences

Sequence	Derived Column
GHR_RIF_REGISTERS_S	RIF_REGISTER_ID

GHR_ROUTING_GROUPS

Routing Group information

Column Descriptions

Name	Null?	Type	Description
ROUTING_GROUP_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_ROUTING_GROUPS_S.
NAME	NOT NULL	VARCHAR2(30)	Name for the routing group.
DESCRIPTION	NULL	VARCHAR2(100)	Description for the routing group.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Sequences

Sequence	Derived Column
GHR_ROUTING_GROUPS_S	ROUTING_GROUP_ID

GHR_ROUTING_LISTS

Routing List details

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_ROUTING_GROUPS	ROUTING_GROUP_ID	ROUTING_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
ROUTING_LIST_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence GHR_ROUTING_LISTS_S.
NAME	NOT NULL	VARCHAR2(100)	Name for the routing list.
ROUTING_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to GHR_ROUTING_GROUPS.
PRIMARY_ROUTING_LIST_FLAG	NOT NULL	VARCHAR2(1)	- Retrofitted
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_ROUTING_LISTS_FK1	NOT UNIQUE	2	ROUTING_GROUP_ID

Sequences

Sequence	Derived Column
GHR_ROUTING_LISTS_S	ROUTING_LIST_ID

GHR_ROUTING_LIST_MEMBERS

Routing List members detail

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
GHR_GROUPBOXES	GROUPBOX_ID	GROUPBOX_ID
GHR_ROUTING_LISTS	ROUTING_LIST_ID	ROUTING_LIST_ID

Column Descriptions

Name	Null?	Type	Description
ROUTING_LIST_MEMBER_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence
ROUTING_LIST_ID	NOT NULL	NUMBER(15)	GHR_ROUTING_LIST_MEMBERS_S. Foreign key to GHR_ROUTING_LISTS.
SEQ_NUMBER	NOT NULL	NUMBER(9)	Routing List Sequence Number
USER_NAME	NULL	VARCHAR2(30)	User name.
GROUPBOX_ID	NULL	NUMBER(15)	Foreign key to GHR_GROUPBOXES.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
GHR_ROUTING_LIST_MEMBERS_FK1	NOT UNIQUE	2	ROUTING_LIST_ID
GHR_ROUTING_LIST_MEMBERS_FK2	NOT UNIQUE	2	GROUPBOX_ID

Sequences

Sequence	Derived Column
GHR_ROUTING_LIST_MEMBERS_S	ROUTING_LIST_MEMBER_ID

GHR_S_FND_COMMON_LOOKUPS

Temporary tables used to seed GHR data to
FND_COMMON_LOOKUPS

Column Descriptions

Name	Null?	Type	Description
APPLICATION_ID	NOT NULL	NUMBER(15)	Foreign key to FND_APPLICATIONS.
LOOKUP_TYPE	NOT NULL	VARCHAR2(30)	Foreign key to GHR_S_FND_COMMON_LOOKUP_TYPES.
LOOKUP_CODE	NOT NULL	VARCHAR2(30)	Lookup code.
MEANING	NOT NULL	VARCHAR2(80)	Meaning for the lookup code.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the lookup code for the lookup type is enabled.
DESCRIPTION	NULL	VARCHAR2(80)	Description for the lookup code.
START_DATE_ACTIVE	NULL	DATE	The date when the lookup code for the lookup type becomes active.
END_DATE_ACTIVE	NULL	DATE	The date when the lookup code for the lookup type becomes inactive.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.

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GHR_S_FND_COMMON_LOOKUP_TYPES

Temporary tables used to seed GHR data to
FND_COMMON_LOOKUP_TYPES

Column Descriptions

Name	Null?	Type	Description
APPLICATION_ID	NOT NULL	NUMBER(15)	Foreign key to FND_APPLICATIONS.
LOOKUP_TYPE	NOT NULL	VARCHAR2(30)	Lookup type.
LOOKUP_TYPE_MEANING	NULL	VARCHAR2(80)	Meaning for the lookup type.
CUSTOMIZATION_LEVEL	NOT NULL	VARCHAR2(1)	Indicates the level to which the user can customize the lookup type.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

HR_ALL_ORGANIZATION_UNITS

HR_ORGANIZATION_UNITS holds the definitions that identify business groups and the organization units within a single business group. Additional information about classifications and information types for each organization is held in HR_ORGANIZATION_INFORMATION.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	SOFT_CODING_KEYFLEX_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
PAY_COST_ALLOCATION_KEYFLEX	COST_ALLOCATION_KEYFLEX_ID	COST_ALLOCATION_KEYFLEX_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
INTERNAL_EXTERNAL_FLAG	INTL_EXTL	FND_COMMON_LOOKUPS
	EXT	External
	INT	Internal
TYPE	ORG_TYPE	FND_COMMON_LOOKUPS

Column Descriptions

Name	Null?	Type	Description
ORGANIZATION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
COST_ALLOCATION_KEYFLEX_ID	NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS. Default work site location for all assignments to this organization.
SOFT_CODING_KEYFLEX_ID	NULL	NUMBER(15)	Foreign key to HR_SOFT_CODING_KEYFLEX.
DATE_FROM	NOT NULL	DATE	Start date of the organization.
NAME	NOT NULL	VARCHAR2(60)	Name of the organization.
COMMENTS	NULL	LONG	General remark.
DATE_TO	NULL	DATE	End date of the organization.
INTERNAL_EXTERNAL_FLAG	NULL	VARCHAR2(30)	Identifies whether the organization is treated as an employment unit within the business group.
INTERNAL_ADDRESS_LINE	NULL	VARCHAR2(80)	Internal address line.
TYPE	NULL	VARCHAR2(30)	User-defined organization types, for example Region, Division, Department.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ORGANIZATION_UNITS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
HR_ORGANIZATION_UNITS_FK2	NOT UNIQUE	1	COST_ALLOCATION_KEYFLEX_ID
HR_ORGANIZATION_UNITS_FK3	NOT UNIQUE	1	LOCATION_ID
HR_ORGANIZATION_UNITS_FK4	NOT UNIQUE	1	SOFT_CODING_KEYFLEX_ID
HR_ORGANIZATION_UNITS_PK	UNIQUE	1	ORGANIZATION_ID
HR_ORGANIZATION_UNITS_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
HR_ORGANIZATION_UNITS_S	ORGANIZATION_ID

HR_ALL_ORGANIZATION_UNITS_TL

HR_ALL_ORGANIZATION_UNITS_TL holds the translated names of business groups and the organization units within a single business group. Additional information about classifications and information types for each organization is held in HR_ORGANIZATION_INFORMATION.

Column Descriptions

Name	Null?	Type	Description
ORGANIZATION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS.
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Defined Language
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Actual language
NAME	NOT NULL	VARCHAR2(60)	Translated name of the organization
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ALL_ORGANIZATION_UNTS_TL_N2	NOT UNIQUE	1 5	LANGUAGE NAME
HR_ALL_ORGANIZATION_UNTS_TL_PK	UNIQUE	1 5	ORGANIZATION_ID LANGUAGE

HR_ALL_POSITIONS_F

HR_ALL_POSITIONS_F is the datetracked table holding position definitions. A position is defined as the unique occurrence of a job in one organization. There can be many different positions that share the same JOB_ID and ORGANIZATION_ID, but each position is uniquely identified by the POSITION_ID and by the NAME. The position name is a concatenation of flexfield segments stored in the PER_POSITION_DEFINITIONS table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
HR_ALL_POSITIONS_F	POSITION_ID	PRIOR_POSITION_ID
HR_ALL_POSITIONS_F	POSITION_ID	SUPERVISOR_POSITION_ID
HR_ALL_POSITIONS_F	POSITION_ID	SUCCESSOR_POSITION_ID
HR_ALL_POSITIONS_F	POSITION_ID	RELIEF_POSITION_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
PAY_ALL_PAYROLLS_F	PAYROLL_ID	PAY_FREQ_PAYROLL_ID
PAY_GRADE_RULES_F	GRADE_RULE_ID	ENTRY_GRADE_RULE_ID
PER_ALL_PEOPLE_F	PERSON_ID	SUPERVISOR_ID
PER_GRADES	GRADE_ID	ENTRY_GRADE_ID
PER_JOBS	JOB_ID	JOB_ID
PER_PAY_BASES	PAY_BASIS_ID	PAY_BASIS_ID
PER_POSITION_DEFINITIONS	POSITION_DEFINITION_ID	POSITION_DEFINITION_ID
PER_SHARED_TYPES	SHARED_TYPE_ID	AVAILABILITY_STATUS_ID
PER_SPINAL_POINT_STEPS_F	STEP_ID	ENTRY_STEP_ID
PQH_POSITION_TRANSACTIONS	POSITION_TRANSACTION_ID	POSITION_TRANSACTION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
COPIED_TO_OLD_TABLE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PERMIT_RECRUITMENT_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PROBATION_PERIOD_UNIT_CD	QUALIFYING_UNITS	FND_COMMON_LOOKUPS
	D	Days
	H	Hours
	M	Months
	W	Weeks
	Y	Years
REPLACEMENT_REQUIRED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
REVIEW_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SEASONAL_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No

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	Y	Yes
WORKS_COUNCIL_APPROVAL_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
POSITION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective Start Date, part of the primary key.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective End Date, part of the primary key.
AVAILABILITY_STATUS_ID	NOT NULL	NUMBER(15)	Current Status of the Position. Refers to PER_SHARED_TYPES.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ENTRY_GRADE_ID	NULL	NUMBER(15)	Foreign key to PER_GRADES
ENTRY_GRADE_RULE_ID	NULL	NUMBER(15)	Pseudo Foreign key to PAY_GRADE_RULES_F
ENTRY_STEP_ID	NULL	NUMBER(15)	Pseudo Foreign key to PER_SPINAL_POINT_STEPS_F
JOB_ID	NOT NULL	NUMBER(15)	Foreign key to PER_JOBS
LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS_ALL
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PAY_BASIS_ID	NULL	NUMBER(9)	Foreign key to PER_PAY_BASES.
PAY_FREQ_PAYROLL_ID	NULL	NUMBER(15)	Pseudo Foreign key to PAY_ALL_PAYROLLS_F
POSITION_DEFINITION_ID	NOT NULL	NUMBER(15)	Foreign key to PER_POSITION_DEFINITIONS
POSITION_TRANSACTION_ID	NULL	NUMBER(15)	Foreign key to PQH_POSITION_TRANSACTIONS
PRIOR_POSITION_ID	NULL	NUMBER(15)	Pseudo Foreign key to HR_ALL_POSITIONS_F
RELIEF_POSITION_ID	NULL	NUMBER(15)	Pseudo Foreign key to HR_ALL_POSITIONS_F
SUCCESSOR_POSITION_ID	NULL	NUMBER(15)	Pseudo Foreign key to HR_ALL_POSITIONS_F
SUPERVISOR_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
SUPERVISOR_POSITION_ID	NULL	NUMBER(15)	Pseudo Foreign key to HR_ALL_POSITIONS_F
AMENDMENT_DATE	NULL	DATE	Amendment Date
AMENDMENT_RECOMMENDATION	NULL	VARCHAR2(2000)	Amendment Recommendation
AMENDMENT_REF_NUMBER	NULL	VARCHAR2(30)	Amendment Reference Number.
AVAIL_STATUS_PROP_END_DATE	NULL	DATE	Date the current status becomes void.
BARGAINING_UNIT_CD	NULL	VARCHAR2(30)	Bargaining Unit
COMMENTS	NULL	LONG	Comments
COPIED_TO_OLD_TABLE_FLAG	NULL	VARCHAR2(30)	Set to Y, if data has been copied to PER_ALL_POSITIONS
CURRENT_JOB_PROP_END_DATE	NULL	DATE	Proposed date for current Job to end.
CURRENT_ORG_PROP_END_DATE	NULL	DATE	Proposed date for current Organization to end.
DATE_EFFECTIVE	NOT NULL	DATE	Date when position becomes effective.
DATE_END	NULL	DATE	Date after which position is no longer valid. For full HRMS installations, this column will remain null.

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EARLIEST_HIRE_DATE	NULL	DATE	Earliest hire date
FILL_BY_DATE	NULL	DATE	The desired date by which the position should be filled.
FREQUENCY	NULL	VARCHAR2(30)	Frequency
FTE	NULL	NUMBER(4,2)	The full-time equivalents(FTE) assigned to this position.
MAX_PERSONS	NULL	NUMBER(4)	Maximum number of employees on this position.
NAME	NULL	VARCHAR2(240)	Position Name
OVERLAP_PERIOD	NULL	NUMBER(22,2)	Overlap period
OVERLAP_UNIT_CD	NULL	VARCHAR2(30)	Unit of Period.
PAY_TERM_END_DAY_CD	NULL	VARCHAR2(30)	End Day of Pay Term
PAY_TERM_END_MONTH_CD	NULL	VARCHAR2(30)	End Month of Pay Term
PERMANENT_TEMPORARY_FLAG	NULL	VARCHAR2(30)	Indicates whether position is Temporary or Permanent.
PERMIT_RECRUITMENT_FLAG	NULL	VARCHAR2(30)	Recruitment can start or not.
POSITION_TYPE	NULL	VARCHAR2(30)	Identifies whether the position is single FTE and single incumbent, single FTE and shared, multiple FTE and multiple incumbents, or pooled.
POSTING_DESCRIPTION	NULL	VARCHAR2(2000)	Posting Description
PROBATION_PERIOD	NULL	NUMBER(22,2)	Probationary period.
PROBATION_PERIOD_UNIT_CD	NULL	VARCHAR2(30)	Qualifying units.
PROPOSED_FTE_FOR_LAYOFF	NULL	NUMBER(4,2)	Proposed FTE for layoff
PROPOSED_DATE_FOR_LAYOFF	NULL	DATE	Proposed date for layoff
REPLACEMENT_REQUIRED_FLAG	NULL	VARCHAR2(30)	Is replacement required when person assigned to position is absent.
REVIEW_FLAG	NULL	VARCHAR2(30)	Identifies whether the characteristics of the position are under going review or change.
SEASONAL_FLAG	NULL	VARCHAR2(30)	Is position Seasonal. Yes/No
SECURITY_REQUIREMENTS	NULL	VARCHAR2(2000)	Security Requirements.
STATUS	NULL	VARCHAR2(30)	Status of the Position. Valid or null values are considered to be valid.
TERM_START_DAY_CD	NULL	VARCHAR2(30)	Start Day of Work and Pay Term
TERM_START_MONTH_CD	NULL	VARCHAR2(30)	Start Month of Work or Pay Term
TIME_NORMAL_FINISH	NULL	VARCHAR2(5)	Finish time.
TIME_NORMAL_START	NULL	VARCHAR2(5)	Start time.
UPDATE_SOURCE_CD	NULL	VARCHAR2(30)	Update Source Code.
WORKING_HOURS	NULL	NUMBER(22,3)	Working Hours
WORKS_COUNCIL_APPROVAL_FLAG	NULL	VARCHAR2(30)	Work Council Approval Flag
WORK_PERIOD_TYPE_CD	NULL	VARCHAR2(30)	Identifies that the position is only used during part of the year.
WORK_TERM_END_DAY_CD	NULL	VARCHAR2(30)	End Day of Work Term
WORK_TERM_END_MONTH_CD	NULL	VARCHAR2(30)	End Month of Work Term
INFORMATION1	NULL	VARCHAR2(150)	Developer Descriptive Flexfield
INFORMATION2	NULL	VARCHAR2(150)	Developer Descriptive Flexfield
INFORMATION3	NULL	VARCHAR2(150)	Developer Descriptive Flexfield
INFORMATION4	NULL	VARCHAR2(150)	Developer Descriptive Flexfield
INFORMATION5	NULL	VARCHAR2(150)	Developer Descriptive Flexfield
INFORMATION6	NULL	VARCHAR2(150)	Developer Descriptive Flexfield

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INFORMATION7	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION8	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION9	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION10	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION11	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION12	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION13	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION14	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION15	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION16	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION17	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION18	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION19	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION20	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION21	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION22	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION23	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION24	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION25	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION26	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION27	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION28	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION29	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION30	NULL	VARCHAR2(150)	Developer Flexfield	Descriptive Flexfield
INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer Flexfield	Descriptive Flexfield
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive Flexfield	Descriptive Flexfield

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ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE21	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE22	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE23	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE24	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE25	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE26	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE27	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE28	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE29	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE30	NULL	VARCHAR2(150)	Descriptive Flexfield
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive Flexfield
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version Number

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ALL_POSITIONS_F_FK1	NOT UNIQUE	10	PRIOR_POSITION_ID
HR_ALL_POSITIONS_F_FK10	NOT UNIQUE	1	POSITION_TRANSACTION_ID
HR_ALL_POSITIONS_F_FK11	NOT UNIQUE	10	ENTRY_GRADE_ID
HR_ALL_POSITIONS_F_FK12	NOT UNIQUE	10	AVAILABILITY_STATUS_ID
HR_ALL_POSITIONS_F_FK13	NOT UNIQUE	10	PAY_FREQ_PAYROLL_ID
HR_ALL_POSITIONS_F_FK14	NOT UNIQUE	10	ENTRY_GRADE_RULE_ID
HR_ALL_POSITIONS_F_FK15	NOT UNIQUE	10	ENTRY_STEP_ID
HR_ALL_POSITIONS_F_FK16	NOT UNIQUE	10	PAY_BASIS_ID
HR_ALL_POSITIONS_F_FK17	NOT UNIQUE	10	SUPERVISOR_ID
HR_ALL_POSITIONS_F_FK2	NOT UNIQUE	10	SUPERVISOR_POSITION_ID
HR_ALL_POSITIONS_F_FK3	NOT UNIQUE	10	SUCCESSOR_POSITION_ID
HR_ALL_POSITIONS_F_FK4	NOT UNIQUE	10	LOCATION_ID
HR_ALL_POSITIONS_F_FK5	NOT UNIQUE	10	JOB_ID
HR_ALL_POSITIONS_F_FK6	NOT UNIQUE	10	POSITION_DEFINITION_ID
HR_ALL_POSITIONS_F_FK7	NOT UNIQUE	10	RELIEF_POSITION_ID
HR_ALL_POSITIONS_F_FK8	NOT UNIQUE	10	BUSINESS_GROUP_ID
HR_ALL_POSITIONS_F_FK9	NOT UNIQUE	10	ORGANIZATION_ID
HR_ALL_POSITIONS_F_PK	UNIQUE	10	POSITION_ID
		20	EFFECTIVE_START_DATE
		30	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
HR_ALL_POSITIONS_F_S	POSITION_ID

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HR_API_BATCH_MESSAGE_LINES

HR_API_BATCH_MESSAGE_LINES holds the results and messages generated during batch API processing.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
STATUS	SUCC_FAIL	FND_COMMON_LOOKUPS
	F	Failure
	S	Success

Column Descriptions

Name	Null?	Type	Description
LINE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
API_NAME	NOT NULL	VARCHAR2(61)	Name of the API.
BATCH_RUN_NUMBER	NOT NULL	NUMBER(9)	Indicates the batch run for the line.
STATUS	NOT NULL	VARCHAR2(30)	Indicates whether the API call succeeded or failed.
ERROR_MESSAGE	NULL	VARCHAR2(512)	Holds the SQLEERRM if STATUS = Fail.
ERROR_NUMBER	NULL	NUMBER(9)	Holds the SQLCODE if STATUS = Fail.
EXTENDED_ERROR_MESSAGE	NULL	VARCHAR2(2000)	Holds the extended message text if STATUS = Fail.
SOURCE_ROW_INFORMATION	NULL	VARCHAR2(2000)	Free text that uniquely identifies the source row information.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_API_BATCH_MESSAGE_LINES_PK	UNIQUE	1	LINE_ID

Sequences

Sequence	Derived Column
HR_API_BATCH_MESSAGE_LINES_S	LINE_ID

HR_API_HOOKS

This table contains data sourced from HR core development, legislation development teams and legislation vertical market groups. It contains the list of hook points which are available in each API module. The data in this table must not be updated by customer code.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_API_MODULES	API_MODULE_ID	API_MODULE_ID

Column Descriptions

Name	Null?	Type	Description
API_HOOK_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key column.
API_MODULE_ID	NOT NULL	NUMBER(15)	Foreign key to HR_API_MODULES
API_HOOK_TYPE	NOT NULL	VARCHAR2(30)	Type of hook
HOOK_PACKAGE	NOT NULL	VARCHAR2(30)	Name of the database package which the business process or row handler calls when the hook point is reached.
HOOK_PROCEDURE	NOT NULL	VARCHAR2(30)	Name of the procedure with HOOK_PACKAGE which the business process or row handler calls when the hook point is reached.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Identifies rows created by legislation group/partners or legislation vertical markets. Will be null for all hooks provided by HR development core products.
LEGISLATION_PACKAGE	NULL	VARCHAR2(30)	Holds the name of the database package to be called, to derive the legislation code, when legislation specific logic exists and p_business_group_id is not a known parameter to the hook package.
LEGISLATION_FUNCTION	NULL	VARCHAR2(30)	Name of the function, within the database package LEGISLATION_PACKAGE, to call when the legislation code needs to be known.
ENCODED_ERROR	NULL	VARCHAR2(2000)	Holds the error text in AOL encoded format if the code to call the legislation_procedure or hook_procedure could not be created by the preprocessor..
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_API_HOOKS_FK1	NOT UNIQUE	2	API_MODULE_ID
HR_API_HOOKS_PK	UNIQUE	2	API_HOOK_ID

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HR_API_HOOKS_UK1	UNIQUE	2	API_MODULE_ID
		4	API_HOOK_TYPE
HR_API_HOOKS_UK2	UNIQUE	2	HOOK_PACKAGE
		4	HOOK_PROCEDURE

Sequences

<u>Sequence</u>	<u>Derived Column</u>
HR_API_HOOKS_S	API_HOOK_ID

HR_API_HOOK_CALLS

Lists which extra logic, package procedures or formula, should be called from the API hook points.

This table will contain rows created by legislation groups, legislation vertical market groups and customers.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_API_HOOKS	API_HOOK_ID	API_HOOK_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
API_HOOK_CALL_TYPE	API_HOOK_CALL_TYPE	FND_COMMON_LOOKUPS
	FF	Formula
	PP	Packaged Procedure
ENABLED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
STATUS	API_HOOK_CALL_STATUS	FND_COMMON_LOOKUPS
	I	Invalid Call
	N	New
	V	Valid Call

Column Descriptions

Name	Null?	Type	Description
API_HOOK_CALL_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key column.
API_HOOK_ID	NOT NULL	NUMBER(15)	Foreign key to HR_API_HOOKS.
API_HOOK_CALL_TYPE	NOT NULL	VARCHAR2(30)	Type of hook call.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Indicates if the extra logic should be called every time the hook point is reached or when the data corresponds to a particular legislation.
SEQUENCE	NOT NULL	NUMBER(15)	When more than one row exists for the same API_HOOK_ID, SEQUENCE affects the order of the hook calls.
ENABLED_FLAG	NOT NULL	VARCHAR2(30)	Indicates if the hook call should be generated.
CALL_PACKAGE	NULL	VARCHAR2(30)	Name of the database package which the hook package should call to carry out the legislation, legislation vertical market or customer specific logic.
CALL_PROCEDURE	NULL	VARCHAR2(30)	Name of the procedure, within CALL_PACKAGE, which the hook package should call to carry out the legislation, legislation vertical market or customer specific logic.
PRE_PROCESSOR_DATE	NULL	DATE	The last time the API hook pre-processor program attempted (successfully or unsuccessfully) to create the package body code for this hook call.

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ENCODED_ERROR	NULL	VARCHAR2(2000)	If the last time the API hook pre-processor program failed to make the source code for this hook call, the error details will be held in this column.
STATUS	NOT NULL	VARCHAR2(30)	Status of hook call code at pre-processor time (as of PRE_PROCESSOR_DATE).
OBJECT_VERSION_NUMBER	NULL	NUMBER(15)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_API_HOOK_CALLS_FK1	NOT UNIQUE	2	API_HOOK_ID
HR_API_HOOK_CALLS_PK	UNIQUE	2	API_HOOK_CALL_ID
HR_API_HOOK_CALLS_UK1	UNIQUE	2	API_HOOK_ID
		4	LEGISLATION_CODE
		6	CALL_PACKAGE
		8	CALL_PROCEDURE

Sequences

Sequence	Derived Column
HR_API_HOOK_CALLS_S	API_HOOK_CALL_ID

HR_API_MODULES

This table contains details of the business processes and row handlers which contain user hooks.

This table will contain data sourced from HR core development. If legislation group/partners and legislation vertical market groups implement additional APIs they will also own rows in this table.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
API_MODULE_TYPE	API_MODULE_TYPE	FND_COMMON_LOOKUPS
	AI	Alternative Interface
	BP	Business Process API
	DM	Data Migrator
DATA_WITHIN_BUSINESS_GROUP	RH	Internal Row Handler
	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
API_MODULE_ID (PK)	NOT NULL	NUMBER(15)	Unique ID for the module.
API_MODULE_TYPE	NOT NULL	VARCHAR2(30)	Module type of the API.
MODULE_NAME	NOT NULL	VARCHAR2(30)	Module name of the API.
DATA_WITHIN_BUSINESS_GROUP	NOT NULL	VARCHAR2(30)	Indicates if the data associated with this module is within the context of a business_group_id.
LEGISLATION_CODE	NULL	VARCHAR2(30)	NULL for APIs implemented and maintained by HR core development. Not null for extra legislation or legislation vertical market business processes which will contain customer hooks.
MODULE_PACKAGE	NULL	VARCHAR2(30)	When API_MODULE_TYPE is 'BP' holds the name of the database package containing the business process procedure otherwise NULL.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_API_MODULES_PK	UNIQUE	2	API_MODULE_ID
HR_API_MODULES_UK1	UNIQUE	2	API_MODULE_TYPE
		4	MODULE_NAME

Sequences

Sequence	Derived Column
HR_API_MODULES_S	API_MODULE_ID

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HR_API_TRANSACTIONS

HR_API_TRANSACTIONS contains a row for each Web Kiosk process that has been started. It is the parent of HR_API_TRANSACTION_STEPS, which is the parent of HR_API_TRANSACTION_VALUES.

Column Descriptions

Name	Null?	Type	Description
TRANSACTION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
CREATOR_PERSON_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PEOPLE_F.
TRANSACTION_PRIVILEGE	NOT NULL	VARCHAR2(30)	When this column is 'Private', only the creator of the kiosk process can modify the data values associated with it.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_API_TRANSACTIONS_PK	UNIQUE	1	TRANSACTION_ID

Sequences

Sequence	Derived Column
HR_API_TRANSACTIONS_S	TRANSACTION_ID

HR_API_TRANSACTION_STEPS

HR_API_TRANSACTION_STEPS contains one row for each row of data that will be saved for a Web Kiosk process.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_API_TRANSACTIONS	TRANSACTION_ID	TRANSACTION_ID

Column Descriptions

Name	Null?	Type	Description
TRANSACTION_STEP_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
TRANSACTION_ID	NULL	NUMBER(15)	Foreign key to HR_API_TRANSACTIONS.
API_NAME	NOT NULL	VARCHAR2(61)	Name of the API that should be called to write this data row to the HR schema.
API_DISPLAY_NAME	NULL	VARCHAR2(61)	Name of the procedure within a web page that displays the data values for a this transaction step within the kiosk process.
PROCESSING_ORDER	NOT NULL	NUMBER(5)	Order that the transaction steps need to be dealt with.
ITEM_TYPE	NULL	VARCHAR2(8)	Workflow key value.
ITEM_KEY	NULL	VARCHAR2(240)	Workflow key value.
ACTIVITY_ID	NULL	NUMBER	Workflow key value.
CREATOR_PERSON_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PEOPLE_F.
UPDATE_PERSON_ID	NULL	NUMBER(15)	Foreign key to PER_PEOPLE_F.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_API_TRANSACTION_STEPS_N1	NOT UNIQUE	1	TRANSACTION_ID
HR_API_TRANSACTION_STEPS_N2	NOT UNIQUE	1 2 3	ITEM_TYPE ITEM_KEY ACTIVITY_ID
HR_API_TRANSACTION_STEPS_PK	UNIQUE	1	TRANSACTION_STEP_ID

Sequences

Sequence	Derived Column
HR_API_TRANSACTION_STEPS_S	TRANSACTION_STEP_ID

HR_API_TRANSACTION_VALUES

HR_API_TRANSACTION_VALUES contains the columns and values of the data that will be written to the HR schema when the Web Kiosk process completes.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_API_TRANSACTION_STEPS	TRANSACTION_STEP_ID	TRANSACTION_STEP_ID

Column Descriptions

Name	Null?	Type	Description
TRANSACTION_VALUE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
TRANSACTION_STEP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_API_TRANSACTION_STEPS.
DATATYPE	NOT NULL	VARCHAR2(30)	The datatype of the column of data this value record stores.
NAME	NOT NULL	VARCHAR2(30)	Column name that the value is for.
VARCHAR2_VALUE	NULL	VARCHAR2(2000)	If the column is a Varchar2, this is where the data value is stored.
NUMBER_VALUE	NULL	NUMBER	If the column is a number, this is where the data value is stored.
DATE_VALUE	NULL	DATE	If the column is a Date, this is where the data value is stored.
ORIGINAL_VARCHAR2_VALUE	NULL	VARCHAR2(2000)	If the column is a Varchar2, this is where the original data value is stored, before the kiosk user changed it.
ORIGINAL_NUMBER_VALUE	NULL	NUMBER	If the column is a Number, this is where the original data value is stored, before the kiosk user changed it.
ORIGINAL_DATE_VALUE	NULL	DATE	If the column is a Date, this is where the original data value is stored, before the kiosk user changed it.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_API_TRANSACTION_VALUES_N1	NOT UNIQUE	1 2	TRANSACTION_STEP_ID NAME
HR_API_TRANSACTION_VALUES_PK	UNIQUE	1	TRANSACTION_VALUE_ID

Sequences

Sequence	Derived Column
HR_API_TRANSACTION_VALUES_S	TRANSACTION_VALUE_ID

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HR_API_USER_HOOK_REPORTS

When the API user hook pre-processor program is being executed this table will contain data. It is used as a temporary store of error conditions. Rows will be output to the user at the end of the pre-processor program.

Column Descriptions

Name	Null?	Type	Description
SESSION_ID (PK)	NOT NULL	NUMBER(15)	Session_id for the hook report.
LINE (PK)	NOT NULL	NUMBER(15)	Primary Key, order sequence number.
TEXT	NULL	VARCHAR2(2000)	Text for user.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_API_USER_HOOK_REPORT_PK	UNIQUE	2	SESSION_ID
		4	LINE

HR_APPLICATION_OWNERSHIPS

HR_APPLICATION_OWNERSHIPS holds the primary keys for the entities that enable identification of products using each particular startup data row.

Column Descriptions

Name	Null?	Type	Description
KEY_NAME (PK)	NOT NULL	VARCHAR2(30)	The name of the primary key for the type of data.
PRODUCT_NAME (PK)	NOT NULL	VARCHAR2(30)	Identifies the product that will use the data.
KEY_VALUE (PK)	NOT NULL	VARCHAR2(30)	The value of the primary key.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_APPLICATION_OWNERSHIPS_PK	UNIQUE	1	KEY_NAME
		2	PRODUCT_NAME
		3	KEY_VALUE

HR_ASSIGNMENT_SETS

HR_ASSIGNMENT_SETS identifies the assignment sets that can be used for payroll processing or QuickPaint reporting. Criteria are defined in an assignment set formula, or by including or excluding specific assignments. The list of assignments in each set are recalculated dynamically whenever the set is used for processing.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_SET_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PAYROLL_ID	NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
ASSIGNMENT_SET_NAME	NOT NULL	VARCHAR2(80)	Name of the assignment set.
FORMULA_ID	NULL	NUMBER(15)	Foreign key to formula of type - Assignment Set.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ASSIGNMENT_SETS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
HR_ASSIGNMENT_SETS_N2	NOT UNIQUE	1	PAYROLL_ID
HR_ASSIGNMENT_SETS_PK	UNIQUE	1	ASSIGNMENT_SET_ID

Sequences

Sequence	Derived Column
HR_ASSIGNMENT_SETS_S	ASSIGNMENT_SET_ID

HR_ASSIGNMENT_SET_AMENDMENTS

HR_ASSIGNMENT_SET_AMENDMENTS holds the explicit amendments to an assignment set that identify whether a specific assignment should be included or excluded.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ASSIGNMENT_SETS	ASSIGNMENT_SET_ID	ASSIGNMENT_SET_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
INCLUDE_OR_EXCLUDE	INCLUDE_EXCLUDE	FND_COMMON_LOOKUPS
	E	Exclude
	I	Include

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID (PK)	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
ASSIGNMENT_SET_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to HR_ASSIGNMENT_SETS.
INCLUDE_OR_EXCLUDE	NULL	VARCHAR2(30)	Identifies whether to explicitly include or exclude the assignment.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ASSIGNMENT_SET_AMENDMEN_FK2	NOT UNIQUE	1	ASSIGNMENT_SET_ID
HR_ASSIGNMENT_SET_AMENDMEN_N1	NOT UNIQUE	1	ASSIGNMENT_ID
HR_ASSIGNMENT_SET_AMENDMEN_PK	UNIQUE	1	ASSIGNMENT_ID
		2	ASSIGNMENT_SET_ID

HR_ASSIGNMENT_SET_CRITERIA

HR_ASSIGNMENT_SET_CRITERIA identifies the individual criteria, in sequence, that are used to define an assignment set. Each row represents one logical condition, and taken collectively they define an assignment set. These logical conditions make use of database items, such as PER_AGE>30, and can be joined with AND/OR type logic. They are compiled into an assignment set formula. The list of assignments in the set are generated when the formula is executed, for example, when the assignment set is referenced by a payroll run.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ASSIGNMENT_SETS	ASSIGNMENT_SET_ID	ASSIGNMENT_SET_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
LOGICAL	AND_OR	FND_COMMON_LOOKUPS
	A	AND
	O	OR
OPERATOR	OPERATOR	FND_COMMON_LOOKUPS
	!=	Not Equal
	%	%
	<	<
	<=	<=
	=	=
	>	>
	>=	>=

Column Descriptions

Name	Null?	Type	Description
LINE_NO (PK)	NOT NULL	NUMBER(15)	Sequence in which this condition should be used for the set.
ASSIGNMENT_SET_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to HR_ASSIGNMENTS_SETS.
LEFT_OPERAND	NOT NULL	VARCHAR2(81)	Database item or text. Database item is prefixed online by &.
OPERATOR	NOT NULL	VARCHAR2(30)	How the left operand must relate to the right operand to succeed.
RIGHT_OPERAND	NOT NULL	VARCHAR2(81)	Database item or text. Database item is prefixed online by &.
LOGICAL	NULL	VARCHAR2(30)	Logical link between this condition and the previous one (AND/OR).
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ASSIGNMENT_SET_CRITERIA_FK1	NOT UNIQUE	1	ASSIGNMENT_SET_ID

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HR_ASSIGNMENT_SET_CRITERIA_PK	UNIQUE	1	LINE_NO
		2	ASSIGNMENT_SET_ID

Sequences

Sequence	Derived Column
HR_ASSIGNMENT_SET_CRITERIA_S	ASSIGNMENT_SET_ID

HR_AUDITS

HR_AUDITS holds records of the transactions that are carried out on an audited DateTracked table. The rows of this table are created by running the package PY_AUDIT_REP_PKG which inserts into the HR_AUDITS table and HR_AUDIT_COLUMNS table from the DateTracked tables shadow table.

Column Descriptions

Name	Null?	Type	Description
AUDIT_ID (PK)	NOT NULL	NUMBER(15)	Primary key from sequence HR_AUDITS_S.
COMMIT_ID	NOT NULL	NUMBER(9)	Commit reference for the audited transaction.
CURRENT_SESSION_ID	NOT NULL	NUMBER	Current session id of the audit process.
PRIMARY_KEY	NOT NULL	VARCHAR2(30)	Primary key column name of the audited table.
PRIMARY_KEY_VALUE	NOT NULL	NUMBER(15)	ID of the primary key for the audited table.
SEQUENCE_ID	NOT NULL	NUMBER(9)	Sequence of the transaction within a commit unit.
SESSION_ID	NOT NULL	NUMBER	ORACLE session ID of the audited process.
TABLE_NAME	NOT NULL	VARCHAR2(30)	Name of audited table.
TIMESTAMP	NOT NULL	DATE	Date and time the audited transaction took place.
TRANSACTION	NOT NULL	VARCHAR2(30)	Description of the audited transaction.
TRANSACTION_TYPE	NOT NULL	VARCHAR2(30)	Type of audit transaction, (I)nsert, (U)pdate or (D)elete.
USER_NAME	NOT NULL	VARCHAR2(100)	Name of user performing the transaction.
EFFECTIVE_END_DATE	NULL	DATE	Effective end date value of the audited transaction.
EFFECTIVE_START_DATE	NULL	DATE	Effective start date value of the audited transaction.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_AUDITS_PK	UNIQUE	1	AUDIT_ID

Sequences

Sequence	Derived Column
HR_AUDITS_S	AUDIT_ID

HR_AUDIT_COLUMNS

HR_AUDITS_COLUMNS holds details of the transactions that apply to specific columns in audited tables that are DateTracked. It is populated by running the PY_AUDIT_REP_PKG package which inserts rows into HR_AUDITS and HR_AUDIT_COLUMNS from the standard shadow tables for DateTracked entities.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_AUDITS	AUDIT_ID	AUDIT_ID

Column Descriptions

Name	Null?	Type	Description
AUDIT_ID	NOT NULL	NUMBER(15)	Foreign key to HR_AUDITS.
COLUMN_ID	NOT NULL	NUMBER(9)	Foreign key to FND_COLUMNS.
COLUMN_NAME	NOT NULL	VARCHAR2(30)	Name of the audited column subject to a change.
NEW_VALUE	NULL	VARCHAR2(240)	New value of the column after the change.
OLD_VALUE	NULL	VARCHAR2(240)	Old value of the column before the change.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_AUDIT_COLUMNS_FK1	NOT UNIQUE	1	AUDIT_ID

HR_CALENDARS

A calendar based on a repeating pattern. By assigning a repeating pattern to a start date, the pattern can be derived as it would be on any given date after the start date. The same pattern may be used for many calendars, perhaps time-shifted by, for example, 8 hours to represent different shift patterns.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_PATTERNS	PATTERN_ID	PATTERN_ID

Column Descriptions

Name	Null?	Type	Description
CALENDAR_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
CALENDAR_NAME	NOT NULL	VARCHAR2(80)	Unique name to identify the calendar.
PATTERN_START_POSITION	NOT NULL	NUMBER	The sequence number of the pattern construction at which the calendar starts.
CALENDAR_START_TIME	NOT NULL	DATE	The start date and time of the calendar.
PATTERN_ID	NOT NULL	NUMBER	Foreign key to HR_PATTERNS.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.
CREATION_DATE	NULL	DATE	Standard Who column.
CREATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_CALENDARS_FK1	NOT UNIQUE	1	PATTERN_ID
HR_CALENDARS_PK	UNIQUE	1	CALENDAR_ID
HR_CALENDARS_UK1	UNIQUE	1	CALENDAR_NAME

Sequences

Sequence	Derived Column
HR_CALENDARS_S	CALENDAR_ID

HR_CALENDAR_USAGES

A calendar may be used by many different kinds of entity, for example, a person or an organization. The kinds of entity which may use a calendar, and the usages for the calendar are specified in HR_PATTERN_PURPOSE_USAGES.

For example, a person may be assigned to a calendar as a way of determining his work pattern. He may also be assigned to a calendar to determine his SSP qualifying pattern. He may change the calendar he uses for each purpose over time, but he may not have two calendars simultaneously for the same purpose.

By specifying the purpose_usage_id, the entity using the calendar is identified as well as the purpose for which the calendar is being used. The primary_key_value identifies the particular occurrence of the entity. For example PERSON/WORK PATTERN and FRED BLOGGS respectively.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_CALENDARS	CALENDAR_ID	CALENDAR_ID
HR_PATTERN_PURPOSE_USAGES	PURPOSE_USAGE_ID	PURPOSE_USAGE_ID

Column Descriptions

Name	Null?	Type	Description
CALENDAR_ID	NOT NULL	NUMBER	Foreign key to HR_CALENDARS.
CALENDAR_USAGE_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
PRIMARY_KEY_VALUE	NOT NULL	NUMBER	Foreign key to the table/entity identified via the purpose_usage_id.
PURPOSE_USAGE_ID	NOT NULL	NUMBER	Foreign key to HR_PATTERN_PURPOSE_USAGES.
START_DATE	NOT NULL	DATE	The start (date and time) of the period of use of the calendar.
END_DATE	NOT NULL	DATE	The end (date and time) of the period of use of the calendar.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_CALENDAR_USAGES_FK2	NOT UNIQUE	1	PURPOSE_USAGE_ID
HR_CALENDAR_USAGES_PK	UNIQUE	1	CALENDAR_USAGE_ID
HR_CALENDAR_USAGES_UK1	UNIQUE	1	PRIMARY_KEY_VALUE
		2	PURPOSE_USAGE_ID
		3	START_DATE

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Sequences

Sequence	Derived Column
HR_CALENDAR_USAGES_S	CALENDAR_USAGE_ID

HR_COMMENTS

HR_COMMENTS is a central repository for comments related to HRMS objects.. Any comments which do not need to be DateTracked can be held here to save space. An additional benefit of holding comments in this way is that it facilitates the use of PLSQL stored procedures for date-effective updates. .

Column Descriptions

Name	Null?	Type	Description
COMMENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
SOURCE_TABLE_NAME	NOT NULL	VARCHAR2(30)	Name of table that holds the related object for the comment.
COMMENT_TEXT	NULL	LONG	Actual text of the comment.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_COMMENTS_PK	UNIQUE	1	COMMENT_ID

Sequences

Sequence	Derived Column
HR_COMMENTS_S	COMMENT_ID

HR_EXCEPTION_USAGES

Repeating patterns may have exceptions (eg a Bank Holiday Monday in a normal Monday–Friday working week). These exceptions may be applied either to whole calendars (eg the 'Night Shift Calendar'), or to individual users of that calendar (eg 'Fred Bloggs' or 'Finance Department'). Exceptions applied to a calendar are inherited by all users of that calendar, whilst exceptions applied to an individual are specific to that individual. The application of a particular exception is recorded in this table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_CALENDARS	CALENDAR_ID	CALENDAR_ID
HR_CALENDAR_USAGES	CALENDAR_USAGE_ID	CALENDAR_USAGE_ID
HR_PATTERN_EXCEPTIONS	EXCEPTION_ID	EXCEPTION_ID

Column Descriptions

Name	Null?	Type	Description
EXCEPTION_ID	NOT NULL	NUMBER	Foreign key to HR_PATTERN_EXCEPTIONS.
EXCEPTION_USAGE_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
EXCEPTION_REASON	NULL	VARCHAR2(2000)	Reason for applying the exception.
CALENDAR_ID	NULL	NUMBER	Foreign key to HR_CALENDARS. This column and calendar_usage_id are mutually exclusive.
CALENDAR_USAGE_ID	NULL	NUMBER	Foreign key to HR_CALENDAR_USAGES. This column and calendar_id are mutually exclusive.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_EXCEPTION_USAGES_FK2	NOT UNIQUE	1	CALENDAR_USAGE_ID
HR_EXCEPTION_USAGES_FK3	NOT UNIQUE	1	EXCEPTION_ID
HR_EXCEPTION_USAGES_PK	UNIQUE	1	EXCEPTION_USAGE_ID
HR_EXCEPTION_USAGES_UK1	UNIQUE	1	EXCEPTION_ID
		2	CALENDAR_ID
HR_EXCEPTION_USAGES_UK2	UNIQUE	1	EXCEPTION_ID
		2	CALENDAR_USAGE_ID

Sequences

Sequence	Derived Column
HR_EXCEPTION_USAGES_S	EXCEPTION_USAGE_ID

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HR_INCOMPATIBILITY_RULES

HR_INCOMPATIBILITY_RULES holds details of units that are incompatible for application reasons. These restrictions are defined by holding FROM_NAV_UNIT_ID and TO_NAV_UNIT_ID of the restricted units.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_NAVIGATION_UNITS	NAV_UNIT_ID	FROM_NAV_UNIT_ID
HR_NAVIGATION_UNITS	NAV_UNIT_ID	TO_NAV_UNIT_ID

Column Descriptions

Name	Null?	Type	Description
FROM_NAV_UNIT_ID	NOT NULL	NUMBER(9)	Foreign key to HR_NAVIGATION_UNITS.
TO_NAV_UNIT_ID	NOT NULL	NUMBER(9)	Foreign key to HR_NAVIGATION_UNITS.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_INCOMPATIBILITY_RULES_FK1	NOT UNIQUE	1	FROM_NAV_UNIT_ID
HR_INCOMPATIBILITY_RULES_FK2	NOT UNIQUE	1	TO_NAV_UNIT_ID

HR_JP_PARAMETERS

Used to remove multibyte characters from objects like translation table.

Column Descriptions

Name	Null?	Type	Description
OWNER (PK)	NOT NULL	VARCHAR2(30)	
PARAMETER_NAME (PK)	NOT NULL	VARCHAR2(30)	
PARAMETER_VALUE	NOT NULL	VARCHAR2(80)	

Indexes

Index Name	Index Type	Sequence	Column Name
HR_JP_PARAMETERS_PK	UNIQUE	5 10	OWNER PARAMETER_NAME

HR_LEGAL_ENTITIES

HR_LEGAL_ENTITIES is a view based on HR_ORGANIZATION_UNITS and HR_ORGANIZATION_INFORMATION that returns generic information about a GRE/Legal entity. Legislation specific information is not returned by this view. HR_TAX_UNITS_V returns US specific information about a GRE/legal entity.

View Definition

```
CREATE VIEW HR_LEGAL_ENTITIES
as SELECT
    O.BUSINESS_GROUP_ID
, O.ORGANIZATION_ID
, OTL.NAME
, O.DATE_FROM
, O.DATE_TO
, O3.ORG_INFORMATION1
, O3.ORG_INFORMATION2

FROM HR_ORG_UNITS_NO_JOIN O, HR_ALL_ORGANIZATION_UNITS_TL OTL, HR_ORGANIZATION_INFORMATION
O2,
HR_ORGANIZATION_INFORMATION O3 WHERE O.ORGANIZATION_ID =
O2.ORGANIZATION_ID AND O.ORGANIZATION_ID = O3.ORGANIZATION_ID (+)
AND O2.ORG_INFORMATION_CONTEXT || '' = 'CLASS' AND
O3.ORG_INFORMATION_CONTEXT (+) || '' = 'Legal Entity Accounting' AND
O2.ORG_INFORMATION1 = 'HR_LEGAL' AND O2.ORG_INFORMATION2 = 'Y' AND O.ORGANIZATION_ID =
OTL.ORGANIZATION_ID AND OTL.LANGUAGE = USERENV('LANG')
```

Column Descriptions

Name	Null?	Type	Description
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
NAME	NOT NULL	VARCHAR2(60)	Refer to base table.
DATE_FROM	NOT NULL	DATE	Refer to base table.
DATE_TO		DATE	Refer to base table.
SET_OF_BOOKS_ID		VARCHAR2(150)	Refer to base table.
VAT_REGISTRATION_NUMBER		VARCHAR2(150)	Refer to base table.

HR_LEGISLATION_INSTALLATIONS

HR_LEGISLATION_INSTALLATIONS keeps a record of the various product/localization combinations available for HRMS. This is used by the legislative post install/upgrade steps to determine what needs to be applied.

Column Descriptions

Name	Null?	Type	Description
APPLICATION_SHORT_NAME	NOT NULL	VARCHAR2(50)	application short name
LEGISLATION_CODE	NULL	VARCHAR2(2)	legislation code indicating which localization can be installed for the product
STATUS	NULL	VARCHAR2(1)	indicated whether current product is installed
ACTION	NULL	VARCHAR2(1)	indicated what action is being performed on localization (install/upgrade/force-reinstall)
PI_STEPS_EXIST	NOT NULL	VARCHAR2(1)	indicates presence of legislative steps for this localization
VIEW_NAME	NULL	VARCHAR2(250)	view used by driver to determine what steps to apply
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.

HR_LEGISLATION_SUBGROUPS

HR_LEGISLATION_SUBGROUPS holds details of the legislative subgroups in a specific legislation. For example, each state in the USA is a distinct legislative subgroup. These subgroups are used when startup data must to be delivered at different levels within a single legislation.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_INACTIVE_FLAG	ACTIVE_INACTIVE	FND_COMMON_LOOKUPS
	A	Active
	I	Inactive

Column Descriptions

Name	Null?	Type	Description
LEGISLATION_CODE (PK)	NOT NULL	VARCHAR2(30)	The legislation to which the subgroup belongs.
LEGISLATION_SUBGROUP (PK)	NOT NULL	VARCHAR2(30)	Lookup code of the legislation subgroup.
ACTIVE_INACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the legislation subgroup can be used.
LEGISLATION_SUBGROUP_NAME	NOT NULL	VARCHAR2(80)	The lookup meaning of the legislation subgroup.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_LEGISLATION_SUBGROUPS_PK	UNIQUE	1	LEGISLATION_CODE
		2	LEGISLATION_SUBGROUP

HR_LOCATIONS_ALL

HR_LOCATIONS_ALL holds information about specific work locations defined for an enterprise, including address details.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BILL_TO_SITE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
IN_ORGANIZATION_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
OFFICE_SITE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
RECEIVING_SITE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SHIP_TO_SITE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
LOCATION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
LOCATION_CODE	NULL	VARCHAR2(20)	Location name.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Business Group ID associated with location.
DESCRIPTION	NULL	VARCHAR2(50)	Brief description of the location.
SHIP_TO_LOCATION_ID	NULL	NUMBER(15)	Ship-to location foreign key.
SHIP_TO_SITE_FLAG	NULL	VARCHAR2(30)	Indicates whether items can be shipped to this location.
RECEIVING_SITE_FLAG	NULL	VARCHAR2(30)	Indicates whether this location can be used as a receiving site.
BILL_TO_SITE_FLAG	NULL	VARCHAR2(30)	Indicates whether you can bill items to this location.
IN_ORGANIZATION_FLAG	NULL	VARCHAR2(30)	Indicates whether this location is an internal site.
OFFICE_SITE_FLAG	NULL	VARCHAR2(30)	Indicates whether this location can be used as an office site.
DESIGNATED_RECEIVER_ID	NULL	NUMBER(15)	Person foreign key - the contact person for this location.
INVENTORY_ORGANIZATION_ID	NULL	NUMBER(15)	Inventory organization foreign key.
TAX_NAME	NULL	VARCHAR2(15)	Default tax code for this location.
INACTIVE_DATE	NULL	DATE	Date after which this location is no longer valid.
STYLE	NULL	VARCHAR2(2)	Address style - foreign key to FND_TERRITORIES.
ADDRESS_LINE_1	NULL	VARCHAR2(60)	1st line of location address.

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ADDRESS_LINE_2	NULL	VARCHAR2(60)	2nd line of location address.
ADDRESS_LINE_3	NULL	VARCHAR2(60)	3rd line of location address.
TOWN_OR_CITY	NULL	VARCHAR2(30)	Town or city.
COUNTRY	NULL	VARCHAR2(60)	Country.
POSTAL_CODE	NULL	VARCHAR2(30)	Postal code.
REGION_1	NULL	VARCHAR2(70)	County (US, UK); Province (CA).
REGION_2	NULL	VARCHAR2(70)	State (US); Province of work (CA).
REGION_3	NULL	VARCHAR2(70)	Additional address segment - not used by seeded address structures.
TELEPHONE_NUMBER_1	NULL	VARCHAR2(60)	Telephone number.
TELEPHONE_NUMBER_2	NULL	VARCHAR2(60)	Telephone number.
TELEPHONE_NUMBER_3	NULL	VARCHAR2(60)	Telephone number.
LOC_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
LOC_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
LOC_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
LOC_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
LOC_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
GLOBAL_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(150)	Global descriptive flexfield structure defining column
GLOBAL_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column

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GLOBAL_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column
GLOBAL_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
ENTERED_BY	NOT NULL	NUMBER(15)	Applications user who created this location; same as CREATED_BY.
TP_HEADER_ID	NULL	NUMBER	Unsupported in Oracle Human Resources. Used by Oracle EDI Gateway.
ECE_TP_LOCATION_CODE	NULL	VARCHAR2(35)	Unsupported in Oracle Human Resources. Used by Oracle EDI Gateway.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_LOCATIONS_PK	UNIQUE	1	LOCATION_ID
HR_LOCATIONS_UK2	UNIQUE	1	LOCATION_CODE
		3	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
HR_LOCATIONS_S	LOCATION_ID

Database Triggers

Trigger Name : HR_LOCATIONS_ALL_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

HR_LOCATIONS_ALL_TL

HR_LOCATIONS_ALL_TL holds the translated 'location_code' and 'description' columns for the HR_LOCATIONS_ALL table. The rows are indexed by a primary key obtained by the combination of 'location_id' and 'language'.

Column Descriptions

Name	Null?	Type	Description
LOCATION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to HR_LOCATIONS_ALL
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Defined language
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Actual language
LOCATION_CODE	NOT NULL	VARCHAR2(20)	Translated location name
DESCRIPTION	NULL	VARCHAR2(50)	Translated description of the location.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
HR_LOCATIONS_ALL_TL_N2	NOT UNIQUE	1	LANGUAGE
		5	LOCATION_CODE
HR_LOCATIONS_ALL_TL_PK	UNIQUE	5	LOCATION_ID
		10	LANGUAGE

HR_LOCATION_EXTRA_INFO

This table holds details of extra information for a location, an intersection between HR_LOCATION_INFO_TYPES and HR_LOCATIONS.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
HR_LOCATION_INFO_TYPES	INFORMATION_TYPE	INFORMATION_TYPE

Column Descriptions

Name	Null?	Type	Description
LOCATION_EXTRA_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
INFORMATION_TYPE	NOT NULL	VARCHAR2(40)	Foreign Key to HR_LOCATION_INFO_TYPES
LOCATION_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_LOCATIONS
REQUEST_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	standard who column
PROGRAM_ID	NULL	NUMBER(15)	standard who column
PROGRAM_UPDATE_DATE	NULL	DATE	standard who column
LEI_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield
LEI_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield
LEI_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield
LEI_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield

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LEI_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield
LEI_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
HR_LOCATION_EXTRA_INFO_FK1	NOT UNIQUE	1	INFORMATION_TYPE
HR_LOCATION_EXTRA_INFO_FK2	NOT UNIQUE	1	LOCATION_ID
HR_LOCATION_EXTRA_INFO_PK	UNIQUE	2	LOCATION_EXTRA_INFO_ID

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Sequences

Sequence	Derived Column
HR_LOCATION_EXTRA_INFO_S	LOCATION_EXTRA_INFO_ID

HR_LOCATION_INFO_TYPES

This table holds the definitions of extra information types that may be held against a location.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_INACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLE_OCCURENCES_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	The name or code of the information type, which is also the primary key.
ACTIVE_INACTIVE_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the information type is active or inactive.
MULTIPLE_OCCURENCES_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether a location may have multiple occurrences of this type.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the information type.
LEGISLATION_CODE	NULL	VARCHAR2(30)	The legislation to which the information type applies.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
HR_LOCATION_INFO_TYPES_PK	UNIQUE	2	INFORMATION_TYPE

HR_NAVIGATION_CONTEXT_RULES

HR_NAVIGATION_CONTEXT_RULES is referenced by HR_NAV_UNIT_GLOBAL_USAGES. Some units can be accessed only under certain conditions. For example, the path from PERSON to ASSIGNMENT is only valid if the currently selected person is an employee. This table holds the conditions to apply when a navigation option is selected. The condition will be applied at the very last moment before a call form or new form is issued. If the condition fails, the navigation is not permitted and a message is displayed.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_NAV_UNIT_GLOBAL_USAGES	GLOBAL_USAGE_ID	GLOBAL_USAGE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
EVALUATION_TYPE_CODE	EVAL_TYPE	FND_COMMON_LOOKUPS
	EQ	=
	IN	is null
	NE	!=
	NN	is not null

Column Descriptions

Name	Null?	Type	Description
NAV_CONTEXT_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
GLOBAL_USAGE_ID	NOT NULL	NUMBER(9)	Foreign key to HR_NAV_UNIT_GLOBAL_USAGES.
EVALUATION_TYPE_CODE	NOT NULL	VARCHAR2(30)	Evaluation type of the criteria, for example Not Null or Equals.
VALUE	NULL	VARCHAR2(80)	Acceptable value for the criteria that is acceptable under the rule.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_NAVIGATION_CONTEXT_RULE_FK1	NOT UNIQUE	1	GLOBAL_USAGE_ID
HR_NAVIGATION_CONTEXT_RULE_PK	UNIQUE	1	NAV_CONTEXT_RULE_ID

Sequences

Sequence	Derived Column
HR_NAVIGATION_CONTEXT_RULES_S	NAV_CONTEXT_RULE_ID

HR_NAVIGATION_NODES

HR_NAVIGATION_NODES holds the definitions for the individual nodes that can be linked together in a taskflow. There may be multiple entries for the same window, for example, where the window is called with a custom restriction specified in CUSTOMIZED_RESTRICTION_ID.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_NAVIGATION_UNITS	NAV_UNIT_ID	NAV_UNIT_ID

Column Descriptions

Name	Null?	Type	Description
NAV_NODE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
NAV_UNIT_ID	NOT NULL	NUMBER(9)	Foreign key to HR_NAVIGATION_UNITS.
NAME	NOT NULL	VARCHAR2(80)	Name of the node.
CUSTOMIZED_RESTRICTION_ID	NULL	NUMBER(9)	Customization ID of the node. Identifies any custom restriction to apply when the node is called.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_NAVIGATION_NODES_FK1	NOT UNIQUE	1	NAV_UNIT_ID
HR_NAVIGATION_NODES_PK	UNIQUE	1	NAV_NODE_ID
HR_NAVIGATION_NODES_UK2	UNIQUE	1	NAME

Sequences

Sequence	Derived Column
HR_NAVIGATION_NODES_S	NAV_NODE_ID

HR_NAVIGATION_NODE_USAGES

HR_NAVIGATION_NODE_USAGES is the intersection table between HR_WORKFLOWS HR_NAVIGATION_NODES, and HR_NAVIGATION_PATHS. It gives the TOP_NODE of the taskflow, and the NAV_NODE_ID applicable to the navigation unit.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_NAVIGATION_NODES	NAV_NODE_ID	NAV_NODE_ID
HR_WORKFLOWS	WORKFLOW_ID	WORKFLOW_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
TOP_NODE	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
NAV_NODE_USAGE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
WORKFLOW_ID	NOT NULL	NUMBER(9)	Foreign key to HR_WORKFLOWS.
NAV_NODE_ID	NOT NULL	NUMBER(9)	Foreign key to HR_NAVIGATION_NODES.
TOP_NODE	NOT NULL	VARCHAR2(30)	Top node in the taskflow. There can be only one entry point, or node, in a taskflow.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_NAVIGATION_NODE_USAGES_FK1	NOT UNIQUE	1	WORKFLOW_ID
HR_NAVIGATION_NODE_USAGES_FK2	NOT UNIQUE	1	NAV_NODE_ID
HR_NAVIGATION_NODE_USAGES_PK	UNIQUE	1	NAV_NODE_USAGE_ID

Sequences

Sequence	Derived Column
HR_NAVIGATION_NODE_USAGES_S	NAV_NODE_USAGE_ID

HR_NAVIGATION_PATHS

HR_NAVIGATION_PATHS holds the navigation paths and sequence links for a specific taskflow. A path is the route defined between two nodes.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_NAVIGATION_NODE_USAGES	NAV_NODE_USAGE_ID	FROM_NAV_NODE_USAGE_ID
HR_NAVIGATION_NODE_USAGES	NAV_NODE_USAGE_ID	TO_NAV_NODE_USAGE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
NAV_BUTTON_REQUIRED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
NAV_PATH_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
FROM_NAV_NODE_USAGE_ID	NOT NULL	NUMBER(9)	Foreign key to HR_NAVIGATION_NODE_USAGES.
TO_NAV_NODE_USAGE_ID	NOT NULL	NUMBER(9)	Foreign key to HR_NAVIGATION_NODE_USAGES.
NAV_BUTTON_REQUIRED	NOT NULL	VARCHAR2(30)	Indicates whether a user button is displayed.
SEQUENCE	NOT NULL	NUMBER(9)	Sequence of user buttons, and the order of other options in the Others list.
OVERRIDE_LABEL	NULL	VARCHAR2(40)	User defined label for a button.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_NAVIGATION_PATHS_FK1	NOT UNIQUE	1	FROM_NAV_NODE_USAGE_ID
HR_NAVIGATION_PATHS_FK2	NOT UNIQUE	1	TO_NAV_NODE_USAGE_ID
HR_NAVIGATION_PATHS_PK	UNIQUE	1	NAV_PATH_ID

Sequences

Sequence	Derived Column
HR_NAVIGATION_PATHS_S	NAV_PATH_ID

HR_NAVIGATION_UNITS

HR_NAVIGATION_UNITS holds the predefined definitions of navigation units that may be linked together in a taskflow. It identifies block name where there are many navigable blocks within a form.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_WORKFLOWS	WORKFLOW_ID	DEFAULT_WORKFLOW_ID

Column Descriptions

Name	Null?	Type	Description
NAV_UNIT_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
DEFAULT_WORKFLOW_ID	NULL	NUMBER(9)	Foreign key to HR_WORKFLOWS.
APPLICATION_ABBREV	NOT NULL	VARCHAR2(3)	Abbreviation of the application name.
DEFAULT_LABEL	NOT NULL	VARCHAR2(40)	Default label given to the navigation unit.
FORM_NAME	NOT NULL	VARCHAR2(30)	Shortened form name that the unit refers to.
MAX_NUMBER_OF_NAV_BUTTONS	NOT NULL	NUMBER(1)	Maximum number of buttons allowed on the form.
BLOCK_NAME	NULL	VARCHAR2(30)	Used if more than one block within a form appears as a navigation option.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_NAVIGATION_UNITS_FK1	NOT UNIQUE	1	DEFAULT_WORKFLOW_ID
HR_NAVIGATION_UNITS_PK	UNIQUE	1	NAV_UNIT_ID
HR_NAVIGATION_UNITS_UK2	UNIQUE	1	FORM_NAME
		2	BLOCK_NAME

Sequences

Sequence	Derived Column
HR_NAVIGATION_UNITS_S	NAV_UNIT_ID

HR_NAV_UNIT_GLOBAL_USAGES

HR_NAV_UNIT_GLOBAL_USAGES holds details of global variable usage by specific navigation unit. A navigation unit may be a form, or a block within a form and the variable may be passed in or out. The information is used to restrict paths between pairs of nodes by checking that the necessary context is available at each point. For example, the ASSIGNMENTS form must have the global G_PERSON_ID passed in, and passes the global G_ASSIGNMENT_ID out.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_NAVIGATION_UNITS	NAV_UNIT_ID	NAV_UNIT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
MANDATORY_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
GLOBAL_USAGE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
NAV_UNIT_ID	NOT NULL	NUMBER(9)	Foreign key to HR_NAVIGATION_UNITS.
GLOBAL_NAME	NOT NULL	VARCHAR2(30)	Name of the global parameter.
IN_OR_OUT	NOT NULL	VARCHAR2(1)	Indicates whether the global parameter is passed in or out.
MANDATORY_FLAG	NOT NULL	VARCHAR2(30)	Specifies whether the global parameter is mandatory or optional.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_NAV_UNIT_GLOBAL_USAGES_FK1	NOT UNIQUE	1	NAV_UNIT_ID
HR_NAV_UNIT_GLOBAL_USAGES_PK	UNIQUE	1	GLOBAL_USAGE_ID

Sequences

Sequence	Derived Column
HR_NAV_UNIT_GLOBAL_USAGES_S	GLOBAL_USAGE_ID

HR_OPERATING_UNITS

HR_OPERATING_UNITS is a view based on HR_ORGANIZATION_UNITS and HR_ORGANIZATION_INFORMATION that returns information about operating units.

View Definition

```
CREATE VIEW HR_OPERATING_UNITS
as SELECT
    O.BUSINESS_GROUP_ID
, O.ORGANIZATION_ID
, OTL.NAME
, O.DATE_FROM
, O.DATE_TO
, O3.ORG_INFORMATION2

FROM
HR_ALL_ORGANIZATION_UNITS O,
HR_ALL_ORGANIZATION_UNITS_TL OTL,
HR_ORGANIZATION_INFORMATION O2,
HR_ORGANIZATION_INFORMATION O3
WHERE O.ORGANIZATION_ID =
    O2.ORGANIZATION_ID AND O.ORGANIZATION_ID = O3.ORGANIZATION_ID AND
    O2.ORG_INFORMATION_CONTEXT||' ' = 'CLASS' AND
    O3.ORG_INFORMATION_CONTEXT
    = 'Operating Unit Information' AND O2.ORG_INFORMATION1 =
    'OPERATING_UNIT' AND O2.ORG_INFORMATION2 = 'Y'
AND O.ORGANIZATION_ID = OTL.ORGANIZATION_ID
AND OTL.LANGUAGE = userenv('LANG')
```

Column Descriptions

Name	Null?	Type	Description
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
NAME	NOT NULL	VARCHAR2(60)	Refer to base table.
DATE_FROM	NOT NULL	DATE	Refer to base table.
DATE_TO	NULL	DATE	Refer to base table.
LEGAL_ENTITY_ID	NULL	VARCHAR2(150)	Refer to base table.

HR_ORGANIZATION_INFORMATION

HR_ORGANIZATION_INFORMATION is used to hold two distinct sets of organization information. When ORG_INFORMATION_CONTEXT is set to CLASS this table acts as an intersection table between organizations and organization classifications. ORGANIZATION_ID identifies the organization and ORG_INFORMATION1 holds the organization classification name. This information is maintained by the organization classifications block of the Organization form. When ORG_INFORMATION_CONTEXT is set to an information type held in HR_ORG_INFORMATION_TYPES the ORG_INFORMATION1–20 columns hold details for the specific information type. This information is maintained by a predefined protected descriptive flexfield. (Org Developer DF.)

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
HR_ORG_INFORMATION_TYPES	ORG_INFORMATION_TYPE	ORG_INFORMATION_CONTEXT

Column Descriptions

Name	Null?	Type	Description
ORG_INFORMATION_ID (PK)	NOT NULL	NUMBER	Developer descriptive flexfield column.
ORG_INFORMATION_CONTEXT	NOT NULL	VARCHAR2(40)	Developer descriptive flexfield column.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ORG_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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ORG_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ORG_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ORGANIZATION_INFORMATIO_FK1	NOT UNIQUE	1	ORG_INFORMATION_CONTEXT
HR_ORGANIZATION_INFORMATIO_FK2	NOT UNIQUE	1	ORGANIZATION_ID
HR_ORGANIZATION_INFORMATIO_PK	UNIQUE	1	ORG_INFORMATION_ID

Sequences

Sequence	Derived Column
HR_ORGANIZATION_INFORMATION_S	ORG_INFORMATION_ID

Database Triggers

Trigger Name : HR_ORG_INFO_BRI
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT

This trigger will create a security profile when an organization is defined as a business group. The security profile ID is stored in HR_ORGANIZATION_INFORMATION.ORG_INFORMATION14

Trigger Name : HR_ORG_INFO_ARI
Trigger Time : AFTER
Trigger Level : ROW
Trigger Event : INSERT

This trigger inserts Business Group information when an Organization is defined as a business group.

HR_ORG_INFORMATION_TYPES

HR_ORG_INFORMATION_TYPES holds a list of predefined types of organization information. These are the types of information you can enter when you select an organization classification on the Define Organization form. For example, costing and standard work day information.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
NAVIGATION_METHOD	ORG_NAVIGATION_METHOD	FND_COMMON_LOOKUPS
	COST	Go to COSTING zone of PERORDOR
	GM	Generic multi row
	GS	Generic single row
	P	Go to Parent Org zone of PERORDOR
	SCL	Go to SCL zone of PERORDOR
	Z	Zoom

Column Descriptions

Name	Null?	Type	Description
ORG_INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	Developer descriptive flexfield column.
DESCRIPTION	NULL	VARCHAR2(240)	Description of information type.
DESTINATION	NULL	VARCHAR2(80)	Zoom or call form destination.
DISPLAYED_ORG_INFORMATION_TYPE	NULL	VARCHAR2(30)	Name of the information type that is visible to the user.
FND_APPLICATION_ID	NULL	NUMBER(15)	Foreign key reference to AOL application.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Legislation code for Business Group.
NAVIGATION_METHOD	NULL	VARCHAR2(80)	Navigation to be performed to maintain attributes for the organization type.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ORG_INFORMATION_TYPES_PK	UNIQUE	1	ORG_INFORMATION_TYPE

HR_ORG_INFO_TYPES_BY_CLASS

HR_ORG_INFO_TYPES_BY_CLASS is an intersection table between HR_ORG_INFORMATION_TYPES and HR_ORGANIZATION_INFORMATION. This table defines the information type structures that are available for each organization classification. The rows in this table are predefined and are not maintained by any forms.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ORG_INFORMATION_TYPES	ORG_INFORMATION_TYPE	ORG_INFORMATION_TYPE

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
MANDATORY_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
ORG_CLASSIFICATION (PK)	NOT NULL	VARCHAR2(40)	Classification type of an organization. For example, HR Organization, Business Group, etc.
ORG_INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	Developer descriptive flexfield column.
MANDATORY_FLAG	NOT NULL	VARCHAR2(30)	An indication of whether a particular type of organization information is mandatory for a class.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_ORG_INFO_TYPES_BY_CLASS_FK1	NOT UNIQUE	1	ORG_INFORMATION_TYPE
HR_ORG_INFO_TYPES_BY_CLASS_PK	UNIQUE	1	ORG_CLASSIFICATION
		2	ORG_INFORMATION_TYPE

HR_PATTERNS

A repeating pattern of time periods, for various uses. For example, a shift pattern may be defined for a group of workers, or a timetable for resource availability.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PATTERN_START_WEEKDAY	WEEKDAY	FND_COMMON_LOOKUPS
	FRI	Friday
	MON	Monday
	SAT	Saturday
	SUN	Sunday
	THU	Thursday
	TUE	Tuesday
	WED	Wednesday

Column Descriptions

Name	Null?	Type	Description
PATTERN_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
PATTERN_NAME	NOT NULL	VARCHAR2(80)	Unique name to identify a pattern.
PATTERN_START_WEEKDAY	NULL	VARCHAR2(30)	A day of the week on which the pattern must start.
PATTERN_START_TIME	NULL	VARCHAR2(5)	A time of day (format HH:MI) at which the pattern must start.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_PATTERNS_PK	UNIQUE	1	PATTERN_ID
HR_PATTERNS_UK1	UNIQUE	1	PATTERN_NAME

Sequences

Sequence	Derived Column
HR_PATTERNS_S	PATTERN_ID

HR_PATTERN_BITS

In order to simplify the construction of complex repeating patterns, such as work patterns or resource schedules, it is possible to define arbitrary periods of time which may be referred to in the pattern construction. For example, a time period may be created that is based on 8 hours and called 'Standard shift'. The time period is always based on a known period of real time (hours/days/weeks) and multiplied by a figure to arrive at the duration of the period. The multiplier figure may be any positive number, including fractions, so it is possible to specify time periods at any level of granularity.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BASE_TIME_UNIT	SCHEDULER_TIME_UNIT	FND_COMMON_LOOKUPS
	DAYS	Days
	HOURS	Hours
	WEEKS	Weeks

Column Descriptions

Name	Null?	Type	Description
PATTERN_BIT_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
PATTERN_BIT_CODE	NOT NULL	VARCHAR2(30)	Unique name or code to identify the pattern bit.
BIT_MEANING	NOT NULL	VARCHAR2(2000)	Explanation of the pattern bit and its purpose.
TIME_UNIT_MULTIPLIER	NOT NULL	NUMBER	The figure by which the base time unit must be multiplied to find the duration of the pattern bit.
BASE_TIME_UNIT	NOT NULL	VARCHAR2(30)	Real time unit (hours/days/weeks) from which the pattern bit duration is derived.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_PATTERN_BITS_PK	UNIQUE	1	PATTERN_BIT_ID
HR_PATTERN_BITS_UK1	UNIQUE	1	PATTERN_BIT_CODE

Sequences

Sequence	Derived Column
HR_PATTERN_BITS_S	PATTERN_BIT_ID

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HR_PATTERN_CONSTRUCTIONS

Each row of this table represents a single period of time within a repeating time-based pattern or other time-based pattern. For the specified period of time, the pattern declares an availability (eg 'AT WORK', 'OFF DUTY' etc) which applies. The sequence number enables the order of the rows within a pattern to be constructed.

A pattern may be constructed using either predefined pattern bits or by using other existing patterns to simplify the production of more complex patterns. If an existing pattern is used in a pattern construction row, it indicates that that pattern must be substituted into this point in the new pattern. Consequently, no availability may be specified on the row as it is derived from the component pattern. If a pattern bit is specified, then the availability specified applies for that period of time only.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_PATTERNS	PATTERN_ID	PATTERN_ID
HR_PATTERNS	PATTERN_ID	COMPONENT_PATTERN_ID
HR_PATTERN_BITS	PATTERN_BIT_ID	PATTERN_BIT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
AVAILABILITY	AVAILABILITY	FND_COMMON_LOOKUPS
	AVAILABLE	Available
	NON QUALIFYING	Non Qualifying
	ON CALL	On Call
	QUALIFYING	Qualifying
	UNAVAILABLE	Unavailable

Column Descriptions

Name	Null?	Type	Description
PATTERN_CONSTRUCTION_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
SEQUENCE_NO	NOT NULL	NUMBER	The order of this row within its parent pattern.
AVAILABILITY	NULL	VARCHAR2(30)	The availability applicable for the duration of the specified pattern bit. This may not be specified if no pattern_bit_id is specified.
PATTERN_ID	NOT NULL	NUMBER	Foreign key to HR_PATTERNS. The pattern for which this construction is a part.
PATTERN_BIT_ID	NULL	NUMBER	Foreign key to HR_PATTERN_BITS.
COMPONENT_PATTERN_ID	NULL	NUMBER	Foreign key to HR_PATTERNS (PATTERN_ID). Identifies a pattern whose construction must be substituted into this point of the parent pattern.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.

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CREATED_BY	NULL	NUMBER	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.

Indexes

<u>Index Name</u>	<u>Index Type</u>	<u>Sequence</u>	<u>Column Name</u>
HR_PATTERN_CONSTRUCTIONS_FK1	NOT UNIQUE	1	PATTERN_BIT_ID
HR_PATTERN_CONSTRUCTIONS_FK2	NOT UNIQUE	1	PATTERN_ID
HR_PATTERN_CONSTRUCTIONS_FK3	NOT UNIQUE	1	COMPONENT_PATTERN_ID
HR_PATTERN_CONSTRUCTIONS_PK	UNIQUE	1	PATTERN_CONSTRUCTION_ID
HR_PATTERN_CONSTRUCTIONS_UK1	UNIQUE	1	SEQUENCE_NO
		2	PATTERN_ID

Sequences

<u>Sequence</u>	<u>Derived Column</u>
HR_PATTERN_CONSTRUCTIONS_S	PATTERN_CONSTRUCTION_ID

HR_PATTERN_EXCEPTIONS

A repeating pattern may be overridden by irregular events, for example a company holiday may interrupt the normal cycle of a work pattern. Exceptions may be simple, eg one day off, or complex, eg shifts during Christmas week. By defining a pattern, it is possible to specify simple or complex periods of time and the availability at each point in the period. That pattern may then be used to override another pattern for a specified period of time.

When an exception pattern is applied to a repeating pattern from a given date and time, the repeating cycle will be interrupted by the exceptional pattern for one iteration and then the original pattern will resume.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_PATTERNS	PATTERN_ID	PATTERN_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
EXCEPTION_CATEGORY	EXCEPTION_CATEGORY PUBLIC	FND_COMMON_LOOKUPS Public Holiday

Column Descriptions

Name	Null?	Type	Description
EXCEPTION_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
PATTERN_ID	NOT NULL	NUMBER	Foreign key to HR_PATTERNS.
EXCEPTION_NAME	NOT NULL	VARCHAR2(80)	Unique name of this exception, eg 'Thanksgiving Day 1996'.
EXCEPTION_START_TIME	NOT NULL	DATE	The start date and time from which the exception will be applied.
EXCEPTION_END_TIME	NOT NULL	DATE	The end date and time of the exception (derived from the start time and the duration of the pattern).
EXCEPTION_CATEGORY	NULL	VARCHAR2(30)	A category for the exception (eg Company Holidays). Validated by lookup (EXCEPTION CATEGORY).
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_PATTERN_EXCEPTIONS_FK1	NOT UNIQUE	1	PATTERN_ID

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HR_PATTERN_EXCEPTIONS_PK	UNIQUE	1	EXCEPTION_ID
HR_PATTERN_EXCEPTIONS_UK1	UNIQUE	1	PATTERN_ID
		2	EXCEPTION_NAME
		3	EXCEPTION_START_TIME

Sequences

<u>Sequence</u>	<u>Derived Column</u>
HR_PATTERN_EXCEPTIONS_S	EXCEPTION_ID

HR_PATTERN_PURPOSES

A repeating pattern may be used for various purposes. Because the purpose for which it is used may affect the validation rules which are applied during its creation, it is necessary to specify the valid purposes for the pattern.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_PATTERNS	PATTERN_ID	PATTERN_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PATTERN_PURPOSE	PATTERN_PURPOSE QUALIFYING PATTERN RESOURCE WORK	FND_COMMON_LOOKUPS SSP Qualifying Pattern Resource Schedule Work Pattern

Column Descriptions

Name	Null?	Type	Description
PATTERN_PURPOSE_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
PATTERN_PURPOSE	NOT NULL	VARCHAR2(30)	Purpose for which the parent pattern may be used. Validated by lookup (PATTERN_PURPOSE)
PATTERN_ID	NOT NULL	NUMBER	Foreign key to HR_PATTERNS.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_PATTERN_PURPOSES_FK1	NOT UNIQUE	1	PATTERN_ID
HR_PATTERN_PURPOSES_PK	UNIQUE	1	PATTERN_PURPOSE_ID
HR_PATTERN_PURPOSES_UK1	UNIQUE	1 2	PATTERN_PURPOSE PATTERN_ID

Sequences

Sequence	Derived Column
HR_PATTERN_PURPOSES_S	PATTERN_PURPOSE_ID

HR_PATTERN_PURPOSE_USAGES

Predefined data specifying the valid combinations of entities and pattern purposes for work patterns. For example, 'Resource Schedule' may be a purpose which is only valid with 'Location' and 'Schedulable Resource', whilst 'Work pattern' may be a purpose which is valid with 'Organization', 'Person' and 'Assignment'. Each row of this table specifies a valid combination of one purpose with one entity.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ENTITY_NAME	SCHEDULABLE_ENTITY	FND_COMMON_LOOKUPS
	ASSIGNMENT	Assignment
	JOB	Job
	LEGISLATION	Legislation
	LOCATION	Location
	ORGANIZATION	Business Group
	PAYROLL	Payroll
	PERSON	Person
PATTERN_PURPOSE	POSITION	Position
	PATTERN_PURPOSE	FND_COMMON_LOOKUPS
	QUALIFYING PATTERN	SSP Qualifying Pattern
	RESOURCE	Resource Schedule
	WORK	Work Pattern

Column Descriptions

Name	Null?	Type	Description
PURPOSE_USAGE_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
ENTITY_NAME	NOT NULL	VARCHAR2(30)	Name of the entity. Validated by lookup (SCHEDULABLE ENTITY).
PATTERN_PURPOSE	NOT NULL	VARCHAR2(30)	Purpose of a pattern which is valid with the entity name. Validated by lookup (PATTERN PURPOSE).
HIERARCHY_LEVEL	NOT NULL	NUMBER	Patterns may be inherited from higher level entities. The level is specified here.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_PATTERN_PURPOSE_USAGES_PK	UNIQUE	1	PURPOSE_USAGE_ID
HR_PATTERN_PURPOSE_USAGES_UK1	UNIQUE	1	ENTITY_NAME
		2	PATTERN_PURPOSE
HR_PATTERN_PURPOSE_USAGES_UK2	UNIQUE	1	PATTERN_PURPOSE
		2	HIERARCHY_LEVEL

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Sequences

Sequence	Derived Column
HR_PATTERN_PURPOSE_USAGES_S	PURPOSE_USAGE_ID

HR_POSITIONS_F

HR_POSITIONS_F is a view based on the table HR_ALL_POSITIONS_F. It lists all of the positions visible within the current security profile.

View Definition

```
CREATE VIEW HR_POSITIONS_F
  as SELECT
    POSITION_ID
  ,EFFECTIVE_START_DATE
  ,EFFECTIVE_END_DATE
  ,AVAILABILITY_STATUS_ID
  ,BUSINESS_GROUP_ID
  ,ENTRY_GRADE_ID
  ,ENTRY_GRADE_RULE_ID
  ,ENTRY_STEP_ID
  ,JOB_ID
  ,LOCATION_ID
  ,ORGANIZATION_ID
  ,PAY_FREQ_PAYROLL_ID
  ,hr_general.decode_LATEST_POSITION_DEF_ID (position_id)
  ,position_definition_id
  ,POSITION_TRANSACTION_ID
  ,PRIOR_POSITION_ID
  ,RELIEF_POSITION_ID
  ,SUCCESSOR_POSITION_ID
  ,SUPERVISOR_POSITION_ID
  ,AMENDMENT_DATE
  ,AMENDMENT_RECOMMENDATION
  ,AMENDMENT_REF_NUMBER
  ,BARGAINING_UNIT_CD
  ,COMMENTS
  ,CURRENT_JOB_PROP_END_DATE
  ,CURRENT_ORG_PROP_END_DATE
  ,AVAIL_STATUS_PROP_END_DATE
  ,DATE_EFFECTIVE
  ,hr_general.get_POSITION_DATE_END(position_id)
  ,EARLIEST_HIRE_DATE
  ,FILL_BY_DATE
  ,FREQUENCY
  ,FTE
  ,MAX_PERSONS
  ,hr_general.decode_position_latest_NAME(position_id)
  ,name
  ,OVERLAP_PERIOD
  ,OVERLAP_UNIT_CD
  ,PAY_TERM_END_DAY_CD
  ,PAY_TERM_END_MONTH_CD
  ,PERMANENT_TEMPORARY_FLAG
  ,PERMIT_RECRUITMENT_FLAG
  ,POSITION_TYPE
  ,POSTING_DESCRIPTION
  ,PROBATION_PERIOD
  ,PROBATION_PERIOD_UNIT_CD
```

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```

,PROPOSED_FTE_FOR_LAYOFF
,PROPOSED_DATE_FOR_LAYOFF
,REPLACEMENT_REQUIRED_FLAG
,REVIEW_FLAG
,SEASONAL_FLAG
,SECURITY_REQUIREMENTS
,STATUS
,TERM_START_DAY_CD
,TERM_START_MONTH_CD
,TIME_NORMAL_FINISH
,TIME_NORMAL_START
,UPDATE_SOURCE_CD
,WORKING_HOURS
,WORKS_COUNCIL_APPROVAL_FLAG
,WORK_PERIOD_TYPE_CD
,WORK_TERM_END_DAY_CD
,WORK_TERM_END_MONTH_CD
,PAY_BASIS_ID
,SUPERVISOR_ID
,INFORMATION1
,INFORMATION2
,INFORMATION3
,INFORMATION4
,INFORMATION5
,INFORMATION6
,INFORMATION7
,INFORMATION8
,INFORMATION9
,INFORMATION10
,INFORMATION11
,INFORMATION12
,INFORMATION13
,INFORMATION14
,INFORMATION15
,INFORMATION16
,INFORMATION17
,INFORMATION18
,INFORMATION19
,INFORMATION20
,INFORMATION21
,INFORMATION22
,INFORMATION23
,INFORMATION24
,INFORMATION25
,INFORMATION26
,INFORMATION27
,INFORMATION28
,INFORMATION29
,INFORMATION30
,INFORMATION_CATEGORY
,ATTRIBUTE1
,ATTRIBUTE2
,ATTRIBUTE3

      ATTRIBUTE4
,ATTRIBUTE5
,ATTRIBUTE6

```

```

,ATTRIBUTE7
,ATTRIBUTE8
,ATTRIBUTE9
,ATTRIBUTE10
,ATTRIBUTE11
,ATTRIBUTE12
,ATTRIBUTE13
,ATTRIBUTE14
,ATTRIBUTE15
,ATTRIBUTE16
,ATTRIBUTE17
,ATTRIBUTE18
,ATTRIBUTE19
,ATTRIBUTE20
,ATTRIBUTE21
,ATTRIBUTE22
,ATTRIBUTE23
,ATTRIBUTE24
,ATTRIBUTE25
,ATTRIBUTE26
,ATTRIBUTE27
,ATTRIBUTE28
,ATTRIBUTE29
,ATTRIBUTE30
,ATTRIBUTE_CATEGORY
,REQUEST_ID
,PROGRAM_APPLICATION_ID
,PROGRAM_ID
,PROGRAM_UPDATE_DATE
,CREATED_BY
,CREATION_DATE
,LAST_UPDATED_BY
,LAST_UPDATE_DATE
,LAST_UPDATE_LOGIN
,OBJECT_VERSION_NUMBER
from hr_all_positions_f
  Where DECODE(HR_SECURITY.VIEW_ALL ,'Y' , 'TRUE',
              HR_SECURITY.SHOW_RECORD('PER_ALL_POSITIONS'
, POSITION_ID)) = 'TRUE'

```

Column Descriptions

Name	Null?	Type	Description
POSITION_ID	NOT NULL	NUMBER(15)	Refer to base table.
EFFECTIVE_START_DATE	NOT NULL	DATE	Refer to base table.
EFFECTIVE_END_DATE	NOT NULL	DATE	Refer to base table.
AVAILABILITY_STATUS_ID	NOT NULL	NUMBER(15)	Refer to base table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
ENTRY_GRADE_ID	NULL	NUMBER(15)	Refer to base table.
ENTRY_GRADE_RULE_ID	NULL	NUMBER(15)	Refer to base table.
ENTRY_STEP_ID	NULL	NUMBER(15)	Refer to base table.
JOB_ID	NOT NULL	NUMBER(15)	Refer to base table.
LOCATION_ID	NULL	NUMBER(15)	Refer to base table.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
PAY_FREQ_PAYROLL_ID	NULL	NUMBER(15)	Refer to base table.
POSITION_DEFINITION_ID	NOT NULL	NUMBER(15)	Refer to base table.
DATE_EFFECTIVE_POS_DEF_ID	NULL	NUMBER	Refer to base table.

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POSITION_TRANSACTION_ID		NULL	NUMBER(15)	Refer to base table.
PRIOR_POSITION_ID		NULL	NUMBER(15)	Refer to base table.
RELIEF_POSITION_ID		NULL	NUMBER(15)	Refer to base table.
SUCCESSOR_POSITION_ID		NULL	NUMBER(15)	Refer to base table.
SUPERVISOR_POSITION_ID		NULL	NUMBER(15)	Refer to base table.
AMENDMENT_DATE		NULL	DATE	Refer to base table.
AMENDMENT_RECOMMENDATION		NULL	VARCHAR2(2000)	Refer to base table.
AMENDMENT_REF_NUMBER		NULL	VARCHAR2(30)	Refer to base table.
BARGAINING_UNIT_CD		NULL	VARCHAR2(30)	Refer to base table.
COMMENTS		NULL	LONG	Refer to base table.
CURRENT_JOB_PROP_END_DATE		NULL	DATE	Refer to base table.
CURRENT_ORG_PROP_END_DATE		NULL	DATE	Refer to base table.
AVAIL_STATUS_PROP_END_DATE		NULL	DATE	Refer to base table.
DATE_EFFECTIVE	NOT	NULL	DATE	Refer to base table.
DATE_END		NULL	DATE	Refer to base table.
EARLIEST_HIRE_DATE		NULL	DATE	Refer to base table.
FILL_BY_DATE		NULL	DATE	Refer to base table.
FREQUENCY		NULL	VARCHAR2(30)	Refer to base table.
FTE		NULL	NUMBER(4,2)	Refer to base table.
MAX_PERSONS		NULL	NUMBER(4)	Refer to base table.
NAME		NULL	VARCHAR2(240)	Refer to base table.
DATE_EFFECTIVE_NAME		NULL	VARCHAR2(240)	Refer to base table.
OVERLAP_PERIOD		NULL	NUMBER(22,2)	Refer to base table.
OVERLAP_UNIT_CD		NULL	VARCHAR2(30)	Refer to base table.
PAY_TERM_END_DAY_CD		NULL	VARCHAR2(30)	Refer to base table.
PAY_TERM_END_MONTH_CD		NULL	VARCHAR2(30)	Refer to base table.
PERMANENT_TEMPORARY_FLAG		NULL	VARCHAR2(30)	Refer to base table.
PERMIT_RECRUITMENT_FLAG		NULL	VARCHAR2(30)	Refer to base table.
POSITION_TYPE		NULL	VARCHAR2(30)	Refer to base table.
POSTING_DESCRIPTION		NULL	VARCHAR2(2000)	Refer to base table.
PROBATION_PERIOD		NULL	NUMBER(22,2)	Refer to base table.
PROBATION_PERIOD_UNIT_CD		NULL	VARCHAR2(30)	Refer to base table.
PROPOSED_FTE_FOR_LAYOFF		NULL	NUMBER(4,2)	Refer to base table.
PROPOSED_DATE_FOR_LAYOFF		NULL	DATE	Refer to base table.
REPLACEMENT_REQUIRED_FLAG		NULL	VARCHAR2(30)	Refer to base table.
REVIEW_FLAG		NULL	VARCHAR2(30)	Refer to base table.
SEASONAL_FLAG		NULL	VARCHAR2(30)	Refer to base table.
SECURITY_REQUIREMENTS		NULL	VARCHAR2(2000)	Refer to base table.
STATUS		NULL	VARCHAR2(30)	Refer to base table.
TERM_START_DAY_CD		NULL	VARCHAR2(30)	Refer to base table.
TERM_START_MONTH_CD		NULL	VARCHAR2(30)	Refer to base table.
TIME_NORMAL_FINISH		NULL	VARCHAR2(5)	Refer to base table.
TIME_NORMAL_START		NULL	VARCHAR2(5)	Refer to base table.
UPDATE_SOURCE_CD		NULL	VARCHAR2(30)	Refer to base table.
WORKING_HOURS		NULL	NUMBER(22,3)	Refer to base table.
WORKS_COUNCIL_APPROVAL_FLAG		NULL	VARCHAR2(30)	Refer to base table.
WORK_PERIOD_TYPE_CD		NULL	VARCHAR2(30)	Refer to base table.
WORK_TERM_END_DAY_CD		NULL	VARCHAR2(30)	Refer to base table.
WORK_TERM_END_MONTH_CD		NULL	VARCHAR2(30)	Refer to base table.
PAY_BASIS_ID		NULL	NUMBER(9)	Refer to base table.
SUPERVISOR_ID		NULL	NUMBER(10)	Refer to base table.
INFORMATION1		NULL	VARCHAR2(150)	Refer to base table.
INFORMATION2		NULL	VARCHAR2(150)	Refer to base table.
INFORMATION3		NULL	VARCHAR2(150)	Refer to base table.
INFORMATION4		NULL	VARCHAR2(150)	Refer to base table.
INFORMATION5		NULL	VARCHAR2(150)	Refer to base table.
INFORMATION6		NULL	VARCHAR2(150)	Refer to base table.
INFORMATION7		NULL	VARCHAR2(150)	Refer to base table.

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INFORMATION8	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION9	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION10	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION11	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION12	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION13	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION14	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION15	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION16	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION17	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION18	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION19	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION20	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION21	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION22	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION23	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION24	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION25	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION26	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION27	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION28	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION29	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION30	NULL	VARCHAR2(150)	Refer to base table.
INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
ATTRIBUTE1	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE2	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE3	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE4	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE5	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE6	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE7	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE8	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE9	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE10	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE11	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE12	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE13	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE14	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE15	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE16	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE17	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE18	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE19	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE20	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE21	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE22	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE23	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE24	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE25	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE26	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE27	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE28	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE29	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE30	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
REQUEST_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_ID	NULL	NUMBER(15)	Refer to base table.

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PROGRAM_UPDATE_DATE	NULL DATE	Refer to base table.
CREATED_BY	NULL NUMBER(15)	Refer to base table.
CREATION_DATE	NULL DATE	Refer to base table.
LAST_UPDATED_BY	NULL NUMBER(15)	Refer to base table.
LAST_UPDATE_DATE	NULL DATE	Refer to base table.
LAST_UPDATE_LOGIN	NULL NUMBER(15)	Refer to base table.
OBJECT_VERSION_NUMBER	NULL NUMBER(9)	Refer to base table.

HR_PUMP_BATCH_EXCEPTIONS

HR_PUMP_BATCH_EXCEPTIONS holds details of exception (error or warning) messages that may result from running data pump.

Column Descriptions

Name	Null?	Type	Description
EXCEPTION_LEVEL	NOT NULL	VARCHAR2(1)	Indicates the severity of the exception.
EXCEPTION_SEQUENCE (PK)	NOT NULL	NUMBER(15)	Sequence number generated using HR_PUMP_BATCH_EXCEPTIONS.S.
EXCEPTION_TEXT	NULL	VARCHAR2(2000)	The exception message text.
FORMAT	NOT NULL	VARCHAR2(30)	The format in which the message text is held.
SOURCE_ID	NOT NULL	NUMBER(15)	Foreign key value for the message source table.
SOURCE_TYPE	NOT NULL	VARCHAR2(30)	Specifies the source of the exception.

HR_PUMP_BATCH_HEADERS

HR_PUMP_BATCH_HEADERS holds the batch header information for each set of APIs (a batch) executed by data pump.

Column Descriptions

Name	Null?	Type	Description
BATCH_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key column.
BATCH_NAME	NOT NULL	VARCHAR2(80)	User's name for the batch.
BATCH_STATUS	NOT NULL	VARCHAR2(30)	Processing status of the batch.
BUSINESS_GROUP_NAME	NULL	VARCHAR2(80)	Business group for which the batch is run.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
REFERENCE	NULL	VARCHAR2(80)	User-defined reference information.

HR_PUMP_BATCH_LINES

HR_PUMP_BATCH_LINES holds the information required for data pump API calls.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_API_MODULES	API_MODULE_ID	API_MODULE_ID
HR_PUMP_BATCH_HEADERS	BATCH_ID	BATCH_ID

Column Descriptions

Name	Null?	Type	Description
API_MODULE_ID	NOT NULL	NUMBER(15)	Foreign key to HR_API_MODULES. Specifies the API to be executed.
BATCH_ID	NOT NULL	NUMBER(15)	Foreign key to HR_PUMP_BATCH_HEADERS. Specifies the batch that this API call belongs to.
BATCH_LINE_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key.
LINE_STATUS	NOT NULL	VARCHAR2(1)	Processing status of this batch line.
LINK_VALUE	NULL	NUMBER(15)	Used to group API calls for execution within a single thread.
USER_SEQUENCE	NULL	NUMBER(15)	Used to override the default ordering of API calls by BATCH_LINE_ID.
PROCESS_SEQUENCE	NULL	NUMBER(15)	Used by the system to order API calls during a data pump run.
PVAL001	NULL	VARCHAR2(2000)	The PVAL columns are used to hold API parameter values.
PVAL002	NULL	VARCHAR2(2000)	
PVAL003	NULL	VARCHAR2(2000)	
PVAL004	NULL	VARCHAR2(2000)	
PVAL005	NULL	VARCHAR2(2000)	
PVAL006	NULL	VARCHAR2(2000)	
PVAL007	NULL	VARCHAR2(2000)	
PVAL008	NULL	VARCHAR2(2000)	
PVAL009	NULL	VARCHAR2(2000)	
PVAL010	NULL	VARCHAR2(2000)	
PVAL011	NULL	VARCHAR2(2000)	
PVAL012	NULL	VARCHAR2(2000)	
PVAL013	NULL	VARCHAR2(2000)	
PVAL014	NULL	VARCHAR2(2000)	
PVAL015	NULL	VARCHAR2(2000)	
PVAL016	NULL	VARCHAR2(2000)	
PVAL017	NULL	VARCHAR2(2000)	
PVAL018	NULL	VARCHAR2(2000)	
PVAL019	NULL	VARCHAR2(2000)	
PVAL020	NULL	VARCHAR2(2000)	
PVAL021	NULL	VARCHAR2(2000)	
PVAL022	NULL	VARCHAR2(2000)	
PVAL023	NULL	VARCHAR2(2000)	
PVAL024	NULL	VARCHAR2(2000)	
PVAL025	NULL	VARCHAR2(2000)	
PVAL026	NULL	VARCHAR2(2000)	

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PVAL027	NULL	VARCHAR2(2000)
PVAL028	NULL	VARCHAR2(2000)
PVAL029	NULL	VARCHAR2(2000)
PVAL030	NULL	VARCHAR2(2000)
PVAL031	NULL	VARCHAR2(2000)
PVAL032	NULL	VARCHAR2(2000)
PVAL033	NULL	VARCHAR2(2000)
PVAL034	NULL	VARCHAR2(2000)
PVAL035	NULL	VARCHAR2(2000)
PVAL036	NULL	VARCHAR2(2000)
PVAL037	NULL	VARCHAR2(2000)
PVAL038	NULL	VARCHAR2(2000)
PVAL039	NULL	VARCHAR2(2000)
PVAL040	NULL	VARCHAR2(2000)
PVAL041	NULL	VARCHAR2(2000)
PVAL042	NULL	VARCHAR2(2000)
PVAL043	NULL	VARCHAR2(2000)
PVAL044	NULL	VARCHAR2(2000)
PVAL045	NULL	VARCHAR2(2000)
PVAL046	NULL	VARCHAR2(2000)
PVAL047	NULL	VARCHAR2(2000)
PVAL048	NULL	VARCHAR2(2000)
PVAL049	NULL	VARCHAR2(2000)
PVAL050	NULL	VARCHAR2(2000)
PVAL051	NULL	VARCHAR2(2000)
PVAL052	NULL	VARCHAR2(2000)
PVAL053	NULL	VARCHAR2(2000)
PVAL054	NULL	VARCHAR2(2000)
PVAL055	NULL	VARCHAR2(2000)
PVAL056	NULL	VARCHAR2(2000)
PVAL057	NULL	VARCHAR2(2000)
PVAL058	NULL	VARCHAR2(2000)
PVAL059	NULL	VARCHAR2(2000)
PVAL060	NULL	VARCHAR2(2000)
PVAL061	NULL	VARCHAR2(2000)
PVAL062	NULL	VARCHAR2(2000)
PVAL063	NULL	VARCHAR2(2000)
PVAL064	NULL	VARCHAR2(2000)
PVAL065	NULL	VARCHAR2(2000)
PVAL066	NULL	VARCHAR2(2000)
PVAL067	NULL	VARCHAR2(2000)
PVAL068	NULL	VARCHAR2(2000)
PVAL069	NULL	VARCHAR2(2000)
PVAL070	NULL	VARCHAR2(2000)
PVAL071	NULL	VARCHAR2(2000)
PVAL072	NULL	VARCHAR2(2000)
PVAL073	NULL	VARCHAR2(2000)
PVAL074	NULL	VARCHAR2(2000)
PVAL075	NULL	VARCHAR2(2000)
PVAL076	NULL	VARCHAR2(2000)
PVAL077	NULL	VARCHAR2(2000)
PVAL078	NULL	VARCHAR2(2000)
PVAL079	NULL	VARCHAR2(2000)
PVAL080	NULL	VARCHAR2(2000)
PVAL081	NULL	VARCHAR2(2000)
PVAL082	NULL	VARCHAR2(2000)
PVAL083	NULL	VARCHAR2(2000)
PVAL084	NULL	VARCHAR2(2000)

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PVAL085	NULL VARCHAR2(2000)
PVAL086	NULL VARCHAR2(2000)
PVAL087	NULL VARCHAR2(2000)
PVAL088	NULL VARCHAR2(2000)
PVAL089	NULL VARCHAR2(2000)
PVAL090	NULL VARCHAR2(2000)
PVAL091	NULL VARCHAR2(2000)
PVAL092	NULL VARCHAR2(2000)
PVAL093	NULL VARCHAR2(2000)
PVAL094	NULL VARCHAR2(2000)
PVAL095	NULL VARCHAR2(2000)
PVAL096	NULL VARCHAR2(2000)
PVAL097	NULL VARCHAR2(2000)
PVAL098	NULL VARCHAR2(2000)
PVAL099	NULL VARCHAR2(2000)
PVAL100	NULL VARCHAR2(2000)
PVAL101	NULL VARCHAR2(2000)
PVAL102	NULL VARCHAR2(2000)
PVAL103	NULL VARCHAR2(2000)
PVAL104	NULL VARCHAR2(2000)
PVAL105	NULL VARCHAR2(2000)
PVAL106	NULL VARCHAR2(2000)
PVAL107	NULL VARCHAR2(2000)
PVAL108	NULL VARCHAR2(2000)
PVAL109	NULL VARCHAR2(2000)
PVAL110	NULL VARCHAR2(2000)
PVAL111	NULL VARCHAR2(2000)
PVAL112	NULL VARCHAR2(2000)
PVAL113	NULL VARCHAR2(2000)
PVAL114	NULL VARCHAR2(2000)
PVAL115	NULL VARCHAR2(2000)
PVAL116	NULL VARCHAR2(2000)
PVAL117	NULL VARCHAR2(2000)
PVAL118	NULL VARCHAR2(2000)
PVAL119	NULL VARCHAR2(2000)
PVAL120	NULL VARCHAR2(2000)
PVAL121	NULL VARCHAR2(2000)
PVAL122	NULL VARCHAR2(2000)
PVAL123	NULL VARCHAR2(2000)
PVAL124	NULL VARCHAR2(2000)
PVAL125	NULL VARCHAR2(2000)
PVAL126	NULL VARCHAR2(2000)
PVAL127	NULL VARCHAR2(2000)
PVAL128	NULL VARCHAR2(2000)
PVAL129	NULL VARCHAR2(2000)
PVAL130	NULL VARCHAR2(2000)
PVAL131	NULL VARCHAR2(2000)
PVAL132	NULL VARCHAR2(2000)
PVAL133	NULL VARCHAR2(2000)
PVAL134	NULL VARCHAR2(2000)
PVAL135	NULL VARCHAR2(2000)
PVAL136	NULL VARCHAR2(2000)
PVAL137	NULL VARCHAR2(2000)
PVAL138	NULL VARCHAR2(2000)
PVAL139	NULL VARCHAR2(2000)
PVAL140	NULL VARCHAR2(2000)
PVAL141	NULL VARCHAR2(2000)
PVAL142	NULL VARCHAR2(2000)

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PVAL143	NULL	VARCHAR2(2000)
PVAL144	NULL	VARCHAR2(2000)
PVAL145	NULL	VARCHAR2(2000)
PVAL146	NULL	VARCHAR2(2000)
PVAL147	NULL	VARCHAR2(2000)
PVAL148	NULL	VARCHAR2(2000)
PVAL149	NULL	VARCHAR2(2000)
PVAL150	NULL	VARCHAR2(2000)
PVAL151	NULL	VARCHAR2(2000)
PVAL152	NULL	VARCHAR2(2000)
PVAL153	NULL	VARCHAR2(2000)
PVAL154	NULL	VARCHAR2(2000)
PVAL155	NULL	VARCHAR2(2000)
PVAL156	NULL	VARCHAR2(2000)
PVAL157	NULL	VARCHAR2(2000)
PVAL158	NULL	VARCHAR2(2000)
PVAL159	NULL	VARCHAR2(2000)
PVAL160	NULL	VARCHAR2(2000)
PVAL161	NULL	VARCHAR2(2000)
PVAL162	NULL	VARCHAR2(2000)
PVAL163	NULL	VARCHAR2(2000)
PVAL164	NULL	VARCHAR2(2000)
PVAL165	NULL	VARCHAR2(2000)
PVAL166	NULL	VARCHAR2(2000)
PVAL167	NULL	VARCHAR2(2000)
PVAL168	NULL	VARCHAR2(2000)
PVAL169	NULL	VARCHAR2(2000)
PVAL170	NULL	VARCHAR2(2000)
PVAL171	NULL	VARCHAR2(2000)
PVAL172	NULL	VARCHAR2(2000)
PVAL173	NULL	VARCHAR2(2000)
PVAL174	NULL	VARCHAR2(2000)
PVAL175	NULL	VARCHAR2(2000)
PVAL176	NULL	VARCHAR2(2000)
PVAL177	NULL	VARCHAR2(2000)
PVAL178	NULL	VARCHAR2(2000)
PVAL179	NULL	VARCHAR2(2000)
PVAL180	NULL	VARCHAR2(2000)
PVAL181	NULL	VARCHAR2(2000)
PVAL182	NULL	VARCHAR2(2000)
PVAL183	NULL	VARCHAR2(2000)
PVAL184	NULL	VARCHAR2(2000)
PVAL185	NULL	VARCHAR2(2000)
PVAL186	NULL	VARCHAR2(2000)
PVAL187	NULL	VARCHAR2(2000)
PVAL188	NULL	VARCHAR2(2000)
PVAL189	NULL	VARCHAR2(2000)
PVAL190	NULL	VARCHAR2(2000)
PVAL191	NULL	VARCHAR2(2000)
PVAL192	NULL	VARCHAR2(2000)
PVAL193	NULL	VARCHAR2(2000)
PVAL194	NULL	VARCHAR2(2000)
PVAL195	NULL	VARCHAR2(2000)
PVAL196	NULL	VARCHAR2(2000)
PVAL197	NULL	VARCHAR2(2000)
PVAL198	NULL	VARCHAR2(2000)
PVAL199	NULL	VARCHAR2(2000)
PVAL200	NULL	VARCHAR2(2000)

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PVAL201	NULL	VARCHAR2(2000)	
PVAL202	NULL	VARCHAR2(2000)	
PVAL203	NULL	VARCHAR2(2000)	
PVAL204	NULL	VARCHAR2(2000)	
PVAL205	NULL	VARCHAR2(2000)	
PVAL206	NULL	VARCHAR2(2000)	
PVAL207	NULL	VARCHAR2(2000)	
PVAL208	NULL	VARCHAR2(2000)	
PVAL209	NULL	VARCHAR2(2000)	
PVAL210	NULL	VARCHAR2(2000)	
PVAL211	NULL	VARCHAR2(2000)	
PVAL212	NULL	VARCHAR2(2000)	
PVAL213	NULL	VARCHAR2(2000)	
PVAL214	NULL	VARCHAR2(2000)	
PVAL215	NULL	VARCHAR2(2000)	
PVAL216	NULL	VARCHAR2(2000)	
PVAL217	NULL	VARCHAR2(2000)	
PVAL218	NULL	VARCHAR2(2000)	
PVAL219	NULL	VARCHAR2(2000)	
PVAL220	NULL	VARCHAR2(2000)	
PVAL221	NULL	VARCHAR2(2000)	
PVAL222	NULL	VARCHAR2(2000)	
PVAL223	NULL	VARCHAR2(2000)	
PVAL224	NULL	VARCHAR2(2000)	
PVAL225	NULL	VARCHAR2(2000)	
PVAL226	NULL	VARCHAR2(2000)	
PVAL227	NULL	VARCHAR2(2000)	
PVAL228	NULL	VARCHAR2(2000)	
PVAL229	NULL	VARCHAR2(2000)	
PVAL230	NULL	VARCHAR2(2000)	
PLONGVAL	NULL	LONG	Used to store LONG parameter values.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_PUMP_BATCH_LINES_UK1	UNIQUE	2	BATCH_ID
		4	BATCH_LINE_ID

HR_PUMP_BATCH_LINE_USER_KEYS

HR_PUMP_BATCH_LINE_USER_KEYS holds data pump user key information.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_PUMP_BATCH_LINES	BATCH_LINE_ID	BATCH_LINE_ID

Column Descriptions

Name	Null?	Type	Description
BATCH_LINE_ID	NULL	NUMBER(15)	Foreign key to HR_PUMP_BATCH_LINES. Specifies the API call that created this user key.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
UNIQUE_KEY_ID	NOT NULL	NUMBER(15)	System generated primary key.
USER_KEY_ID	NOT NULL	NUMBER(15)	Surrogate primary key value reference using this user key.
USER_KEY_VALUE	NOT NULL	VARCHAR2(240)	Name value used in data pump API calls.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_PUMP_BATCH_LINE_USER_KEY_N1	NOT UNIQUE	2	USER_KEY_ID

HR_PUMP_DEFAULT_EXCEPTIONS

HR_PUMP_DEFAULT_EXCEPTIONS specifies old-style APIs whose parameter default values are NULL instead of the HR_API parameter default values.

Column Descriptions

Name	Null?	Type	Description
API_MODULE_TYPE	NOT NULL	VARCHAR2(30)	Used with MODULE_NAME to identify the API.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
MODULE_NAME	NOT NULL	VARCHAR2(30)	

HR_PUMP_MAPPING_PACKAGES

HR_PUMP_MAPPING_PACKAGES lists the packages that contain parameter mapping functions used in data pump API calls.

Column Descriptions

Name	Null?	Type	Description
MAPPING_PACKAGE	NOT NULL	VARCHAR2(30)	Name of PL/SQL package containing parameter mapping functions for this API.
MODULE_NAME	NULL	VARCHAR2(30)	PL/SQL function name of this API.
API_MODULE_TYPE	NULL	VARCHAR2(30)	If module_name is not null this column must specify the module type for this API.
MODULE_PACKAGE	NULL	VARCHAR2(30)	API PL/SQL package to which the mapping functions apply.
CHECKING_ORDER	NOT NULL	NUMBER(15)	Order of checking mapping functions package. A lower value means that the package is checked earlier.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_PUMP_MAPPING_PACKAGES_I1	UNIQUE	1	MAPPING_PACKAGE
		2	MODULE_NAME
		3	API_MODULE_TYPE
		4	MODULE_PACKAGE

HR_PUMP_MODULE_PARAMETERS

HR_PUMP_MAPPING_PACKAGES holds parameter information for APIs executed by data pump.

Column Descriptions

Name	Null?	Type	Description
API_MODULE_TYPE	NOT NULL	VARCHAR2(30)	Used with MODULE_NAME to identify the API.
API_PARAMETER_NAME	NOT NULL	VARCHAR2(30)	Name of the API parameter.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
DEFAULT_VALUE	NULL	VARCHAR2(240)	Non-standard default value for this parameter.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
MAPPING_DEFINITION	NULL	VARCHAR2(30)	Value is specific to MAPPING_TYPE.
MAPPING_TYPE	NOT NULL	VARCHAR2(30)	Used to specify how data pump show process this API parameter.
MODULE_NAME	NOT NULL	VARCHAR2(30)	

HR_PUMP_RANGES

HR_PUMP_RANGES holds information on how a batch will be split up for processing during a data pump run.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_PUMP_BATCH_HEADERS	BATCH_ID	BATCH_ID

Column Descriptions

Name	Null?	Type	Description
BATCH_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to HR_PUMP_BATCH_LINES. Specifies the batch to be executed.
ENDING_PROCESS_SEQUENCE	NOT NULL	NUMBER(15)	End value of the range to be processed.
RANGE_NUMBER (PK)	NOT NULL	NUMBER(15)	Used with BATCH_ID to identify the range.
RANGE_STATUS	NOT NULL	VARCHAR2(1)	Processing status for this range.
STARTING_PROCESS_SEQUENCE	NOT NULL	NUMBER(15)	Start value of the range to be processed.

HR_PUMP_REQUESTS

HR_PUMP_REQUESTS holds information on running data pump processes.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_PUMP_BATCH_HEADERS	BATCH_ID	BATCH_ID

Column Descriptions

Name	Null?	Type	Description
BATCH_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to HR_PUMP_BATCH_HEADERS. Specifies the batch being processed by the data pump process.
PROCESS_TYPE	NOT NULL	VARCHAR2(30)	Used to specify the type of the data pump process.
REQUEST_ID (PK)	NOT NULL	NUMBER(15)	Specifies the concurrent manager REQUEST_ID for this process.

HR_QUESTIONNAIRES

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
AVAILABLE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
QUESTIONNAIRE_TEMPLATE_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key from HR_QUESTIONNAIRES_S.
NAME	NOT NULL	VARCHAR2(80)	Questionnaire name.
TEXT	NOT NULL	LONG	HTML code for the questionnaire.
AVAILABLE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the questionnaire is available for use.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_QUESTIONNAIRES_FK	NOT UNIQUE	1	BUSINESS_GROUP_ID
HR_QUESTIONNAIRES_PK	UNIQUE	2	QUESTIONNAIRE_TEMPLATE_ID
HR_QUESTIONNAIRES_UK1	UNIQUE	2	NAME
		4	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
HR_QUESTIONNAIRES_S	QUESTIONNAIRE_TEMPLATE_ID

HR_QUEST_ANSWERS

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_QUESTIONNAIRES	QUESTIONNAIRE_TEMPLATE_ID	QUESTIONNAIRE_TEMPLATE_ID

Column Descriptions

Name	Null?	Type	Description
QUESTIONNAIRE_ANSWER_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key from HR_QUEST_ANSWERS_S.
QUESTIONNAIRE_TEMPLATE_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_QUESTIONNAIRES.
TYPE	NOT NULL	VARCHAR2(30)	Type of object that this answer set is for (eg. APPRAISAL, PARTICIPANT).
TYPE_OBJECT_ID	NOT NULL	NUMBER(15)	Primary key identifier for the object using this answer set.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_QUEST_ANSWERS_FK1	NOT UNIQUE	1	QUESTIONNAIRE_TEMPLATE_ID
HR_QUEST_ANSWERS_FK2	NOT UNIQUE	1	BUSINESS_GROUP_ID
HR_QUEST_ANSWERS_PK	UNIQUE	2	QUESTIONNAIRE_ANSWER_ID
HR_QUEST_ANSWERS_UK1	UNIQUE	2	TYPE
		4	TYPE_OBJECT_ID

Sequences

Sequence	Derived Column
HR_QUEST_ANSWERS_S	QUESTIONNAIRE_ANSWER_ID

HR_QUEST_ANSWER_VALUES

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_QUEST_ANSWERS	QUESTIONNAIRE_ANSWER_ID	QUESTIONNAIRE_ANSWER_ID
HR_QUEST_FIELDS	FIELD_ID	FIELD_ID

Column Descriptions

Name	Null?	Type	Description
QUEST_ANSWER_VAL_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key from HR_QUEST_ANSWER_VALUES_S.
QUESTIONNAIRE_ANSWER_ID	NOT NULL	NUMBER(15)	Foreign key to HR_QUEST_ANSWERS.
FIELD_ID	NOT NULL	NUMBER(15)	Foreign key to HR_QUEST_FIELDS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
VALUE	NULL	VARCHAR2(2000)	Answer value.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_QUEST_ANSWER_VALUES_FK1	NOT UNIQUE	1	QUESTIONNAIRE_ANSWER_ID
HR_QUEST_ANSWER_VALUES_FK2	NOT UNIQUE	1	FIELD_ID
HR_QUEST_ANSWER_VALUES_PK	UNIQUE	2	QUEST_ANSWER_VAL_ID
HR_QUEST_ANSWER_VALUES_UK1	UNIQUE	2	QUESTIONNAIRE_ANSWER_ID
		4	FIELD_ID

Sequences

Sequence	Derived Column
HR_QUEST_ANSWER_VALUES_S	QUEST_ANSWER_VAL_ID

HR_QUEST_FIELDS

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_QUESTIONNAIRES	QUESTIONNAIRE_TEMPLATE_ID	QUESTIONNAIRE_TEMPLATE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
SQL_REQUIRED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
FIELD_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key from HR_QUEST_FIELDS_S.
QUESTIONNAIRE_TEMPLATE_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_QUESTIONNAIRES.
NAME	NOT NULL	VARCHAR2(2000)	Field name.
TYPE	NOT NULL	VARCHAR2(30)	Field type.
HTML_TEXT	NOT NULL	LONG	Additional HTML code used to define this field.
SQL_REQUIRED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether a SQL statement is used to determine available values for this field.
SQL_TEXT	NULL	VARCHAR2(2000)	SQL statement used to generate available values for this field.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_QUEST_FIELDS_FK	NOT UNIQUE	1	QUESTIONNAIRE_TEMPLATE_ID
HR_QUEST_FIELDS_PK	UNIQUE	2	FIELD_ID

Sequences

Sequence	Derived Column
HR_QUEST_FIELDS_S	FIELD_ID

HR_SOFT_CODING_KEYFLEX

HR_SOFT_CODING_KEYFLEX is the table for the protected Soft Coded Legislation (SCL) key flexfield. NOTE: Localization teams are responsible for setting up these flexfields for use under their legislation code . Users cannot change this flexfield structure. Users make entries stored in this table at the assignment, organization or payroll level, depending on the requirements of their legislation as analyzed by the localization team.

Column Descriptions

Name	Null?	Type	Description
SOFT_CODING_KEYFLEX_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
CONCATENATED_SEGMENTS	NULL	VARCHAR2(240)	Key flexfield segment column.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key.
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag.
START_DATE_ACTIVE	NULL	DATE	Date before which key flexfield combination is invalid.
END_DATE_ACTIVE	NULL	DATE	Date after which key flexfield combination is invalid.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.

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SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_SOFT_CODING_KEYFLEX_PK	UNIQUE	1	SOFT_CODING_KEYFLEX_ID

Sequences

Sequence	Derived Column
HR_SOFT_CODING_KEYFLEX_S	SOFT_CODING_KEYFLEX_ID

HR_STU_EXCEPTIONS

HR_STU_EXCEPTIONS will contain details of any error conditions found during an HRMS seed data installation. Under normal conditions this table will remain empty.

Column Descriptions

Name	Null?	Type	Description
TABLE_NAME (PK)	NOT NULL	VARCHAR2(30)	The name of the startup table where the error was found.
SURROGATE_ID (PK)	NOT NULL	NUMBER(15)	Id of the record which failed to validation check.
EXCEPTION_TEXT (PK)	NOT NULL	VARCHAR2(240)	Helpful error text to identify the validation check that failed.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_STU_EXCEPTIONS_PK	UNIQUE	1	TABLE_NAME
		2	SURROGATE_ID
		3	EXCEPTION_TEXT

HR_STU_HISTORY

HR_STU_HISTORY records which versions of HRMS startup data have been installed. It records ,for each Legislation, what version of the startup data dat file has been imported into the account and whether the merge of that data was successful.

Column Descriptions

Name	Null?	Type	Description
PACKAGE_NAME (PK)	NOT NULL	VARCHAR2(30)	Label identifying the version of dat file installed
DATE_OF_EXPORT	NOT NULL	DATE	Date the dat file was created
DATE_OF_IMPORT	NOT NULL	DATE	Date the DAT file was installed
STATUS	NOT NULL	VARCHAR2(240)	Whether the merge is in Phase1/Phase2/Complete
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_STU_HISTORY_PK	UNIQUE	1	PACKAGE_NAME

HR_SUMMARY

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	BUSINESS_GROUP_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
ID_VALUE (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
TYPE	NULL	VARCHAR2(30)	The name of the information type.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of the row. Increments by one with each update.
FK_VALUE1	NULL	NUMBER(15)	Foreign Key to id_value in HR_SUMMARY of different TYPE.
FK_VALUE2	NULL	NUMBER(15)	Foreign Key to id_value in HR_SUMMARY of different TYPE.
FK_VALUE3	NULL	NUMBER(15)	Foreign Key to id_value in HR_SUMMARY of different TYPE.
TEXT_VALUE1	NULL	VARCHAR2(240)	Text column.
TEXT_VALUE2	NULL	VARCHAR2(240)	Text column.
TEXT_VALUE3	NULL	VARCHAR2(240)	Text column.
TEXT_VALUE4	NULL	VARCHAR2(240)	Text column.
TEXT_VALUE5	NULL	VARCHAR2(240)	Text column.
TEXT_VALUE6	NULL	VARCHAR2(4000)	Text column.
TEXT_VALUE7	NULL	VARCHAR2(240)	Text column.
NUM_VALUE1	NULL	NUMBER(15)	Numeric column.
NUM_VALUE2	NULL	NUMBER(15)	Numeric column.
NUM_VALUE3	NULL	NUMBER(15)	Numeric column.
DATE_VALUE1	NULL	DATE	Date column.
DATE_VALUE2	NULL	DATE	Date column.
DATE_VALUE3	NULL	DATE	Date column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_SUMMARY_FK1	NOT UNIQUE	1	FK_VALUE1
HR_SUMMARY_FK2	NOT UNIQUE	1	FK_VALUE2
HR_SUMMARY_N1	NOT UNIQUE	1	TYPE
		2	BUSINESS_GROUP_ID
		3	TEXT_VALUE1
HR_SUMMARY_PK	UNIQUE	1	ID_VALUE

HR_TIPS

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
TIP_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key from HR_TIPS_S.
FILENAME	NOT NULL	VARCHAR2(8)	Name of the file that the tip was loaded from.
SCREEN	NOT NULL	VARCHAR2(30)	Name of the screen that the tip is valid for.
FIELD	NOT NULL	VARCHAR2(30)	Name of the field that this tip is for.
LANGUAGE_CODE	NOT NULL	VARCHAR2(4)	Language code that the tip is valid for.
TEXT	NULL	LONG	Tip text.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Flag that indicates if this tip is enabled.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_TIPS_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
HR_TIPS_PK	NOT UNIQUE	2	TIP_ID
HR_TIPS_UK1	NOT UNIQUE	2	SCREEN
		4	FIELD
		6	LANGUAGE_CODE
		8	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
HR_TIPS_S	TIP_ID

HR_WORKFLOWS

HR_WORKFLOWS holds the WORKFLOW_ID and WORKFLOW_NAME of taskflows in Oracle HRMS. Taskflows are user defined navigation flows to simplify the navigation process when specific tasks require multiple windows. For example, the task of hiring an employee may require the user to enter data in 5 windows. A taskflow can represent the sequence in which the user must enter data. There can only be one entry point, or node, for a taskflow. A number of default taskflows are predefined with the system.

Column Descriptions

Name	Null?	Type	Description
WORKFLOW_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
WORKFLOW_NAME	NOT NULL	VARCHAR2(30)	Name of the taskflow.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_WORKFLOWS_PK	UNIQUE	1	WORKFLOW_ID
HR_WORKFLOWS_UK2	UNIQUE	1	WORKFLOW_NAME

Sequences

Sequence	Derived Column
HR_WORKFLOWS_S	WORKFLOW_ID

HR_WORKING_PERSON_LISTS

Holds a list of people who constitute a user current list, used in the Line Manager Web pages

Column Descriptions

Name	Null?	Type	Description
WORKING_PERSON_LIST_ID (PK)	NOT NULL	NUMBER(9)	Primary key of HR_WORKING_PERSON_LISTS.
OWNING_PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F, holds the ID of the person who owns the list.
SELECTED_PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F, holds the ID of the selected person.
CURRENT_SELECTION	NULL	VARCHAR2(30)	An indication that the person is currently being worked with.
MULTIPLE_SELECTION	NULL	VARCHAR2(30)	An indication that the row is part of a set currently being worked with.

Indexes

Index Name	Index Type	Sequence	Column Name
HR_WORKING_PERSON_LISTS_N1	NOT UNIQUE	2	OWNING_PERSON_ID
HR_WORKING_PERSON_LISTS_N2	NOT UNIQUE	2	SELECTED_PERSON_ID
HR_WORKING_PERSON_LISTS_PK	UNIQUE	2	WORKING_PERSON_LIST_ID

Sequences

Sequence	Derived Column
HR_WORKING_PERSON_LISTS_S	WORKING_PERSON_LIST_ID

HR_REPORT_LOOKUPS

HR_REPORT_LOOKUPS stores the Select and Sort Parameters that are inputted by the user using the SRS definition screen. Each row includes an the Report Name, the Report Type i.e. whether it is a Sort Parameter Code or a Select Parameter Code, the QuickCode. Each row also contains additional information such as whether the QuickCode is enabled, and the dates when the QuickCode becomes active and inactive. This information is used by Oracle Application Object Library for the SRS screen. The Lookup Code has a foreign key with `fnf_common_lookup(lookup_code)`. the meaning of the lookup code is stored here.

Column Descriptions

Name	Null?	Type	Description
REPORT_NAME	NOT NULL	VARCHAR2(30)	
REPORT_LOOKUP_TYPE	NOT NULL	VARCHAR2(30)	
LOOKUP_CODE	NOT NULL	VARCHAR2(30)	
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

HRU_SALARY_PROPOSALS

View Definition

```
CREATE VIEW HRU_SALARY_PROPOSALS
  as SELECT
    PRO1.ROWID
  , PER.FULL_NAME
  , PER.TITLE
  , ASS.BUSINESS_GROUP_ID
  , BGR.NAME
  , PER.EMPLOYEE_NUMBER
  , ASS.ASSIGNMENT_ID
  , ASS.ASSIGNMENT_NUMBER
  , ASS.EMPLOYMENT_CATEGORY
  , ORG.NAME
  , ASS.ORGANIZATION_ID
  , GRD.NAME
  , ASS.GRADE_ID
  , FND_NUMBER.CANONICAL_TO_NUMBER(PE_GET_VAL_PKG.GET_GRADE_VALUE(GRD.GRADE_ID,PPB.RATE_ID,
PRO1.CHANGE_DATE, 'MAX'))
  , FND_NUMBER.CANONICAL_TO_NUMBER(PE_GET_VAL_PKG.GET_GRADE_VALUE(GRD.GRADE_ID,PPB.RATE_ID,
PRO1.CHANGE_DATE, 'MID'))
  , FND_NUMBER.CANONICAL_TO_NUMBER(PE_GET_VAL_PKG.GET_GRADE_VALUE(GRD.GRADE_ID,PPB.RATE_ID,
PRO1.CHANGE_DATE, 'MIN'))
  , FND_NUMBER.CANONICAL_TO_NUMBER(PE_GET_VAL_PKG.GET_GRADE_VALUE(GRD.GRADE_ID,PPB.RATE_ID,
  PRO1.CHANGE_DATE, 'MAX'))*NVL(PPB.GRADE_ANNUALIZATION_FACTOR,TPT.NUMBER_PER_FISCAL_YEAR)
  , FND_NUMBER.CANONICAL_TO_NUMBER(PE_GET_VAL_PKG.GET_GRADE_VALUE(GRD.GRADE_ID,PPB.RATE_ID,
  PRO1.CHANGE_DATE, 'MID'))*NVL(PPB.GRADE_ANNUALIZATION_FACTOR,TPT.NUMBER_PER_FISCAL_YEAR)
  , FND_NUMBER.CANONICAL_TO_NUMBER(PE_GET_VAL_PKG.GET_GRADE_VALUE(GRD.GRADE_ID,PPB.RATE_ID,
  PRO1.CHANGE_DATE, 'MIN'))*NVL(PPB.GRADE_ANNUALIZATION_FACTOR,TPT.NUMBER_PER_FISCAL_YEAR)
  , NVL(PPB.GRADE_ANNUALIZATION_FACTOR,TPT.NUMBER_PER_FISCAL_YEAR)
  , NVL(PPB.PAY_ANNUALIZATION_FACTOR,TPT.NUMBER_PER_FISCAL_YEAR)
  , LKU5.MEANING
  , LKU4.MEANING
  , PPB.NAME
  , ASS.PAY_BASIS_ID
  , POS.NAME
  , ASS.POSITION_ID
  , JOB.NAME
  , ASS.JOB_ID
  , PRL.PAYROLL_NAME
  , ASS.PAYROLL_ID
  , PRO2.CHANGE_DATE
  , PRO2.PROPOSED_SALARY_N
  , PRO2.PROPOSED_SALARY_N*NVL(PPB.PAY_ANNUALIZATION_FACTOR,TPT.NUMBER_PER_FISCAL_YEAR)
  , PRO2.FORCED_RANKING
  , PRV2.PERFORMANCE_RATING
  , LKU2.MEANING
  , PRO1.PROPOSAL_REASON
  , LKU.MEANING
  , PRV2.REVIEW_DATE
  , PRO1.PAY_PROPOSAL_ID
  , PRO1.PROPOSED_SALARY_N
  , PRO1.PROPOSED_SALARY_N*NVL(PPB.PAY_ANNUALIZATION_FACTOR,TPT.NUMBER_PER_FISCAL_YEAR)
```

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```

,PET.INPUT_CURRENCY_CODE
, PRO1.CHANGE_DATE
, PRO1.APPROVED
, PRV1.PERFORMANCE_RATING
,PRO1.FORCED_RANKING
,LKU3.MEANI
    NG
, PRV1.REVIEW_DATE
, PRO1.OBJECT_VERSION_NUMBER
, COM1.COMPONENT_ID
, COM2.COMPONENT_ID
, COM3.COMPONENT_ID
, COM4.COMPONENT_ID
, COM5.COMPONENT_ID
, COM6.COMPONENT_ID
, COM7.COMPONENT_ID
, COM8.COMPONENT_ID
, COM9.COMPONENT_ID
, COM10.COMPONENT_ID
, COM1.CHANGE_AMOUNT_N
, COM2.CHANGE_AMOUNT_N
, COM3.CHANGE_AMOUNT_N
, COM4.CHANGE_AMOUNT_N
, COM5.CHANGE_AMOUNT_N
, COM6.CHANGE_AMOUNT_N
, COM7.CHANGE_AMOUNT_N
, COM8.CHANGE_AMOUNT_N
, COM9.CHANGE_AMOUNT_N
, COM10.CHANGE_AMOUNT_N
, COM1.CHANGE_PERCENTAGE
, COM2.CHANGE_PERCENTAGE
, COM3.CHANGE_PERCENTAGE
, COM4.CHANGE_PERCENTAGE
, COM5.CHANGE_PERCENTAGE
, COM6.CHANGE_PERCENTAGE
, COM7.CHANGE_PERCENTAGE
, COM8.CHANGE_PERCENTAGE
, COM9.CHANGE_PERCENTAGE
, COM10.CHANGE_PERCENTAGE
, 'COL'
, 'JOEV'
, 'LOAD'
, 'MKAD'
, 'NEWH'
, 'PERF'
, 'PERE'
, 'PROG'
, 'PROM'
, 'TRAD'
, COM1.OBJECT_VERSION_NUMBER
, COM2.OBJECT_VERSION_NUMBER
, COM3.OBJECT_VERSION_NUMBER
, COM4.OBJECT_VERSION_NUMBER
, COM5.OBJECT_VERSION_NUMBER
, COM6.OBJECT_VERSION_NUMBER
, COM7.OBJECT_VERSION_NUMBER
, COM8.OBJECT_VERSION_NUMBER

```

```

, COM9.OBJECT_VERSION_NUMBER
, COM10.OBJECT_VERSION_NUMBER
, COM1.APPROVED
, COM2.APPROVED
, COM3.APPROVED
, COM4.APPROVED
, COM5.APPROVED
, COM6.APPROVED
, COM7.APPROVED
, COM8.APPROVED
, COM9.APPROVED
, COM10.APPROVED
, PET.ELEMENT_TYPE_ID
, PIV.INPUT_VALUE_ID

FROM          PER_PEOPLE_f      PER,
HR_LOOKUPS    LKU,
HR_LOOKUPS    LKU2,
HR_LOOKUPS    LKU3,
HR_LOOKUPS    LKU4,
HR_LOOKUPS    LKU5,
PER_TIME_PERIOD_TYPES TPT,
PAY_ALL_PAYROLLS_F PRL,
PER_ASSIGNMENTS_F ASS,
PER_ASSIGNMENT_STATUS_TYPES AST,
PAY_ELEMENT_TYPES_F PET,
PAY_INPUT_VALUES_F PIV,
PER_PAY_BASES PPB,
PER_PERFORMANCE_REVIEWS PRV1,
PER_PAY_PROPOSALS PRO1,
PER_PERFORMANCE_REVIEWS PRV2,
PER_PAY_PROPOSALS PRO2,
PER_GRADES GRD,
HR_ALL_ORGANIZATION_UNITS BGR,
HR_ALL_ORGANIZATION_UNITS ORG,
PER_ALL_POSITIONS POS,
PER_JOBS JOB,
PER_PAY_PROPOSAL_COMPONENTS COM1,
PER_PAY_PROPOSAL_COMPONENTS COM2,
PER_PAY_PROPOSAL_COMPONENTS COM3,
PER_PAY_PROPOSAL_COMPONENTS COM4,
PER_PAY_PROPOSAL_COMPONENTS COM5,
PER_PAY_PROPOSAL_COMPONENTS COM6,
PER_PAY_PROPOSAL_COMPONENTS COM7,
PER_PAY_PROPOSAL_COMPONENTS COM8,
PER_PAY_PROPOSAL_COMPONENTS COM9,
PER_PAY_PROPOSAL_COMPONENTS COM10,
FND_SESSIONS FND

WHERE
    PER.PERSON_ID = ASS.PERSON_ID
and    LKU.LOOKUP_CODE (+) = PRO1.PROPOSAL_REASON
AND    LKU.LOOKUP_TYPE (+) = 'PROPOSAL_REASON'
and    LKU3.LOOKUP_CODE (+) = PRV1.PERFORMANCE_RATING
AND    LKU3.LOOKUP_TYPE (+) = 'PERFORMANCE_RATING'
and    LKU2.LOOKUP_CODE (+) = PRV2.PERFORMANCE_RATING
AND    LKU2.LOOKUP_TYPE (+) = 'PERFORMANCE_RATING'
AND    LKU4.LOOKUP_CODE=PPB.PAY_BASIS

```

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```

AND LKU4.LOOKUP_TYPE='PAY_BASIS'
AND LKU5.LOOKUP_CODE(+) = PPB.RATE_BASIS
AND LKU5.LOOKUP_TYPE(+) = 'PAY_BASIS'
AND PRV1.PERFORMANCE_REVIEW_ID(+) = PRO1.PERFORMANCE_REVIEW_ID
AND PRV2.PERFORMANCE_REVIEW_ID(+) = PRO2.PERFORMANCE_REVIEW_ID
AND ASS.ORGANIZATION_ID = ORG.ORGANIZATION_ID
AND ASS.ASSIGNMENT_STATUS_TYPE_ID = AST.ASSIGNMENT_STATUS_TYPE_ID
AND AST.PER_SYSTEM_STATUS != 'TERM_ASSIGN'

AND ASS.GRADE_ID = GRD.GRADE_ID(+)
AND ASS.PAY_BASIS_ID = PPB.PAY_BASIS_ID
AND ASS.JOB_ID = JOB.JOB_ID(+)
AND ASS.POSITION_ID = POS.POSITION_ID(+)
AND ASS.ASSIGNMENT_TYPE = 'E'
AND ASS.PAYROLL_ID = PRL.PAYROLL_ID
AND ASS.EFFECTIVE_START_DATE BETWEEN
    PRL.EFFECTIVE_START_DATE AND PRL.EFFECTIVE_END_DATE
AND PRL.PERIOD_TYPE = TPT.PERIOD_TYPE
AND ASS.ASSIGNMENT_ID = PRO1.ASSIGNMENT_ID(+)
AND PRO1.APPROVED(+) = 'N'
AND ASS.ASSIGNMENT_ID = PRO2.ASSIGNMENT_ID(+)
AND
    (PRO2.CHANGE_DATE IS NULL
    OR PRO2.CHANGE_DATE = (SELECT MAX(CHANGE_DATE)
        FROM PER_PAY_PROPOSALS PRO3
        WHERE PRO2.ASSIGNMENT_ID =
        PRO3.ASSIGNMENT_ID
        AND PRO3.APPROVED= 'Y')
    )
AND PIV.ELEMENT_TYPE_ID = PET.ELEMENT_TYPE_ID
AND PIV.EFFECTIVE_START_DATE BETWEEN
    PET.EFFECTIVE_START_DATE AND PET.EFFECTIVE_END_DATE
AND PIV.INPUT_VALUE_ID = PPB.INPUT_VALUE_ID
AND
    ( NVL (PRO1.CHANGE_DATE, ASS.EFFECTIVE_START_DATE) BETWEEN
    PIV.EFFECTIVE_START_DATE AND PIV.EFFECTIVE_END_DATE
    )
AND PRO1.PAY_PROPOSAL_ID = COM1.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM2.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM3.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM4.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM5.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM6.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM7.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM8.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM9.PAY_PROPOSAL_ID(+)
AND PRO1.PAY_PROPOSAL_ID = COM10.PAY_PROPOSAL_ID(+)
AND COM1.COMPONENT_REASON(+) = 'COL'
AND COM2.COMPONENT_REASON(+) = 'JOEV'
AND COM3.COMPONENT_REASON(+) = 'LOAD'
AND COM4.COMPONENT_REASON(+) = 'MKAD'
AND COM5.COMPONENT
    T_REASON(+) = 'NEWH'
AND COM6.COMPONENT_REASON(+) = 'PERF'
AND COM7.COMPONENT_REASON(+) = 'PERE'
AND COM8.COMPONENT_REASON(+) = 'PROG'
AND COM9.COMPONENT_REASON(+) = 'PROM'
AND COM10.COMPONENT_REASON(+) = 'TRAD'
AND FND.SESSION_ID = USERENV('SESSIONID')
AND FND.EFFECTIVE_DATE

```

BETWEEN
 PER.EFFECTIVE_START_DATE AND PER.EFFECTIVE_END_DATE
 AND FND.EFFECTIVE_DATE
 BETWEEN
 ASS.EFFECTIVE_START_DATE AND ASS.EFFECTIVE_END_DATE
 AND ASS.BUSINESS_GROUP_ID+0=NVL(HR_GENERAL.GET_BUSINESS_GROUP_ID,
 ASS.BUSINESS_GROUP_ID)
 AND ASS.BUSINESS_GROUP_ID+0=BGR.ORGANIZATION_ID

Column Descriptions

Name	Null?	Type	Description
ROW_ID	NULL	ROWID	Refer to base table.
FULL_NAME	NULL	VARCHAR2(240)	Refer to base table.
TITLE	NULL	VARCHAR2(30)	Refer to base table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
BUSINESS_GROUP_NAME	NOT NULL	VARCHAR2(60)	Refer to base table.
EMPLOYEE_NUMBER	NULL	VARCHAR2(30)	Refer to base table.
ASSIGNMENT_ID	NOT NULL	NUMBER(9)	Refer to base table.
ASSIGNMENT_NUMBER	NULL	VARCHAR2(30)	Refer to base table.
EMPLOYMENT_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
ORGANIZATION	NOT NULL	VARCHAR2(60)	Refer to base table.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
GRADE	NULL	VARCHAR2(240)	Refer to base table.
GRADE_ID	NULL	NUMBER(15)	Refer to base table.
MAXIMUM_VALUE	NULL	NUMBER	Refer to base table.
MID_VALUE	NULL	NUMBER	Refer to base table.
MINIMUM_VALUE	NULL	NUMBER	Refer to base table.
ANNUAL_MAXIMUM_VALUE	NULL	NUMBER	Refer to base table.
ANNUAL_MID_VALUE	NULL	NUMBER	Refer to base table.
ANNUAL_MINIMUM_VALUE	NULL	NUMBER	Refer to base table.
GRADE_ANNUALIZATION_FACTOR	NULL	NUMBER	Refer to base table.
PAY_ANNUALIZATION_FACTOR	NULL	NUMBER	Refer to base table.
GRADE_BASIS	NULL	VARCHAR2(30)	Refer to base table.
PAY_BASIS	NOT NULL	VARCHAR2(30)	Refer to base table.
SALARY_BASIS	NULL	VARCHAR2(30)	Refer to base table.
PAY_BASIS_ID	NULL	NUMBER(9)	Refer to base table.
POSITION	NULL	VARCHAR2(240)	Refer to base table.
POSITION_ID	NULL	NUMBER(15)	Refer to base table.
JOB	NULL	VARCHAR2(240)	Refer to base table.
JOB_ID	NULL	NUMBER(15)	Refer to base table.
PAYROLL_NAME	NULL	VARCHAR2(80)	Refer to base table.
PAYROLL_ID	NULL	NUMBER(9)	Refer to base table.
LAST_APPROVED_DATE	NULL	DATE	Refer to base table.
LAST_APPROVED_SALARY	NULL	NUMBER	Refer to base table.
LAST_APPROVED_ANNUAL_SALARY	NULL	NUMBER	Refer to base table.
LAST_FORCED_RANKING	NULL	NUMBER	Approved forced ranking
LAST_PERFORMANCE_RATING	NULL	VARCHAR2(30)	Refer to base table.
LAST_RATING_MEANING	NULL	VARCHAR2(1)	Refer to base table.
PROPOSAL_REASON	NULL	VARCHAR2(30)	Refer to base table.
PROPOSAL_MEANING	NULL	VARCHAR2(1)	Refer to base table.
LAST_REVIEW_DATE	NULL	DATE	Refer to base table.
PAY_PROPOSAL_ID	NULL	NUMBER(15)	Refer to base table.
PROPOSED_SALARY	NULL	NUMBER	Refer to base table.
PROPOSED_ANNUAL_SALARY	NULL	NUMBER	Refer to base table.
CURRENCY	NULL	VARCHAR2(15)	Refer to base table.

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CHANGE_DATE	NULL	DATE	Refer to base table.
APPROVED	NULL	VARCHAR2(30)	Refer to base table.
PERFORMANCE_RATING	NULL	VARCHAR2(30)	Refer to base table.
FORCED_RANKING	NULL	NUMBER	Proposed forced ranking.
RATING_MEANING	NULL	VARCHAR2(1)	Refer to base table.
REVIEW_DATE	NULL	DATE	Refer to base table.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Refer to base table.
COMPONENT_ID_1	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_2	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_3	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_4	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_5	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_6	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_7	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_8	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_9	NULL	NUMBER(15)	Refer to base table.
COMPONENT_ID_10	NULL	NUMBER(15)	Refer to base table.
CHANGE_AMOUNT_1	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_2	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_3	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_4	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_5	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_6	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_7	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_8	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_9	NULL	NUMBER	Refer to base table.
CHANGE_AMOUNT_10	NULL	NUMBER	Refer to base table.
CHANGE_PERCENTAGE_1	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_2	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_3	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_4	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_5	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_6	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_7	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_8	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_9	NULL	NUMBER(9,2)	Refer to base table.
CHANGE_PERCENTAGE_10	NULL	NUMBER(9,2)	Refer to base table.
COMPONENT_REASON_1	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_2	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_3	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_4	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_5	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_6	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_7	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_8	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_9	NULL	VARCHAR2(30)	Refer to base table.
COMPONENT_REASON_10	NULL	VARCHAR2(30)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_1	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_2	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_3	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_4	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_5	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_6	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_7	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_8	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_9	NULL	NUMBER(9)	Refer to base table.
PPC_OBJECT_VERSION_NUMBER_10	NULL	NUMBER(9)	Refer to base table.
APPROVED_1	NULL	VARCHAR2(30)	Refer to base table.

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APPROVED_2	NULL	VARCHAR2(30)	Refer to base table.
APPROVED_3	NULL	VARCHAR2(30)	Refer to base table.
APPROVED_4	NULL	VARCHAR2(30)	Refer to base table.
APPROVED_5	NULL	VARCHAR2(30)	Refer to base table.
APPROVED_6	NULL	VARCHAR2(30)	Refer to base table.
APPROVED_7	NULL	VARCHAR2(30)	Refer to base table.
APPROVED_8	NULL	VARCHAR2(30)	Refer to base table.
APPROVED_9	NULL	VARCHAR2(30)	Refer to base table.
APPROVED_10	NULL	VARCHAR2(30)	Refer to base table.
ELEMENT_TYPE_ID	NULL	NUMBER(9)	Refer to base table.
INPUT_VALUE_ID	NULL	NUMBER(9)	Refer to base table.

PAY_ACCRUAL_BANDS

PAY_ACCRUAL_BANDS holds details of length of service bands and accrual rates for each plan. Each band contains information on the maximum value of carryover allowed, the ceiling limit for accrual, and lower and upper limits.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_ACCRUAL_PLANS	ACCRUAL_PLAN_ID	ACCRUAL_PLAN_ID

Column Descriptions

Name	Null?	Type	Description
ACCRUAL_BAND_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ACCRUAL_PLAN_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ACCRUAL_PLANS.
ANNUAL_RATE	NOT NULL	NUMBER(9,2)	Amount of paid time off accrued in a year.
LOWER_LIMIT	NOT NULL	NUMBER(2)	Lower length of service limit for the rate.
UPPER_LIMIT	NOT NULL	NUMBER(2)	Upper length of service limit for the rate.
CEILING	NULL	NUMBER(9,2)	Maximum entitlement an employee can hold at any time.
MAX_CARRY_OVER	NULL	NUMBER(9,2)	Maximum unused entitlement that can be carried over into the next period.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ACCRUAL_BANDS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_ACCRUAL_BANDS_FK2	NOT UNIQUE	1	ACCRUAL_PLAN_ID
PAY_ACCRUAL_BANDS_PK	UNIQUE	1	ACCRUAL_BAND_ID

Sequences

Sequence	Derived Column
PAY_ACCRUAL_BANDS_S	ACCRUAL_BAND_ID

PAY_ACCRUAL_PLANS

PAY_ACCRUAL_PLANS holds plan details for accrual of paid time off, (PTO). It includes start dates and qualifying periods. Each plan is linked to a number of specific elements and input values for enrollment of employees, recording time off, recording carryover and residual leave at the end of each period. The accrual calculation process uses these input values to calculate time taken against entitlement.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACCRUAL_UNITS_OF_MEASURE	HOURS_OR_DAYS	FND_COMMON_LOOKUPS
	D	Days
	H	Hours

Column Descriptions

Name	Null?	Type	Description
ACCRUAL_PLAN_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ACCRUAL_PLAN_ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES. Identifies the element that is used to enrol employees in the accrual plan.
PTO_INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES. Identifies the element and input value that is used to record PTO.
CO_FORMULA_ID	NULL	NUMBER(9)	Foreign key to FF_FORMULAS_F. Identifies the formula to be used to calculate values for the PTO carryover process.
CO_INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Identifies the input value that is used to record carryover entitlement from one period to the next.
CO_DATE_INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES_F. Identifies the element and input value which stores the date when carried over time becomes effective.
CO_EXP_DATE_INPUT_VALUE_ID	NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES_F. Identifies the element and input value which stores the date when carried over time expires.
RESIDUAL_INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Identifies the element and input value that is used to record residual leave at the end of a period.

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RESIDUAL_DATE_INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES_F. Identifies the element and input value which stores the date when residual time becomes effective.
ACCRUAL_FORMULA_ID		NULL NUMBER(9)	Foreign key to FF_FORMULAS_F. Identifies the formula used to calculate accrued time.
ACCRUAL_PLAN_NAME	NOT NULL	VARCHAR2(80)	User defined accrual plan name.
ACCRUAL_CATEGORY	NOT NULL	VARCHAR2(30)	Indicates whether a plan is Sickness or Vacation.
ACCRUAL_START		NULL VARCHAR2(30)	Indicates accrual start rule. This can be hire date, beginning of year, or six months after hire.
ACCRUAL_UNITS_OF_MEASURE	NOT NULL	VARCHAR2(30)	Indicates whether the accrual units are hours or days.
INELIGIBLE_PERIOD_LENGTH		NULL NUMBER(22)	User defined period of ineligibility, in conjunction with the ineligible period type.
INELIGIBLE_PERIOD_TYPE		NULL VARCHAR2(30)	Period type for the INELIGIBLE_PERIOD_LENGTH, for example, weeks or months.
DESCRIPTION		NULL VARCHAR2(240)	Description of the accrual plan.
INELIGIBILITY_FORMULA_ID		NULL NUMBER(9)	Foreign key to FF_FORMULAS_F. Identifies the formula used to calculate whether an employee is eligible to accrue time.
LAST_UPDATE_DATE		NULL DATE	Standard Who column.
LAST_UPDATED_BY		NULL NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN		NULL NUMBER(15)	Standard Who column.
CREATED_BY		NULL NUMBER(15)	Standard Who column.
CREATION_DATE		NULL DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ACCRUAL_PLANS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_ACCRUAL_PLANS_N2	NOT UNIQUE	1	ACCRUAL_PLAN_ELEMENT_TYPE_ID
PAY_ACCRUAL_PLANS_N4	NOT UNIQUE	1	PTO_INPUT_VALUE_ID
PAY_ACCRUAL_PLANS_N5	NOT UNIQUE	1	CO_INPUT_VALUE_ID
PAY_ACCRUAL_PLANS_N6	NOT UNIQUE	1	RESIDUAL_INPUT_VALUE_ID
PAY_ACCRUAL_PLANS_PK	UNIQUE	1	ACCRUAL_PLAN_ID

Sequences

Sequence	Derived Column
PAY_ACCRUAL_PLANS_S	ACCRUAL_PLAN_ID

PAY_ACTION_CLASSIFICATIONS

PAY_ACTION_CLASSIFICATIONS defines the action type classifications. For example, a PREPAID action is one that is processed by the pre-payments process. The assignment level interlock rules for a process are also controlled by the values in this table.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTION_TYPE	ACTION_TYPE	FND_COMMON_LOOKUPS
	A	Cash
	B	Balance adjustment
	C	Costing
	D	Void Payment
	E	Ext/Manual payment
	F	Advance Pay
	G	Retropay by Action
	H	Cheque writer
	I	Balance Initialization
	M	Magnetic transfer
	N	Non-tracked action
	O	Retropay
	P	Pre-payments
	Q	QuickPay Run
	R	Run
	T	Transfer to General Ledger
	U	QuickPay Pre-payments
	V	Reversal
	X	Magnetic Report Extract
	Z	Purge

Column Descriptions

Name	Null?	Type	Description
ACTION_TYPE (PK)	NOT NULL	VARCHAR2(30)	Type of action.
CLASSIFICATION_NAME (PK)	NOT NULL	VARCHAR2(30)	Classification of the action type.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ACTION_CLASSIFICATIONS_PK	UNIQUE	1	ACTION_TYPE
		2	CLASSIFICATION_NAME

PAY_ACTION_CONTEXTS

PAY_ACTION_CONTEXTS holds a list of context values processed for a particular Payroll Run assignment action.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_CONTEXTS	CONTEXT_ID	CONTEXT_ID
PAY_ASSIGNMENT_ACTIONS	ASSIGNMENT_ACTION_ID	ASSIGNMENT_ACTION_ID

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER(15)	Foreign Key to PAY_ASSIGNMENT_ACTIONS
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS_F
CONTEXT_ID	NOT NULL	NUMBER(9)	Foreign key to FF_CONTEXTS
CONTEXT_VALUE	NOT NULL	VARCHAR2(60)	Value of the context used in the process

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ACTION_CONTEXTS_FK2	NOT UNIQUE	1	ASSIGNMENT_ACTION_ID
PAY_ACTION_CONTEXTS_N1	NOT UNIQUE	1	CONTEXT_VALUE
		2	CONTEXT_ID
PAY_ACTION_CONTEXTS_N2	NOT UNIQUE	1	ASSIGNMENT_ID
		2	CONTEXT_VALUE
		3	CONTEXT_ID

PAY_ACTION_INTERLOCKS

PAY_ACTION_INTERLOCKS holds the locking rules that allow one assignment action to lock another. For example, the interlock mechanism will prevent you from rolling back the payroll run assignment action for a payroll if you have subsequently run the prepayments process for the run. You must rollback the prepayment action before you can rollback the payroll run. Interlock rows support some, but not all, of the assignment level interlock rule functionality. Interlock rows usually exist for unsequenced actions, such as prepayments or costing and they lock either a sequenced or another unsequenced action. There are separate but related rules for sequenced actions such as the payroll run, QuickPay, reversal and balance adjustment actions. Sequenced actions must also check for the existence of other sequenced actions in the future. For example, you cannot rollback a payroll run if there is another payroll run in the future. This would invalidate the future payroll run.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ASSIGNMENT_ACTIONS	ASSIGNMENT_ACTION_ID	LOCKING_ACTION_ID
PAY_ASSIGNMENT_ACTIONS	ASSIGNMENT_ACTION_ID	LOCKED_ACTION_ID

Column Descriptions

Name	Null?	Type	Description
LOCKING_ACTION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.
LOCKED_ACTION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ACTION_INTERLOCKS_FK1	NOT UNIQUE	1	LOCKING_ACTION_ID
PAY_ACTION_INTERLOCKS_FK2	NOT UNIQUE	1	LOCKED_ACTION_ID
PAY_ACTION_INTERLOCKS_PK	UNIQUE	1	LOCKING_ACTION_ID
		2	LOCKED_ACTION_ID

PAY_ACTION_PARAMETERS

PAY_ACTION_PARAMETERS holds values that affect the execution environment for certain processes such as the payroll run. For example, the LOGGING parameter will control whether debug logging is produced during the execution of processes and the THREADS parameter will control the number of threads started by the concurrent manager when a process is submitted. The effect of these parameters is global to all processes.

Column Descriptions

<u>Name</u>	<u>Null?</u>	<u>Type</u>	<u>Description</u>
PARAMETER_NAME (PK)	NOT NULL	VARCHAR2(30)	Name of parameter to set.
PARAMETER_VALUE	NOT NULL	VARCHAR2(80)	Value for a specific parameter.

Indexes

<u>Index Name</u>	<u>Index Type</u>	<u>Sequence</u>	<u>Column Name</u>
PAY_ACTION_PARAMETERS_PK	UNIQUE	1	PARAMETER_NAME

PAY_ALL_PAYROLLS_F

PAY_ALL_PAYROLLS_F is the DateTracked table that holds payroll definitions. A payroll defines a group of employees who share the same frequency of processing and payment, defined by the payroll calendar in PER_TIME_PERIODS. The definition of the payroll includes the default processing information for consolidation sets, payment types, cost allocation, and offset dates.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
HR_SOFT_CODING_KEYFLEX	SOFT_CODING_KEYFLEX_ID	SOFT_CODING_KEYFLEX_ID
PAY_CONSOLIDATION_SETS	CONSOLIDATION_SET_ID	CONSOLIDATION_SET_ID
PAY_COST_ALLOCATION_KEYFLEX	COST_ALLOCATION_KEYFLEX_ID	COST_ALLOCATION_KEYFLEX_ID
PAY_COST_ALLOCATION_KEYFLEX	COST_ALLOCATION_KEYFLEX_ID	SUSPENSE_ACCOUNT_KEYFLEX_ID
PER_TIME_PERIOD_TYPES	PERIOD_TYPE	PERIOD_TYPE

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ARREARS_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
NEGATIVE_PAY_ALLOWED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PAYROLL_TYPE	PAYROLL_TYPE	FND_COMMON_LOOKUPS
	BENEFIT	Default payroll for advanced benefits.
WORKLOAD_SHIFTING_LEVEL	WORKLOAD_SHIFTING_LEVEL	FND_COMMON_LOOKUPS
	A	Assignment and element entry
	E	Element entry
	N	Not applied

Column Descriptions

Name	Null?	Type	Description
PAYROLL_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
DEFAULT_PAYMENT_METHOD_ID	NULL	NUMBER(9)	Foreign key to PAY_ORG_PAYMENT_METHODS.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
CONSOLIDATION_SET_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_CONSOLIDATION_SETS.
COST_ALLOCATION_KEYFLEX_ID	NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
SUSPENSE_ACCOUNT_KEYFLEX_ID	NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
SET_OF_BOOKS_ID	NULL	NUMBER(15)	Foreign key to GL_SETS_OF_BOOKS.
SOFT_CODING_KEYFLEX_ID	NULL	NUMBER(15)	Foreign key to HR_SOFT_CODING_KEYFLEX.

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PERIOD_TYPE	NOT NULL	VARCHAR2(30)	Foreign key to PER_TIME_PERIOD_TYPES.
ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
CUT_OFF_DATE_OFFSET	NOT NULL	NUMBER(5)	Number of days cut-off date for entries is offset from end of period.
DIRECT_DEPOSIT_DATE_OFFSET	NOT NULL	NUMBER(5)	Number of days regular direct deposit date is offset from end of period.
FIRST_PERIOD_END_DATE	NOT NULL	DATE	End date of the first processing period. Used to generate first and all successive pay period dates for this payroll.
NEGATIVE_PAY_ALLOWED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether negative payments are allowed.
NUMBER_OF_YEARS	NOT NULL	NUMBER(5)	Number of years of pay periods to generate.
PAY_ADVICE_DATE_OFFSET	NOT NULL	NUMBER(5)	Number of days regular pay advice is offset from end of period.
PAY_DATE_OFFSET	NOT NULL	NUMBER(5)	Number of days regular pay date is offset from end of period.
PAYROLL_NAME	NOT NULL	VARCHAR2(80)	User name for this payroll.
WORKLOAD_SHIFTING_LEVEL	NOT NULL	VARCHAR2(30)	Indicates whether workload shifting is enabled, and at what levels. Not currently implemented.
COMMENT_ID	NULL	NUMBER(15)	Foreign key to HR_COMMENTS.
MIDPOINT_OFFSET	NULL	NUMBER(2)	Number of days to offset midpoint date for semi-monthly processing period.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
ARREARS_FLAG	NULL	VARCHAR2(30)	Indicates whether payroll is an arrears payroll.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

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PAYROLL_TYPE	NULL	VARCHAR2(30)	Identifies the type of Payroll defined.
PRL_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
PRL_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRL_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PAYROLLS_F_FK2	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_PAYROLLS_F_FK3	NOT UNIQUE	1	CONSOLIDATION_SET_ID
PAY_PAYROLLS_F_FK4	NOT UNIQUE	1	COST_ALLOCATION_KEYFLEX_ID
PAY_PAYROLLS_F_FK5	NOT UNIQUE	1	SUSPENSE_ACCOUNT_KEYFLEX_ID
PAY_PAYROLLS_F_FK6	NOT UNIQUE	1	SOFT_CODING_KEYFLEX_ID
PAY_PAYROLLS_F_FK7	NOT UNIQUE	1	PERIOD_TYPE
PAY_PAYROLLS_F_FK8	NOT UNIQUE	1	ORGANIZATION_ID
PAY_PAYROLLS_F_N1	NOT UNIQUE	1	DEFAULT_PAYMENT_METHOD_ID
PAY_PAYROLLS_F_PK	UNIQUE	1	PAYROLL_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_PAYROLLS_S	PAYROLL_ID

PAY_ASSIGNMENT_ACTIONS

PAY_ASSIGNMENT_ACTIONS holds information about the effects of processing on specific assignments. An assignment action is one instance of an assignment for a particular process. For example, when an assignment has been processed by a payroll run a row is created to identify the action applied to the assignment. Importantly, the existence of a row in this table indicates that some processing, or at least inclusion in the payroll run, has taken place. The ACTION_STATUS indicates whether it processed successfully, unsuccessfully, or not at all.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_PRE_PAYMENTS	PRE_PAYMENT_ID	PRE_PAYMENT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTION_STATUS	ACTION_STATUS	FND_COMMON_LOOKUPS
	C	Complete
	E	Error
	I	Incomplete
	M	Marked for Retry
	P	Processing
	S	Skipped
	U	Unprocessed
	V	Void

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ACTION_ID (PK)	NOT NULL	NUMBER(15)	The system generated primary key.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
PAYROLL_ACTION_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_PAYROLL_ACTIONS.
ACTION_STATUS	NOT NULL	VARCHAR2(1)	Valid statuses for an assignment action.
CHUNK_NUMBER	NULL	NUMBER(15)	Number used to group events into chunks for parallelization.
ACTION_SEQUENCE	NULL	NUMBER(15)	Absolute sequence number to determine physical order of events.
PRE_PAYMENT_ID	NULL	NUMBER(15)	Foreign key to PAY_PRE_PAYMENTS.
SERIAL_NUMBER	NULL	VARCHAR2(30)	Check or Magnetic Tape number.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
TAX_UNIT_ID	NULL	NUMBER(15)	Identifies the Government Reporting Entity, or Legal Entity for the assignment.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ASSIGNMENT_ACTIONS_FK2	NOT UNIQUE	1	PRE_PAYMENT_ID

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PAY_ASSIGNMENT_ACTIONS_N1	NOT UNIQUE	1	ASSIGNMENT_ID
PAY_ASSIGNMENT_ACTIONS_N50	NOT UNIQUE	1	PAYROLL_ACTION_ID
		2	CHUNK_NUMBER
PAY_ASSIGNMENT_ACTIONS_N51	NOT UNIQUE	1	ASSIGNMENT_ID
		2	PAYROLL_ACTION_ID
PAY_ASSIGNMENT_ACTIONS_PK	UNIQUE	1	ASSIGNMENT_ACTION_ID

Sequences

Sequence	Derived Column
PAY_ASSIGNMENT_ACTIONS_S	ASSIGNMENT_ACTION_ID

Database Triggers

Trigger Name : PAY_ASSIGNMENT_ACTIONS_BRU
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : UPDATE

Ensures action is allowed to be updated.

Trigger Name : PAY_ASSIGNMENT_ACTIONS_BRD
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : DELETE

Ensure Assignment Action is rolled back before deletion.

PAY_ASSIGNMENT_LATEST_BALANCES

PAY_ASSIGNMENT_LATEST_BALANCES holds a denormalised value of an assignment level latest balance as calculated by the payroll run. This table is maintained only by the payroll run, and should not be directly referenced by any other processes or reports.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_DEFINED_BALANCES	DEFINED_BALANCE_ID	DEFINED_BALANCE_ID

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_ASSIGNMENTS_F.
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.
DEFINED_BALANCE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_DEFINED_BALANCES.
VALUE	NOT NULL	NUMBER(38,10)	Value of the balance.
LATEST_BALANCE_ID (PK)	NOT NULL	NUMBER(9)	Surrogate primary key.
EXPIRED_ASSIGNMENT_ACTION_ID	NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS
EXPIRED_VALUE	NULL	NUMBER(38,10)	Value of dimension of balance when it last expired
PREV_BALANCE_VALUE	NULL	NUMBER(38,10)	Value of the balance prior to the current value.
PREV_ASSIGNMENT_ACTION_ID	NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ASSIGNMENT_LATEST_BALA_FK2	NOT UNIQUE	1	DEFINED_BALANCE_ID
PAY_ASSIGNMENT_LATEST_BALA_N1	NOT UNIQUE	1	ASSIGNMENT_ID
PAY_ASSIGNMENT_LATEST_BALA_N50	NOT UNIQUE	1	ASSIGNMENT_ACTION_ID
PAY_ASSIGNMENT_LATEST_BALA_PK	UNIQUE	1	LATEST_BALANCE_ID

PAY_ASSIGNMENT_LINK_USAGES_F

PAY_ASSIGNMENT_LINK_USAGES_F is the DateTracked table that is the intersection between PAY_ELEMENT_LINKS_F and PER_ALL_ASSIGNMENTS_F. This is a denormalization of derived information to improve performance when calculating whether an assignment is eligible for a specific element. Currently, it is used to denormalize only the PEOPLE_GROUP_ID flexfield eligibility criteria.

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_LINK_USAGE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date of eligibility.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date of eligibility.
ELEMENT_LINK_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_LINKS_F.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_ASSIGNMENTS_F.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ASSIGNMENT_LINK_USAGES_N1	NOT UNIQUE	1	ELEMENT_LINK_ID
PAY_ASSIGNMENT_LINK_USAGES_N2	NOT UNIQUE	1	ASSIGNMENT_ID
PAY_ASSIGNMENT_LINK_USAGES_PK	UNIQUE	1	ASSIGNMENT_LINK_USAGE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_ASSIGNMENT_LINK_USAGES_U50	UNIQUE	1	ASSIGNMENT_ID
		2	ELEMENT_LINK_ID
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_ASSIGNMENT_LINK_USAGES_S	ASSIGNMENT_LINK_USAGE_ID

PAY_ASS_STATUS_TYPES_PLUS_STD

PAY_ASS_STATUS_TYPES_PLUS_STD provides the list of assignment status types plus the "Standard" status type, used for formula result rules. There is an implicit rule that if an assignment has no assignment status type then the status type is taken as "Standard". This view allows that rule to appear explicitly to clarify the possible choices of assignment status type.

View Definition

```
CREATE VIEW PAY_ASS_STATUS_TYPES_PLUS_STD
as SELECT
    PASTL.USER_STATUS
, PAS.ASSIGNMENT_STATUS_TYPE_ID
, PAS.BUSINESS_GROUP_ID
, PAS.LEGISLATION_CODE
  Where FROM PER_ASSIGNMENT_STATUS_TYPES_TL PASTL,
PER_ASSIGNMENT_STATUS_TYPES PAS
WHERE PAS.ASSIGNMENT_STATUS_TYPE_ID = PASTL.ASSIGNMENT_STATUS_TYPE_ID
AND PASTL.LANGUAGE = USERENV('LANG')
UNION SELECT HRL.MEANING ,
fnd_number.canonical_to_number(NULL) , fnd_number.canonical_to_number(NULL) , TO_CHAR(NULL)
FROM HR_LOOKUPS
HRL WHERE HRL.APPLICATION_ID IN (800, 801) AND HRL.LOOKUP_TYPE =
'NAME_TRANSLATIONS' AND HRL.LOOKUP_CODE = 'STANDARD'
```

Column Descriptions

Name	Null?	Type	Description
USER_STATUS	NULL	VARCHAR2(80)	Refer to base table.
ASSIGNMENT_STATUS_TYPE_ID	NULL	NUMBER	Refer to base table.
BUSINESS_GROUP_ID	NULL	NUMBER	Refer to base table.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Refer to base table.

PAY_BACKPAY_RULES

PAY_BACKPAY_RULES holds the information about specific balances to recalculate in a RetroPay run. The DEFINED_BALANCE_ID identifies a specific balance and dimension to recalculate, for example, gross pay for the year to date. The RetroPay run stores the current value for the defined balance and calculates a new value, using any DateTracked changes entered since the original calculations were done. It then calculates the difference between the existing value of the defined balance and the new value. This amount is used to create the element entry and input value specified by INPUT_VALUE_ID.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_BACKPAY_SETS	BACKPAY_SET_ID	BACKPAY_SET_ID
PAY_DEFINED_BALANCES	DEFINED_BALANCE_ID	DEFINED_BALANCE_ID

Column Descriptions

Name	Null?	Type	Description
DEFINED_BALANCE_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PAY_DEFINED_BALANCES.
INPUT_VALUE_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES.
BACKPAY_SET_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PAY_BACKPAY_SETS.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BACKPAY_RULES_FK1	NOT UNIQUE	1	BACKPAY_SET_ID
PAY_BACKPAY_RULES_FK2	NOT UNIQUE	1	DEFINED_BALANCE_ID
PAY_BACKPAY_RULES_N3	NOT UNIQUE	1	INPUT_VALUE_ID
PAY_BACKPAY_RULES_PK	UNIQUE	1	DEFINED_BALANCE_ID
		2	INPUT_VALUE_ID
		3	BACKPAY_SET_ID

PAY_BACKPAY_SETS

PAY_BACKPAY_SETS holds the names of specific RetroPay, or backpay sets. PAY_BACKPAY_RULES holds details of each specific balance and element input value included in the RetroPay set.

Column Descriptions

Name	Null?	Type	Description
BACKPAY_SET_ID (PK)	NOT NULL	NUMBER(9)	Unique Identifier.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
BACKPAY_SET_NAME	NOT NULL	VARCHAR2(30)	User name for the set.
DESCRIPTION	NULL	VARCHAR2(240)	Brief description of the RetroPay set.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
BACKPAY_SET_TYPE	NULL	VARCHAR2(1)	Indicates the RetroPay or backpay process to handle the set.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BACKPAY_SETS_PK	UNIQUE	1	BACKPAY_SET_ID

Sequences

Sequence	Derived Column
PAY_BACKPAY_SETS_S	BACKPAY_SET_ID

PAY_BALANCE_BATCH_HEADERS

PAY_BALANCE_BATCH_HEADERS holds the batch header information for a balance upload batch.

Column Descriptions

Name	Null?	Type	Description
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PAYROLL_ID	NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
BATCH_ID (PK)	NOT NULL	NUMBER(9)	Primary key.
BATCH_NAME	NOT NULL	VARCHAR2(30)	User-defined name of the batch.
BATCH_STATUS	NOT NULL	VARCHAR2(30)	Status of batch.
UPLOAD_DATE	NOT NULL	DATE	Date the balances were uploaded.
BATCH_REFERENCE	NULL	VARCHAR2(30)	User reference for batch.
BATCH_SOURCE	NULL	VARCHAR2(30)	User-defined source of batch.
BUSINESS_GROUP_NAME	NULL	VARCHAR2(60)	Business Group name, may be entered instead of the batch id.
PAYROLL_NAME	NULL	VARCHAR2(80)	Payroll name, may be entered instead of the batch id.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_BATCH_HEADERS_PK	UNIQUE	1	BATCH_ID

PAY_BALANCE_BATCH_LINES

PAY_BALANCE_BATCH_LINES holds the initial upload information to use for each defined balance.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_BALANCE_BATCH_HEADERS	BATCH_ID	BATCH_ID

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID	NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
BALANCE_DIMENSION_ID	NULL	NUMBER(9)	Foreign key to PAY_BALANCE_DIMENSIONS.
BALANCE_TYPE_ID	NULL	NUMBER(9)	Foreign key to PAY_BALANCE_TYPES.
PAYROLL_ACTION_ID	NULL	NUMBER(9)	Foreign key to PAY_PAYROLL_ACTIONS.
BATCH_ID	NOT NULL	NUMBER(9)	Foreign key to balance batch headers.
BATCH_LINE_ID (PK)	NOT NULL	NUMBER(9)	Primary key.
BATCH_LINE_STATUS	NOT NULL	VARCHAR2(30)	Status of each balance batch line in the upload process.
VALUE	NOT NULL	NUMBER	The balance value to upload.
ASSIGNMENT_NUMBER	NULL	VARCHAR2(30)	Identifies the assignment for the balance value. Alternatively use the ASSIGNMENT_ID.
BALANCE_NAME	NULL	VARCHAR2(80)	Identifies the balance to upload by name. Alternatively use the BALANCE_TYPE_ID.
DIMENSION_NAME	NULL	VARCHAR2(80)	Identifies the balance dimension by name. Alternatively use the BALANCE_TYPE_ID.
GRE_NAME	NULL	VARCHAR2(60)	Government Reporting Entity name.
JURISDICTION_CODE	NULL	VARCHAR2(30)	Jurisdiction code.
ORIGINAL_ENTRY_ID	NULL	NUMBER(15)	Context of element entry id.
TAX_UNIT_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS (ORGANIZATION_ID).

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_BATCH_LINES_FK2	NOT UNIQUE	1	BATCH_ID
PAY_BALANCE_BATCH_LINES_N50	NOT UNIQUE	1	BATCH_ID
		2	BALANCE_TYPE_ID
PAY_BALANCE_BATCH_LINES_N51	NOT UNIQUE	1	BATCH_ID
		2	ASSIGNMENT_ID
PAY_BALANCE_BATCH_LINES_PK	UNIQUE	1	BATCH_LINE_ID

Database Triggers

Trigger Name	: PAY_BALANCE_BATCH_LINES_BRIUD
Trigger Time	: BEFORE
Trigger Level	: ROW
Trigger Event	: INSERT, UPDATE, DELETE

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If inserting or updating lock the new batch header. If deleting lock the old batch header.

PAY_BALANCE_CLASSIFICATIONS

PAY_BALANCE_CLASSIFICATIONS holds the details that show which element classifications feed balances either by adding or subtracting. For enforced balances this cannot be overridden. Otherwise, it acts as a default specification of which elements feed a balance.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_BALANCE_TYPES	BALANCE_TYPE_ID	BALANCE_TYPE_ID
PAY_ELEMENT_CLASSIFICATIONS	CLASSIFICATION_ID	CLASSIFICATION_ID

Column Descriptions

Name	Null?	Type	Description
BALANCE_CLASSIFICATION_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
BALANCE_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_BALANCE_TYPES.
CLASSIFICATION_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_CLASSIFICATIONS.
SCALE	NOT NULL	NUMBER(5)	If 1, adds to balance, if -1 subtracts from balance.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_CLASSIFICATION_FK1	NOT UNIQUE	1	BALANCE_TYPE_ID
PAY_BALANCE_CLASSIFICATION_FK2	NOT UNIQUE	1	CLASSIFICATION_ID
PAY_BALANCE_CLASSIFICATION_PK	UNIQUE	1	BALANCE_CLASSIFICATION_ID
PAY_BALANCE_CLASSIFICATION_UK2	UNIQUE	1	BALANCE_TYPE_ID
		2	CLASSIFICATION_ID
		3	BUSINESS_GROUP_ID
		4	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PAY_BALANCE_CLASSIFICATIONS_S	BALANCE_CLASSIFICATION_ID

PAY_BALANCE_CONTEXT_VALUES

PAY_BALANCE_CONTEXT_VALUES holds localization context values which, together with a specific assignment action and defined balance combination, uniquely determine a specific latest balance.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_CONTEXTS	CONTEXT_ID	CONTEXT_ID

Column Descriptions

Name	Null?	Type	Description
CONTEXT_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to FF_CONTEXTS.
LATEST_BALANCE_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to either PAY_PERSON_LATEST_BALANCES or PAY_ASSIGNMENT_LATEST_BALANCES .
VALUE	NOT NULL	VARCHAR2(60)	Value of the context.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_CONTEXT_VALUES_FK1	NOT UNIQUE	1	CONTEXT_ID
PAY_BALANCE_CONTEXT_VALUES_PK	UNIQUE	1	LATEST_BALANCE_ID
		2	CONTEXT_ID

PAY_BALANCE_DIMENSIONS

PAY_BALANCE_DIMENSIONS holds information allowing the summation of a balance.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_ROUTES	ROUTE_ID	ROUTE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
DIMENSION_TYPE	DIMENSION_TYPE	FND_COMMON_LOOKUPS
	A	Fed and stored at assignment level
	F	Fed but not stored.
	N	Not fed and not stored.
	P	Fed and stored at person level
EXPIRY_CHECKING_LEVEL	R	Run level, fed and not stored
	EXPIRY_CHECKING_LEVEL	FND_COMMON_LOOKUPS
	A	Assignment action level.
	D	Date (assignment action) level.
	N	Never expires.
PAYMENTS_FLAG	P	Payroll action level.
	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
BALANCE_DIMENSION_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
ROUTE_ID	NOT NULL	NUMBER(15)	Foreign key to FF_ROUTES.
DATABASE_ITEM_SUFFIX	NOT NULL	VARCHAR2(30)	Suffix to use when generating a database item (eg _ASG_PTD).
DIMENSION_NAME	NOT NULL	VARCHAR2(80)	User Name.
DIMENSION_TYPE	NOT NULL	VARCHAR2(1)	Controls whether latest balance is created and if so, what type, person or assignment level.
DESCRIPTION	NULL	VARCHAR2(240)	User Description.
FEED_CHECKING_CODE	NULL	VARCHAR2(61)	PL/SQL function to determine whether the Run Result Value should feed the balance.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
PAYMENTS_FLAG	NULL	VARCHAR2(30)	One dimension only can be marked as being the PAYMENTS dimension.
EXPIRY_CHECKING_CODE	NULL	VARCHAR2(61)	PL/SQL function which checks if latest balances should be reset.

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EXPIRY_CHECKING_LEVEL	NULL VARCHAR2(1)	Controls balance expiry strategy.
FEED_CHECKING_TYPE	NULL VARCHAR2(1)	Controls feed checking strategy.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_DIMENSIONS_FK1	NOT UNIQUE	1	ROUTE_ID
PAY_BALANCE_DIMENSIONS_PK	UNIQUE	1	BALANCE_DIMENSION_ID
PAY_BALANCE_DIMENSIONS_UK2	UNIQUE	1	DIMENSION_NAME
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PAY_BALANCE_DIMENSIONS_S	BALANCE_DIMENSION_ID

PAY_BALANCE_FEEDS_F

PAY_BALANCE_FEEDS_F is a DateTracked table that is the intersection between BALANCE TYPE and INPUT VALUES. It holds the details of how a given input value contributes to a specific balance. The existence of a balance feed does not by itself guarantee that an input value will feed a balance, as there may be other restrictions.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_BALANCE_TYPES	BALANCE_TYPE_ID	BALANCE_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
BALANCE_FEED_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
BALANCE_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_BALANCE_TYPES.
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES.
SCALE	NOT NULL	NUMBER(5)	Identifies whether a feed will add to or subtract from a balance.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_FEEDS_F_FK1	NOT UNIQUE	1	BALANCE_TYPE_ID
PAY_BALANCE_FEEDS_F_N2	NOT UNIQUE	1	INPUT_VALUE_ID
PAY_BALANCE_FEEDS_F_N50	NOT UNIQUE	1	BALANCE_TYPE_ID
		2	INPUT_VALUE_ID
PAY_BALANCE_FEEDS_F_PK	UNIQUE	1	BALANCE_FEED_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_BALANCE_FEEDS_F_UK2	UNIQUE	1	BALANCE_TYPE_ID
		2	INPUT_VALUE_ID
		3	BUSINESS_GROUP_ID
		4	LEGISLATION_CODE
		5	EFFECTIVE_START_DATE
		6	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_BALANCE_FEEDS_S	BALANCE_FEED_ID

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Database Triggers

Trigger Name : PAY_BALANCE_FEEDS_ARU
Trigger Time : AFTER
Trigger Level : ROW
Trigger Event : UPDATE

Raises an error if the balance type_id, input_value_id, balance_feed_id, business_group_id or legislation_code_id is changed.

Deletes any potentially damaged latest balances

Trigger Name : PAY_BALANCE_FEEDS_ARI
Trigger Time : AFTER
Trigger Level : ROW
Trigger Event : INSERT

Deletes any potentially damaged latest balances.

Trigger Name : PAY_BALANCE_FEEDS_ARD
Trigger Time : AFTER
Trigger Level : ROW
Trigger Event : DELETE

Deletes any potentially damaged latest balances.

PAY_BALANCE_SETS

PAY_BALANCE_SETS provides the ability to group related balances for reporting purposes.

Column Descriptions

Name	Null?	Type	Description
BALANCE_SET_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BALANCE_SET_NAME	NOT NULL	VARCHAR2(30)	User name to identify set.
COMMENTS	NULL	VARCHAR2(240)	Free format comments about the set.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
ATTRIBUTE_1	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_2	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_3	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_4	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_5	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_6	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_7	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_8	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_9	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_10	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_11	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_12	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_13	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_14	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_15	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_16	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_17	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_18	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_19	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_20	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_21	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_22	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_23	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_24	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_25	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_26	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_27	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_28	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_29	NULL	VARCHAR2(240)	Descriptive flexfield column.
ATTRIBUTE_30	NULL	VARCHAR2(240)	Descriptive flexfield column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_SETS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_BALANCE_SETS_N1	NOT UNIQUE	1	BALANCE_SET_NAME
		2	LEGISLATION_CODE
PAY_BALANCE_SETS_PK	UNIQUE	1	BALANCE_SET_ID

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PAY_BALANCE_TYPES

PAY_BALANCE_TYPES holds the basic definitions of a balance, including the name and the unit of measure. It does not include the balance dimensions that are used to calculate specific values for the balance.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ASSIGNMENT_REMUNERATION_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
BALANCE_UOM	UNITS	FND_COMMON_LOOKUPS
	C	Character
	D	Date
	H_DECIMAL1	Hours in Decimal format (1 place)
	H_DECIMAL2	Hours in Decimal format (2 places)
	H_DECIMAL3	Hours in Decimal format (3 places)
	H_HH	Hours in "HH" format
	H_HHMM	Hours in "HH:MM" format
	H_HHMMSS	Hours in "HH:MM:SS" format
	I	Integer
	M	Money
	N	Number
	ND	Day
	T	Time
TAX_TYPE	US_TAX_TYPE	FND_COMMON_LOOKUPS
	CITY	City Tax
	COUNTY	County Tax
	EIC	EIC
	FIT	FIT
	FUTA	FUTA
	HT	Head Tax
	MEDICARE	Medicare
	NW_FIT	FIT Not Withholdable
	NW_SIT	SIT Not Withholdable
	SCHOOL	School District Tax
	SDI	SDI
	SIT	SIT
	SS	SS
	SUI	SUI
	WC	WC
	WC2	WC2

Column Descriptions

Name	Null?	Type	Description
BALANCE_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.

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CURRENCY_CODE	NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES.
ASSIGNMENT_REMUNERATION_FLAG	NOT NULL	VARCHAR2(30)	Indicates the balance is used for assignment remuneration or for third party payments.
BALANCE_NAME	NULL	VARCHAR2(80)	User name of balance.
BALANCE_UOM	NOT NULL	VARCHAR2(30)	Unit of measure, for example, Money.
COMMENTS	NULL	LONG	Descriptive information about the balance type.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
REPORTING_NAME	NULL	VARCHAR2(30)	User name for reporting purposes.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
JURISDICTION_LEVEL	NULL	NUMBER(5)	US specific. Indicates the jurisdiction level that applies to the balance type, federal, state, county or city.
TAX_TYPE	NULL	VARCHAR2(30)	US specific. Tax type of the balance.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_TYPES_PK	UNIQUE	1	BALANCE_TYPE_ID
PAY_BALANCE_TYPES_UK2	UNIQUE	1	BALANCE_NAME
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PAY_BALANCE_TYPES_S	BALANCE_TYPE_ID

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PAY_BALANCE_TYPES_TL

PAY_BALANCE_TYPES_TL holds the translated balance type definitions.

Column Descriptions

Name	Null?	Type	Description
BALANCE_TYPE_ID	NOT NULL	NUMBER(9)	System-generated primary key column from PAY_BALANCE_TYPES.
BALANCE_NAME	NOT NULL	VARCHAR2(80)	Translated user name of balance.
REPORTING_NAME	NULL	VARCHAR2(30)	Translated user name for reporting purposes.
LANGUAGE	NOT NULL	VARCHAR2(4)	Language of translation.
SOURCE_LANG	NULL	VARCHAR2(4)	Source language of the row.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	VARCHAR2(240)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	VARCHAR2(240)	Standard Who column.
CREATED_BY	NULL	VARCHAR2(240)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BALANCE_TYPES_TL_N2	NOT UNIQUE	2	LANGUAGE
		4	BALANCE_NAME
PAY_BALANCE_TYPES_TL_PK	UNIQUE	2	BALANCE_TYPE_ID
		5	LANGUAGE

PAY_BATCH_CONTROL_TOTALS

PAY_BATCH_CONTROL_TOTALS holds user defined information about control totals that are used to validate batch data during the Batch Element Entry process. This process is also known as PAYLINK.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_BATCH_HEADERS	BATCH_ID	BATCH_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CONTROL_STATUS	BATCH_STATUS	FND_COMMON_LOOKUPS
	E	Error
	P	Batch in processing state
	T	Transfer
	U	Unprocessed
	V	Valid
	W	Warning

Column Descriptions

Name	Null?	Type	Description
BATCH_CONTROL_ID (PK)	NOT NULL	NUMBER(15)	Surrogate primary key.
BATCH_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_BATCH_HEADERS.
CONTROL_STATUS	NOT NULL	VARCHAR2(30)	Control status.
CONTROL_TOTAL	NULL	VARCHAR2(30)	Value of total to be checked against calculated value.
CONTROL_TYPE	NULL	VARCHAR2(30)	User defined lookup value for CONTROL_TYPE.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BATCH_CONTROL_TOTALS_FK1	NOT UNIQUE	1	BATCH_ID
PAY_BATCH_CONTROL_TOTALS_PK	UNIQUE	1	BATCH_CONTROL_ID

Sequences

Sequence	Derived Column
PAY_BATCH_CONTROL_TOTALS_S	BATCH_CONTROL_ID

Database Triggers

Trigger Name : PAY_BATCH_CONTROL_TOTALS_BRUID
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE, DELETE

Lock batch header.

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PAY_BATCH_HEADERS

PAY_BATCH_HEADERS holds the batch header information for each Batch Element Entry batch of data that is to be loaded into Oracle HRMS by the Batch Element Entry process.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTION_IF_EXISTS	ACTION_IF_EXISTS	FND_COMMON_LOOKUPS
	I	Insert
	R	Reject
	U	Update
BATCH_STATUS	BATCH_STATUS	FND_COMMON_LOOKUPS
	E	Error
	P	Batch in processing state
	T	Transfer
	U	Unprocessed
	V	Valid
DATE_EFFECTIVE_CHANGES	W	Warning
	DATE_EFFECTIVE_CHANGES	FND_COMMON_LOOKUPS
	C	Correct
	O	Update/Override
PURGE_AFTER_TRANSFER	U	Update/Change Insert
	YES_NO	FND_COMMON_LOOKUPS
	N	No
REJECT_IF_FUTURE_CHANGES	Y	Yes
	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
BATCH_ID (PK)	NOT NULL	NUMBER(15)	Surrogate primary key.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Business group identifier.
BATCH_NAME	NOT NULL	VARCHAR2(30)	Name of the batch (non-unique).
BATCH_STATUS	NOT NULL	VARCHAR2(30)	Shows the status the batch is currently in.
ACTION_IF_EXISTS	NULL	VARCHAR2(30)	What action should the process perform if the entry already exists.
BATCH_REFERENCE	NULL	VARCHAR2(30)	User defined reference for batch.
BATCH_SOURCE	NULL	VARCHAR2(30)	Free format specification of batch source.
COMMENTS	NULL	VARCHAR2(2000)	Batch header comment.
DATE_EFFECTIVE_CHANGES	NULL	VARCHAR2(30)	Type of Date Effective change.
PURGE_AFTER_TRANSFER	NULL	VARCHAR2(30)	Indicates if the batch lines should be automatically purged after transfer.
REJECT_IF_FUTURE_CHANGES	NULL	VARCHAR2(30)	Indicates if the batch lines should be rejected if future changes already exist.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.

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LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BATCH_HEADERS_PK	UNIQUE	1	BATCH_ID

Sequences

Sequence	Derived Column
PAY_BATCH_HEADERS_S	BATCH_ID

PAY_BATCH_LINES

PAY_BATCH_LINES holds the lines of data for each Batch Element Entry batch that is to be uploaded into Oracle HRMS by the Batch Element Entry process.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_BATCH_HEADERS	BATCH_ID	BATCH_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BATCH_LINE_STATUS	BATCH_STATUS	FND_COMMON_LOOKUPS
	E	Error
	P	Batch in processing state
	T	Transfer
	U	Unprocessed
	V	Valid
ENTRY_TYPE	W	Warning
	ENTRY_TYPE	FND_COMMON_LOOKUPS
	A	Additive Adjustment
	B	Balance Adjustment
	D	Additional Entry
	E	Element Entry
	R	Replacement Adjustment
	S	Override

Column Descriptions

Name	Null?	Type	Description
BATCH_LINE_ID (PK)	NOT NULL	NUMBER(15)	Surrogate primary key.
COST_ALLOCATION_KEYFLEX_ID	NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
ELEMENT_TYPE_ID	NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES.
ASSIGNMENT_ID	NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
BATCH_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_BATCH_HEADERS.
BATCH_LINE_STATUS	NOT NULL	VARCHAR2(30)	Status of line, see domain.
ASSIGNMENT_NUMBER	NULL	VARCHAR2(30)	Assignment number.
BATCH_SEQUENCE	NULL	NUMBER(9)	Batch sequence number.
CONCATENATED_SEGMENTS	NULL	VARCHAR2(240)	Key flexfield segment column.
EFFECTIVE_DATE	NULL	DATE	Effective end date.
ELEMENT_NAME	NULL	VARCHAR2(80)	The element name.
ENTRY_TYPE	NULL	VARCHAR2(1)	Type of entry.
REASON	NULL	VARCHAR2(80)	Holds the meaning, not the code.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.

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SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
VALUE_1	NULL	VARCHAR2(80)	Element input-values.
VALUE_2	NULL	VARCHAR2(80)	Element input-values.
VALUE_3	NULL	VARCHAR2(80)	Element input-values.
VALUE_4	NULL	VARCHAR2(80)	Element input-values.
VALUE_5	NULL	VARCHAR2(80)	Element input-values.
VALUE_6	NULL	VARCHAR2(80)	Element input-values.
VALUE_7	NULL	VARCHAR2(80)	Element input-values.
VALUE_8	NULL	VARCHAR2(80)	Element input-values.
VALUE_9	NULL	VARCHAR2(80)	Element input-values.
VALUE_10	NULL	VARCHAR2(80)	Element input-values.
VALUE_11	NULL	VARCHAR2(80)	Element input-values.
VALUE_12	NULL	VARCHAR2(80)	Element input-values.
VALUE_13	NULL	VARCHAR2(80)	Element input-values.
VALUE_14	NULL	VARCHAR2(80)	Element input-values.
VALUE_15	NULL	VARCHAR2(80)	Element input-values.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
EFFECTIVE_START_DATE	NULL	DATE	effective_start_date
EFFECTIVE_END_DATE	NULL	DATE	effective_end_date

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_BATCH_LINES_FK3	NOT UNIQUE	1	BATCH_ID
PAY_BATCH_LINES_N1	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_BATCH_LINES_N2	NOT UNIQUE	1	ASSIGNMENT_ID
PAY_BATCH_LINES_PK	UNIQUE	1	BATCH_LINE_ID

Sequences

Sequence	Derived Column
PAY_BATCH_LINES_S	BATCH_LINE_ID

Database Triggers

Trigger Name : PAY_BATCH_LINES_BRUID
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE, DELETE

Locks batch header.

PAY_CALENDARS

PAY_CALENDARS holds details of user defined budgetary calendars.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_TIME_PERIOD_TYPES	PERIOD_TYPE	ACTUAL_PERIOD_TYPE

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PROC_PERIOD_TYPE	PROC_PERIOD_TYPE	FND_COMMON_LOOKUPS
	BM	Bi-Month
	CM	Calendar Month
	F	Bi-Week
	LM	Lunar Month
	Q	Quarter
	SM	Semi-Month
	SY	Semi-Year
	W	Week
	Y	Year

Column Descriptions

Name	Null?	Type	Description
PERIOD_SET_NAME (PK)	NOT NULL	VARCHAR2(30)	Primary key.
ACTUAL_PERIOD_TYPE	NOT NULL	VARCHAR2(30)	Foreign key to PER_TIME_PERIOD_TYPES.
PROC_PERIOD_TYPE	NOT NULL	VARCHAR2(30)	Period type short code.
START_DATE	NOT NULL	DATE	Calendar start date.
COMMENTS	NULL	LONG	Descriptive information about the calendar.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

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CREATED_BY	NULL NUMBER(15)	Standard Who column.
CREATION_DATE	NULL DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_CALENDARS_FK1	NOT UNIQUE	1	ACTUAL_PERIOD_TYPE
PAY_CALENDARS_PK	UNIQUE	1	PERIOD_SET_NAME

PAY_CA_EMP_FED_TAX_INFO_F

PAY_CA_EMP_FED_TAX_RULES_F

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_ASSIGNMENTS_F	ASSIGNMENT_ID	ASSIGNMENT_ID

Column Descriptions

Name	Null?	Type	Description
EMP_FED_TAX_INF_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for the federal tax information record
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
LEGISLATION_CODE	NOT NULL	VARCHAR2(30)	Legislation Code, which will be CA
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Assignment ID for which the tax records are created.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(9)	Business Group ID for which the tax records are created.
EMPLOYMENT_PROVINCE	NULL	VARCHAR2(30)	Province in which the employee is employed
TAX_CREDIT_AMOUNT	NULL	NUMBER(11,2)	Tax credit amount
CLAIM_CODE	NULL	VARCHAR2(30)	Claim code, Currently not used
BASIC_EXEMPTION_FLAG	NULL	VARCHAR2(30)	If the flag is Y then tax_credit_amount is basic exempt amount, if it is 'N' then tax credit amount is different
ADDITIONAL_TAX	NULL	NUMBER(11,2)	Additional tax deduction
ANNUAL_DEDN	NULL	NUMBER(11,2)	Annual Deduction
TOTAL_EXPENSE_BY_COMMISSION	NULL	NUMBER(11,2)	Estimated annual taxable income by commission
TOTAL_REMNRTN_BY_COMMISSION	NULL	NUMBER(11,2)	Total revised expense amount by remuneration
PRESCRIBED_ZONE_DEDN_AMT	NULL	NUMBER(11,2)	Prescribed zone deduction
OTHER_FEDTAX_CREDITS	NULL	NUMBER(11,2)	Other tax credits
CPP_QPP_EXEMPT_FLAG	NULL	VARCHAR2(30)	Exempt flag for CPP
FED_EXEMPT_FLAG	NULL	VARCHAR2(30)	Federal tax exempt flag
EI_EXEMPT_FLAG	NULL	VARCHAR2(30)	EI tax exempt flag
TAX_CALC_METHOD	NULL	VARCHAR2(30)	Federal tax calculation method
FED_OVERRIDE_AMOUNT	NULL	NUMBER(11,2)	Federal tax override amount
FED_OVERRIDE_RATE	NULL	NUMBER(11,2)	Federal tax override rate
CA_TAX_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
CA_TAX_INFORMATION1	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION2	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION3	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION4	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION5	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION6	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION7	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION8	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION9	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION10	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION11	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION12	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION13	NULL	VARCHAR2(150)	Descriptive flexfield column.

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CA_TAX_INFORMATION14	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION15	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION16	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION17	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION18	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION19	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION20	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION21	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION22	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION23	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION24	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION25	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION26	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION27	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION28	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION29	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION30	NULL	VARCHAR2(150)	Descriptive flexfield column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(15)	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.

Sequences

Sequence	Derived Column
PAY_CA_EMP_FED_TAX_INF_S	EMP_FED_TAX_INF_ID

PAY_CA_EMP_PROV_TAX_INFO_F

PAY_CA_EMP_PROVINCE_TAX_RULES_F

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_ASSIGNMENTS_F	ASSIGNMENT_ID	ASSIGNMENT_ID

Column Descriptions

Name	Null?	Type	Description
EMP_PROVINCE_TAX_INF_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for the federal tax information record
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
LEGISLATION_CODE	NOT NULL	VARCHAR2(30)	Legislation code
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Assignment ID
BUSINESS_GROUP_ID	NOT NULL	NUMBER(9)	Business Group ID
PROVINCE_CODE	NOT NULL	VARCHAR2(30)	Province abbreviation
JURISDICTION_CODE	NULL	VARCHAR2(11)	Jurisdiction code - not used currently
TAX_CREDIT_AMOUNT	NULL	NUMBER(11,2)	Tax Credit Amount
BASIC_EXEMPTION_FLAG	NULL	VARCHAR2(30)	Basic Exempt Flag. If this flag is Y then tax_credit amount is the basic exempt amount in PAY_CA_LEGISLATION_INFO
DEDUCTION_CODE	NULL	VARCHAR2(30)	Deduction Code - currently not used
MARRIAGE_STATUS	NULL	VARCHAR2(30)	Married/Unmarried status
NO_OF_INFIRM_DEPENDANTS	NULL	NUMBER(30)	No of infirm dependants
NON_RESIDENT_STATUS	NULL	VARCHAR2(30)	Non resident status
DISABILITY_STATUS	NULL	VARCHAR2(30)	Disability status
NO_OF_DEPENDANTS	NULL	NUMBER(30)	Total no of dependants
ANNUAL_DEDN	NULL	NUMBER(11,2)	Annual deduction
TOTAL_EXPENSE_BY_COMMISSION	NULL	NUMBER(11,2)	Estimated annual taxable income
TOTAL_REMNRTN_BY_COMMISSION	NULL	NUMBER(11,2)	Estimated revised expense amount
PRESCRIBED_ZONE_DEDN_AMT	NULL	NUMBER(11,2)	Prescribe zone deduction amount
ADDITIONAL_TAX	NULL	NUMBER(11,2)	Additional tax deduction
PROV_OVERRIDE_RATE	NULL	NUMBER(5,2)	Override rate for federal tax calculation
PROV_OVERRIDE_AMOUNT	NULL	NUMBER(11,2)	Override amount for federal tax
PROV_EXEMPT_FLAG	NULL	VARCHAR2(30)	Exempt flag for provincial tax deduction
PMED_EXEMPT_FLAG	NULL	VARCHAR2(30)	Provincial Medical plan exempt flag
WC_EXEMPT_FLAG	NULL	VARCHAR2(30)	Workers compensation exempt flag
QPP_EXEMPT_FLAG	NULL	VARCHAR2(30)	QPP exempt flag
OTHER_TAX_CREDIT	NULL	NUMBER(11,2)	Other tax credit amounts
TAX_CALC_METHOD	NULL	VARCHAR2(240)	Provincial tax calculation method
EXTRA_INFO_NOT_PROVIDED	NULL	VARCHAR2(30)	Flag to indicate additional information is not provided or not
CA_TAX_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.

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CA_TAX_INFORMATION1	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION2	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION3	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION4	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION5	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION6	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION7	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION8	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION9	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION10	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION11	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION12	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION13	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION14	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION15	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION16	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION17	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION18	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION19	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION20	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION21	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION22	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION23	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION24	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION25	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION26	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION27	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION28	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION29	NULL	VARCHAR2(150)	Descriptive flexfield column.
CA_TAX_INFORMATION30	NULL	VARCHAR2(150)	Descriptive flexfield column.
CREATED_BY	NULL	NUMBER(30)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(30)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(30)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(30)	System-generated version of row. Increments by one with each update.

Sequences

Sequence	Derived Column
PAY_CA_EMP_PROVINCE_TAX_INF_S	EMP_PROVINCE_TAX_INF_ID

PAY_CA_FILE_CREATION_NUMBERS

PAY_CA_FILE_CREATION_NUMBERS is used in Canadian direct deposit.

Column Descriptions

Name	Null?	Type	Description
ORIGINATOR_ID	NOT NULL	VARCHAR2(15)	Bank supplied customer identifier
SEQUENCE_NUMBER	NOT NULL	NUMBER(15)	Sequence number
FILE_CREATION_NUMBER	NULL	VARCHAR2(4)	File creation number identifies a particular direct deposit file

PAY_CA_LEGISLATION_INFO

Keeps legislation specific data for Canada

Column Descriptions

Name	Null?	Type	Description
LOOKUP_TYPE	NULL	VARCHAR2(80)	Lookup Type
LOOKUP_CODE	NULL	VARCHAR2(80)	Lookup Code
JURISDICTION_CODE	NULL	VARCHAR2(80)	Jurisdiction Code
INFORMATION_TYPE	NULL	VARCHAR2(30)	Information Type
INFORMATION_VALUE	NULL	VARCHAR2(50)	Value for the information type
START_DATE	NULL	DATE	Start date of the record
END_DATE	NULL	DATE	End date of the record

PAY_CE_RECONCILED_PAYMENTS

PAY_CE_RECONCILED_PAYMENTS holds information about the reconciliation of payments through Oracle Cash Management. When a payment is reconciled, a row is created indicating the amount cleared, and the date on which the payment was cleared.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ASSIGNMENT_ACTIONS	ASSIGNMENT_ACTION_ID	ASSIGNMENT_ACTION_ID

Column Descriptions

Name	Null?	Type	Description
RECONCILED_PAYMENT_ID (PK)	NOT NULL	NUMBER	System-generated primary key column.
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER	Foreign Key to PAY_ASSIGNMENT_ACTIONS
TRX_TYPE	NULL	VARCHAR2(30)	Payment or Stopped. Transaction type information from bank statement.
STATUS_CODE	NULL	VARCHAR2(1)	To indicate if cleared or voided.
CLEARED_AMOUNT	NULL	NUMBER	Amount cleared in bank statement.
CLEARED_DATE	NULL	DATE	Date payment cleared in bank statement.
CLEARED_BASE_AMOUNT	NULL	NUMBER	Cleared amount in base currency.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_CE_RECONCILED_PAYMENTS_FK1	NOT UNIQUE	5	ASSIGNMENT_ACTION_ID
PAY_CE_RECONCILED_PAYMENTS_PK	UNIQUE	5	RECONCILED_PAYMENT_ID

Sequences

Sequence	Derived Column
PAY_CE_RECONCILED_PAYMENTS_S	RECONCILED_PAYMENT_ID

PAY_COIN_ANAL_ELEMENTS

This table holds the definitions for make-up of a cash payment.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_MONETARY_UNITS	MONETARY_UNIT_ID	MONETARY_UNIT_ID
PAY_PRE_PAYMENTS	PRE_PAYMENT_ID	PRE_PAYMENT_ID

Column Descriptions

Name	Null?	Type	Description
COIN_ANAL_ELEMENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PRE_PAYMENT_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_PRE_PAYMENTS.
MONETARY_UNIT_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_MONETARY_UNITS.
NUMBER_OF_MONETARY_UNITS	NOT NULL	NUMBER(15)	Quantity of monetary units.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_COIN_ANAL_ELEMENTS_FK1	NOT UNIQUE	1	PRE_PAYMENT_ID
PAY_COIN_ANAL_ELEMENTS_FK2	NOT UNIQUE	1	MONETARY_UNIT_ID
PAY_COIN_ANAL_ELEMENTS_PK	UNIQUE	1	COIN_ANAL_ELEMENT_ID

Sequences

Sequence	Derived Column
PAY_COIN_ANAL_ELEMENTS_S	COIN_ANAL_ELEMENT_ID

PAY_CONSOLIDATION_SETS

PAY_CONSOLIDATION_SETS identifies the consolidation sets that are used to consolidate the results of multiple payroll processes. The consolidation set is used as a parameter to identify the set of results for further processing. For example, you may want to define separate payrolls for different worksites and process these on different days, but then use a single consolidation set to process all the results for payment and costing. Alternatively, you may want to define a single payroll, but process and pay groups of employees separately using separate consolidation sets. Using an ASSIGNMENT SET you can identify distinct groups of employees to process, and using separate consolidation sets you can keep the separation of payment and costing. A third example is where you may want to consolidate results from a QuickPay run into the same consolidation set as the results from the regular payroll run, for example when a new employee misses the cut-off date for the regular payroll, or there is a late timecard and you want to add to the existing results.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
CONSOLIDATION_SET_ID (PK)	NOT NULL	NUMBER(9)	Consolidation set primary key.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
CONSOLIDATION_SET_NAME	NOT NULL	VARCHAR2(60)	Consolidation set name.
COMMENTS	NULL	LONG	Descriptive information about the consolidation set.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_CONSOLIDATION_SETS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_CONSOLIDATION_SETS_PK	UNIQUE	1	CONSOLIDATION_SET_ID

Sequences

Sequence	Derived Column
PAY_CONSOLIDATION_SETS_S	CONSOLIDATION_SET_ID

PAY_COSTS

PAY_COSTS holds the cost details and values for specific run results within an assignment action. It is maintained by the costing process. COSTED_VALUE holds the actual cost value. COST_ALLOCATION_KEYFLEX_ID identifies the cost segments and segment values to which the cost value applies. DEBIT_OR_CREDIT identifies whether the value is to be debited or credited.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ASSIGNMENT_ACTIONS	ASSIGNMENT_ACTION_ID	ASSIGNMENT_ACTION_ID
PAY_COST_ALLOCATION_KEYFLEX	COST_ALLOCATION_KEYFLEX_ID	COST_ALLOCATION_KEYFLEX_ID
PAY_RUN_RESULT_VALUES	INPUT_VALUE_ID RUN_RESULT_ID	INPUT_VALUE_ID RUN_RESULT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BALANCE_OR_COST	BALANCE_COST B C	FND_COMMON_LOOKUPS Balance Cost
DEBIT_OR_CREDIT	DEBIT_CREDIT C D	FND_COMMON_LOOKUPS Credit Debit

Column Descriptions

Name	Null?	Type	Description
COST_ID (PK)	NOT NULL	NUMBER(15)	Surrogate primary key.
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES.
RUN_RESULT_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_RUN_RESULTS.
COST_ALLOCATION_KEYFLEX_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
BALANCE_OR_COST	NOT NULL	VARCHAR2(30)	Indicates if the record is from the cost or balancing flexfield structures.
COSTED_VALUE	NOT NULL	NUMBER	Actual value to be costed.
DEBIT_OR_CREDIT	NOT NULL	VARCHAR2(30)	Indicates whether the value is a debit (D) or credit (C).
DISTRIBUTED_INPUT_VALUE_ID	NULL	NUMBER(9)	Component of foreign key to Run Result Value whose costing is distributed.
DISTRIBUTED_RUN_RESULT_ID	NULL	NUMBER(15)	Component of foreign key to Run Result Value whose costing is distributed.
SOURCE_ID	NULL	NUMBER(15)	Points to Parent COST_ID

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_COSTS_FK1	NOT UNIQUE	1	ASSIGNMENT_ACTION_ID
PAY_COSTS_FK2	NOT UNIQUE	1 2	INPUT_VALUE_ID RUN_RESULT_ID

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PAY_COSTS_FK3	NOT UNIQUE	1	COST_ALLOCATION_KEYFLEX_ID
PAY_COSTS_PK	UNIQUE	1	COST_ID

Sequences

Sequence	Derived Column
PAY_COSTS_S	COST_ID

PAY_COST_ALLOCATIONS_F

PAY_COST_ALLOCATIONS_F is the DateTracked table that holds cost allocation details at the assignment level.

COST_ALLOCATION_KEYFLEX_ID identifies the combination of segment values held in PAY_COST_ALLOCATION_KEYFLEX.

Assignment costs can be proportioned across multiple combinations.

For example, when an assignment is costed 50% to cost center 001 and 50% to cost center 002 there would be two rows in

PAY_COST_ALLOCATIONS_F for the same ASSIGNMENT_ID. The total PROPORTION for one assignment at any point in time should equal 100.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_COST_ALLOCATION_KEYFLEX	COST_ALLOCATION_KEYFLEX_ID	COST_ALLOCATION_KEYFLEX_ID

Column Descriptions

Name	Null?	Type	Description
COST_ALLOCATION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
COST_ALLOCATION_KEYFLEX_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX, holding individual segment values.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
PROPORTION	NOT NULL	NUMBER(22,4)	Percentage of assignment costs to be apportioned to this key flexfield.
REQUEST_ID	NUL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NUL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NUL	DATE	Standard Who column.
LAST_UPDATE_DATE	NUL	DATE	Standard Who column.
LAST_UPDATED_BY	NUL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NUL	NUMBER(15)	Standard Who column.
CREATED_BY	NUL	NUMBER(15)	Standard Who column.
CREATION_DATE	NUL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_COST_ALLOCATIONS_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_COST_ALLOCATIONS_F_FK2	NOT UNIQUE	1	COST_ALLOCATION_KEYFLEX_ID
PAY_COST_ALLOCATIONS_F_N3	NOT UNIQUE	1	ASSIGNMENT_ID
PAY_COST_ALLOCATIONS_F_PK	UNIQUE	1	COST_ALLOCATION_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_COST_ALLOCATIONS_S	COST_ALLOCATION_ID

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PAY_COST_ALLOCATION_KEYFLEX

PAY_COST_ALLOCATION_KEYFLEX is the combinations table for the Cost Allocation key flexfield. This includes the individual segment information that identify the cost codes, accounts and labor distribution codes used in specific Business Groups.

CONCATENATED_SEGMENTS contains the concatenated value of SEGMENT1 to SEGMENT30.

Column Descriptions

Name	Null?	Type	Description
COST_ALLOCATION_KEYFLEX_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
CONCATENATED_SEGMENTS	NULL	VARCHAR2(240)	Key flexfield segment column.
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key.
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag.
START_DATE_ACTIVE	NULL	DATE	Date before which key flexfield combination is invalid.
END_DATE_ACTIVE	NULL	DATE	Date after which key flexfield combination is invalid.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

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CREATED_BY	NULL NUMBER(15)	Standard Who column.
CREATION_DATE	NULL DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_COST_ALLOCATION_KEYFLE_PK	UNIQUE	1	COST_ALLOCATION_KEYFLEX_ID

Sequences

Sequence	Derived Column
PAY_COST_ALLOCATION_KEYFLEX_S	COST_ALLOCATION_KEYFLEX_ID

PAY_CUSTOMIZED_RESTRICTIONS

PAY_CUSTOMIZED_RESTRICTIONS holds the definition of each custom restriction that may be applied to a form in Oracle HRMS. Custom restrictions restrict the type of data that can be accessed by a specific form. The restriction types and the values you can choose for each form are predefined.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ENABLED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
CUSTOMIZED_RESTRICTION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Identifies the legislation in which the restriction applies.
APPLICATION_ID	NOT NULL	NUMBER	Foreign key to FND_FORM.
FORM_NAME	NOT NULL	VARCHAR2(30)	Foreign key to FND_FORM.
ENABLED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the customization is enabled.
NAME	NOT NULL	VARCHAR2(60)	Name of the restriction.
QUERY_FORM_TITLE	NOT NULL	VARCHAR2(60)	User title for customized form when called in query mode.
STANDARD_FORM_TITLE	NOT NULL	VARCHAR2(60)	User title for customized form when called in standard mode.
COMMENTS	NULL	LONG	General remark.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Identifies the startup legislation.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_CUSTOMIZED_RESTRICTION_PK	UNIQUE	1	CUSTOMIZED_RESTRICTION_ID
PAY_CUSTOMIZED_RESTRICTION_UK2	UNIQUE	1	APPLICATION_ID
		2	FORM_NAME
		3	NAME
		4	BUSINESS_GROUP_ID
		5	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PAY_CUSTOMIZED_RESTRICTIONS_S	CUSTOMIZED_RESTRICTION_ID

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PAY_DEFINED_BALANCES

PAY_DEFINED_BALANCES is the intersection between balance types and balance dimensions. This gives a complete description of a balance. For example, gross pay may be a balance type and year to date may be a dimension, a specific defined balance would be gross pay for the year to date. The defined balance is referred to in a formula by its associated database item name.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_BALANCE_DIMENSIONS	BALANCE_DIMENSION_ID	BALANCE_DIMENSION_ID
PAY_BALANCE_TYPES	BALANCE_TYPE_ID	BALANCE_TYPE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
FORCE_LATEST_BALANCE_FLAG	YES_NO N Y	FND_COMMON_LOOKUPS No Yes

Column Descriptions

Name	Null?	Type	Description
DEFINED_BALANCE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
BALANCE_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_BALANCE_TYPES.
BALANCE_DIMENSION_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_BALANCE_DIMENSIONS.
FORCE_LATEST_BALANCE_FLAG	NULL	VARCHAR2(30)	Not currently supported.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_DEFINED_BALANCES_FK1	NOT UNIQUE	1	BALANCE_TYPE_ID
PAY_DEFINED_BALANCES_FK2	NOT UNIQUE	1	BALANCE_DIMENSION_ID
PAY_DEFINED_BALANCES_PK	UNIQUE	1	DEFINED_BALANCE_ID
PAY_DEFINED_BALANCES_UK2	UNIQUE	1	BALANCE_TYPE_ID
		2	BALANCE_DIMENSION_ID
		3	BUSINESS_GROUP_ID
		4	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PAY_DEFINED_BALANCES_S	DEFINED_BALANCE_ID

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Database Triggers

Trigger Name : PAY_DEFINED_BALANCES_ARI
Trigger Time : AFTER
Trigger Level : ROW
Trigger Event : INSERT

Create database item and other related formula information for this balance.

Trigger Name : PAY_DEFINED_BALANCES_BRD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : DELETE

Deletes the user entity which cascades to delete the database item.

PAY_ELEMENT_CLASSIFICATIONS

PAY_ELEMENT_CLASSIFICATIONS holds the definitions of element classification that define groups of elements for legislation and information needs. Primary classifications are specific to a legislation and are predefined for all supported payroll legislations, for example Earnings. You may not create, amend or delete primary classifications. Secondary, or sub-classifications, are specific to a business group and may be predefined for a specific legislation. Users can create, update and delete their own secondary classifications, but may not change any that are predefined.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_CLASSIFICATIONS	CLASSIFICATION_ID	PARENT_CLASSIFICATION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BALANCE_INITIALIZATION_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
COSTABLE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
COSTING_DEBIT_OR_CREDIT	DEBIT_CREDIT	FND_COMMON_LOOKUPS
	C	Credit
	D	Debit
CREATE_BY_DEFAULT_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
DISTRIBUTABLE_OVER_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
NON_PAYMENTS_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
CLASSIFICATION_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
CLASSIFICATION_NAME	NULL	VARCHAR2(80)	Name by which a user identifies the classification.
DESCRIPTION	NULL	VARCHAR2(80)	Full description of the element classification.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Identifies the legislation of the classification.
COSTABLE_FLAG	NULL	VARCHAR2(30)	Indicates whether elements with the classification can be costed.

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DEFAULT_HIGH_PRIORITY	NULL	NUMBER(9)	Upper end of default processing priority range.
DEFAULT_LOW_PRIORITY	NULL	NUMBER(9)	Lower end of default processing priority range.
DEFAULT_PRIORITY	NULL	NUMBER(9)	Default processing priority for all elements with this classification.
DISTRIBUTABLE_OVER_FLAG	NULL	VARCHAR2(30)	Indicates whether costs can be distributed over elements with this classification.
NON_PAYMENTS_FLAG	NULL	VARCHAR2(30)	Indicates whether classifications can own foreign currency elements.
COSTING_DEBIT_OR_CREDIT	NULL	VARCHAR2(30)	Indicates whether this classification creates debit or credit costing values by default.
PARENT_CLASSIFICATION_ID	NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_CLASSIFICATIONS (CLASSIFICATION_ID).
CREATE_BY_DEFAULT_FLAG	NULL	VARCHAR2(30)	Indicates whether classification rules should be automatically created.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
BALANCE_INITIALIZATION_FLAG	NULL	VARCHAR2(30)	Indicates whether the classification is used for an initial balance upload type of element.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_CLASSIFICATION_FK1	NOT UNIQUE	1	PARENT_CLASSIFICATION_ID
PAY_ELEMENT_CLASSIFICATION_PK	UNIQUE	1	CLASSIFICATION_ID
PAY_ELEMENT_CLASSIFICATION_UK2	UNIQUE	1	CLASSIFICATION_NAME
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PAY_ELEMENT_CLASSIFICATIONS_S	CLASSIFICATION_ID

PAY_ELEMENT_CLASSIFICATIONS_TL

PAY_ELEMENT_CLASSIFICATIONS_TL holds the translated element classifications definitions.

Column Descriptions

Name	Null?	Type	Description
CLASSIFICATION_ID	NOT NULL	NUMBER(9)	System-generated primary key column from PAY_ELEMENT_CLASSIFICATIONS.
CLASSIFICATION_NAME	NOT NULL	VARCHAR2(80)	Translated name by which a user identifies the classification.
DESCRIPTION	NULL	VARCHAR2(80)	Translated description of the element classification.
LANGUAGE	NOT NULL	VARCHAR2(4)	Language of translation.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Source language of the row.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_CLASS_TL_N2	NOT UNIQUE	5	LANGUAGE
		10	CLASSIFICATION_NAME
PAY_ELEMENT_CLASS_TL_PK	UNIQUE	2	CLASSIFICATION_ID
		5	LANGUAGE

PAY_ELEMENT_ENTRIES_F

PAY_ELEMENT_ENTRIES_F is the DateTracked table that holds the list of element entries for each assignment. The actual values for each entry are held in PAY_ELEMENT_ENTRY_VALUES_F.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ASSIGNMENT_ACTIONS	ASSIGNMENT_ACTION_ID	UPDATING_ACTION_ID
PAY_COST_ALLOCATION_KEYFLEX	COST_ALLOCATION_KEYFLEX_ID	COST_ALLOCATION_KEYFLEX_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CREATOR_TYPE	CREATOR_TYPE	FND_COMMON_LOOKUPS
	A	Absence
	B	Balance Adjustment
	D	Advance Pay
	DF	Advance Pay Form
	ER	Enrollment Result
	F	Element Entry/Override Form
	H	MIX
	M	SMP
	P	BackPay
	Q	QuickPay
	R	Retropay by Action
	S	SSP
ENTRY_TYPE	SP	Salary Proposal
	UT	US Tax
	ENTRY_TYPE	FND_COMMON_LOOKUPS
	A	Additive Adjustment
	B	Balance Adjustment
	D	Additional Entry
	E	Element Entry
REASON	R	Replacement Adjustment
	S	Override
	ELE_ENTRY_REASON	FND_COMMON_LOOKUPS

Column Descriptions

Name	Null?	Type	Description
ELEMENT_ENTRY_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date for an element entry.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date for an element entry.
COST_ALLOCATION_KEYFLEX_ID	NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_ASSIGNMENTS_F.
UPDATING_ACTION_ID	NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.
ELEMENT_LINK_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_LINKS_F. All entries are subject to a specific element link rule.

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ORIGINAL_ENTRY_ID	NULL	NUMBER(15)	Foreign key to PAY_ELEMENT_ENTRIES_F (ELEMENT_ENTRY_ID).
CREATOR_TYPE	NOT NULL	VARCHAR2(10)	Sub-system responsible for maintaining an element entry. (Validated by a lookup).
ENTRY_TYPE	NOT NULL	VARCHAR2(1)	Sub-type for an element entry. (Validated by a lookup).
COMMENT_ID	NULL	NUMBER(15)	Foreign key to HR_COMMENTS.
CREATOR_ID	NULL	NUMBER(15)	Process responsible for creating an element entry.
REASON	NULL	VARCHAR2(30)	Reason for element entry. (Validated by a lookup).
TARGET_ENTRY_ID	NULL	NUMBER(15)	Foreign key to PAY_ELEMENT_ENTRIES_F (ELEMENT_ENTRY_ID).
SOURCE_ID	NULL	NUMBER(15)	Process responsible for maintaining an element entry.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
ENTRY_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
ENTRY_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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ENTRY_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ENTRY_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
SUBPRIORITY	NULL	NUMBER(4)	Used to determine run processing order of entries of same priority.
PERSONAL_PAYMENT_METHOD_ID	NULL	NUMBER(9)	Foreign key to PAY_PERSONAL_PAYMENT_METHODS
DATE_EARNED	NULL	DATE	Date earned for entry - used for mid-period GRE change.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
BALANCE_ADJ_COST_FLAG	NULL	VARCHAR2(1)	Indicates whether a balance adjustment is to be costed.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_ENTRIES_F_FK1	NOT UNIQUE	1	COST_ALLOCATION_KEYFLEX_ID
PAY_ELEMENT_ENTRIES_F_FK3	NOT UNIQUE	1	UPDATING_ACTION_ID
PAY_ELEMENT_ENTRIES_F_N4	NOT UNIQUE	1	ELEMENT_LINK_ID
		2	ASSIGNMENT_ID

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PAY_ELEMENT_ENTRIES_F_N5	NOT UNIQUE	1	ORIGINAL_ENTRY_ID
PAY_ELEMENT_ENTRIES_F_N50	NOT UNIQUE	1	ASSIGNMENT_ID
		2	ENTRY_TYPE
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE
PAY_ELEMENT_ENTRIES_F_N51	NOT UNIQUE	1	ASSIGNMENT_ID
		2	ELEMENT_LINK_ID
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE
PAY_ELEMENT_ENTRIES_F_N52	NOT UNIQUE	1	PERSONAL_PAYMENT_METHOD_ID
PAY_ELEMENT_ENTRIES_F_PK	UNIQUE	1	ELEMENT_ENTRY_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_ELEMENT_ENTRIES_S	ELEMENT_ENTRY_ID

PAY_ELEMENT_ENTRY_VALUES_F

PAY_ELEMENT_ENTRY_VALUES_F is the DateTracked table that holds the actual values entered for a specific element entry, (unless the element is defined with no input values). For example, the element Overtime may have an input value of Hours Worked. The number of Hours Worked by an employee in a fixed period is the entry value for that period.

Column Descriptions

Name	Null?	Type	Description
ELEMENT_ENTRY_VALUE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES.
ELEMENT_ENTRY_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ELEMENT_ENTRIES.
SCREEN_ENTRY_VALUE	NULL	VARCHAR2(60)	Actual entry value.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_ENTRY_VALUES_F_N1	NOT UNIQUE	1	INPUT_VALUE_ID
PAY_ELEMENT_ENTRY_VALUES_F_N50	NOT UNIQUE	1	ELEMENT_ENTRY_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_ELEMENT_ENTRY_VALUES_F_PK	UNIQUE	1	ELEMENT_ENTRY_VALUE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_ELEMENT_ENTRY_VALUES_S	ELEMENT_ENTRY_VALUE_ID

PAY_ELEMENT_LINKS_F

PAY_ELEMENT_LINKS_F is the DateTracked table that holds the eligibility rules that link elements to groups of employees. An assignment must match the eligibility criteria defined for the element link before it can have an entry of that element. Default values for the element input values can be set or overridden for each link. Standard links indicate that an element entry, with any default values, should be created automatically when an assignment matches the eligibility criteria.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
PAY_COST_ALLOCATION_KEYFLEX	COST_ALLOCATION_KEYFLEX_ID	BALANCING_KEYFLEX_ID
PAY_COST_ALLOCATION_KEYFLEX	COST_ALLOCATION_KEYFLEX_ID	COST_ALLOCATION_KEYFLEX_ID
PAY_ELEMENT_SETS	ELEMENT_SET_ID	ELEMENT_SET_ID
PAY_PEOPLE_GROUPS	PEOPLE_GROUP_ID	PEOPLE_GROUP_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_GRADES	GRADE_ID	GRADE_ID
PER_JOBS	JOB_ID	JOB_ID
PER_PAY_BASES	PAY_BASIS_ID	PAY_BASIS_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
COSTABLE_TYPE	COSTABLE_TYPE	FND_COMMON_LOOKUPS
	C	Costed
	D	Distributed
	F	Fixed Costed
LINK_TO_ALL_PAYROLLS_FLAG	N	Not Costed
	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLY_VALUE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
STANDARD_LINK_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
TRANSFER_TO_GL_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
ELEMENT_LINK_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
PAYROLL_ID	NULL	NUMBER(9)	Foreign key to PAY_ALL_PAYROLLS_F.

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JOB_ID	NULL	NUMBER(15)	Foreign key to PER_JOBS.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_POSITIONS.
PEOPLE_GROUP_ID	NULL	NUMBER(15)	Foreign key to PAY_PEOPLE_GROUPS.
COST_ALLOCATION_KEYFLEX_ID	NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES_F.
LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
GRADE_ID	NULL	NUMBER(15)	Foreign key to PER_GRADES.
BALANCING_KEYFLEX_ID	NULL	NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ELEMENT_SET_ID	NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_SETS.
PAY_BASIS_ID	NULL	NUMBER(9)	Foreign key to PER_PAY_BASES.
COSTABLE_TYPE	NOT NULL	VARCHAR2(30)	Costable type for element entries subject to this link. (Validated by a lookup).
LINK_TO_ALL_PAYROLLS_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether all payrolls are eligible for the element.
MULTIPLY_VALUE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether entries can be multiplied, for example, holiday pay.
STANDARD_LINK_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether an element is standard (Y) or non-standard (N).
TRANSFER_TO_GL_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether costed values for the element can be included in the transfer to General Ledger.
COMMENT_ID	NULL	NUMBER(15)	Foreign key to HR_COMMENTS.
EMPLOYMENT_CATEGORY	NULL	VARCHAR2(30)	Employment category criteria for the element. Validated by lookup.
QUALIFYING_AGE	NULL	NUMBER(2)	Minimum age criteria for the element.
QUALIFYING_LENGTH_OF_SERVICE	NULL	NUMBER(6,2)	Minimum length of service for eligibility for the element.
QUALIFYING_UNITS	NULL	VARCHAR2(30)	Time units used by the QUALIFYING_LENGTH_OF_SERVICE. (Validated by a lookup).
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_LINKS_F_FK10	NOT UNIQUE	1	BALANCING_KEYFLEX_ID
PAY_ELEMENT_LINKS_F_FK11	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_ELEMENT_LINKS_F_FK12	NOT UNIQUE	1	ELEMENT_SET_ID
PAY_ELEMENT_LINKS_F_FK13	NOT UNIQUE	1	PAY_BASIS_ID
PAY_ELEMENT_LINKS_F_FK2	NOT UNIQUE	1	JOB_ID
PAY_ELEMENT_LINKS_F_FK3	NOT UNIQUE	1	POSITION_ID
PAY_ELEMENT_LINKS_F_FK4	NOT UNIQUE	1	PEOPLE_GROUP_ID
PAY_ELEMENT_LINKS_F_FK5	NOT UNIQUE	1	COST_ALLOCATION_KEYFLEX_ID
PAY_ELEMENT_LINKS_F_FK6	NOT UNIQUE	1	ORGANIZATION_ID
PAY_ELEMENT_LINKS_F_FK8	NOT UNIQUE	1	LOCATION_ID
PAY_ELEMENT_LINKS_F_FK9	NOT UNIQUE	1	GRADE_ID
PAY_ELEMENT_LINKS_F_N1	NOT UNIQUE	1	PAYROLL_ID
PAY_ELEMENT_LINKS_F_N7	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_ELEMENT_LINKS_F_PK	UNIQUE	1	ELEMENT_LINK_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_ELEMENT_LINKS_S	ELEMENT_LINK_ID

Database Triggers

```

Trigger Name      : PAY_ELEMENT_LINKS_T1
Trigger Time      : AFTER
Trigger Level     : ROW
Trigger Event     : UPDATE

```

If costable type is updated to not costed or distributed then make all the link input values not costed.

PAY_ELEMENT_SETS

PAY_ELEMENT_SETS holds the list of element sets that are used to restrict payroll processing, distribute costs, or provide online security by restricting individual users to specific elements. Element sets are constructed by specifying element classifications and including or excluding specific elements – PAY_ELE_CLASSIFICATION_RULES.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ELEMENT_SET_TYPE	ELEMENT_SET_TYPE	FND_COMMON_LOOKUPS
	C	Customization Set
	D	Distribution Set
	R	Run Set

Column Descriptions

Name	Null?	Type	Description
ELEMENT_SET_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
ELEMENT_SET_NAME	NOT NULL	VARCHAR2(80)	User name for the element set.
ELEMENT_SET_TYPE	NOT NULL	VARCHAR2(30)	Type of element set. (Validated by a lookup).
COMMENTS	NULL	LONG	Descriptive information about the element set.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_SETS_PK	UNIQUE	1	ELEMENT_SET_ID

Sequences

Sequence	Derived Column
PAY_ELEMENT_SETS_S	ELEMENT_SET_ID

PAY_ELEMENT_SET_MEMBERS

PAY_ELEMENT_SET_MEMBERS identifies the list of elements that belong to each element set. The members of an element set are derived from the rules in PAY_ELE_CLASSIFICATION_RULES and PAY_ELEMENT_TYPE_RULES.

View Definition

```
CREATE VIEW PAY_ELEMENT_SET_MEMBERS
as SELECT
    PES1.ELEMENT_SET_ID
,   PET1.ELEMENT_TYPE_ID
,   PET1.ELEMENT_NAME
,   PET1.CLASSIFICATION_ID
,   PET1.PROCESSING_TYPE
,   PET1.BUSINESS_GROUP_ID
,   PET1.LEGISLATION_CODE
,   ECLTL.CLASSIFICATION_NAME
,   HL.MEANING PROCESSING_TYPE_MEANING
  Where FROM   PAY_ELEMENT_TYPES          PET1,
          PAY_ELE_CLASSIFICATION_RULES    PECR1,
          PAY_ELEMENT_SETS                 PES1,
          PAY_ELEMENT_CLASSIFICATIONS      ECL,
          PAY_ELEMENT_CLASSIFICATIONS_TL   ECLTL,
          HR_LOOKUPS                      HL
WHERE  ECL.classification_id = ECLTL.classification_id AND
ECLTL.LANGUAGE = userenv('LANG')
AND    PET1.CLASSIFICATION_ID = PECR1.CLASSIFICATION_ID
AND    PECR1.ELEMENT_SET_ID   = PES1.ELEMENT_SET_ID
AND    ECL.CLASSIFICATION_ID = PET1.CLASSIFICATION_ID
AND    HL.LOOKUP_TYPE = 'PROCESSING_TYPE'
AND    HL.LOOKUP_CODE = PET1.PROCESSING_TYPE
AND    NOT EXISTS
      (SELECT 1
        FROM    PAY_ELEMENT_TYPE_RULES    PETR1
        WHERE   PETR1.ELEMENT_SET_ID      = PES1.ELEMENT_SET_ID
        AND     PETR1.ELEMENT_TYPE_ID     = PET1.ELEMENT_TYPE_ID
        AND     PETR1.INCLUDE_OR_EXCLUDE = 'E')
AND    ((PES1.ELEMENT_SET_TYPE           = 'D'
AND
      EXISTS
      (SELECT 1
        FROM    HR_LOOKUPS                HRL,
        PAY_INPUT_VALUES                  PIV
        WHERE   PIV.ELEMENT_TYPE_ID       = PET1.ELEMENT_TYPE_ID
        AND     PIV.UOM                    = 'M'
        AND     HRL.APPLICATION_ID IN (800, 801)
        AND     HRL.LOOKUP_TYPE           = 'NAME_TRANSLATIONS'
        AND     HRL.LOOKUP_CODE           = 'PAY VALUE'
        AND     HRL.MEANING                = PIV.NAME))
OR    PES1.ELEMENT_SET_TYPE              IN ('R', 'C'))
UNION
SELECT PES1.ELEMENT_SET_ID,
       PET2.ELEMENT_TYPE_ID,
       PET2.ELEMENT_NAME,
       PET2.CLASSIFICATION_ID,
```

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```

        PET2.PROCESSING_TYPE,
        PET2.BUSINESS_GROUP_ID,
        PET2.LEGISLATION_CODE,
        ECL2TL.CLASSIFICATION_NAME,
        HL2.MEANING PROCESSING_TYPE_MEANING
FROM    PAY_ELEMENT_TYPES          PET2,
        PAY_ELEMENT_TYPE_RULES    PETR2,
        PAY_ELEMENT_SETS          PES1,
        PAY_ELEMENT_CLASSIFICATIONS ECL2,

        PAY_ELEMENT_CLASSIFICATIONS_TL ECL2TL,
        HR_LOOKUPS                  HL2
WHERE   ECL2.Classification_id = ECL2TL.classification_id AND
        ECL2TL.LANGUAGE = userenv('LANG')
        AND PETR2.INCLUDE_OR_EXCLUDE = 'I'
        AND PES1.ELEMENT_SET_ID      = PETR2.ELEMENT_SET_ID
        AND PET2.ELEMENT_TYPE_ID     = PETR2.ELEMENT_TYPE_ID
        AND ECL2.CLASSIFICATION_ID = PET2.CLASSIFICATION_ID
        AND HL2.LOOKUP_TYPE = 'PROCESSING_TYPE'
        AND HL2.LOOKUP_CODE = PET2.PROCESSING_TYPE

```

Column Descriptions

Name	Null?	Type	Description
ELEMENT_SET_ID	NULL	NUMBER	Refer to base table.
ELEMENT_TYPE_ID	NULL	NUMBER	Refer to base table.
ELEMENT_NAME	NULL	VARCHAR2(80)	Refer to base table.
CLASSIFICATION_ID	NULL	NUMBER	Refer to base table.
PROCESSING_TYPE	NULL	VARCHAR2(30)	Refer to base table.
BUSINESS_GROUP_ID	NULL	NUMBER	Refer to base table.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Refer to base table.
CLASSIFICATION_NAME	NULL	VARCHAR2(80)	Refer to base table.
PROCESSING_TYPE_MEANING	NULL	VARCHAR2(80)	Refer to base table.

PAY_ELEMENT_TEMPLATES

In Oracle payroll it is common to have sets of elements that are related by the processing they carry out. For example, in US payroll, Standard Voluntary Deductions comprise Special Inputs, Base, and Special Features elements. Element Templates capture the relationships between elements (and associated payroll entities) for different types of payroll processing. Element Templates are used to generate payroll objects according to the payroll situation. For example, the structure of Child Support, and Parking Fine Involuntary deductions may be similar (and modelled by one Element Template) but different objects are generated in the payroll schema for each of these Involuntary Deductions. A template structure is an element template set up by a localization group to model commonly used groupings of HR or payroll elements. For example, in US payroll earnings share a common underlying structure in the elements they contain and the balances the feed. A template structure contains names with placeholders. A template structure is copied to a user structure, and the placeholders substituted for a user-supplied name before generating HR or payroll objects. A user structure is an element template from which core schema objects are generated. It may be created from scratch by a user, or generated from a template structure.

Column Descriptions

Name	Null?	Type	Description
TEMPLATE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
TEMPLATE_TYPE	NOT NULL	VARCHAR2(30)	Element template type.
TEMPLATE_NAME	NOT NULL	VARCHAR2(80)	User name for this template.
BASE_PROCESSING_PRIORITY	NOT NULL	NUMBER(9)	Base value to add to differential values for element processing
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
VERSION_NUMBER	NOT NULL	NUMBER	Version number for the template as a whole (for support purposes).
BASE_NAME	NULL	VARCHAR2(30)	User-supplied name for placeholder substitution.
MAX_BASE_NAME_LENGTH	NOT NULL	NUMBER(9)	Maximum length of BASE_NAME to avoid name clashes in generated objects e.g. database items.
PREFERENCE_INFO_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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PREFERENCE_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION19	NULL	VARCHAR2(240)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PREFERENCE_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFO_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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CONFIGURATION_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
CONFIGURATION_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_TEMPLATES_PK	UNIQUE	2	TEMPLATE_ID

Sequences

Sequence	Derived Column
PAY_ELEMENT_TEMPLATES_S	TEMPLATE_ID

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PAY_ELEMENT_TYPES_F

PAY_ELEMENT_TYPES_F is the DateTracked table that holds the definitions of elements in Oracle HRMS. Elements are the units used to build all the earnings, deductions and benefits that users can give to employees. Localization teams define primary classifications for the payroll processing of elements according to the requirements of their legislation, for example, Pre-Tax Deduction or Tax Deduction. Elements are also used to hold non-payment types of information linked to employee assignments, for example, information about assets and other equipment issued to employees for their work. NOTE: Users must not enter information into the Developer Descriptive Flexfield columns of this table. These are reserved for the use of localization and verticalization teams, for entry and maintenance of legislative or industry-specific data.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
BEN_BENEFIT_CLASSIFICATIONS	BENEFIT_CLASSIFICATION_ID	BENEFIT_CLASSIFICATION_ID
PAY_ELEMENT_CLASSIFICATIONS	CLASSIFICATION_ID	CLASSIFICATION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ADDITIONAL_ENTRY_ALLOWED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
ADJUSTMENT_ONLY_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
CLOSED_FOR_ENTRY_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
CREATOR_TYPE	ELEMENT_CREATOR_TYPE	PER_LOOKUPS
	B	Advanced Benefits
INDIRECT_ONLY_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLE_ENTRIES_ALLOWED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLY_VALUE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
POST_TERMINATION_RULE	TERMINATION_RULE	FND_COMMON_LOOKUPS
	A	Actual Termination
	F	Final Close
	L	Last Standard Process
PROCESSING_TYPE	PROCESSING_TYPE	FND_COMMON_LOOKUPS
	N	Nonrecurring
	R	Recurring

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PROCESS_IN_RUN_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
QUALIFYING_UNITS	QUALIFYING_UNITS	FND_COMMON_LOOKUPS
	D	Days
	H	Hours
	M	Months
	W	Weeks
	Y	Years
STANDARD_LINK_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
THIRD_PARTY_PAY_ONLY_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
ELEMENT_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign Key to FND_TERRITORIES
FORMULA_ID	NULL	NUMBER(9)	Foreign key to PAY_FORMULAS_F.
INPUT_CURRENCY_CODE	NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES.
OUTPUT_CURRENCY_CODE	NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES.
CLASSIFICATION_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_CLASSIFICATIONS.
BENEFIT_CLASSIFICATION_ID	NULL	NUMBER(15)	Foreign key to BEN_BENEFIT_CLASSIFICATIONS.
ADDITIONAL_ENTRY_ALLOWED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether a recurring element can also have an additional nonrecurring entry of this type in any payroll period.
ADJUSTMENT_ONLY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the element is used only for adjusting balances. Not used in US legislations.
CLOSED_FOR_ENTRY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether entries can be currently entered or updated.
ELEMENT_NAME	NOT NULL	VARCHAR2(80)	User name for the element type. This is the name used to generate database item names.
REPORTING_NAME	NULL	VARCHAR2(30)	Short name for the element, used in reports.
DESCRIPTION	NULL	VARCHAR2(240)	Brief description of the element type.
INDIRECT_ONLY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the element can be given to an assignment only as an indirect result from a formula.
MULTIPLE_ENTRIES_ALLOWED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether an assignment can have multiple normal entries for this element at any one time.
MULTIPLY_VALUE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether entries can be multiplied, for example, holiday pay.

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POST_TERMINATION_RULE	NOT NULL	VARCHAR2(30)	Rule for element processing when a person is terminated.
PROCESS_IN_RUN_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the element can be processed in a payroll run.
PROCESSING_PRIORITY	NOT NULL	NUMBER(9)	Processing priority order for any entries of this element in a payroll run.
PROCESSING_TYPE	NOT NULL	VARCHAR2(30)	Indicates whether the element is recurring or nonrecurring.
STANDARD_LINK_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the default element link type is standard (Y) or non-standard (N).
COMMENT_ID	NULL	NUMBER(15)	Foreign key to HR_COMMENTS.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Identifies the legislation of the predefined data for the element.
QUALIFYING_AGE	NULL	NUMBER(2)	Age at which a person qualifies for this element.
QUALIFYING_LENGTH_OF_SERVICE	NULL	NUMBER(6,2)	Length of service required for the person to qualify for this element.
QUALIFYING_UNITS	NULL	VARCHAR2(30)	Units of measurement for qualifying length of service.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
ELEMENT_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
ELEMENT_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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ELEMENT_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
THIRD_PARTY_PAY_ONLY_FLAG	NULL	VARCHAR2(30)	Indicates whether the element is paid by third party payments only.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ITERATIVE_FLAG	NULL	VARCHAR2(30)	Indicates whether the element can be adjusted as a result of iterative rules.
ITERATIVE_FORMULA_ID	NULL	NUMBER(9)	Foreign Key to FF_FORMULAS_F to indicate the formula that defaults and changes the iterative element's input values.
ITERATIVE_PRIORITY	NULL	NUMBER(9)	The order of the iterative adjustment processing for iterative elements
CREATOR_TYPE	NULL	VARCHAR2(30)	Sub-system responsible for creating the element definition.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_TYPES_F_FK1	NOT UNIQUE	1	CLASSIFICATION_ID
PAY_ELEMENT_TYPES_F_FK2	NOT UNIQUE	1	BENEFIT_CLASSIFICATION_ID
PAY_ELEMENT_TYPES_F_N3	NOT UNIQUE	1	FORMULA_ID
PAY_ELEMENT_TYPES_F_PK	UNIQUE	1	ELEMENT_TYPE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_ELEMENT_TYPES_F_UK2	UNIQUE	1	ELEMENT_NAME
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE
		4	EFFECTIVE_START_DATE
		5	EFFECTIVE_END_DATE

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Sequences

<u>Sequence</u>	<u>Derived Column</u>
PAY_ELEMENT_TYPES_S	ELEMENT_TYPE_ID

Database Triggers

Trigger Name : PAY_ELEMENT_TYPES_T1
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : UPDATE

Perform validation on the new values.

PAY_ELEMENT_TYPES_F_TL

PAY_ELEMENT_TYPES_TL holds the translated element type definitions.

Column Descriptions

Name	Null?	Type	Description
ELEMENT_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key from PAY_ELEMENT_TYPES_F.
ELEMENT_NAME	NOT NULL	VARCHAR2(80)	Translated user name for the element type.
REPORTING_NAME	NULL	VARCHAR2(30)	Translated short name for the element.
DESCRIPTION	NULL	VARCHAR2(240)	Translated brief description of the element type.
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Language of translation.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Source language of the row.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_TYPES_F_TL_N2	NOT UNIQUE	2	LANGUAGE
		5	ELEMENT_NAME
PAY_ELEMENT_TYPES_F_TL_PK	UNIQUE	2	ELEMENT_TYPE_ID
		4	LANGUAGE

PAY_ELEMENT_TYPE_RULES

PAY_ELEMENT_TYPE_RULES holds the include and exclude rules for specific elements in an element set.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_SETS	ELEMENT_SET_ID	ELEMENT_SET_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
INCLUDE_OR_EXCLUDE	INCLUDE_EXCLUDE	FND_COMMON_LOOKUPS
	E	Exclude
	I	Include

Column Descriptions

Name	Null?	Type	Description
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES.
ELEMENT_SET_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_SETS.
INCLUDE_OR_EXCLUDE	NOT NULL	VARCHAR2(30)	Indicates whether the element should be included or excluded.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELEMENT_TYPE_RULES_FK2	NOT UNIQUE	1	ELEMENT_SET_ID
PAY_ELEMENT_TYPE_RULES_N1	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_ELEMENT_TYPE_RULES_U50	UNIQUE	1	ELEMENT_SET_ID
		2	ELEMENT_TYPE_ID

PAY_ELE_CLASSIFICATION_RULES

PAY_ELE_CLASSIFICATION_RULES is an intersection table for PAY_ELEMENT_SETS and PAY_ELEMENT_CLASSIFICATIONS. Element sets are constructed by specifying element classifications and including or excluding specific elements.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_CLASSIFICATIONS	CLASSIFICATION_ID	CLASSIFICATION_ID
PAY_ELEMENT_SETS	ELEMENT_SET_ID	ELEMENT_SET_ID

Column Descriptions

Name	Null?	Type	Description
ELEMENT_SET_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_SETS.
CLASSIFICATION_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_CLASSIFICATIONS.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELE_CLASSIFICATION_RUL_FK1	NOT UNIQUE	1	ELEMENT_SET_ID
PAY_ELE_CLASSIFICATION_RUL_FK2	NOT UNIQUE	1	CLASSIFICATION_ID
PAY_ELE_CLASS_RULES_U50	UNIQUE	1	ELEMENT_SET_ID
		2	CLASSIFICATION_ID

PAY_ELE_PAYROLL_FREQ_RULES

PAY_ELE_PAYROLL_FREQ_RULES is used by database items to infer whether there are any frequency rules that need to be accounted for. It is used in conjunction with PAY_FREQ_RULE_PERIODS to identify frequency rules for a deduction.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_TIME_PERIOD_TYPES	PERIOD_TYPE	RESET_PERIOD_TYPE

Column Descriptions

Name	Null?	Type	Description
ELE_PAYROLL_FREQ_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES.
PAYROLL_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
RESET_PERIOD_TYPE	NULL	VARCHAR2(30)	Frequency of reset. If pay period is a month or less then the reset period is Month. Pay periods greater than a month have a reset period of Year.
START_DATE	NOT NULL	DATE	Start Date.
RESET_NO_OF_PERIODS	NULL	NUMBER(9)	Not currently used.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ELE_PAYROLL_FREQ_RULES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_ELE_PAYROLL_FREQ_RULES_FK4	NOT UNIQUE	1	RESET_PERIOD_TYPE
PAY_ELE_PAYROLL_FREQ_RULES_N2	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_ELE_PAYROLL_FREQ_RULES_N3	NOT UNIQUE	1	PAYROLL_ID
PAY_ELE_PAYROLL_FREQ_RULES_PK	UNIQUE	1	ELE_PAYROLL_FREQ_RULE_ID
PAY_ELE_PAYROLL_FREQ_RULES_UK2	UNIQUE	1	ELEMENT_TYPE_ID
		2	PAYROLL_ID

Sequences

Sequence	Derived Column
PAY_ELE_PAYROLL_FREQ_RULES_S	ELE_PAYROLL_FREQ_RULE_ID

PAY_EXTERNAL_ACCOUNTS

PAY_EXTERNAL_ACCOUNTS stores bank account information to enable payments to people. It includes source account details, payment methods and destination accounts. NOTE: This table holds information used in the Bank Details protected key flexfield. Localization teams are responsible for setting up this flexfield for use under their legislation code. Users cannot change this flexfield structure.

Column Descriptions

Name	Null?	Type	Description
EXTERNAL_ACCOUNT_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
TERRITORY_CODE	NULL	VARCHAR2(2)	Foreign key to FND_TERRITORIES.
PRENOTE_DATE	NULL	DATE	Date on which a prenote for this account was sent.
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key.
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag.
START_DATE_ACTIVE	NULL	DATE	Date before which key flexfield combination is invalid.
END_DATE_ACTIVE	NULL	DATE	Date after which key flexfield combination is invalid.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.

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SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_EXTERNAL_ACCOUNTS_PK	UNIQUE	1	EXTERNAL_ACCOUNT_ID

Sequences

Sequence	Derived Column
PAY_EXTERNAL_ACCOUNTS_S	EXTERNAL_ACCOUNT_ID

Database Triggers

Trigger Name : PAY_EXTERNAL_ACCOUNTS_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PAY_FORMULA_RESULT_RULES_F

PAY_FORMULA_RESULT_RULES_F is the DateTracked table that holds the rules that control what happens to the results produced by a specific formula calculation. When a formula has been attached to an element via a status processing rule, it may produce results. The formula result rules for an element determine the destination of those results. The direct result from any formula is held in the Pay Value of the element, indirect results will create a nonrecurring entry, update recurring results can be update input values of the same element or of others. If the formula does not return a value, or returns a null value as a result the formula result rule will not insert or update entries. There is no error.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
RESULT_RULE_TYPE	RESULT_RULE_TYPE	FND_COMMON_LOOKUPS
	D	Direct result
	I	Indirect result
	M	Message
	O	Order indirect
	S	Stop
SEVERITY_LEVEL	U	Update recurring entry
	MESSAGE_LEVEL	FND_COMMON_LOOKUPS
	F	Fatal
	I	Information
	L	Logging
	P	Performance information (assignment processing continues)
	S	System detected error (assignment processing halts)
	W	Warning

Column Descriptions

Name	Null?	Type	Description
FORMULA_RESULT_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
ELEMENT_TYPE_ID	NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES.
STATUS_PROCESSING_RULE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_STATUS_PROCESSING_RULES.
RESULT_NAME	NOT NULL	VARCHAR2(80)	Name of the variable returned by the formula.
RESULT_RULE_TYPE	NOT NULL	VARCHAR2(30)	Formula result type for the formula result rule, for example, direct, indirect, message. (Validated by a lookup).

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LEGISLATION_SUBGROUP	NULL VARCHAR2(30)	Identifies the startup data legislation for the formula result rule.
SEVERITY_LEVEL	NULL VARCHAR2(1)	Severity level for a message type result. Used to control the effect produced by the message.(Validated by a lookup).
INPUT_VALUE_ID	NULL NUMBER(9)	Foreign key to PAY_INPUT_VALUES.
LAST_UPDATE_DATE	NULL DATE	Standard Who column.
LAST_UPDATED_BY	NULL NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL NUMBER(15)	Standard Who column.
CREATED_BY	NULL NUMBER(15)	Standard Who column.
CREATION_DATE	NULL DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_FORMULA_RESULT_RULES_F_N1	NOT UNIQUE	1	STATUS_PROCESSING_RULE_ID
PAY_FORMULA_RESULT_RULES_F_N2	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_FORMULA_RESULT_RULES_F_N3	NOT UNIQUE	1	INPUT_VALUE_ID
PAY_FORMULA_RESULT_RULES_F_PK	UNIQUE	1	FORMULA_RESULT_RULE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_FORMULA_RESULT_RULES_S	FORMULA_RESULT_RULE_ID

PAY_FREQ_RULE_PERIODS

PAY_FREQ_RULE_PERIODS holds the actual frequency rule for a deduction/payroll. If a deduction should process in periods 2 and 3 of a month, for employees on a weekly payroll, there will be 2 rows in this table, one for period 2 and one for period 3.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_ELE_PAYROLL_FREQ_RULES	ELE_PAYROLL_FREQ_RULE_ID	ELE_PAYROLL_FREQ_RULE_ID

Column Descriptions

Name	Null?	Type	Description
FREQ_RULE_PERIOD_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ELE_PAYROLL_FREQ_RULE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELE_PAYROLL_FREQ_RULES.
PERIOD_NO_IN_RESET_PERIOD	NOT NULL	NUMBER(9)	Which period within the reset period is the rule valid.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_FREQ_RULE_PERIODS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_FREQ_RULE_PERIODS_FK2	NOT UNIQUE	1	ELE_PAYROLL_FREQ_RULE_ID
PAY_FREQ_RULE_PERIODS_PK	UNIQUE	1	FREQ_RULE_PERIOD_ID

Sequences

Sequence	Derived Column
PAY_FREQ_RULE_PERIODS_S	FREQ_RULE_PERIOD_ID

PAY_GB_SOY_OUTPUTS

PAY_GB_SOY_OUTPUTS is a temporary table for the GB Start of Year (SOY) process outputs. It is populated by the SOY process data, and includes errors or warnings relating to the update processes. This table is redundant if you write to multiple files concurrently from PLSQL.

Column Descriptions

Name	Null?	Type	Description
TYPE (PK)	NOT NULL	VARCHAR2(30)	Type of report for the outputs.
LINE_NO (PK)	NOT NULL	NUMBER	Line number within the appropriate SOY report output.
TEXT	NULL	VARCHAR2(132)	Free format text for SOY report.
REQUEST_ID (PK)	NOT NULL	NUMBER(15)	SRS process request identifier.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_GB_SOY_OUTPUTS_PK	UNIQUE	2	REQUEST_ID
		4	TYPE
		6	LINE_NO

PAY_GB_TAX_CODE_INTERFACE

PAY_GB_TAX_CODE_INTERFACE is an interface table for the Start of Year (SOY) processing the UK. Taxcode amendments are distributed to employers on magnetic tape by the Tax Office and the PAY_GB_TAX_CODE_INTERFACE table is used to load the amendments for processing. The SOY process then updates the PAYE details elements with the details and clears the interface table.

Column Descriptions

Name	Null?	Type	Description
DISTRICT_NUMBER	NOT NULL	NUMBER(3)	Tax district number.
EMPLOYER_REFERENCE	NOT NULL	VARCHAR2(10)	Employers reference for a PAYE scheme.
NATIONAL_INSURANCE_NUMBER	NOT NULL	VARCHAR2(10)	Employees reference (National Insurance number).
TAX_CODE	NOT NULL	VARCHAR2(5)	New tax code.
NON_CUMULATIVE_FLAG	NULL	VARCHAR2(1)	Indicates whether the tax code is cumulative, where Y = non-cumulative and null = cumulative.
EMPLOYEE_NAME	NULL	VARCHAR2(28)	Employee name, given as surname, title, initials and/or forenames.
WORKS_NUMBER	NULL	VARCHAR2(20)	Works reference number.
PROCESSED_FLAG	NULL	VARCHAR2(1)	Indicates whether the tax code amendments have been processed, where null = Unprocessed, P = Processed, R = Rejected.

PAY_GB_YEAR_END_ASSIGNMENTS

PAY_GB_YEAR_END_ASSIGNMENTS holds assignment information for the UK End of Year (EOY) process. It stores information about the assignments reported with the current balances for the assignments. If an assignment has moved between PAYE schemes during the financial year, a separate row is included with the balances at the time of transfer.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_GB_YEAR_END_PAYROLLS	PAYROLL_ID	PAYROLL_ID

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID (PK)	NOT NULL	NUMBER(10)	System-generated primary key column.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date for a specific assignment in the financial year.
PAYROLL_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_GB_YEAR_END_PAYROLLS.
ASSIGNMENT_NUMBER	NULL	VARCHAR2(14)	Employee assignment number.
CHUNK_NUMBER	NULL	NUMBER(9)	Number used to group events into chunks for parallelization.
DATE_OF_BIRTH	NULL	DATE	Date of birth.
DIRECTOR_INDICATOR	NULL	VARCHAR2(1)	Indicates whether a person has been a company director during the financial year, where D = director and null = employee
EFFECTIVE_START_DATE	NULL	DATE	Effective start date for the assignment. If it starts before the start of the financial year, the entry is null.
EOY_PRIMARY_FLAG	NULL	VARCHAR2(1)	Indicates whether the assignment shows the NI balances for a person with multiple assignments, where Y = report NI.
EXPENSE_CHECK_SEND_TO_ADDRESS	NULL	VARCHAR2(1)	O(office),H(home),Null flag indicates distribution for the P60.
EXTRACT_DATE	NULL	DATE	Date the extract was run.
FIRST_NAME	NULL	VARCHAR2(16)	First name of employee.
GROSS_PAY	NULL	NUMBER(9)	Gross pay from balance GROSS_PAY_ASG_TD_YTD.
LAST_ASG_ACTION_ID	NULL	NUMBER(15)	Assignment action identifier of the latest action for the assignment.
LAST_EFFECTIVE_DATE	NULL	DATE	Effective date of the latest action for the assignment.
LAST_NAME	NULL	VARCHAR2(20)	Last name of employee .
LOCATION_ID	NULL	NUMBER(9)	Foreign key to HR_LOCATIONS.
MIDDLE_NAME	NULL	VARCHAR2(7)	Middle name of employee.
MULTIPLE_ASG_FLAG	NULL	VARCHAR2(1)	Indicates whether a person has multiple payroll assignments.
NATIONAL_INSURANCE_NUMBER	NULL	VARCHAR2(9)	National identifier for the person.

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ORGANIZATION_ID	NULL	NUMBER(9)	Foreign key to HR_ORGANIZATION_UNITS.
PENSIONER_INDICATOR	NULL	VARCHAR2(1)	Indicates whether a person is an employee or pensioner, where P = pensioner and null = employee.
PEOPLE_GROUP_ID	NULL	NUMBER(15)	Foreign key to PAY_PEOPLE_GROUPS.
PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
PREVIOUS_TAXABLE_PAY	NULL	NUMBER(9)	Previous taxable pay amount (taken from result PAYE_DETAILS_PAY_PREVIOUS).
PREVIOUS_TAX_PAID	NULL	NUMBER(9)	Previous tax paid amount (taken from result PAYE_DETAILS_TAX_PREVIOUS).
PREVIOUS_YEAR_ASG_ACTION_ID	NULL	NUMBER(15)	Assignment action identifier of the latest action in the previous year.
PREVIOUS_YEAR_EFFECTIVE_DATE	NULL	DATE	Effective date of the latest action in the previous year.
REQUEST_ID	NULL	NUMBER(12)	Concurrent request identifier for the year end extract process.
SEX	NULL	VARCHAR2(1)	Identifies gender of person, where M = male and F = female.
SMP	NULL	NUMBER(9)	Total SMP amount paid (taken from balance SMP_TOTAL_ASG_TD_YTD).
SSP	NULL	NUMBER(9)	Total SSP amount paid (taken from balance SSP_TOTAL_ASG_TD_YTD).
SUPERANNUATION_PAID	NULL	NUMBER(9)	Total amount of superannuation paid (taken from balance SUPERANNUATION_TOTAL_ASG_TD_YTD).
SUPERANNUATION_REFUND	NULL	VARCHAR2(1)	Indicates whether superannuation was refunded, where R = refund and null = deduction.
TAXABLE_PAY	NULL	NUMBER(9)	Total amount of taxable pay (taken from balance TAXABLE_PAY_ASG_TD_YTD).
TAX_CODE	NULL	VARCHAR2(5)	Tax code for the latest tax calculation.
TAX_PAID	NULL	NUMBER	Total tax paid (taken from balance PAYE_ASG_TD_YTD).
TAX_REFUND	NULL	VARCHAR2(1)	Indicates whether tax has been refunded, where R = refunded and null = deduction).
TAX_RUN_RESULT_ID	NULL	NUMBER(15)	Run result that last updated PAYE this year.
TERMINATION_DATE	NULL	DATE	Actual termination date or the tax reference transfer date, if the employee has changed tax districts during the year.
TITLE	NULL	VARCHAR2(30)	Employees title
START_OF_EMP	NULL	DATE	Start date of employment
TERMINATION_TYPE	NULL	VARCHAR2(1)	Indicates the type of termination, where R = tax reference transfer and L = leaver.
W1_M1_INDICATOR	NULL	VARCHAR2(1)	Indicates tax basis, if cumulative then null, if non-cumulative, then either W for weekly basis or M for Monthly.

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WEEK_53_INDICATOR	NULL	VARCHAR2(1)	3(53), 4(54), 6(56) , null(other) max. period no. in the year.
WIDOWS_AND_ORPHANS	NULL	NUMBER(9)	Balance value from WIDOWS_AND_ORPHANS_ASG_TD_YTD.
ADDRESS_LINE1	NULL	VARCHAR2(60)	Employees primary address line 1
ADDRESS_LINE2	NULL	VARCHAR2(60)	Employees primary address line 2
ADDRESS_LINE3	NULL	VARCHAR2(60)	Employees primary address line 3
TOWN_OR_CITY	NULL	VARCHAR2(30)	Employees primary address town or city
COUNTY	NULL	VARCHAR2(27)	Employees primary address county
POSTAL_CODE	NULL	VARCHAR2(8)	Employees primary address postcode

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_GB_YEAR_END_ASSIGNMENT_FK1	NOT UNIQUE	1	PAYROLL_ID
PAY_GB_YEAR_END_ASSIGNMENT_PK	UNIQUE	1	ASSIGNMENT_ID
		2	EFFECTIVE_END_DATE

PAY_GB_YEAR_END_PAYROLLS

PAY_GB_YEAR_END_PAYROLLS is an extraction table that holds payroll information for the UK End of Year (EOY) process. Details are extracted from the PAY_ALL_PAYROLLS_F table and associated Soft Coded Flex, Organization Flex and Time Period rows that are used in the Year End Extract and reported on the magnetic tape submission.

Column Descriptions

Name	Null?	Type	Description
PAYROLL_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PAY_ALL_PAYROLLS_F.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ECON	NULL	VARCHAR2(9)	Employers contracted out number.
EMPLOYERS_ADDRESS_LINE	NULL	VARCHAR2(60)	Employers statutory reporting address.
EMPLOYERS_NAME	NULL	VARCHAR2(36)	Employers statutory reporting name.
END_PREVIOUS_YEAR	NULL	DATE	End date of the last period of the previous year.
END_YEAR	NULL	DATE	End date of the last period in the year for this payroll.
MAX_PERIOD_NUMBER	NULL	NUMBER(2)	Highest period number for the payroll, identifies week 53.
PAYROLL_NAME	NULL	VARCHAR2(80)	Name of the payroll.
PERIOD_TYPE	NULL	VARCHAR2(30)	Foreign key to PER_TIME_PERIOD_TYPES.
PERMIT_NUMBER	NULL	VARCHAR2(12)	Permit number issued by the DSS for use on the year end magnetic media.
SMP_COMPENSATION	NULL	NUMBER(10)	Amount of NIC compensation (recoverable amount) on SMP for this Payroll and Year.
SMP_RECOVERED	NULL	NUMBER(10)	Amount of SMP recovered for the payroll in the year.
SSP_RECOVERED	NULL	NUMBER(10)	Amount of SSP recovered for the payroll in the year.
START_PREVIOUS_YEAR	NULL	DATE	Start date of the first period for the previous year.
START_YEAR	NULL	DATE	Start date of the first period in the year for this payroll.
TAX_DISTRICT_NAME	NULL	VARCHAR2(40)	Name of the tax district.
TAX_DISTRICT_REFERENCE	NULL	NUMBER(3)	Inspector of Taxes reference code.
TAX_REFERENCE_NUMBER	NULL	VARCHAR2(7)	Unique reference number allocated to employer by the Inspector of Taxes.
TAX_YEAR	NULL	NUMBER(4)	Calendar year in which the specific Financial year ends.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_GB_YEAR_END_PAYROLLS_PK	UNIQUE	1	PAYROLL_ID

PAY_GB_YEAR_END_VALUES

PAY_GB_YEAR_END_VALUES holds the National Insurance (NI) balance values for the UK End of Year (EOY) process. It stores all the NI balances by category that the assignment has accumulated over the financial year.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_GB_YEAR_END_ASSIGNMENTS	ASSIGNMENT_ID	ASSIGNMENT_ID
	EFFECTIVE_END_DATE	EFFECTIVE_END_DATE

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	First part of foreign key to PAY_GB_YEAR_END_ASSIGNMENTS.
EFFECTIVE_END_DATE	NOT NULL	DATE	Second part of foreign key to PAY_GB_YEAR_END_ASSIGNMENTS.
REPORTABLE	NOT NULL	VARCHAR2(1)	Y=report contributions on this assignment.
NI_CATEGORY_CODE	NOT NULL	VARCHAR2(1)	NI category code, (A, B, C, D, E, P, X, or Y).
SCON	NULL	VARCHAR2(9)	NI Scheme contracted out number
EARNINGS	NULL	NUMBER(9)	Balance value from NI_CATEGORY_ABLE_ASG_TD_YTD.
EMPLOYEES_CONTRIBUTIONS CO_ASG_TD_YTD.	NULL	NUMBER(9)	Balance value from NI
TOTAL_CONTRIBUTIONS TOTAL_ASG_TD_YTD.	NULL	NUMBER(9)	Balance value from NI
EARNINGS_CONTRACTED_OUT CO_ASG_TD_YTD.	NULL	NUMBER(9)	Balance value from NI
CONTRIBUTIONS_CONTRACTED_OUT ABLE_ASG_TD_YTD.	NULL	NUMBER(9)	Total amount of contracted out contributions taken from balance NI

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_GB_YEAR_END_VALUES_UK	UNIQUE	2	ASSIGNMENT_ID
		4	EFFECTIVE_END_DATE
		6	REPORTABLE
		8	NI_CATEGORY_CODE
		10	SCON

PAY_GL_INTERFACE

PAY_GL_INTERFACE holds data to be passed to the General Ledger

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ACTION_ID	NULL	NUMBER(15)	Foreign Key to PAY_ASSIGNMENT_ACTIONS
RUN_PAYROLL_ACTION_ID	NULL	NUMBER(9)	Foreign Key to PAY_PAYROLL_ACTIONS
COST_ALLOCATION_KEYFLEX_ID	NULL	NUMBER(9)	Foreign Key to PAY_COST_ALLOCATION_KEYFLEX
CURRENCY_CODE	NULL	VARCHAR2(15)	Currency Code of result
ENTERED_DR	NULL	NUMBER	Deduction costed values
ENTERED_CR	NULL	NUMBER	Credit costed values

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_GL_INTERFACE_N1	NOT UNIQUE	2	ASSIGNMENT_ACTION_ID
PAY_GL_INTERFACE_N2	NOT UNIQUE	2	RUN_PAYROLL_ACTION_ID

PAY_GRADE_RULES_F

PAY_GRADE_RULES_F stores the actual values defined for grade rates or pay scales. The RATE_TYPE indicates the type, G for Grade and SP for Progression Point, (formerly known as Spinal Point). For a type of G, the table can hold values for VALUE, MINIMUM and MAXIMUM. For a type of SP, only the VALUE column is appropriate. The foreign key GRADE_OR_SPINAL_POINT_ID references either PER_GRADES or PER_SPINAL_POINTS according to RATE_TYPE. PAY_GRADE_RULES_F is a DateTracked table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_RATES	RATE_ID	RATE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
RATE_TYPE	RATE_TYPE	FND_COMMON_LOOKUPS
	G	Grade
	SP	Scale

Column Descriptions

Name	Null?	Type	Description
GRADE_RULE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
RATE_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_RATES.
GRADE_OR_SPINAL_POINT_ID	NOT NULL	NUMBER(15)	Foreign key either to grades or to progression points, depending on RATE_TYPE.
RATE_TYPE	NOT NULL	VARCHAR2(30)	Indicates progression point (SP) or grade (G) rule.
MAXIMUM	NULL	VARCHAR2(20)	User defined maximum value.
MID_VALUE	NULL	VARCHAR2(20)	User defined mid value.
MINIMUM	NULL	VARCHAR2(20)	User defined minimum value.
SEQUENCE	NULL	NUMBER(15)	Sequence denormalized from PER_GRADES when RATE_TYPE is grade.
VALUE	NULL	VARCHAR2(20)	User defined value.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

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Indexes

Index Name	Index Type	Sequence	Column Name
PAY_GRADE_RULES_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_GRADE_RULES_F_FK2	NOT UNIQUE	1	RATE_ID
PAY_GRADE_RULES_F_PK	UNIQUE	1	GRADE_RULE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_GRADE_RULES_S	GRADE_RULE_ID

Database Triggers

Trigger Name : PAY_GRADE_RULES_F_OVN
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PAY_INPUT_VALUES_F

PAY_INPUT_VALUES_F is the DateTracked table that holds the definitions of the input values associated with a specific element. Users can add or modify input values for non-legislative elements.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
GENERATE_DB_ITEMS_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
HOT_DEFAULT_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MANDATORY_FLAG	YES_NO_NEVER	FND_COMMON_LOOKUPS
	N	No
	X	Never
	Y	Yes
UOM	UNITS	FND_COMMON_LOOKUPS
	C	Character
	D	Date
	H_DECIMAL1	Hours in Decimal format (1 place)
	H_DECIMAL2	Hours in Decimal format (2 places)
	H_DECIMAL3	Hours in Decimal format (3 places)
	H_HH	Hours in "HH" format
	H_HHMM	Hours in "HH:MM" format
	H_HHMMSS	Hours in "HH:MM:SS" format
	I	Integer
	M	Money
	N	Number
	ND	Day
	T	Time
WARNING_OR_ERROR	WARNING_ERROR	FND_COMMON_LOOKUPS
	E	Error
	W	Warning

Column Descriptions

Name	Null?	Type	Description
INPUT_VALUE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Element Type Identifier
LOOKUP_TYPE	NULL	VARCHAR2(30)	List of allowable input values
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
FORMULA_ID	NULL	NUMBER(9)	Formula to generate the input value
DISPLAY_SEQUENCE	NOT NULL	NUMBER(5)	Display sequence number for the input value.

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GENERATE_DB_ITEMS_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether database items are generated for the input values.
HOT_DEFAULT_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the default value is a HOT default. .
MANDATORY_FLAG	NOT NULL	VARCHAR2(1)	Indicates whether the input value is required for an entry. (Validated by a lookup).
NAME	NOT NULL	VARCHAR2(30)	User name for the input value.
UOM	NOT NULL	VARCHAR2(30)	Unit of measure for the input value (hours, monetary amount, etc).
DEFAULT_VALUE	NULL	VARCHAR2(60)	Default for the input value on entry. Value may be overridden for an element link, and for specific entries.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Identifies the startup data legislation for the input value.
MAX_VALUE	NULL	VARCHAR2(60)	Maximum value allowed on entry. May be overridden at the element link.
MIN_VALUE	NULL	VARCHAR2(60)	Minimum value allowed on entry. May be overridden at the element link.
WARNING_OR_ERROR	NULL	VARCHAR2(30)	Indicates the kind of message that is generated if the input value is not valid for min/max or formula validation.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_INPUT_VALUES_F_N1	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_INPUT_VALUES_F_N50	NOT UNIQUE	1	ELEMENT_TYPE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_INPUT_VALUES_F_PK	UNIQUE	1	INPUT_VALUE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_INPUT_VALUES_F_UK2	UNIQUE	1	ELEMENT_TYPE_ID
		2	NAME
		3	BUSINESS_GROUP_ID
		4	LEGISLATION_CODE
		5	EFFECTIVE_START_DATE
		6	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_INPUT_VALUES_S	INPUT_VALUE_ID

PAY_INPUT_VALUES_F_TL

PAY_INPUT_VALUES_TL holds translated input value definitions.

Column Descriptions

Name	Null?	Type	Description
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	System-generated primary key from PAY_INPUT_VALUES_F.
NAME	NOT NULL	VARCHAR2(30)	Translated user name for the input value.
LANGUAGE	NOT NULL	VARCHAR2(4)	Language of translation.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Source language of the row.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_INPUT_VALUES_F_TL_N2	NOT UNIQUE	2 5	LANGUAGE NAME
PAY_INPUT_VALUES_F_TL_PK	UNIQUE	2 5	INPUT_VALUE_ID LANGUAGE

PAY_ITERATIVE_RULES_F

PAY_ITERATIVE_RULES_F is a datetracked table which holds the rules by which the payroll process defaults and adjusts iterative element's input values during the processing of a Payroll run.

Column Descriptions

Name	Null?	Type	Description
ITERATIVE_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES_F
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
RESULT_NAME	NOT NULL	VARCHAR2(80)	The name of a variable returned from the iterative Fast Formula
ITERATIVE_RULE_TYPE	NOT NULL	VARCHAR2(30)	Denotes how the results from the formula are processed
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES_F.
SEVERITY_LEVEL	NULL	VARCHAR2(1)	Indicates the kind of message returned if the processed value is not valid.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ITERATIVE_RULES_F_N1	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_ITERATIVE_RULES_F_N2	NOT UNIQUE	1	INPUT_VALUE_ID
PAY_ITERATIVE_RULES_F_PK	UNIQUE	1	ITERATIVE_RULE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_ITERATIVE_RULES_S	ITERATIVE_RULE_ID

PAY_JOB_WC_CODE_USAGES

PAY_JOB_WC_CODE_USAGES holds the details of the Workers Compensation code for each job in each state.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_STATE_RULES	STATE_CODE	STATE_CODE
PER_JOBS	JOB_ID	JOB_ID

Column Descriptions

Name	Null?	Type	Description
JOB_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_JOBS.
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	Foreign key to PAY_STATE_RULES.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
WC_CODE	NOT NULL	NUMBER(15)	Foreign key to PAY_WC_RATES.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_JOB_WC_CODE_USAGES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_JOB_WC_CODE_USAGES_FK2	NOT UNIQUE	1	JOB_ID
PAY_JOB_WC_CODE_USAGES_FK3	NOT UNIQUE	1	STATE_CODE
PAY_JOB_WC_CODE_USAGES_PK	UNIQUE	1	JOB_ID
		2	STATE_CODE

PAY_JP_PRE_TAX

PAY_JP_PRE_TAX holds Japanese tax amount and information.

Column Descriptions

Name	Null?	Type	Description
PRE_TAX_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
ACTION_ID	NOT NULL	NUMBER(9)	System-generated non-unique column. Used for which row should be processed by PAY_JP_PRE_TAX_PKG.
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.
ACTION_STATUS	NOT NULL	VARCHAR2(1)	Valid status for the assignment_action_id of PAY_JP_PRE_TAX_PKG process.
SALARY_CATEGORY	NULL	VARCHAR2(30)	Salary category.
TAXABLE_SAL_AMT	NOT NULL	NUMBER(38,10)	Taxable salary amount (including salary for non-resident and terminator).
TAXABLE_MAT_AMT	NOT NULL	NUMBER(38,10)	Taxable material salary amount (including salary for non-resident and terminator).
PREVIOUS_TAXABLE_AMT	NOT NULL	NUMBER(38,10)	Taxable amount from previous career.
HI_ORGANIZATION_ID	NULL	NUMBER(15)	HI organization_id. Foreign key to HR_ALL_ORGANIZATION_UNITS.
HI_PREM_EE	NOT NULL	NUMBER(38,10)	Employee's premium for HI.
HI_PREM_ER	NOT NULL	NUMBER(38,10)	Employer's premium for HI.
WP_ORGANIZATION_ID	NULL	NUMBER(15)	WP organization_id. Foreign key to HR_ALL_ORGANIZATION_UNITS.
WP_PREM_EE	NOT NULL	NUMBER(38,10)	Employee's premium for WP.
WP_PREM_ER	NOT NULL	NUMBER(38,10)	Employer's premium for WP.
WPF_ORGANIZATION_ID	NULL	NUMBER(15)	WPF organization_id. Foreign key to HR_ALL_ORGANIZATION_UNITS.
WPF_PREM_EE	NOT NULL	NUMBER(38,10)	Employee's premium for WPF.
WPF_PREM_ER	NOT NULL	NUMBER(38,10)	Employee's premium for WPF.
UI_ORGANIZATION_ID	NULL	NUMBER(15)	UI organization_id. Foreign key to HR_ALL_ORGANIZATION_UNITS.
UI_CATEGORY	NULL	VARCHAR2(30)	Employee's category on UI.
UI_PREM_EE	NOT NULL	NUMBER(38,10)	Employee's premium for UI.
UI_SAL_AMT	NOT NULL	NUMBER(38,10)	Salary amount for UI.
WAI_ORGANIZATION_ID	NULL	NUMBER(15)	WAI organization_id. Foreign key to HR_ALL_ORGANIZATION_UNITS.
WAI_CATEGORY	NULL	VARCHAR2(30)	Employee's category on UI.
WAI_SAL_AMT	NOT NULL	NUMBER(38,10)	Salary amount for WAI.
ITAX_ORGANIZATION_ID	NULL	NUMBER(15)	ITAX organization_id. Foreign key to HR_ALL_ORGANIZATION_UNITS.
ITAX_CATEGORY	NULL	VARCHAR2(30)	Employee's category on ITAX calc.
ITAX_YEA_CATEGORY	NULL	VARCHAR2(30)	Employee's processing category for (Re-)Year-End-Adjustment(YEA).
ITAX	NOT NULL	NUMBER(38,10)	ITAX Amount (Excluding ITAX Adjustment amount for YEA).

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ITAX_ADJUSTMENT	NOT NULL	NUMBER(38,10)	ITAX Adjustment amount for YEA.
PREVIOUS_ITAX	NOT NULL	NUMBER(38,10)	ITAX from previous career.
LTAX_ORGANIZATION_ID	NULL	NUMBER(15)	LTAX organization_id. Foreign key to HR_ALL_ORGANIZATION_UNITS.
LTAX_DISTRICT_CODE	NULL	VARCHAR2(30)	LTAX DISTRICT Code.
LTAX_SWOT_NO	NULL	VARCHAR2(30)	LTAX SWOT Number.
LTAX	NOT NULL	NUMBER(38,10)	LTAX amount (excluding lump sum LTax).
LTAX_LUMPSUM	NOT NULL	NUMBER(38,10)	LTAX Amount for lump sum.
SP_LTAX	NOT NULL	NUMBER(38,10)	Special LTAX Amount.
SP_LTAX_INCOME	NOT NULL	NUMBER(38,10)	Taxable amount for special LTAX.
SP_LTAX_SHI	NOT NULL	NUMBER(38,10)	Special LTAX amount for DISTRICT.
SP_LTAX_TO	NOT NULL	NUMBER(38,10)	Special LTAX amount for prefecture.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_JP_PRE_TAX_N1	NOT UNIQUE	2	ACTION_ID
PAY_JP_PRE_TAX_PK	UNIQUE	1	PRE_TAX_ID
PAY_JP_PRE_TAX_U1	UNIQUE	3	ASSIGNMENT_ACTION_ID

PAY_JP_SWOT_NUMBERS

PAY_JP_SWOT_NUMBERS holds Japanese Tax Special Withholding Obligation Taxpayer Numbers.

Column Descriptions

Name	Null?	Type	Description
ORGANIZATION_ID (PK)	NOT NULL	NUMBER(15)	
DISTRICT_CODE (PK)	NOT NULL	VARCHAR2(6)	
SWOT_NUMBER	NOT NULL	VARCHAR2(15)	
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NOT NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_JP_SWOT_NUMBERS_PK	UNIQUE	5	ORGANIZATION_ID
		10	DISTRICT_CODE

PAY_LEGISLATION_RULES

PAY_LEGISLATION_RULES holds legislation specific rules that determine how the system behaves for different legislations. These rules control time period dependency management, the start of the financial year, flexfield structures for specific legislations, and determining the levels to hold soft coded legislation, (organization, payroll or assignment).

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
RULE_TYPE	LEGISLATION_RULE_TYPE	FND_COMMON_LOOKUPS
	A	Pay Advice date update disabled.
	ADA_DIS	ADA disability special information ID flex number.
	ADA_DIS_ACC	ADA disability accommodation special info ID flex number.
	ADVANCE	
	ADVANCE_INDICATOR	
	ADVOUTS_BAL	
	ADVSRG_BAL	
	ADV_CLEARUP	
	ADV_CLEARUP_OFFSET	
	ADV_DEDUCTION	
	ADV_DEDUCTION_DEDUCTION	
	AI_ADVANCE_FLAG	
	AI_DEFER_PAY_FLAG	
	C	Cut-off date update disabled.
	D	Default DD date update disabled.
	DC	Default Currency
	DEFERPAY_BAL	
	DEFER_PAY	
	E	External account ID flex number.
	I	Independent time periods (Y/N).
	L	Legislative year start date.
	OSHA	OSHA special info ID flex number
	P	Payment date update disabled.
	PAI_END_DATE	
	PAI_START_DATE	
	PAYWSDPG_OFFSET2	Display Define Payroll offset field 2?
	PAYWSDPG_OFFSET3	Display Define Payroll offset field 3?
	PAYWSDPG_OFFSET4	Display Define Payroll offset field 4?
	PAY_ADVANCE_INDICATOR	
	PDO	Period Dates Offset.
	PDR	Period Display Rule
	S	SCL key flexfield ID flex number.

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Column Descriptions

Name	Null?	Type	Description
LEGISLATION_CODE (PK)	NOT NULL	VARCHAR2(30)	Code identifying the legislation to which the rule applies.
RULE_TYPE (PK)	NOT NULL	VARCHAR2(30)	Type of rule.
RULE_MODE	NOT NULL	VARCHAR2(30)	Identifier or other value for the given legislation code and rule type.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_LEGISLATION_RULES_PK	UNIQUE	1	LEGISLATION_CODE
		2	RULE_TYPE

PAY_LINK_INPUT_VALUES_F

PAY_LINK_INPUT_VALUES_F is the DateTracked table that holds input value settings for a specific link rule to override the definitions for the element. For example, each link can have its own default values and warning levels.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
COSTED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
WARNING_OR_ERROR	WARNING_ERROR	FND_COMMON_LOOKUPS
	E	Error
	W	Warning

Column Descriptions

Name	Null?	Type	Description
LINK_INPUT_VALUE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
ELEMENT_LINK_ID	NOT NULL	NUMBER(9)	Element Link Value Identifier
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Input Value Identifier
COSTED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether an input value is costed.
DEFAULT_VALUE	NULL	VARCHAR2(60)	Default for the input value on entry. May be overridden for a specific element entry.
MAX_VALUE	NULL	VARCHAR2(60)	Maximum value allowed on entry. May be overridden for a specific element entry.
MIN_VALUE	NULL	VARCHAR2(60)	Minimum value allowed on entry. May be overridden for a specific element entry.
WARNING_OR_ERROR	NULL	VARCHAR2(30)	Indicates whether a warning or error message is generated if the input value is not valid for formula validation.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_LINK_INPUT_VALUES_F_N1	NOT UNIQUE	1	ELEMENT_LINK_ID
PAY_LINK_INPUT_VALUES_F_N2	NOT UNIQUE	1	INPUT_VALUE_ID
PAY_LINK_INPUT_VALUES_F_PK	UNIQUE	1	LINK_INPUT_VALUE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_LINK_INPUT_VALUES_F_U50	UNIQUE	1	ELEMENT_LINK_ID
		2	INPUT_VALUE_ID
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE

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Sequences

Sequence	Derived Column
PAY_LINK_INPUT_VALUES_S	LINK_INPUT_VALUE_ID

PAY_MAGNETIC_BLOCKS

PAY_MAGNETIC_BLOCKS is the driving table for the fixed format version of the magnetic tape process. It controls the outer layer of the tape formatting, by specifying which cursors are opened and in what order.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
MAIN_BLOCK_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
MAGNETIC_BLOCK_ID (PK)	NOT NULL	NUMBER(9)	Surrogate primary key.
BLOCK_NAME	NOT NULL	VARCHAR2(80)	Descriptive block name.
MAIN_BLOCK_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the current block is the main entry block.
REPORT_FORMAT	NOT NULL	VARCHAR2(30)	Key from report format mapping table.
CURSOR_NAME	NULL	VARCHAR2(80)	Holds package name.cursor name for driving cursor.
NO_COLUMN_RETURNED	NULL	NUMBER(5)	Number of select values in cursor.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_MAGNETIC_BLOCKS_N50	NOT UNIQUE	1	REPORT_FORMAT
PAY_MAGNETIC_BLOCKS_PK	UNIQUE	1	MAGNETIC_BLOCK_ID

Sequences

Sequence	Derived Column
PAY_MAGNETIC_BLOCKS_S	MAGNETIC_BLOCK_ID

PAY_MAGNETIC_RECORDS

PAY_MAGNETIC_RECORDS controls the detailed formatting of the fixed format version of the magnetic tape process. It specifies which formatting formulas are invoked to enable tape records to be written to the output files.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_MAGNETIC_BLOCKS	MAGNETIC_BLOCK_ID	MAGNETIC_BLOCK_ID
PAY_MAGNETIC_BLOCKS	MAGNETIC_BLOCK_ID	NEXT_BLOCK_ID

Column Descriptions

Name	Null?	Type	Description
FORMULA_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_FORMULAS.
MAGNETIC_BLOCK_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PAY_MAGNETIC_BLOCKS.
NEXT_BLOCK_ID	NULL	NUMBER(9)	Foreign key to PAY_MAGNETIC_BLOCKS.
OVERFLOW_MODE	NOT NULL	VARCHAR2(30)	Indicates whether the formula is run for each cursor row once only or more than once.
SEQUENCE (PK)	NOT NULL	NUMBER(5)	Sequence of formulas within a block.
FREQUENCY	NULL	NUMBER(5)	Number of iterations within the block before the record is output.
LAST_RUN_EXECUTED_MODE	NOT NULL	VARCHAR2(30)	Specifies the rules for formula execution when the last row is retrieved from the cursor.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_MAGNETIC_RECORDS_FK2	NOT UNIQUE	1	MAGNETIC_BLOCK_ID
PAY_MAGNETIC_RECORDS_FK3	NOT UNIQUE	1	NEXT_BLOCK_ID
PAY_MAGNETIC_RECORDS_N1	NOT UNIQUE	1	FORMULA_ID
PAY_MAGNETIC_RECORDS_PK	UNIQUE	1	MAGNETIC_BLOCK_ID
		2	SEQUENCE

PAY_MESSAGE_LINES

PAY_MESSAGE_LINES holds details of messages that may result from running a process, including any fatal, warning or general error messages.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
MESSAGE_LEVEL	MESSAGE_LEVEL	FND_COMMON_LOOKUPS
	F	Fatal
	I	Information
	L	Logging
	P	Performance information (assignment processing continues)
	S	System detected error (assignment processing halts)
	W	Warning
SOURCE_TYPE	MESSAGE_SOURCE_TYPE	FND_COMMON_LOOKUPS
	A	Assignment action.
	B	Business group level.
	C	Batch Control level.
	H	Batch Header level
	L	Batch Line level.
	P	Payroll action.

Column Descriptions

Name	Null?	Type	Description
LINE_SEQUENCE (PK)	NOT NULL	NUMBER(15)	Displays sequence of this line. This is a global sequence.
PAYROLL_ID	NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
MESSAGE_LEVEL	NOT NULL	VARCHAR2(1)	Indicates the severity of the message, from fatal errors to general messages.
SOURCE_ID	NOT NULL	NUMBER(15)	Generic foreign key to the message owner.
SOURCE_TYPE	NOT NULL	VARCHAR2(1)	Specifies the message owner type: assignment action, payroll action or Business Group.
LINE_TEXT	NULL	VARCHAR2(240)	Text for the line.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_MESSAGE_LINES_N1	NOT UNIQUE	1	PAYROLL_ID
PAY_MESSAGE_LINES_N50	NOT UNIQUE	1 2	SOURCE_ID SOURCE_TYPE
PAY_MESSAGE_LINES_PK	UNIQUE	1	LINE_SEQUENCE

Sequences

Sequence	Derived Column
PAY_MESSAGE_LINES_S	LINE_SEQUENCE

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PAY_MONETARY_UNITS

PAY_MONETARY_UNITS holds the valid denominations for currencies. Used for coinage analysis.

Column Descriptions

Name	Null?	Type	Description
MONETARY_UNIT_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
CURRENCY_CODE	NOT NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
MONETARY_UNIT_NAME	NOT NULL	VARCHAR2(80)	User definable name for the monetary unit.
RELATIVE_VALUE	NOT NULL	NUMBER	Relative value to the base unit for the currency.
COMMENTS	NULL	LONG	General remark.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_MONETARY_UNITS_PK	UNIQUE	1	MONETARY_UNIT_ID

Sequences

Sequence	Derived Column
PAY_MONETARY_UNITS_S	MONETARY_UNIT_ID

PAY_NET_CALCULATION_RULES

PAY_NET_CALCULATION_RULES holds the calculation rules for specific element entry values that contribute to the calculation of Paid Time Off. The definition of an Accrual Plan includes these rules to add or subtract specific input values when calculating the net value of PTO. For example, the value of carryover leave is usually added to net.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_ACCRUAL_PLANS	ACCRUAL_PLAN_ID	ACCRUAL_PLAN_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ADD_OR_SUBTRACT	ADD_SUBTRACT	FND_COMMON_LOOKUPS
	-1	Subtract
	1	Add

Column Descriptions

Name	Null?	Type	Description
NET_CALCULATION_RULE_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key for PAY_NET_CALCULATION_RULES.
ACCRUAL_PLAN_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ACCRUAL_PLANS.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES; the value to be included in the net calculation.
DATE_INPUT_VALUE_ID	NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES
ADD_OR_SUBTRACT	NOT NULL	VARCHAR2(30)	Add or subtract the input value when calculating the net value of PTO.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_NET_CALCULATION_RULES_FK1	NOT UNIQUE	1	ACCRUAL_PLAN_ID
PAY_NET_CALCULATION_RULES_FK2	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_NET_CALCULATION_RULES_N3	NOT UNIQUE	1	INPUT_VALUE_ID
PAY_NET_CALCULATION_RULES_PK	UNIQUE	1	NET_CALCULATION_RULE_ID

Sequences

Sequence	Derived Column
PAY_NET_CALCULATION_RULES_S	NET_CALCULATION_RULE_ID

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PAY_ORG_PAYMENT_METHODS_F

PAY_ORG_PAYMENT_METHODS_F is the DateTracked table that holds the definitions of all payment methods used in a Business Group. It includes details of the payment type (cash, check/cheque, magnetic tape) and the source bank account. Details of payment methods available to specific payrolls are held in PAY_ORG_PAY_METHOD_USAGES_F. Details of personal payment methods for individual employees are held in PAY_PERSONAL_PAYMENT_METHODS_F. NOTE: Users must not enter information into the Developer Descriptive Flexfield columns of this table. These are reserved for the use of localization and verticalization teams, for entry and maintenance of legislative or industry-specific data.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_DEFINED_BALANCES	DEFINED_BALANCE_ID	DEFINED_BALANCE_ID
PAY_EXTERNAL_ACCOUNTS	EXTERNAL_ACCOUNT_ID	EXTERNAL_ACCOUNT_ID
PAY_PAYMENT_TYPES	PAYMENT_TYPE_ID	PAYMENT_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
ORG_PAYMENT_METHOD_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
EXTERNAL_ACCOUNT_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_EXTERNAL_ACCOUNTS.
CURRENCY_CODE	NOT NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES.
PAYMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_PAYMENT_TYPES.
DEFINED_BALANCE_ID	NULL	NUMBER(9)	Foreign key to PAY_DEFINED_BALANCES.
ORG_PAYMENT_METHOD_NAME	NOT NULL	VARCHAR2(80)	Name given to the payment method.
COMMENT_ID	NULL	NUMBER(15)	Foreign key to PAY_COMMENTS.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
PMETH_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
PMETH_INFORMATION1	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION2	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION3	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION4	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION5	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION6	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION7	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION8	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION9	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION10	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION11	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION12	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION13	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION14	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION15	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION16	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION17	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION18	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION19	NULL	VARCHAR2(150)	Descriptive flexfield segment column.
PMETH_INFORMATION20	NULL	VARCHAR2(150)	Descriptive flexfield segment column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ORG_PAYMENT_METHODS_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_ORG_PAYMENT_METHODS_F_FK2	NOT UNIQUE	1	EXTERNAL_ACCOUNT_ID
PAY_ORG_PAYMENT_METHODS_F_FK3	NOT UNIQUE	1	PAYMENT_TYPE_ID

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PAY_ORG_PAYMENT_METHODS_F_FK4	NOT UNIQUE	1	DEFINED_BALANCE_ID
PAY_ORG_PAYMENT_METHODS_F_PK	UNIQUE	1	ORG_PAYMENT_METHOD_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_ORG_PAYMENT_METHODS_S	ORG_PAYMENT_METHOD_ID

Database Triggers

Trigger Name : PAY_ORG_PAYMENT_METHODS_BRUID
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

Validate the payment method. Checks that the account and currency are legal.

PAY_ORG_PAYMENT_METHODS_F_TL

PAY_ORG_PAYMENT_METHODS_F_TL holds translation information for business group level payment methods.

Column Descriptions

Name	Null?	Type	Description
ORG_PAYMENT_METHOD_ID	NOT NULL	NUMBER(9)	System generated primary key from PAY_ORG_PAYMENT_METHODS_F.
ORG_PAYMENT_METHOD_NAME	NOT NULL	VARCHAR2(80)	Translated name given to the payment method.
LANGUAGE	NOT NULL	VARCHAR2(4)	Language of translation.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Source language of the row.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ORG_PAYMENT_METHODS_TL_N2	NOT UNIQUE	2	LANGUAGE
		5	ORG_PAYMENT_METHOD_NAME
PAY_ORG_PAYMENT_METHODS_TL_PK	UNIQUE	2	ORG_PAYMENT_METHOD_ID
		5	LANGUAGE

PAY_ORG_PAY_METHOD_USAGES_F

PAY_ORG_PAY_METHOD_USAGES_F is the DateTracked table that stores details of the different payment methods that are used as personal payment methods for assignments on a given payroll.

Column Descriptions

Name	Null?	Type	Description
ORG_PAY_METHOD_USAGE_ID (PK)	NOT NULL	NUMBER(9)	Surrogate primary key for DateTrack entity.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
PAYROLL_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
ORG_PAYMENT_METHOD_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ORG_PAYMENT_METHODS.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ORG_PAY_METHOD_USAGES_N1	NOT UNIQUE	1	PAYROLL_ID
PAY_ORG_PAY_METHOD_USAGES_N2	NOT UNIQUE	1	ORG_PAYMENT_METHOD_ID
PAY_ORG_PAY_METHOD_USAGES_PK	UNIQUE	1	ORG_PAY_METHOD_USAGE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_ORG_PAY_METHOD_USAGES_S	ORG_PAY_METHOD_USAGE_ID

PAY_PATCH_STATUS

PAY_PATCH_STATUS is used to check the patching level of Payroll customers. It is currently only populated for the US legislation. Helps in tracking if the pre-requisites for a patch have been applied.

Column Descriptions

Name	Null?	Type	Description
ID (PK)	NOT NULL	NUMBER(15)	System Generated Foreign Key
PATCH_NUMBER	NOT NULL	NUMBER(15)	ARU or Bug number of the patch
PATCH_NAME	NOT NULL	VARCHAR2(240)	Name of the patch
PHASE	NULL	VARCHAR2(30)	Last successfully completed phase of a multi-phase patch to complete successfully
PROCESS_TYPE	NULL	VARCHAR2(100)	Indicates the type of patch. For example: Statutory update
APPLIED_DATE	NULL	DATE	The date on which the patch was initially applied
STATUS	NULL	VARCHAR2(2)	Status of the patch
DESCRIPTION	NULL	VARCHAR2(240)	Description of the contents of the patch
UPDATE_DATE	NULL	DATE	Date of the most recent application of the patch
LEGISLATION_CODE	NULL	VARCHAR2(2)	Foreign Key to FND_TERRITORIES
APPLICATION_RELEASE	NULL	VARCHAR2(10)	

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PATCH_STATUS_PK	UNIQUE	5	ID

PAY_PAYMENT_TYPES

PAY_PAYMENT_TYPES holds details of the payment types that can be processed by the system. Used to define specific payment methods in PAY_ORG_PAYMENT_METHODS_F.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ALLOW_AS_DEFAULT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
CATEGORY	PAYMENT_CATEGORY	FND_COMMON_LOOKUPS
	CA	Cash
	CH	Check (cheque)
	MT	Magnetic Media payment
PRE_VALIDATION_REQUIRED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
PAYMENT_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System generated unique key.
TERRITORY_CODE	NULL	VARCHAR2(2)	Foreign key to FND_TERRITORIES.
CURRENCY_CODE	NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES.
CATEGORY	NOT NULL	VARCHAR2(2)	The different methods of payment check(cheque)/cash/magnetic tape, etc.
PAYMENT_TYPE_NAME	NULL	VARCHAR2(80)	Name of the payment type.
ALLOW_AS_DEFAULT	NULL	VARCHAR2(30)	Indicates if this payment method is the default payment method.
DESCRIPTION	NULL	VARCHAR2(80)	Description of payment type.
PRE_VALIDATION_REQUIRED	NULL	VARCHAR2(30)	Optional since only applies to magnetic category payment types.
PROCEDURE_NAME	NULL	VARCHAR2(61)	PLSQL procedure for magnetic tape format.
VALIDATION_DAYS	NULL	NUMBER(15)	Number of days required before method is considered valid.
VALIDATION_VALUE	NULL	VARCHAR2(15)	Payment value to be included in a validation record. Null/normal.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PAYMENT_TYPES_PK	UNIQUE	1	PAYMENT_TYPE_ID
PAY_PAYMENT_TYPES_UK2	UNIQUE	1	PAYMENT_TYPE_NAME
		2	TERRITORY_CODE

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Sequences

<u>Sequence</u>	<u>Derived Column</u>
PAY_PAYMENT_TYPES_S	PAYMENT_TYPE_ID

Database Triggers

Trigger Name : PAY_PAYMENT_TYPES_BRUI
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

Validates the payment type. Check that the type is valid if its a magnetic tape type. Check that default is OK if ALLOW_AS_DEFAULT is 'Y'

PAY_PAYMENT_TYPES_TL

PAY_PAYMENT_TYPES_TL holds translated details of payment types.

Column Descriptions

Name	Null?	Type	Description
PAYMENT_TYPE_ID	NOT NULL	NUMBER(9)	System-generated primary key from PAY_PAYMENT_TYPES.
PAYMENT_TYPE_NAME	NOT NULL	VARCHAR2(80)	Translated name of the payment type.
DESCRIPTION	NULL	VARCHAR2(80)	Translated description of payment type.
LANGUAGE	NOT NULL	VARCHAR2(4)	Language of translation.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Source language of the row.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PAYMENT_TYPES_TL_N2	NOT UNIQUE	2	LANGUAGE
		5	PAYMENT_TYPE_NAME
PAY_PAYMENT_TYPES_TL_PK	UNIQUE	2	PAYMENT_TYPE_ID
		5	LANGUAGE

PAY_PAYROLLS_F

PAY_PAYROLLS_F is a view based on the table PAY_ALL_PAYROLLS_F. It lists all of the payrolls visible within the current security profile, except for default payrolls associated with advanced benefits.

View Definition

```
CREATE VIEW PAY_PAYROLLS_F
as SELECT
    PAYROLL_ID
, EFFECTIVE_START_DATE
, EFFECTIVE_END_DATE
, DEFAULT_PAYMENT_METHOD_ID
, BUSINESS_GROUP_ID
, CONSOLIDATION_SET_ID
, COST_ALLOCATION_KEYFLEX_ID
, SUSPENSE_ACCOUNT_KEYFLEX_ID
, GL_SET_OF_BOOKS_ID
, SOFT_CODING_KEYFLEX_ID
, PERIOD_TYPE
, ORGANIZATION_ID
, CUT_OFF_DATE_OFFSET
, DIRECT_DEPOSIT_DATE_OFFSET
, FIRST_PERIOD_END_DATE
, NEGATIVE_PAY_ALLOWED_FLAG
, NUMBER_OF_YEARS
, PAY_ADVICE_DATE_OFFSET
, PAY_DATE_OFFSET
, PAYROLL_NAME
, WORKLOAD_SHIFTING_LEVEL
, COMMENT_ID
, MIDPOINT_OFFSET
, ARREARS_FLAG
, ATTRIBUTE_CATEGORY
, ATTRIBUTE1
, ATTRIBUTE2
, ATTRIBUTE3
, ATTRIBUTE4
, ATTRIBUTE5
, ATTRIBUTE6
, ATTRIBUTE7
, ATTRIBUTE8
, ATTRIBUTE9
, ATTRIBUTE10
, ATTRIBUTE11
, ATTRIBUTE12
, ATTRIBUTE13
, ATTRIBUTE14
, ATTRIBUTE15
, ATTRIBUTE16
, ATTRIBUTE17
, ATTRIBUTE18
, ATTRIBUTE19
, ATTRIBUTE20
```

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```

, PRL_INFORMATION_CATEGORY
, PRL_INFORMATION1
, PRL_INFORMATION2
, PRL_INFORMATION3
, PRL_INFORMATION4
, PRL_INFORMATION5
, PRL_INFORMATION6
, PRL_INFORMATION7
, PRL_INFORMATION8
, PRL_INFORMATION9
, PRL_INFORMATION10
, PRL_INFORMATION11
, PRL_INFORMATION12
, PRL_INFORMATION13
, PRL_INFORMATION14
, PRL_INFORMATION15
, PRL_INFORMATION16
, PRL_INFORMATION17
, PRL_INFORMATION18
, PRL_INFORMATION19
, PRL_INFORMATION20
, PRL_INFORMATION21
, PRL_INFORMATION22
, PRL_INFORMATION23
, PRL_INFORMATION24
, PRL_INFORMATION25
, PRL_INFORMATION26
, PRL_INFORMATION27
, PRL_INFORMATION28
, PRL_INFORMATION29
, PRL_INFORMATION30
, LAST_UPDATE_DATE
, LAST_UPDATED_BY
, LAST_UPDATE_LOGIN
, CREATED_BY
, CREATION_DATE

FROM PAY_ALL_PAYROLLS_F PAP
WHERE
DECODE(HR_SECURITY.VIEW_ALL , 'Y' , 'TRUE' ,
        HR_SECURITY.SHOW_RECORD( 'PAY_ALL_PAYROLLS_F' ,
                                PAP.PAYROLL_ID )) = 'TRUE'
AND ( NVL( PAYROLL_TYPE, 'PAYROLL' ) <> 'BENEFIT' )

```

Column Descriptions

Name	Null?	Type	Description
PAYROLL_ID	NOT NULL	NUMBER(9)	Refer to base table.
EFFECTIVE_START_DATE	NOT NULL	DATE	Refer to base table.
EFFECTIVE_END_DATE	NOT NULL	DATE	Refer to base table.
DEFAULT_PAYMENT_METHOD_ID		NUMBER(9)	Refer to base table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
CONSOLIDATION_SET_ID	NOT NULL	NUMBER(9)	Refer to base table.
COST_ALLOCATION_KEYFLEX_ID		NUMBER(9)	Refer to base table.
SUSPENSE_ACCOUNT_KEYFLEX_ID		NUMBER(9)	Refer to base table.
GL_SET_OF_BOOKS_ID		NUMBER(15)	Refer to base table.

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SOFT_CODING_KEYFLEX_ID	NULL	NUMBER(15)	Refer to base table.
PERIOD_TYPE	NOT NULL	VARCHAR2(30)	Refer to base table.
ORGANIZATION_ID	NULL	NUMBER(15)	Refer to base table.
CUT_OFF_DATE_OFFSET	NOT NULL	NUMBER(5)	Refer to base table.
DIRECT_DEPOSIT_DATE_OFFSET	NOT NULL	NUMBER(5)	Refer to base table.
FIRST_PERIOD_END_DATE	NOT NULL	DATE	Refer to base table.
NEGATIVE_PAY_ALLOWED_FLAG	NOT NULL	VARCHAR2(30)	Refer to base table.
NUMBER_OF_YEARS	NOT NULL	NUMBER(5)	Refer to base table.
PAY_ADVICE_DATE_OFFSET	NOT NULL	NUMBER(5)	Refer to base table.
PAY_DATE_OFFSET	NOT NULL	NUMBER(5)	Refer to base table.
PAYROLL_NAME	NOT NULL	VARCHAR2(80)	Refer to base table.
WORKLOAD_SHIFTING_LEVEL	NOT NULL	VARCHAR2(30)	Refer to base table.
COMMENT_ID	NULL	NUMBER(15)	Refer to base table.
MIDPOINT_OFFSET	NULL	NUMBER(2)	Refer to base table.
ARREARS_FLAG	NULL	VARCHAR2(1)	Refer to base table.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
ATTRIBUTE1	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE2	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE3	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE4	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE5	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE6	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE7	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE8	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE9	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE10	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE11	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE12	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE13	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE14	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE15	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE16	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE17	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE18	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE19	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE20	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
PRL_INFORMATION1	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION2	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION3	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION4	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION5	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION6	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION7	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION8	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION9	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION10	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION11	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION12	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION13	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION14	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION15	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION16	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION17	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION18	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION19	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION20	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION21	NULL	VARCHAR2(150)	Refer to base table.

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PRL_INFORMATION22	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION23	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION24	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION25	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION26	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION27	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION28	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION29	NULL	VARCHAR2(150)	Refer to base table.
PRL_INFORMATION30	NULL	VARCHAR2(150)	Refer to base table.
LAST_UPDATE_DATE	NULL	DATE	Refer to base table.
LAST_UPDATED_BY	NULL	NUMBER(15)	Refer to base table.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Refer to base table.
CREATED_BY	NULL	NUMBER(15)	Refer to base table.
CREATION_DATE	NULL	DATE	Refer to base table.

PAY_PAYROLL_ACTIONS

PAY_PAYROLL_ACTIONS holds general details about the execution of payroll processes, including their type and all the parameters passed to them. It is also used to synchronize the running of parallel threads: each slave process locks this table before getting the next chunk number to process. In addition, CURRENT_TASK is used to indicate to the process if it is currently executing. This prevents the same payroll action being processed by more than one sub-process at the same time.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ASSIGNMENT_SETS	ASSIGNMENT_SET_ID	ASSIGNMENT_SET_ID
PAY_BACKPAY_SETS	BACKPAY_SET_ID	BACKPAY_SET_ID
PAY_CONSOLIDATION_SETS	CONSOLIDATION_SET_ID	CONSOLIDATION_SET_ID
PAY_ELEMENT_SETS	ELEMENT_SET_ID	ELEMENT_SET_ID
PAY_PAYMENT_TYPES	PAYMENT_TYPE_ID	PAYMENT_TYPE_ID
PER_TIME_PERIODS	TIME_PERIOD_ID	TIME_PERIOD_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTION_POPULATION_STATUS	ACTION_POPULATION_STATUS	FND_COMMON_LOOKUPS
	C	Completed Population
	P	Populating Assignment Actions
	R	Range Row Population
	U	Unpopulated
ACTION_STATUS	ACTION_STATUS	FND_COMMON_LOOKUPS
	C	Complete
	E	Error
	I	Incomplete
	M	Marked for Retry
	P	Processing
	S	Skipped
	U	Unprocessed
ACTION_TYPE	ACTION_TYPE	FND_COMMON_LOOKUPS
	A	Cash
	B	Balance adjustment
	C	Costing
	D	Void Payment
	E	Ext/Manual payment
	F	Advance Pay
	G	Retropay by Action
	H	Cheque writer
	I	Balance Initialization
	M	Magnetic transfer
	N	Non-tracked action
	O	Retropay
	P	Pre-payments

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	Q	QuickPay Run
	R	Run
	T	Transfer to General Ledger
	U	QuickPay Pre-payments
	V	Reversal
	X	Magnetic Report Extract
	Z	Purge
CURRENT_TASK	TASK_TYPE	FND_COMMON_LOOKUPS
	E	Executing the payroll action
	M	Marking the payroll action for retry
	R	Rolling back the payroll action

Column Descriptions

Name	Null?	Type	Description
PAYROLL_ACTION_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key.
ACTION_TYPE	NOT NULL	VARCHAR2(30)	Type of the payroll action.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
CONSOLIDATION_SET_ID	NULL	NUMBER(9)	Foreign key to PAY_CONSOLIDATION_SETS.
PAYROLL_ID	NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
ORG_PAYMENT_METHOD_ID	NULL	NUMBER(9)	Foreign key to PAY_ORG_PAYMENT_METHODS.
PAYMENT_TYPE_ID	NULL	NUMBER(9)	Foreign key to PAY_PAYMENT_TYPES.
ACTION_POPULATION_STATUS	NOT NULL	VARCHAR2(30)	Indicates if the insert of assignment actions is complete.
ACTION_STATUS	NOT NULL	VARCHAR2(1)	Status of the process: Unprocessed, Processing, Error, Complete.
EFFECTIVE_DATE	NOT NULL	DATE	Session date for the event; for payroll run, this is DATE PAID.
ACTION_SEQUENCE	NULL	NUMBER(15)	Absolute sequence number to determine physical order of actions.
CHEQUE_PROCEDURE	NULL	VARCHAR2(30)	Lookup code for PLSQL procedure for ordering cheque/check output.
CHEQUE_REPORT	NULL	VARCHAR2(30)	Lookup code for report run to print out cheques/checks.
COMMENTS	NULL	LONG	Comments field
CURRENT_CHUNK_NUMBER	NULL	NUMBER(15)	Part of parallelization implementation - current chunk to process.
CURRENT_TASK	NULL	VARCHAR2(30)	Indicates if payroll action is currently executing.
END_CHEQUE_NUMBER	NULL	NUMBER(15)	Optional end of cheque/check number range to be used by the cheque/check writer process.
LEGISLATIVE_PARAMETERS	NULL	VARCHAR2(2000)	Free text in which process and legislation-dependent parameters are held.
OVERRIDING_DD_DATE	NULL	DATE	Overriding direct deposit date parameter for magnetic tape process.
REQUEST_ID	NULL	NUMBER(15)	Concurrent request id for the master process.
START_CHEQUE_NUMBER	NULL	NUMBER(15)	Start number for the cheque/check writer process.

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START_DATE	NULL	DATE	Optional start date for some payroll actions.
ELEMENT_SET_ID	NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_SETS.
ASSIGNMENT_SET_ID	NULL	NUMBER(15)	Foreign key to HR_ASSIGNMENT_SETS.
DATE_EARNED	NULL	DATE	Date Earned value for a payroll run, usually the same value as Date Paid.
DISPLAY_RUN_NUMBER	NULL	NUMBER(10)	Number displayed for payroll runs within a period.
PAY_ADVICE_DATE	NULL	DATE	Date to display on pay advices.
PAY_ADVICE_MESSAGE	NULL	VARCHAR2(240)	Message text to print on all associated pay advices.
BACKPAY_SET_ID	NULL	NUMBER(9)	Foreign key to PAY_BACKPAY_SETS.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
TARGET_PAYROLL_ACTION_ID	NULL	NUMBER(9)	The PAYROLL_ACTION_ID of a QuickPay run.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
TIME_PERIOD_ID	NULL	NUMBER(15)	Foreign key to PER_TIME_PERIODS - the time period in which EFFECTIVE_DATE falls.
REPORT_TYPE	NULL	VARCHAR2(30)	Foreign key to PAY_REPORT_FORMAT_MAPPINGS; used for Archive processes.
REPORT_QUALIFIER	NULL	VARCHAR2(30)	Foreign key to PAY_REPORT_FORMAT_MAPPINGS; used for Archive processes.
MAGNETIC_FILE_NAME	NULL	VARCHAR2(30)	Used for archive processes for the Magnetic file name.
REPORT_FILE_NAME	NULL	VARCHAR2(30)	Used for archive processes.

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REPORT_CATEGORY	NULL VARCHAR2(30)	Foreign key to PAY_REPORT_FORMAT_MAPPINGS; used for Archive processes.
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Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PAYROLL_ACTIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_PAYROLL_ACTIONS_FK2	NOT UNIQUE	1	CONSOLIDATION_SET_ID
PAY_PAYROLL_ACTIONS_FK5	NOT UNIQUE	1	PAYMENT_TYPE_ID
PAY_PAYROLL_ACTIONS_FK6	NOT UNIQUE	1	ELEMENT_SET_ID
PAY_PAYROLL_ACTIONS_FK7	NOT UNIQUE	1	ASSIGNMENT_SET_ID
PAY_PAYROLL_ACTIONS_FK8	NOT UNIQUE	1	TIME_PERIOD_ID
PAY_PAYROLL_ACTIONS_FK9	NOT UNIQUE	2	BACKPAY_SET_ID
PAY_PAYROLL_ACTIONS_N4	NOT UNIQUE	1	ORG_PAYMENT_METHOD_ID
PAY_PAYROLL_ACTIONS_N5	NOT UNIQUE	1	EFFECTIVE_DATE
PAY_PAYROLL_ACTIONS_N50	NOT UNIQUE	1	CONSOLIDATION_SET_ID
		2	EFFECTIVE_DATE
		3	PAYROLL_ID
PAY_PAYROLL_ACTIONS_N51	NOT UNIQUE	1	PAYROLL_ID
		2	ACTION_TYPE
		3	EFFECTIVE_DATE
PAY_PAYROLL_ACTIONS_N52	NOT UNIQUE	2	REPORT_TYPE
		4	REPORT_QUALIFIER
		6	REPORT_CATEGORY
PAY_PAYROLL_ACTIONS_PK	UNIQUE	1	PAYROLL_ACTION_ID

Sequences

Sequence	Derived Column
PAY_PAYROLL_ACTIONS_S	PAYROLL_ACTION_ID

Database Triggers

```

Trigger Name      : PAY_PAYROLL_ACTIONS_BRD
Trigger Time      : BEFORE
Trigger Level     : ROW
Trigger Event     : DELETE

```

Check that the payroll actions have been rolled back

```

Trigger Name      : PAY_PAYROLL_ACTIONS_BRU
Trigger Time      : BEFORE
Trigger Level     : ROW
Trigger Event     : UPDATE

```

Validate the update depending on the old and new values of the action_status.

PAY_PAYROLL_GL_FLEX_MAPS

PAY_PAYROLL_GL_FLEX_MAPS holds the segment mapping that show how costing information accumulated from running payrolls should be mapped to individual segments of the GL Accounting Flexfield.

Column Descriptions

Name	Null?	Type	Description
PAYROLL_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
GL_SET_OF_BOOKS_ID	NULL	NUMBER(15)	Identifies set of books in GL.
GL_ACCOUNT_SEGMENT	NOT NULL	VARCHAR2(30)	Key flexfield segment column.
PAYROLL_COST_SEGMENT	NOT NULL	VARCHAR2(30)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PAYROLL_GL_FLEX_MAPS_N1	NOT UNIQUE	1	PAYROLL_ID

PAY_PAYROLL_LIST

PAY_PAYROLL_LIST holds the list of specific payrolls that a secure user can access. This list is created and maintained by the LISTGEN security process using the definition of the security profile and it will restrict user access to the specified payrolls and the employees assigned to those payrolls.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_SECURITY_PROFILES	SECURITY_PROFILE_ID	SECURITY_PROFILE_ID

Column Descriptions

Name	Null?	Type	Description
PAYROLL_ID	NOT NULL	NUMBER(9)	Payroll accessible by the security profile.
SECURITY_PROFILE_ID	NOT NULL	NUMBER(15)	Security profile restricted by payroll.
REQUEST_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NUL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PAYROLL_LIST_FK2	NOT UNIQUE	1	SECURITY_PROFILE_ID
PAY_PAYROLL_LIST_N1	NOT UNIQUE	1	PAYROLL_ID

PAY_PEOPLE_GROUPS

PAY_PEOPLE_GROUPS contains the people group flexfield segment values for individual employee assignments. The segments of the group flexfield are user-defined and are used to identify specific groups of employees for element link rules, for analysis and reporting. Groups are also used to determine the sorting of pay advice and checks/cheques. GROUP_NAME contains the concatenation of SEGMENT1 to SEGMENT30. Oracle Applications do not support code combination IDs that exceed 2,000,000,000.

Column Descriptions

Name	Null?	Type	Description
PEOPLE_GROUP_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
GROUP_NAME	NULL	VARCHAR2(240)	Concatenation of key flexfield segments.
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key.
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag.
START_DATE_ACTIVE	NULL	DATE	Date the key flexfield combination becomes active or valid.
END_DATE_ACTIVE	NULL	DATE	Date the key flexfield combination becomes inactive or invalid.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.

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SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PEOPLE_GROUPS_PK	UNIQUE	1	PEOPLE_GROUP_ID

Sequences

Sequence	Derived Column
PAY_PEOPLE_GROUPS_S	PEOPLE_GROUP_ID

PAY_PERSONAL_PAYMENT_METHODS_F

PAY_PERSONAL_PAYMENT_METHODS_F is the DateTracked table that holds specific details of the personal payment methods for each employee.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_EXTERNAL_ACCOUNTS	EXTERNAL_ACCOUNT_ID	EXTERNAL_ACCOUNT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PAYEE_TYPE	PAYEE_TYPE	FND_COMMON_LOOKUPS
	O	Organization
	P	Person

Column Descriptions

Name	Null?	Type	Description
PERSONAL_PAYMENT_METHOD_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
EXTERNAL_ACCOUNT_ID	NULL	NUMBER(9)	Foreign key to PAY_EXTERNAL_ACCOUNTS.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
ORG_PAYMENT_METHOD_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ORG_PAYMENT_METHODS.
AMOUNT	NULL	NUMBER	Fixed amount to be allocated if more than one payment method.
COMMENT_ID	NULL	NUMBER(15)	Foreign key to generic remark table.
PERCENTAGE	NULL	NUMBER(22,2)	Percentage to be allocated if there is more than one payment method.
PRIORITY	NULL	NUMBER(15)	Priority order for different payment methods for an employee.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
PAYEE_ID	NULL	NUMBER(15)	The payee for a third party payment. This can be a person or an organization.
PAYEE_TYPE	NULL	VARCHAR2(30)	For third party payments, indicates if the payee is a person or organization.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PERSONAL_PAYMENT_METHO_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_PERSONAL_PAYMENT_METHO_FK2	NOT UNIQUE	1	EXTERNAL_ACCOUNT_ID
PAY_PERSONAL_PAYMENT_METHO_N3	NOT UNIQUE	1	ASSIGNMENT_ID
PAY_PERSONAL_PAYMENT_METHO_N4	NOT UNIQUE	1	ORG_PAYMENT_METHOD_ID
PAY_PERSONAL_PAYMENT_METHO_PK	UNIQUE	1	PERSONAL_PAYMENT_METHOD_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_PERSONAL_PAYMENT_METHODS_S	PERSONAL_PAYMENT_METHOD_ID

Database Triggers

Trigger Name : PAY_PERSONAL_PAYMENT_METHO_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

Trigger Name : PAY_PERSONAL_PAY_METHODS_BRUI
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

Validate the personal_payment_method changes. If inserting or updating
 check the amount/percentage is valid check the magnetic payment is valid, if needed check the
 priority is unique for all time
 if deleting
 check for outstanding pre payments

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PAY_PERSON_LATEST_BALANCES

PAY_PERSON_LATEST_BALANCES holds the latest balance values for a person.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_DEFINED_BALANCES	DEFINED_BALANCE_ID	DEFINED_BALANCE_ID

Column Descriptions

Name	Null?	Type	Description
DEFINED_BALANCE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_DEFINED_BALANCES.
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
VALUE	NOT NULL	NUMBER(38,10)	Value of the balance.
LATEST_BALANCE_ID (PK)	NOT NULL	NUMBER(9)	Surrogate primary key.
EXPIRED_ASSIGNMENT_ACTION_ID	NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS
EXPIRED_VALUE	NULL	NUMBER(38,10)	Value of latest balance when it last expired.
PREV_BALANCE_VALUE	NULL	NUMBER(38,10)	Value of the balance prior to the current value.
PREV_ASSIGNMENT_ACTION_ID	NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PERSON_LATEST_BALANCES_FK1	NOT UNIQUE	1	DEFINED_BALANCE_ID
PAY_PERSON_LATEST_BALANCES_N2	NOT UNIQUE	1	PERSON_ID
PAY_PERSON_LATEST_BALANCES_PK	UNIQUE	1	LATEST_BALANCE_ID
PAY_PERSON_LATEST_BALA_N50	NOT UNIQUE	1	ASSIGNMENT_ACTION_ID

PAY_POPULATION_RANGES

PAY_POPULATION_RANGES is used to hold information needed for the implementation of parallel running of payroll processes. It is not updatable by users. Each row represents a chunk sized range of people that can be inserted as assignment actions. Each range also has an associated chunk number which is used to set the appropriate value on the assignment action. As each range of people is inserted, the range row is deleted.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_PAYROLL_ACTIONS	PAYROLL_ACTION_ID	PAYROLL_ACTION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
RANGE_STATUS	RANGE_STATUS	FND_COMMON_LOOKUPS
	P	Processed.
	U	Unprocessed.

Column Descriptions

Name	Null?	Type	Description
PAYROLL_ACTION_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PAY_PAYROLL_ACTIONS.
CHUNK_NUMBER (PK)	NOT NULL	NUMBER(15)	Chunk number allocated to the range of people.
STARTING_PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE - start of PERSON_ID range.
ENDING_PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE - end of PERSON_ID range.
RANGE_STATUS	NOT NULL	VARCHAR2(1)	Status value used for range synchronization.
RAND_CHUNK_NUMBER	NULL	NUMBER(15)	Chunk number allocated for the processing of people

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_POPULATION_RANGES_FK1	NOT UNIQUE	1	PAYROLL_ACTION_ID
PAY_POPULATION_RANGES_N2	NOT UNIQUE	1	STARTING_PERSON_ID
PAY_POPULATION_RANGES_N3	NOT UNIQUE	1	ENDING_PERSON_ID
PAY_POPULATION_RANGES_PK	UNIQUE	1	PAYROLL_ACTION_ID
		2	CHUNK_NUMBER

Sequences

Sequence	Derived Column
PAY_POPULATION_RANGES_S	PAYROLL_ACTION_ID

PAY_PRE_PAYMENTS

PAY_PRE_PAYMENTS holds details of the amount to be paid in the payment currency, using the designated payment method for the assignment. It also records how the payment should be made.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ASSIGNMENT_ACTIONS	ASSIGNMENT_ACTION_ID	ASSIGNMENT_ACTION_ID

Column Descriptions

Name	Null?	Type	Description
PRE_PAYMENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PERSONAL_PAYMENT_METHOD_ID	NULL	NUMBER(9)	Foreign key to PAY_PERSONAL_PAYMENT_METHODS.
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.
ORG_PAYMENT_METHOD_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ORG_PAYMENT_METHODS.
VALUE	NOT NULL	NUMBER	Value of payment in target currency.
BASE_CURRENCY_VALUE	NULL	NUMBER	Payment value in base currency.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_PRE_PAYMENTS_FK2	NOT UNIQUE	1	ASSIGNMENT_ACTION_ID
PAY_PRE_PAYMENTS_N1	NOT UNIQUE	1	PERSONAL_PAYMENT_METHOD_ID
PAY_PRE_PAYMENTS_N3	NOT UNIQUE	1	ORG_PAYMENT_METHOD_ID
PAY_PRE_PAYMENTS_PK	UNIQUE	1	PRE_PAYMENT_ID

Sequences

Sequence	Derived Column
PAY_PRE_PAYMENTS_S	PRE_PAYMENT_ID

PAY_QUICKPAY_INCLUSIONS

PAY_QUICKPAY_INCLUSIONS holds the list of element entries that can be included in a QuickPay run.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ASSIGNMENT_ACTIONS	ASSIGNMENT_ACTION_ID	ASSIGNMENT_ACTION_ID

Column Descriptions

Name	Null?	Type	Description
ELEMENT_ENTRY_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ELEMENT_ENTRIES.
ASSIGNMENT_ACTION_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_QUICKPAY_INCLUSIONS_FK2	NOT UNIQUE	1	ASSIGNMENT_ACTION_ID
PAY_QUICKPAY_INCLUSIONS_N1	NOT UNIQUE	1	ELEMENT_ENTRY_ID

PAY_RATES

PAY_RATES holds definitions of each type of pay rate, or pay scale that may be applied to grades, for example, Annual Salary or Overtime Rate. The rate values for each grade are held in the PAY_GRADE_RULES_F table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_PARENT_SPINES	PARENT_SPINE_ID	PARENT_SPINE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
RATE_TYPE	RATE_TYPE	FND_COMMON_LOOKUPS
	G	Grade
	SP	Scale
RATE_UOM	UNITS	FND_COMMON_LOOKUPS
	C	Character
	D	Date
	H_DECIMAL1	Hours in Decimal format (1 place)
	H_DECIMAL2	Hours in Decimal format (2 places)
	H_DECIMAL3	Hours in Decimal format (3 places)
	H_HH	Hours in "HH" format
	H_HHMM	Hours in "HH:MM" format
	H_HHMMSS	Hours in "HH:MM:SS" format
	I	Integer
	M	Money
	N	Number
	ND	Day
	T	Time

Column Descriptions

Name	Null?	Type	Description
RATE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PARENT_SPINE_ID	NULL	NUMBER(15)	Foreign key to PER_PARENT_SPINES. Known to users as Pay Scales.
NAME	NOT NULL	VARCHAR2(80)	Name of the grade rate.
RATE_TYPE	NOT NULL	VARCHAR2(30)	The rate type.
RATE_UOM	NOT NULL	VARCHAR2(30)	Unit of measure for the rate; number, integer or money.
COMMENTS	NULL	LONG	General remark.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.

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ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_RATES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_RATES_FK2	NOT UNIQUE	1	PARENT_SPINE_ID
PAY_RATES_PK	UNIQUE	1	RATE_ID

Sequences

Sequence	Derived Column
PAY_RATES_S	RATE_ID

PAY_REPORT_FORMAT_MAPPINGS_F

PAY_REPORT_FORMAT_MAPPINGS_F is the DateTracked table that holds the format mapping of a report for a given jurisdiction to the fixed format defined for the magnetic tape.

Column Descriptions

Name	Null?	Type	Description
REPORT_TYPE (PK)	NOT NULL	VARCHAR2(30)	Report whose format is being mapped eg. W2.
REPORT_QUALIFIER (PK)	NOT NULL	VARCHAR2(30)	Refinement within report type eg. state for W2 reports.
REPORT_FORMAT	NOT NULL	VARCHAR2(30)	Fixed format to be used for the report for this qualifier.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
RANGE_CODE	NULL	VARCHAR2(60)	Contains name of the procedure used to specify ranges of assignments to be processed in the archive.
ASSIGNMENT_ACTION_CODE	NULL	VARCHAR2(60)	Contains name of the procedure used to create the assignment actions to be processed.
INITIALIZATION_CODE	NULL	VARCHAR2(60)	Sets any global contexts that need to be set for the lifetime of the archiving. If this is NULL no archiving is performed.
ARCHIVE_CODE	NULL	VARCHAR2(60)	Set contexts used during the archive.
MAGNETIC_CODE	NULL	VARCHAR2(60)	Holds the driving PL/SQL procedure of the Magnetic Tape. If this is NULL no magnetic tape is produced.
REPORT_CATEGORY (PK)	NOT NULL	VARCHAR2(30)	Denotes the media type.
REPORT_NAME	NULL	VARCHAR2(60)	The name of the report to be processed. If this is NULL no report is processed.
SORT_CODE	NULL	VARCHAR2(60)	This is used to sort the assignment actions into the order in which they should appear in the report, if a report is being processed.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_REPORT_FORMAT_MAPPINGS_PK	UNIQUE	2	REPORT_TYPE
		4	REPORT_QUALIFIER
		6	REPORT_CATEGORY
		8	EFFECTIVE_START_DATE
		10	EFFECTIVE_END_DATE

PAY_RESTRICTION_PARAMETERS

PAY_RESTRICTION_PARAMETERS holds the list of restrictions that can be applied to specific HRMS forms. These parameters are used to define specific customizations that will restrict the display of data to individual users. The form uses the restriction parameters and values in the query where clause of a block.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
MULTIPLE_RESTRICTIONS_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
RESTRICTION_CODE	FORM_RESTRICTION_TYPE	FND_COMMON_LOOKUPS
	ACTION_TYPE	Restrict By Payroll Process
	ASG_SET	Restrict By Assignment
	ELEMENT_SET	Restrict By Element Set
	ELEMENT_TYPE	Restrict By Element Type
	EMP_APL	Restrict By Employee Or Applicant
	ENTRY_TYPE	Restrict By Entry Type
	INFO_TYPE	Restrict By Special Information Type
	ORG_CLASS	Restrict By Organization Classification
	PERSON_TYPE	Restrict By Person Type
	PER_FUNCTION	Restrict By Person Function
	QP_INQUIRY	Restrict By QuickPaint Inquiry
	TABLE_NAME	Restrict By Table Name

Column Descriptions

Name	Null?	Type	Description
APPLICATION_ID (PK)	NOT NULL	NUMBER	The Oracle application ID.
FORM_NAME (PK)	NOT NULL	VARCHAR2(30)	The name of the form that can be customized.
RESTRICTION_CODE (PK)	NOT NULL	VARCHAR2(30)	The type of customization that can be applied.
MULTIPLE_RESTRICTIONS_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether multiple restrictions apply.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_RESTRICTION_PARAMETERS_PK	UNIQUE	1	APPLICATION_ID
		2	FORM_NAME
		3	RESTRICTION_CODE

PAY_RESTRICTION_VALUES

PAY_RESTRICTION_VALUES holds the list of actual restriction codes and values for user defined customizations. These values are used in the query where clauses of a customized form to restrict the rows selected.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_CUSTOMIZED_RESTRICTIONS	CUSTOMIZED_RESTRICTION_ID	CUSTOMIZED_RESTRICTION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
RESTRICTION_CODE	FORM_RESTRICTION_TYPE	FND_COMMON_LOOKUPS
	ACTION_TYPE	Restrict By Payroll Process
	ASG_SET	Restrict By Assignment
	ELEMENT_SET	Restrict By Element Set
	ELEMENT_TYPE	Restrict By Element Type
	EMP_APL	Restrict By Employee Or Applicant
	ENTRY_TYPE	Restrict By Entry Type
	INFO_TYPE	Restrict By Special Information Type
	ORG_CLASS	Restrict By Organization Classification
	PERSON_TYPE	Restrict By Person Type
	PER_FUNCTION	Restrict By Person Function
	QP_INQUIRY	Restrict By QuickPaint Inquiry
	TABLE_NAME	Restrict By Table Name

Column Descriptions

Name	Null?	Type	Description
CUSTOMIZED_RESTRICTION_ID	NOT NULL	NUMBER(15)	System-generated primary key column.
RESTRICTION_CODE	NOT NULL	VARCHAR2(30)	The customization type for which this row is a specific value.
VALUE	NOT NULL	VARCHAR2(80)	The specific value of the customization type.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_RESTRICTION_VALUES_FK1	NOT UNIQUE	1	CUSTOMIZED_RESTRICTION_ID
PAY_RESTRICTION_VALUES_U50	UNIQUE	1	CUSTOMIZED_RESTRICTION_ID
		2	RESTRICTION_CODE
		3	VALUE

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PAY_ROUTE_TO_DESCR_FLEXS

PAY_ROUTE_TO_DESCR_FLEXS is used during the process of generating database items for Descriptive Flexfields. It provides the link from the route, defined in ff_routes to the table underlying each Descriptive Flexfield.

Column Descriptions

Name	Null?	Type	Description
ROUTE_TO_DESCR_FLEXS_ID (PK)	NOT NULL	NUMBER(15)	Unique Identifier
APPLICATION_ID	NOT NULL	NUMBER(10)	Application identifier
DESCRIPTIVE_FLEXFIELD_NAME	NOT NULL	VARCHAR2(40)	Name of the Descriptive Flexfield
ROUTE_NAME	NOT NULL	VARCHAR2(80)	Name of the route.
USER_KEY	NOT NULL	VARCHAR2(30)	Name of the entity
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_ROUTE_DESCR_FLEXS_UK1	UNIQUE	5	APPLICATION_ID
		6	DESCRIPTIVE_FLEXFIELD_NAME
PAY_ROUTE_TO_DESCR_FLEXS_PK	UNIQUE	5	ROUTE_TO_DESCR_FLEXS_ID

PAY_RUN_RESULTS

PAY_RUN_RESULTS holds the run results from processing each element entry. There is always a single run result for each entry. The run result may have one or more run result values, for example, the run result values from processing an element entry are usually the pay value and input values. Different categories of run result are defined as subtypes: P – processed, PA – adjusted, O – overwritten, U–unprocessed.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ENTRY_TYPE	ENTRY_TYPE	FND_COMMON_LOOKUPS
	A	Additive Adjustment
	B	Balance Adjustment
	D	Additional Entry
	E	Element Entry
	R	Replacement Adjustment
STATUS	S	Override
	RUN_RESULT_STATUS	FND_COMMON_LOOKUPS
	O	Overridden
	P	Processed
	PA	Adjusted
	R	Replaced
	U	Unprocessed

Column Descriptions

Name	Null?	Type	Description
RUN_RESULT_ID (PK)	NOT NULL	NUMBER(15)	Primary key.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES.
ASSIGNMENT_ACTION_ID	NULL	NUMBER(15)	Foreign key to PAY_ASSIGNMENT_ACTIONS.
ENTRY_TYPE	NOT NULL	VARCHAR2(1)	Denormalised from element entry.
SOURCE_ID	NOT NULL	NUMBER(15)	Source element entry.
SOURCE_TYPE	NOT NULL	VARCHAR2(1)	For example, E-normal entry, I-indirect result.
STATUS	NOT NULL	VARCHAR2(2)	Processing status of the result.
JURISDICTION_CODE	NULL	VARCHAR2(30)	US only. Jurisdiction applying to the result.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_RUN_RESULTS_N1	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_RUN_RESULTS_N50	NOT UNIQUE	1	ASSIGNMENT_ACTION_ID
PAY_RUN_RESULTS_N51	NOT UNIQUE	1	SOURCE_ID
		2	SOURCE_TYPE
		3	ASSIGNMENT_ACTION_ID
PAY_RUN_RESULTS_PK	UNIQUE	1	RUN_RESULT_ID

Sequences

Sequence	Derived Column
PAY_RUN_RESULTS_S	RUN_RESULT_ID

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Database Triggers

Trigger Name : PAY_RUN_RESULTS_BRD
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : DELETE

Delete the corresponding run result values.

PAY_RUN_RESULT_VALUES

PAY_RUN_RESULT_VALUES holds the values that result from processing a single element entry. Each input or pay value for the element entry will have an associated run result value.

Column Descriptions

Name	Null?	Type	Description
INPUT_VALUE_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES.
RUN_RESULT_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PAY_RUN_RESULTS.
RESULT_VALUE	NULL	VARCHAR2(60)	The value of the result.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_RUN_RESULT_VALUES_N50	NOT UNIQUE	5	RUN_RESULT_ID
PAY_RUN_RESULT_VALUES_PK	UNIQUE	2	INPUT_VALUE_ID
		4	RUN_RESULT_ID

PAY_SECURITY_PAYROLLS

PAY_SECURITY_PAYROLLS holds a list of payrolls accessible by specific security profiles. The security profile specifies which payrolls can be accessed. For each payroll specified, the security profile user can view details of the payroll and the employees assigned to it. If specific payrolls are excluded, the security profile user can view details of all other payrolls in the Business Group and employees assigned to them.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_SECURITY_PROFILES	SECURITY_PROFILE_ID	SECURITY_PROFILE_ID

Column Descriptions

Name	Null?	Type	Description
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Business Group for security profile.
SECURITY_PROFILE_ID	NOT NULL	NUMBER(15)	Security profile restricted by payroll.
PAYROLL_ID	NOT NULL	NUMBER(9)	Payroll accessible by the security profile.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SECURITY_PAYROLLS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_SECURITY_PAYROLLS_FK2	NOT UNIQUE	1	SECURITY_PROFILE_ID
PAY_SECURITY_PAYROLLS_N3	NOT UNIQUE	1	PAYROLL_ID

PAY_SHADOW_BALANCE_CLASSI

Models PAY_BALANCE_CLASSIFICATIONS in the element template shadow schema. Each shadow balance type may have a number of shadow balance classifications.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_SHADOW_BALANCE_TYPES	BALANCE_TYPE_ID	BALANCE_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
BALANCE_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_SHADOW_BALANCE_TYPES.
BALANCE_CLASSIFICATION_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key.
ELEMENT_CLASSIFICATION	NOT NULL	VARCHAR2(80)	Element classification for feeding the balance. Note: using name
SCALE	NOT NULL	NUMBER(5)	If 1, add to balance. If -1, subtract from balance.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_BALANCE_CLASSI_FK1	NOT UNIQUE	1	BALANCE_TYPE_ID
PAY_SHADOW_BALANCE_CLASSI_PK	UNIQUE	2	BALANCE_CLASSIFICATION_ID

Sequences

Sequence	Derived Column
PAY_SHADOW_BALANCE_CLASSI_S	BALANCE_CLASSIFICATION_ID

PAY_SHADOW_BALANCE_FEEDS

Models PAY_BALANCE_FEEDS_F in the element template shadow schema.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_SHADOW_BALANCE_TYPES	BALANCE_TYPE_ID	BALANCE_TYPE_ID
PAY_SHADOW_INPUT_VALUES	INPUT_VALUE_ID	INPUT_VALUE_ID
PAY_TEMPLATE_EXCLUSION_RULES	EXCLUSION_RULE_ID	EXCLUSION_RULE_ID

Column Descriptions

Name	Null?	Type	Description
BALANCE_FEED_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_SHADOW_INPUT_VALUES.
BALANCE_TYPE_ID	NULL	NUMBER(9)	Foreign key to PAY_SHADOW_BALANCE_TYPES.
EXCLUSION_RULE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_TEMPLATE_EXCLUSION_RULES.
SCALE	NOT NULL	NUMBER(5)	Indicates whether the feed adds to or subtracts from a balance.
BALANCE_NAME	NULL	VARCHAR2(80)	Name of an existing balance to be used instead of a shadow balance.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_BALANCE_FEEDS_FK1	NOT UNIQUE	1	BALANCE_TYPE_ID
PAY_SHADOW_BALANCE_FEEDS_FK2	NOT UNIQUE	2	INPUT_VALUE_ID
PAY_SHADOW_BALANCE_FEEDS_FK3	NOT UNIQUE	3	EXCLUSION_RULE_ID
PAY_SHADOW_BALANCE_FEEDS_PK	UNIQUE	4	BALANCE_FEED_ID

PAY_SHADOW_BALANCE_TYPES

Models PAY_BALANCE_TYPES in the element template shadow schema. Each shadow element type may be associated with a number of shadow balance types.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_TEMPLATES	TEMPLATE_ID	TEMPLATE_ID
PAY_TEMPLATE_EXCLUSION_RULES	EXCLUSION_RULE_ID	EXCLUSION_RULE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ASSIGNMENT_REMUNERATION_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
BALANCE_UOM	UNITS	FND_COMMON_LOOKUPS
	C	Character
	D	Date
	H_DECIMAL1	Hours in Decimal format (1 place)
	H_DECIMAL2	Hours in Decimal format (2 places)
	H_DECIMAL3	Hours in Decimal format (3 places)
	H_HH	Hours in "HH" format
	H_HHMM	Hours in "HH:MM" format
	H_HHMMSS	Hours in "HH:MM:SS" format
	I	Integer
	M	Money
	N	Number
	ND	Day
	T	Time

Column Descriptions

Name	Null?	Type	Description
BALANCE_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EXCLUSION_RULE_ID	NULL	NUMBER(9)	Foreign key to PAY_TEMPLATE_EXCLUSION_RULES.
ASSIGNMENT_REMUNERATION_FLAG	NOT NULL	VARCHAR2(30)	Indicates that the balance is used for assignment remuneration or for third party payments.
TEMPLATE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TEMPLATES.
BALANCE_NAME	NULL	VARCHAR2(80)	User name of balance.
BALANCE_UOM	NOT NULL	VARCHAR2(30)	Unit of measure, for example money.
CURRENCY_CODE	NULL	VARCHAR2(15)	Currency code for this balance.
COMMENTS	NULL	VARCHAR2(240)	Descriptive information about the balance type.
REPORTING_NAME	NULL	VARCHAR2(30)	User's name for reporting purposes.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.

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ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
JURISDICTION_LEVEL	NULL	NUMBER(5)	Indicates the jurisdiction level that applies to the balance type: federal, state, county or city - US-specific.
TAX_TYPE	NULL	VARCHAR2(30)	Tax type of the balance (US-specific).
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_BALANCE_TYPES_FK1	NOT UNIQUE	2	TEMPLATE_ID
PAY_SHADOW_BALANCE_TYPES_FK2	NOT UNIQUE	2	EXCLUSION_RULE_ID
PAY_SHADOW_BALANCE_TYPES_PK	UNIQUE	2	BALANCE_TYPE_ID

Sequences

Sequence	Derived Column
PAY_SHADOW_BALANCE_TYPES_S	BALANCE_TYPE_ID

PAY_SHADOW_DEFINED_BALANCES

Models PAY_DEFINED_BALANCES in the element template shadow schema.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_SHADOW_BALANCE_TYPES	BALANCE_TYPE_ID	BALANCE_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
DEFINED_BALANCE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key.
BALANCE_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_SHADOW_BALANCE_TYPES.
DIMENSION_NAME	NOT NULL	VARCHAR2(80)	Name of dimension for this balance.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
FORCE_LATEST_BALANCE_FLAG	NULL	VARCHAR2(30)	Not currently supported in the core schema.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_DEFINED_BALANCE_FK1	NOT UNIQUE	1	BALANCE_TYPE_ID
PAY_SHADOW_DEFINED_BALANCE_PK	UNIQUE	2	DEFINED_BALANCE_ID

Sequences

Sequence	Derived Column
PAY_SHADOW_DEFINED_BALANCES_S	DEFINED_BALANCE_ID

PAY_SHADOW_ELEMENT_TYPES

Models PAY_ELEMENT_TYPES_F in the element template shadow schema.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_TEMPLATES	TEMPLATE_ID	TEMPLATE_ID
PAY_SHADOW_FORMULAS	FORMULA_ID	PAYROLL_FORMULA_ID
PAY_TEMPLATE_EXCLUSION_RULES	EXCLUSION_RULE_ID	EXCLUSION_RULE_ID

Column Descriptions

Name	Null?	Type	Description
TEMPLATE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TEMPLATES.
ELEMENT_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
CLASSIFICATION_NAME	NOT NULL	VARCHAR2(80)	Element classification name. Note: the name is used rather than t
EXCLUSION_RULE_ID	NULL	NUMBER(9)	Foreign key to PAY_TEMPLATE_EXCLUSION_RULES.
ADDITIONAL_ENTRY_ALLOWED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether a recurring element can also have an additional nonrecurring entry of this type in any payroll period.
PAYROLL_FORMULA_ID	NULL	NUMBER(9)	Foreign key to PAY_SHADOW_FORMULAS.
ADJUSTMENT_ONLY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the element is used only for adjusting balances
CLOSED_FOR_ENTRY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether entries can be currently entered or updated.
ELEMENT_NAME	NULL	VARCHAR2(80)	User name for the element type.
INDIRECT_ONLY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the element can be given to an assignment only as an indirect result from a formula.
MULTIPLE_ENTRIES_ALLOWED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether an assignment can have multiple normal entries for this element at any one time.
MULTIPLY_VALUE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether entries can be multiplied, for example, holiday
POST_TERMINATION_RULE	NOT NULL	VARCHAR2(30)	Rule for element processing when a person is terminated.
PROCESS_IN_RUN_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the element can be processed in a payroll run.
RELATIVE_PROCESSING_PRIORITY	NOT NULL	NUMBER(9)	Processing priority relative to the processing priority on the te
PROCESSING_TYPE	NULL	VARCHAR2(30)	Indicates whether the element is recurring or nonrecurring.
STANDARD_LINK_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the default element link type is standard (Y) o
INPUT_CURRENCY_CODE	NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES.

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OUTPUT_CURRENCY_CODE	NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES.
BENEFIT_CLASSIFICATION_NAME	NULL	VARCHAR2(80)	Benefit classification name. Note: the name is used rather than t
DESCRIPTION	NULL	VARCHAR2(240)	Brief description of the element type.
QUALIFYING_AGE	NULL	NUMBER(2)	Age at which a person qualifies for this element.
QUALIFYING_LENGTH_OF_SERVICE	NULL	NUMBER(6,2)	Length of service required for the person to qualify for this ele
QUALIFYING_UNITS	NULL	VARCHAR2(30)	Units of measurement for qualifying length of service.
REPORTING_NAME	NULL	VARCHAR2(30)	Short name for the element, used in reports.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
ELEMENT_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
ELEMENT_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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ELEMENT_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ELEMENT_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
THIRD_PARTY_PAY_ONLY_FLAG	NULL	VARCHAR2(30)	Indicates whether the element is paid by third party payments only
SKIP_FORMULA	NULL	VARCHAR2(80)	Name of element skip formula for this element type.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_ELEMENT_TYPES_FK1	NOT UNIQUE	1	PAYROLL_FORMULA_ID
PAY_SHADOW_ELEMENT_TYPES_FK2	NOT UNIQUE	2	TEMPLATE_ID
PAY_SHADOW_ELEMENT_TYPES_FK3	NOT UNIQUE	3	EXCLUSION_RULE_ID
PAY_SHADOW_ELEMENT_TYPES_PK	UNIQUE	4	ELEMENT_TYPE_ID

PAY_SHADOW_FORMULAS

Models FF_FORMULAS_F in the element template shadow schema and holds template payroll calculation formulas. The formulas are assumed to be of type 'Oracle Payroll'.

Column Descriptions

Name	Null?	Type	Description
FORMULA_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
TEMPLATE_TYPE	NOT NULL	VARCHAR2(30)	The element template type that this formula is used with.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATIONS.
FORMULA_NAME	NOT NULL	VARCHAR2(80)	Name of the formula.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the formula.
FORMULA_TEXT	NULL	LONG	The text of the formula.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_FORMULAS_PK	UNIQUE	2	FORMULA_ID

Sequences

Sequence	Derived Column
PAY_SHADOW_FORMULAS_S	FORMULA_ID

PAY_SHADOW_FORMULA_RULES

Models PAY_FORMULA_RESULT_RULES_F in the element template shadow schema.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_SHADOW_ELEMENT_TYPES	ELEMENT_TYPE_ID	ELEMENT_TYPE_ID
PAY_SHADOW_ELEMENT_TYPES	ELEMENT_TYPE_ID	SHADOW_ELEMENT_TYPE_ID
PAY_SHADOW_INPUT_VALUES	INPUT_VALUE_ID	INPUT_VALUE_ID
PAY_TEMPLATE_EXCLUSION_RULES	EXCLUSION_RULE_ID	EXCLUSION_RULE_ID

Column Descriptions

Name	Null?	Type	Description
ELEMENT_TYPE_ID	NULL	NUMBER(9)	Foreign key to PAY_SHADOW_ELEMENT_TYPES.
FORMULA_RESULT_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
SHADOW_ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_SHADOW_ELEMENT_TYPES.
EXCLUSION_RULE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_TEMPLATE_EXCLUSION_RULES.
RESULT_NAME	NOT NULL	VARCHAR2(80)	Name of the variable returned by the formula.
INPUT_VALUE_ID	NULL	NUMBER(9)	Foreign key to PAY_SHADOW_INPUT_VALUES.
RESULT_RULE_TYPE	NOT NULL	VARCHAR2(30)	Result type for the rule.
SEVERITY_LEVEL	NULL	VARCHAR2(30)	Severity level for a message type result.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_FORMULA_RULES_FK1	NOT UNIQUE	1	SHADOW_ELEMENT_TYPE_ID
PAY_SHADOW_FORMULA_RULES_FK2	NOT UNIQUE	2	INPUT_VALUE_ID
PAY_SHADOW_FORMULA_RULES_FK3	NOT UNIQUE	3	EXCLUSION_RULE_ID
PAY_SHADOW_FORMULA_RULES_FK4	NOT UNIQUE	4	ELEMENT_TYPE_ID
PAY_SHADOW_FORMULA_RULES_PK	NOT UNIQUE	5	FORMULA_RESULT_RULE_ID

PAY_SHADOW_INPUT_VALUES

Models PAY_INPUT_VALUES_F in the element template shadow schema.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_SHADOW_ELEMENT_TYPES	ELEMENT_TYPE_ID	ELEMENT_TYPE_ID
PAY_TEMPLATE_EXCLUSION_RULES	EXCLUSION_RULE_ID	EXCLUSION_RULE_ID

Column Descriptions

Name	Null?	Type	Description
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_SHADOW_ELEMENT_TYPES.
EXCLUSION_RULE_ID	NULL	NUMBER(9)	Foreign key to PAY_SHADOW_EXCLUSION_RULES.
DISPLAY_SEQUENCE	NOT NULL	NUMBER(5)	Display sequence number for the input value.
INPUT_VALUE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
GENERATE_DB_ITEMS_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether or not database items are generated for the input value
HOT_DEFAULT_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether or not the default value is a HOT default.
MANDATORY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether or not the input value is required for an entry
NAME	NOT NULL	VARCHAR2(30)	User name for the input value.
UOM	NOT NULL	VARCHAR2(30)	Unit of measure for the input value (hours, monetary amount etc).
LOOKUP_TYPE	NULL	VARCHAR2(30)	Lookup type for values restricted by lookup type.
DEFAULT_VALUE	NULL	VARCHAR2(60)	Default for the input value on entry. The default may be overridden
MAX_VALUE	NULL	VARCHAR2(60)	Maximum value allowed on entry (may be overridden).
MIN_VALUE	NULL	VARCHAR2(60)	Minimum value allowed on entry (may be overridden).
WARNING_OR_ERROR	NULL	VARCHAR2(30)	Indicates the kind of message to generate if input validation fails
DEFAULT_VALUE_COLUMN	NULL	VARCHAR2(30)	Refers to one of the CONFIGURATION_INFORMATION flexfield columns that contains an override for DEFAULT_VALUE.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_INPUT_VALUES_FK1	NOT UNIQUE	1	ELEMENT_TYPE_ID

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PAY_SHADOW_INPUT_VALUES_FK2	NOT UNIQUE	2	EXCLUSION_RULE_ID
PAY_SHADOW_INPUT_VALUES_PK	UNIQUE	3	INPUT_VALUE_ID

PAY_SHADOW_SUB_CLASSI_RULES

Models PAY_SUB_CLASSIFICATION_RULES_F in the element template shadow schema.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_SHADOW_ELEMENT_TYPES	ELEMENT_TYPE_ID	ELEMENT_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
SUB_CLASSIFICATION_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_SHADOW_ELEMENT_TYPES.
ELEMENT_CLASSIFICATION	NOT NULL	VARCHAR2(80)	Element classification name. Note: the name is used rather than t
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SHADOW_SUB_CLASSI_RULE_FK1	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_SHADOW_SUB_CLASSI_RULE_PK	UNIQUE	2	SUB_CLASSIFICATION_RULE_ID

PAY_STATE_RULES

PAY_STATE_RULES holds US state tax information.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
HEAD_TAX_PERIOD	HEAD_TAX_PERIOD	FND_COMMON_LOOKUPS
	A	Annually
	M	Monthly
	Q	Quarterly

Column Descriptions

Name	Null?	Type	Description
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	Abbreviation of the state name.
FIPS_CODE	NOT NULL	NUMBER(2)	Federal Information Processing Standard state code.
JURISDICTION_CODE	NOT NULL	VARCHAR2(20)	Extended geocode for the state.
NAME	NOT NULL	VARCHAR2(50)	State name.
HEAD_TAX_PERIOD	NULL	VARCHAR2(20)	Period over which head tax is withheld.
WC_OVERTIME_HOURS	NULL	VARCHAR2(1)	Flag to indicate whether overtime hour is to be included in the calculation of workers compensation.
WC_EXECUTIVE_WEEKLY_MAX	NULL	NUMBER(10,2)	Workers compensation executive weekly limit.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
FS_LOOKUP_TYPE	NOT NULL	VARCHAR2(30)	Foreign key to HR_LOOKUPS lookup type. Identifies valid filing statuses for the state.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_STATE_RULES_PK	UNIQUE	1	STATE_CODE

PAY_STATUS_PROCESSING_RULES_F

PAY_STATUS_PROCESSING_RULES_F is the DateTracked table that holds the processing rules for each element. Formulas are attached to an element for processing according to specific assignment statuses. For each assignment status, it is possible to specify a different formula to be fired for the same element. For example, salary may be calculated differently when the employee is on leave of absence.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ASSIGNMENT_STATUS_TYPES	ASSIGNMENT_STATUS_TYPE_ID	ASSIGNMENT_STATUS_TYPE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PROCESSING_RULE	PROCESS_RULE	FND_COMMON_LOOKUPS
	N	Do Not Process
	P	Process

Column Descriptions

Name	Null?	Type	Description
STATUS_PROCESSING_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES.
ASSIGNMENT_STATUS_TYPE_ID	NULL	NUMBER(9)	Foreign key to PER_ASSIGNMENT_STATUS_TYPES. If the type is STANDARD then the rule applies to all assignment statuses.
FORMULA_ID	NULL	NUMBER(9)	Foreign key to FF_FORMULAS.
PROCESSING_RULE	NOT NULL	VARCHAR2(1)	Indicates whether or not to process.
COMMENT_ID	NULL	NUMBER(15)	Foreign key to HR_COMMENTS.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Identifies the origin of the startup data for the processing rule.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_STATUS_PROCESSING_RULE_FK2	NOT UNIQUE	1	ASSIGNMENT_STATUS_TYPE_ID

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PAY_STATUS_PROCESSING_RULE_N1	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_STATUS_PROCESSING_RULE_PK	UNIQUE	1	STATUS_PROCESSING_RULE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_STATUS_PROCESSING_RULE_UK2	UNIQUE	1	ELEMENT_TYPE_ID
		2	ASSIGNMENT_STATUS_TYPE_ID
		3	BUSINESS_GROUP_ID
		4	LEGISLATION_CODE
		5	EFFECTIVE_START_DATE
		6	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_STATUS_PROCESSING_RULES_S	STATUS_PROCESSING_RULE_ID

PAY_SUB_CLASSIFICATION_RULES_F

PAY_SUB_CLASSIFICATION_RULES_F is the DateTracked table that holds the rules used to define which elements are included in a secondary classification. For payrolls in non-US legislations this may be used to determine specific balance feed classifications for an element.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_CLASSIFICATIONS	CLASSIFICATION_ID	CLASSIFICATION_ID

Column Descriptions

Name	Null?	Type	Description
SUB_CLASSIFICATION_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES_F.
CLASSIFICATION_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_CLASSIFICATIONS.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_SUB_CLASSIFICATION_RUL_FK2	NOT UNIQUE	1	CLASSIFICATION_ID
PAY_SUB_CLASSIFICATION_RUL_N1	NOT UNIQUE	1	ELEMENT_TYPE_ID
PAY_SUB_CLASSIFICATION_RUL_PK	UNIQUE	1	SUB_CLASSIFICATION_RULE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_SUB_CLASSIFICATION_RULES_S	SUB_CLASSIFICATION_RULE_ID

PAY_TAXABILITY_RULES

PAY_TAXABILITY_RULES holds information on the taxability rules for categories of supplemental earnings, imputed earnings, and pre-tax deductions at the federal and state levels for US and at the federal and province level for Canada.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_CLASSIFICATIONS	CLASSIFICATION_ID	CLASSIFICATION_ID
PAY_TAXABILITY_RULES_DATES	TAXABILITY_RULES_DATE_ID	TAXABILITY_RULES_DATE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
TAX_TYPE	US_TAX_TYPE	FND_COMMON_LOOKUPS
	CITY	City Tax
	COUNTY	County Tax
	EIC	EIC
	FIT	FIT
	FUTA	FUTA
	HT	Head Tax
	MEDICARE	Medicare
	NW_FIT	FIT Not Withholdable
	NW_SIT	SIT Not Withholdable
	SCHOOL	School District Tax
	SDI	SDI
	SIT	SIT
	SS	SS
	SUI	SUI
	WC	WC
	WC2	WC2

Column Descriptions

Name	Null?	Type	Description
JURISDICTION_CODE (PK)	NOT NULL	VARCHAR2(11)	Geocode of the jurisdiction: Federal or State.
TAX_TYPE (PK)	NOT NULL	VARCHAR2(30)	Type of tax the earnings or pre-tax deduction is subject to.
TAX_CATEGORY (PK)	NOT NULL	VARCHAR2(30)	Category of the earnings or pre-tax deduction, for example, Bonuses, Commissions.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
CLASSIFICATION_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_CLASSIFICATIONS.
TAXABILITY_RULES_DATE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PAY_TAXABILITY_RULES_DATES. Used to determine the length of time for which the taxability rules are valid. Allows for date-effective maintenance of rules.

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LEGISLATION_CODE	NOT NULL VARCHAR2(30)	Foreign key to FND_TERRITORIES.
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Indexes

Index Name	Index Type	Sequence	Column Name
PAY_TAXABILITY_RULES_FK1	NOT UNIQUE	1	CLASSIFICATION_ID
PAY_TAXABILITY_RULES_PK	UNIQUE	2	TAXABILITY_RULES_DATE_ID
		3	JURISDICTION_CODE
		4	TAX_TYPE
		5	CLASSIFICATION_ID
		6	TAX_CATEGORY

PAY_TAXABILITY_RULES_DATES

PAY_TAXABILITY_RULES_DATES is used to maintain taxability rules date-effectively. Taxability rules in PAY_TAXABILITY_RULES have a foreign key to this table, which indicates for which length of time the rules are valid. Through this table, taxability rules can be maintained for each year, instead of being over written as they used to be.

Column Descriptions

Name	Null?	Type	Description
TAXABILITY_RULES_DATE_ID (PK)	NOT NULL	NUMBER(15)	System generated primary-key column.
VALID_DATE_FROM	NOT NULL	DATE	Start date of the length of time for which a set of taxability rules are valid.
VALID_DATE_TO	NOT NULL	DATE	End date of the length of time for which a set of taxability rules are valid
LEGISLATION_CODE	NOT NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
TAX_RULES_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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TAX_RULES_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
TAX_RULES_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER	System generated version of row. Increments by one with each update.

PAY_TEMPLATE_CORE_OBJECTS

PAY_TEMPLATE_CORE_OBJECTS is used to keep track of the core schema objects generated from element templates.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_TEMPLATES	TEMPLATE_ID	TEMPLATE_ID

Column Descriptions

Name	Null?	Type	Description
TEMPLATE_CORE_OBJECT_ID	NOT NULL	NUMBER(9)	System generated primary key column.
TEMPLATE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TEMPLATES.
CORE_OBJECT_TYPE	NOT NULL	VARCHAR2(30)	Type of generated core object.
CORE_OBJECT_ID	NOT NULL	NUMBER(9)	Primary key of the generated core object.
SHADOW_OBJECT_ID	NOT NULL	NUMBER(9)	Primary key of the shadow schema object used to generate the core schema object.
EFFECTIVE_DATE	NOT NULL	DATE	Effective date of core object creation.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_TEMPLATE_CORE_OBJECTS_FK1	NOT UNIQUE	5	TEMPLATE_ID
PAY_TEMPLATE_CORE_OBJECTS_PK	UNIQUE	2	TEMPLATE_CORE_OBJECT_ID
PAY_TEMPLATE_CORE_OBJECTS_UK1	UNIQUE	1	CORE_OBJECT_TYPE
		2	CORE_OBJECT_ID

Sequences

Sequence	Derived Column
PAY_TEMPLATE_CORE_OBJECTS_S	TEMPLATE_CORE_OBJECT_ID

PAY_TEMPLATE_EXCLUSION_RULES

PAY_TEMPLATE_EXCLUSION_RULES controls the exclusion of an object from an Element Template. The exclusion can exclude a formula result rule, an element input value (thereby excluding everything that refers to the same element input value within the same Element Template), a balance feed, a balance type (thereby excluding the balance type, its defined balances, its balance classifications, and any feeds to it), or an Element (thereby excluding the element, everything that refers to the element and its input values within the same element template).

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_TEMPLATES	TEMPLATE_ID	TEMPLATE_ID

Column Descriptions

Name	Null?	Type	Description
EXCLUSION_RULE_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key column.
TEMPLATE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TEMPLATES.
FLEXFIELD_COLUMN	NOT NULL	VARCHAR2(30)	Configuration flexfield column on template against which the rule
EXCLUSION_VALUE	NOT NULL	VARCHAR2(150)	Value of configuration flexfield column for the exclusion to take
DESCRIPTION	NULL	VARCHAR2(240)	Description of why this exclusion rule is present.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Object version number column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_TEMPLATE_EXCLUSION_RUL_FK1	NOT UNIQUE	1	TEMPLATE_ID
PAY_TEMPLATE_EXCLUSION_RUL_PK	UNIQUE	2	EXCLUSION_RULE_ID

Sequences

Sequence	Derived Column
PAY_TEMPLATE_EXCLUSION_RULES_S	EXCLUSION_RULE_ID

PAY_TEMP_BALANCE_ADJUSTMENTS

PAY_TEMP_BALANCE_ADJUSTMENTS is used as a temporary storage area for the balance initialization process. It holds the specific adjustment values for each balance dimension, so that the cumulative value for that balance dimension is correctly set. Once the processing is complete, the rows inserted in the table are removed.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_BALANCE_BATCH_LINES	BATCH_LINE_ID	BATCH_LINE_ID

Column Descriptions

Name	Null?	Type	Description
BALANCE_TYPE_ID	NULL	NUMBER(9)	Foreign key to PAY_BALANCE_TYPES.
BALANCE_DIMENSION_ID	NULL	NUMBER(9)	Foreign key to PAY_BALANCE_DIMENSIONS.
ELEMENT_LINK_ID	NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_LINKS_F.
JC_INPUT_VALUE_ID	NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES_F.
IBF_INPUT_VALUE_ID	NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES_F.
TAX_UNIT_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
BATCH_LINE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_BALANCE_BATCH_LINES.
ADJUSTMENT_AMOUNT	NULL	NUMBER	The value by which the balance needs to be adjusted.
ADJUSTMENT_DATE	NULL	DATE	The date on which the balance needs to be adjusted.
EXPIRY_DATE	NULL	DATE	Date balance expires.
JURISDICTION_CODE	NULL	VARCHAR2(30)	This is a geographical location context to the balance.
ORIGINAL_ENTRY_ID	NULL	NUMBER	Foreign key to PAY_ELEMENT_ENTRIES_F.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_TEMP_BALANCE_ADJUST_FK1	NOT UNIQUE	1	BATCH_LINE_ID
PAY_TEMP_BALANCE_ADJUST_N1	NOT UNIQUE	2	BALANCE_TYPE_ID
		4	ADJUSTMENT_DATE

PAY_USER_COLUMNS

PAY_USER_COLUMNS holds the definitions for columns in user defined tables. FORMULA_ID is the foreign key to the validation formula that should trigger when a user inserts/updates a new value for the column.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_USER_TABLES	USER_TABLE_ID	USER_TABLE_ID

Column Descriptions

Name	Null?	Type	Description
USER_COLUMN_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
USER_TABLE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_USER_TABLES.
FORMULA_ID	NULL	NUMBER(9)	Foreign key to FF_FORMULAS_F.
USER_COLUMN_NAME	NOT NULL	VARCHAR2(80)	User name for the column.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_USER_COLUMNS_FK1	NOT UNIQUE	1	USER_TABLE_ID
PAY_USER_COLUMNS_PK	UNIQUE	1	USER_COLUMN_ID
PAY_USER_COLUMNS_UK2	UNIQUE	1	USER_COLUMN_NAME
		2	USER_TABLE_ID
		3	BUSINESS_GROUP_ID
		4	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PAY_USER_COLUMNS_S	USER_COLUMN_ID

PAY_USER_COLUMN_INSTANCES_F

PAY_USER_COLUMN_INSTANCES_F is the DateTracked table that holds the actual values for each row and column combination in a specific user defined table. There is a row for each cell of the user table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_USER_COLUMNS	USER_COLUMN_ID	USER_COLUMN_ID

Column Descriptions

Name	Null?	Type	Description
USER_COLUMN_INSTANCE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
USER_ROW_ID	NOT NULL	NUMBER(15)	Foreign key to PAY_USER_ROWS.
USER_COLUMN_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_USER_COLUMNS.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
VALUE	NULL	VARCHAR2(80)	Stored value.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_USER_COLUMN_INSTANCES_FK2	NOT UNIQUE	1	USER_COLUMN_ID
PAY_USER_COLUMN_INSTANCES_N1	NOT UNIQUE	1	USER_ROW_ID
PAY_USER_COLUMN_INSTANCES_PK	UNIQUE	1	USER_COLUMN_INSTANCE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_USER_COLUMN_INSTANCES_S	USER_COLUMN_INSTANCE_ID

PAY_USER_ROWS_F

PAY_USER_ROWS_F is a DateTracked table that holds the definitions for rows in user defined tables. Rows can hold an exact value, or a low-high range of values to provide the match to a supplied user value. For example you may want to define one table with rows based on ranges of salary values, and another table based on exact grade values.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_USER_TABLES	USER_TABLE_ID	USER_TABLE_ID

Column Descriptions

Name	Null?	Type	Description
USER_ROW_ID (PK)	NOT NULL	NUMBER(15)	Surrogate primary key necessary due to DateTracked entity.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
USER_TABLE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_USER_TABLES.
ROW_LOW_RANGE_OR_NAME	NOT NULL	VARCHAR2(80)	Lower value for range match of user key, or actual value for exact match.
DISPLAY_SEQUENCE	NULL	NUMBER(5)	Display sequence to use in preference to numeric/alpha order.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(80)	Further identifies the legislation of startup data.
ROW_HIGH_RANGE	NULL	VARCHAR2(80)	Upper value for range match of user key.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_USER_ROWS_F_FK1	NOT UNIQUE	1	USER_TABLE_ID
PAY_USER_ROWS_F_PK	UNIQUE	1	USER_ROW_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_USER_ROWS_S	USER_ROW_ID

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PAY_USER_TABLES

PAY_USER_TABLES holds the table definitions for user defined tables. These tables are matrix structures of rows and columns that maintain DateTracked lists of values stored as cells for specific row/column combinations. Rows are defined in PAY_USER_ROWS_F, columns are defined in PAY_USER_COLUMNS and the actual cell values, which change over time, are held in PAY_USER_COLUMN_INSTANCES_F. For example, you could define a table of union-negotiated rates for overtime and standard time that are dependent on grade level. The user table, UNION_RATES, would have a row for each GRADE, and each row would be identified by an exact match with a specific grade. The table would have two columns, STANDARD RATE and OVERTIME RATE.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
RANGE_OR_MATCH	RANGE_MATCH	FND_COMMON_LOOKUPS
	M	Match
	R	Range
USER_KEY_UNITS	DATA_TYPE	FND_COMMON_LOOKUPS
	D	Date
	N	Number
	T	Text

Column Descriptions

Name	Null?	Type	Description
USER_TABLE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Foreign key to FND_TERRITORIES.
RANGE_OR_MATCH	NOT NULL	VARCHAR2(30)	Indicates whether the user key is exact match or within range.
USER_KEY_UNITS	NOT NULL	VARCHAR2(30)	Indicates the data type of the user key (number, date or character).
USER_TABLE_NAME	NOT NULL	VARCHAR2(80)	User name for the table.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
USER_ROW_TITLE	NULL	VARCHAR2(80)	User title to appear above row values on form.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_USER_TABLES_PK	UNIQUE	1	USER_TABLE_ID

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PAY_USER_TABLES_UK2	UNIQUE	1	USER_TABLE_NAME
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PAY_USER_TABLES_S	USER_TABLE_ID

PAY_US_ASG_REPORTING

PAY_US_ASG_REPORTING is a denormalized table used to improve the performance of some US balance reports. This table is maintained through the Employee Tax Information form(PAYEETAX.fmb) and the assignment form. It's primary purpose is to speed access to balances by filtering the assignments based first on tax unit id and then on jurisdiction code.

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID	NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
EFFECTIVE_START_DATE	NULL	DATE	Effective start date.
EFFECTIVE_END_DATE	NULL	DATE	Effective end date.
JURISDICTION_CODE	NULL	VARCHAR2(11)	Format XX-YYY-ZZZZ: XX - State, YYYY - County, ZZZZ - City.
TAX_UNIT_ID	NULL	NUMBER(15)	Identifies the Government Reporting Entity, or Legal Entity for the assignment.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_ASG_REPORTING_N52	NOT UNIQUE	1	TAX_UNIT_ID
		2	JURISDICTION_CODE
PAY_US_ASG_REPORTING_N53	NOT UNIQUE	2	ASSIGNMENT_ID
		4	TAX_UNIT_ID

PAY_US_CITY_GEOCODES

PAY_US_CITY_GEOCODES holds all distinct combinations of state code, county code and city code.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_US_COUNTIES	STATE_CODE COUNTY_CODE	STATE_CODE COUNTY_CODE

Column Descriptions

Name	Null?	Type	Description
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	Foreign key to PAY_US_COUNTIES.
COUNTY_CODE (PK)	NOT NULL	VARCHAR2(3)	Foreign key to PAY_US_COUNTIES.
CITY_CODE (PK)	NOT NULL	VARCHAR2(4)	Geocode representing a city.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_CITY_GEOCODES_PK	UNIQUE	2	STATE_CODE
		4	COUNTY_CODE
		6	CITY_CODE

PAY_US_CITY_NAMES

PAY_US_CITY_NAMES holds the list of US city names and the geocodes used by the VERTEX tax module to identify tax jurisdictions. There may be more than one city name for each city code. It is used to validate US addresses and tax information only if US Payroll is installed.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_US_CITY_GEOCODES	STATE_CODE COUNTY_CODE CITY_CODE	STATE_CODE COUNTY_CODE CITY_CODE

Column Descriptions

Name	Null?	Type	Description
CITY_NAME (PK)	NOT NULL	VARCHAR2(30)	City name.
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	Foreign key to PAY_US_COUNTIES.
COUNTY_CODE (PK)	NOT NULL	VARCHAR2(3)	Foreign key to PAY_US_COUNTIES.
CITY_CODE (PK)	NOT NULL	VARCHAR2(4)	Foreign key to PAY_US_CITY_GEOCODES.
PRIMARY_FLAG	NULL	VARCHAR2(30)	Used when the geocode represents more than one city.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_CITY_NAMES_FK1	NOT UNIQUE	1	STATE_CODE
		2	COUNTY_CODE
		3	CITY_CODE
PAY_US_CITY_NAMES_PK	UNIQUE	2	CITY_NAME
		4	STATE_CODE
		6	COUNTY_CODE
		8	CITY_CODE

PAY_US_CITY_SCHOOL_DSTS

PAY_US_CITY_SCHOOL_DSTS holds a list of VERTEX school districts within a city.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_US_CITY_GEOCODES	STATE_CODE COUNTY_CODE CITY_CODE	STATE_CODE COUNTY_CODE CITY_CODE

Column Descriptions

Name	Null?	Type	Description
SCHOOL_DST_CODE (PK)	NOT NULL	VARCHAR2(5)	VERTEX geocode for the school district.
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	Foreign key to PAY_US_COUNTIES.
COUNTY_CODE (PK)	NOT NULL	VARCHAR2(3)	Foreign key to PAY_US_COUNTIES.
CITY_CODE (PK)	NOT NULL	VARCHAR2(4)	Foreign key to PAY_US_CITY_GEOCODES.
SCHOOL_DST_NAME	NOT NULL	VARCHAR2(15)	School district name.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_CITY_SCHOOL_DSTS_FK1	NOT UNIQUE	1	STATE_CODE
		2	COUNTY_CODE
		3	CITY_CODE
PAY_US_CITY_SCHOOL_DSTS_PK	UNIQUE	2	SCHOOL_DST_CODE
		4	STATE_CODE
		6	COUNTY_CODE
		8	CITY_CODE

PAY_US_CITY_TAX_INFO_F

PAY_US_CITY_TAX_INFO_F is the DateTracked table that holds the city tax information in Oracle US Payroll.

Column Descriptions

Name	Null?	Type	Description
CITY_TAX_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
JURISDICTION_CODE (PK)	NOT NULL	VARCHAR2(11)	Full Jurisdiction geocode
CITY_TAX	NULL	VARCHAR2(1)	City tax exists for city (Y/N)
HEAD_TAX	NULL	VARCHAR2(1)	Head Tax exists for city (Y/N)
SCHOOL_TAX	NULL	VARCHAR2(1)	School tax exists for city (Y/N)
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
CITY_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
CITY_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
REQUEST_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Concurrent Program Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_CITY_TAX_INFO_F_N1	NOT UNIQUE	1	JURISDICTION_CODE
		3	EFFECTIVE_START_DATE
		5	EFFECTIVE_END_DATE

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PAY_US_CITY_TAX_INFO_F_PK	UNIQUE	1	CITY_TAX_INFO_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
		5	JURISDICTION_CODE

Sequences

Sequence	Derived Column
PAY_US_CITY_TAX_INFO_S	CITY_TAX_INFO_ID

PAY_US_CONTRIBUTION_HISTORY

PAY_US_CONTRIBUTION_HISTORY – Contribution History stores yearly consolidated contribution data for a Person per GRE per contribution type.

Column Descriptions

Name	Null?	Type	Description
CONTR_HISTORY_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign Key to PER_PEOPLE_F
DATE_FROM	NOT NULL	DATE	Date From
DATE_TO	NOT NULL	DATE	Date To
CONTR_TYPE	NOT NULL	VARCHAR2(30)	Contribution Type
TAX_UNIT_ID	NOT NULL	NUMBER(15)	Government Reporting Entity, or Legal Entity
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Business Group ID
LEGISLATION_CODE	NOT NULL	VARCHAR2(30)	Legislation Code
AMT_CONTR	NULL	NUMBER(15,2)	Amount Contributed
MAX_CONTR_ALLOWED	NULL	NUMBER(15,2)	Maximum Contribution
INCLUDABLE_COMP	NULL	NUMBER(15,2)	Includable Compensation which is used to calculate the Maximum Contribution
SOURCE_SYSTEM	NULL	VARCHAR2(30)	Source System
CONTR_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer Descriptive flexfield structure defining column.
CONTR_INFORMATION1	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION2	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION3	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION4	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION5	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION6	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION7	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION8	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION9	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION10	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION11	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION12	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION13	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION14	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION15	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION16	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.
CONTR_INFORMATION17	NULL	VARCHAR2(150)	Developer Descriptive flexfield column.

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CONTR_INFORMATION18	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION19	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION20	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION21	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION22	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION23	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION24	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION25	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION26	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION27	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION28	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION29	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
CONTR_INFORMATION30	NULL	VARCHAR2(150)	Developer	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard	Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard	Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard	Who Column.
CREATED_BY	NOT NULL	NUMBER(15)	Standard	Who Column.
CREATION_DATE	NOT NULL	DATE	Standard	Who Column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(15)	Object	Version Number

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_CONTRIBUTION_HISTORY_PK	NOT UNIQUE	5	CONTR_HISTORY_ID

Sequences

Sequence	Derived Column
PAY_US_CONTRIBUTION_HISTORY_S	CONTR_HISTORY_ID

PAY_US_COUNTIES

PAY_US_COUNTIES holds the list of US counties and the geocodes used by the VERTEX tax module to identify tax jurisdictions. It is used to validate US addresses and tax information only if US Payroll is installed.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_US_STATES	STATE_CODE	STATE_CODE

Column Descriptions

Name	Null?	Type	Description
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	State geocode.
COUNTY_CODE (PK)	NOT NULL	VARCHAR2(3)	County geocode.
COUNTY_ABBREV	NULL	VARCHAR2(5)	Abbreviation of county name.
COUNTY_NAME	NOT NULL	VARCHAR2(30)	County name.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_COUNTIES_FK1	NOT UNIQUE	1	STATE_CODE
PAY_US_COUNTIES_PK	UNIQUE	1	STATE_CODE
		2	COUNTY_CODE
PAY_US_COUNTIES_UK2	UNIQUE	1	COUNTY_NAME
		2	STATE_CODE

PAY_US_COUNTY_SCHOOL_DSTS

PAY_US_COUNTY_SCHOOL_DSTS holds the list of VERTEX geocodes for school districts that span counties.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_US_COUNTIES	STATE_CODE	STATE_CODE
	COUNTY_CODE	COUNTY_CODE

Column Descriptions

Name	Null?	Type	Description
SCHOOL_DST_CODE (PK)	NOT NULL	VARCHAR2(5)	VERTEX geocode for county school district.
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	Foreign key to PAY_US_COUNTIES.
COUNTY_CODE (PK)	NOT NULL	VARCHAR2(3)	Foreign key to PAY_US_COUNTIES.
SCHOOL_DST_NAME	NOT NULL	VARCHAR2(15)	School district name.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_COUNTY_SCHOOL_DSTS_FK1	NOT UNIQUE	2	STATE_CODE
		4	COUNTY_CODE
PAY_US_COUNTY_SCHOOL_DSTS_PK	UNIQUE	2	SCHOOL_DST_CODE
		4	STATE_CODE
		6	COUNTY_CODE

PAY_US_COUNTY_TAX_INFO_F

PAY_US_COUNTY_TAX_INFO_F is the DateTracked table that holds the county tax information in Oracle US Payroll.

Column Descriptions

Name	Null?	Type	Description
COUNTY_TAX_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
JURISDICTION_CODE (PK)	NOT NULL	VARCHAR2(11)	Full Jurisdiction geocode
COUNTY_TAX	NULL	VARCHAR2(1)	County tax exists for county (Y/N)
HEAD_TAX	NULL	VARCHAR2(1)	Head Tax exists for county (Y/N)
SCHOOL_TAX	NULL	VARCHAR2(1)	School tax exists for county (Y/N)
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
CNTY_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
CNTY_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
REQUEST_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Concurrent Program Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_COUNTY_TAX_INFO_F_N1	NOT UNIQUE	1	JURISDICTION_CODE
		3	EFFECTIVE_START_DATE
		5	EFFECTIVE_END_DATE

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PAY_US_COUNTY_TAX_INFO_F_PK	UNIQUE	1	COUNTY_TAX_INFO_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
		5	JURISDICTION_CODE

Sequences

Sequence	Derived Column
PAY_US_COUNTY_TAX_INFO_S	COUNTY_TAX_INFO_ID

PAY_US_EMP_CITY_TAX_RULES_F

PAY_US_EMP_CITY_TAX_RULES_F is the DateTracked table which holds city level tax details for employee assignments.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_US_CITY_GEOCODES	STATE_CODE COUNTY_CODE CITY_CODE	STATE_CODE COUNTY_CODE CITY_CODE
PAY_US_STATES	STATE_CODE	STATE_CODE
PER_ALL_ASSIGNMENTS_F	ASSIGNMENT_ID	ASSIGNMENT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
HT_EXEMPT	YES_NO N Y	FND_COMMON_LOOKUPS No Yes
LIT_EXEMPT	YES_NO N Y	FND_COMMON_LOOKUPS No Yes
SD_EXEMPT	YES_NO N Y	FND_COMMON_LOOKUPS No Yes

Column Descriptions

Name	Null?	Type	Description
EMP_CITY_TAX_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
STATE_CODE	NOT NULL	VARCHAR2(2)	Foreign key to PAY_US_COUNTIES.
COUNTY_CODE	NOT NULL	VARCHAR2(3)	Foreign key to PAY_US_COUNTIES.
CITY_CODE	NOT NULL	VARCHAR2(4)	Foreign key to PAY_US_CITY_GEOCODES.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ADDITIONAL_WA_RATE	NOT NULL	NUMBER(5,2)	Extra W4 withholding allowance percentage rate.
FILING_STATUS_CODE	NOT NULL	VARCHAR2(30)	The W4 filing status code.
JURISDICTION_CODE	NOT NULL	VARCHAR2(11)	Format XX-YYY-ZZZZ: XX - State, YYY - County, ZZZZ - City.
LIT_ADDITIONAL_TAX	NOT NULL	NUMBER(11,2)	W4 additional local income tax.
LIT_OVERRIDE_AMOUNT	NOT NULL	NUMBER(11,2)	Local income tax override amount.
LIT_OVERRIDE_RATE	NOT NULL	NUMBER(5,2)	Local income tax override rate.
WITHHOLDING_ALLOWANCES	NOT NULL	NUMBER(3)	W4 withholding allowance amount.
LIT_EXEMPT	NULL	VARCHAR2(30)	Local income tax exemption flag - Y if exempt, N if not.

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SD_EXEMPT	NULL	VARCHAR2(30)	School District tax exemption flag - Y if exempt, N if not.
HT_EXEMPT	NULL	VARCHAR2(30)	Head Tax exemption flag - Y if exempt, N if not.
SCHOOL_DISTRICT_CODE	NULL	VARCHAR2(5)	Foreign key to PAY_US_CITY_SCHOOL_DSTS.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_EMP_CITY_TAX_RULES_N1	NOT UNIQUE	1	STATE_CODE
PAY_US_EMP_CITY_TAX_RULES_N2	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_US_EMP_CITY_TAX_RULES_N3	NOT UNIQUE	2	STATE_CODE
		4	COUNTY_CODE
		6	CITY_CODE
PAY_US_EMP_CITY_TAX_RULES_N4	NOT UNIQUE	2	ASSIGNMENT_ID

Sequences

Sequence	Derived Column
PAY_US_EMP_CITY_TAX_RULES_S	EMP_CITY_TAX_RULE_ID

PAY_US_EMP_COUNTY_TAX_RULES_F

PAY_US_EMP_LOCAL_TAX_RULES_F is the DateTracked table that holds US locality level tax details for specific employee assignments.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_US_COUNTIES	STATE_CODE COUNTY_CODE	STATE_CODE COUNTY_CODE
PAY_US_STATES	STATE_CODE	STATE_CODE
PER_ALL_ASSIGNMENTS_F	ASSIGNMENT_ID	ASSIGNMENT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
HT_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
LIT_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SD_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
EMP_COUNTY_TAX_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
STATE_CODE	NOT NULL	VARCHAR2(2)	Foreign key to PAY_STATE_RULES.
COUNTY_CODE	NOT NULL	VARCHAR2(3)	Foreign key to PAY_US_COUNTIES.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ADDITIONAL_WA_RATE	NOT NULL	NUMBER(5,2)	Extra W4 withholding allowance percentage rate.
FILING_STATUS_CODE	NOT NULL	VARCHAR2(30)	The W4 filing status code.
JURISDICTION_CODE	NOT NULL	VARCHAR2(11)	Format XX-YYY-ZZZZ: XX - State, YYY - County, ZZZZ - City.
LIT_ADDITIONAL_TAX	NOT NULL	NUMBER(11,2)	W4 additional local income tax.
LIT_OVERRIDE_AMOUNT	NOT NULL	NUMBER(11,2)	Local income tax override amount.
LIT_OVERRIDE_RATE	NOT NULL	NUMBER(5,2)	Local income tax override rate percentage.
WITHHOLDING_ALLOWANCES	NOT NULL	NUMBER(3)	W4 withholding allowance.
LIT_EXEMPT	NULL	VARCHAR2(30)	Local Income Tax exempt flag - Y if exempt, N if not.
SD_EXEMPT	NULL	VARCHAR2(30)	
HT_EXEMPT	NULL	VARCHAR2(30)	

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SCHOOL_DISTRICT_CODE	NULL	VARCHAR2(5)	Foreign key to PAY_US_CITY_SCHOOL_DSTS.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_EMP_COUNTY_TAX_RULES_N1	NOT UNIQUE	2	STATE_CODE
PAY_US_EMP_COUNTY_TAX_RULES_N2	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_US_EMP_COUNTY_TAX_RULES_N3	NOT UNIQUE	2	STATE_CODE
		4	COUNTY_CODE
PAY_US_EMP_COUNTY_TAX_RULES_N4	NOT UNIQUE	1	ASSIGNMENT_ID

Sequences

Sequence	Derived Column
PAY_US_EMP_COUNTY_TAX_RULES_S	EMP_COUNTY_TAX_RULE_ID

PAY_US_EMP_FED_TAX_RULES_F

PAY_US_EMP_FED_TAX_RULES_F is the DateTracked table that holds US Federal level tax details for specific employee assignments.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_US_STATES	STATE_CODE	SUI_STATE_CODE
PER_ALL_ASSIGNMENTS_F	ASSIGNMENT_ID	ASSIGNMENT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CUMULATIVE_TAXATION	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
EIC_FILING_STATUS_CODE	US_EIC_FILING_STATUS	FND_COMMON_LOOKUPS
	1	Single
	2	Married
	3	No EIC
FIT_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
FUTA_TAX_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MEDICARE_TAX_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SS_TAX_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
STATUTORY_EMPLOYEE	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
EMP_FED_TAX_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
SUI_STATE_CODE	NOT NULL	VARCHAR2(2)	Foreign key to PAY_STATE_RULES.
SUI_JURISDICTION_CODE	NOT NULL	VARCHAR2(11)	Format XX-YYY-ZZZZ: XX - State, YYY - County, ZZZZ - City.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ADDITIONAL_WA_AMOUNT	NOT NULL	NUMBER(11,2)	The extra W4 withholding allowance amount.
FILING_STATUS_CODE	NOT NULL	VARCHAR2(30)	The W4 filing status code.

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FIT_OVERRIDE_AMOUNT	NOT NULL	NUMBER(11,2)	Federal income tax override amount.
FIT_OVERRIDE_RATE	NOT NULL	NUMBER(5,2)	Federal income tax override rate (%).
WITHHOLDING_ALLOWANCES	NOT NULL	NUMBER(3)	W4 withholding allowance amount.
CUMULATIVE_TAXATION	NULL	VARCHAR2(30)	Cumulative taxation flag - Y if cumulative, N if not.
EIC_FILING_STATUS_CODE	NULL	VARCHAR2(30)	EIC filing status code.
FIT_ADDITIONAL_TAX	NULL	NUMBER(11,2)	Federal Income Tax additional tax.
FIT_EXEMPT	NULL	VARCHAR2(30)	Federal income tax exemption flag - Y if exempt, N if not.
FUTA_TAX_EXEMPT	NULL	VARCHAR2(30)	FUTA exemption flag - Y if exempt, N if not.
MEDICARE_TAX_EXEMPT	NULL	VARCHAR2(30)	MEDICARE exemption flag - Y if exempt, N if not.
SS_TAX_EXEMPT	NULL	VARCHAR2(30)	SS exemption flag - Y if exempt, N if not.
STATUTORY_EMPLOYEE	NULL	VARCHAR2(30)	Statutory employee flag - Y if statutory employee, N if not.
W2_FILED_YEAR	NULL	NUMBER(4)	The year W2 was filed.
SUPP_TAX_OVERRIDE_RATE	NULL	NUMBER(5,2)	Supplemental override rate.
EXCESSIVE_WA_REJECT_DATE	NULL	DATE	The allowances reject date.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_EMP_FED_TAX_RULES_N1	NOT UNIQUE	1	ASSIGNMENT_ID
PAY_US_EMP_FED_TAX_RULES_N2	NOT UNIQUE	2	SUI_STATE_CODE
PAY_US_EMP_FED_TAX_RULES_N3	NOT UNIQUE	1	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PAY_US_EMP_FED_TAX_RULES_S	EMP_FED_TAX_RULE_ID

PAY_US_EMP_STATE_TAX_RULES_F

PAY_US_EMP_STATE_TAX_RULES_F is the DateTracked table that holds US State level tax details for specific employee assignments.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_US_STATES	STATE_CODE	STATE_CODE
PER_ALL_ASSIGNMENTS_F	ASSIGNMENT_ID	ASSIGNMENT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
SDI_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SIT_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
STATE_NON_RESIDENT_CERT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SUI_EXEMPT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
EMP_STATE_TAX_RULE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
STATE_CODE	NOT NULL	VARCHAR2(2)	Foreign key to PAY_STATE_RULES.
JURISDICTION_CODE	NOT NULL	VARCHAR2(11)	Format XX-YYY-ZZZZ: XX - State, YYY - County, ZZZZ - City.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ADDITIONAL_WA_AMOUNT	NOT NULL	NUMBER(11,2)	Extra W4 withholding allowance amount.
FILING_STATUS_CODE	NOT NULL	VARCHAR2(30)	W4 filing status code.
REMAINDER_PERCENT	NOT NULL	NUMBER(5,2)	Remainder percent.
SECONDARY_WA	NOT NULL	NUMBER(2)	W4 secondary allowance.
SIT_ADDITIONAL_TAX	NOT NULL	NUMBER(11,2)	W4 additional state income tax.
SIT_OVERRIDE_AMOUNT	NOT NULL	NUMBER(11,2)	State income tax override amount.
SIT_OVERRIDE_RATE	NOT NULL	NUMBER(5,2)	State income tax override rate (%).
WITHHOLDING_ALLOWANCES	NOT NULL	NUMBER(3)	W4 withholding allowance.
EXCESSIVE_WA_REJECT_DATE	NULL	DATE	The allowances reject date.
SDI_EXEMPT	NULL	VARCHAR2(30)	SDI exempt flag - Y if exempt, N if not.

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SIT_EXEMPT	NULL	VARCHAR2(30)	State income tax exempt flag - Y if exempt, N if not.
SIT_OPTIONAL_CALC_IND	NULL	VARCHAR2(30)	W4 state income tax optional calculation code.
STATE_NON_RESIDENT_CERT	NULL	VARCHAR2(30)	Y if the assignment has a state non-resident certificate flag, else N.
SUI_EXEMPT	NULL	VARCHAR2(30)	SUI exempt flag - Y if exempt, N if not.
WC_EXEMPT	NULL	VARCHAR2(30)	Workers Compensation exemption flag - Y if exempt, N if not.
SUI_WAGE_BASE_OVERRIDE_AMOUNT	NULL	NUMBER(11,2)	
SUPP_TAX_OVERRIDE_RATE	NULL	NUMBER(5,2)	Supplemental override rate.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_EMP_STATE_TAX_RULES_N1	NOT UNIQUE	1	STATE_CODE
PAY_US_EMP_STATE_TAX_RULES_N2	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_US_EMP_STATE_TAX_RULES_N3	NOT UNIQUE	1	ASSIGNMENT_ID

Sequences

Sequence	Derived Column
PAY_US_EMP_STATE_TAX_RULES_S	EMP_STATE_TAX_RULE_ID

PAY_US_FEDERAL_TAX_INFO_F

PAY_US_FEDERAL_TAX_INFO_F is the DateTracked table that holds the federal tax limits and information in Oracle US Payroll.

Column Descriptions

Name	Null?	Type	Description
FEDERAL_TAX_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
FUTA_WAGE_LIMIT	NULL	NUMBER(10,2)	FUTA ER wage base limit
FUTA_RATE	NULL	NUMBER(15,8)	FUTA ER rate
SS_EE_WAGE_LIMIT	NULL	NUMBER(10,2)	SS EE wage base limit
SS_EE_RATE	NULL	NUMBER(15,8)	SS EE rate
SS_ER_WAGE_LIMIT	NULL	NUMBER(10,2)	SS ER wage base limit
SS_ER_RATE	NULL	NUMBER(15,8)	SS ER rate
MEDI_EE_RATE	NULL	NUMBER(15,8)	MEDI EE rate
MEDI_ER_RATE	NULL	NUMBER(15,8)	MEDI ER rate
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
FED_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
FED_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
FED_INFORMATION_CATEGORY	NULL	VARCHAR2(40)	Developer descriptive flexfield column.
FED_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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FED_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
FED_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REQUEST_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Concurrent Program Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_FEDERAL_TAX_INFO_F_PK	UNIQUE	1	FEDERAL_TAX_INFO_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

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Sequences

Sequence	Derived Column
PAY_US_FEDERAL_TAX_INFO_S	FEDERAL_TAX_INFO_ID

PAY_US_GARN_EXEMPTION_RULES_F

PAY_US_GARN_EXEMPTION_RULES_F is the DateTracked table which holds federal and state legislation regarding withholding limits for all US wage attachments.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CALC_RULE	US_GARN_CHK_CALRULE	FND_COMMON_LOOKUPS
	EXEMPT_BALANCE	Balance from which to base exemption calculation
	FEDRULE	a Factor of Federal minimum wage
	FLAT_AMT	Flat dollar amount exemption
	FLAT_PCT	Exemption of percentage of specified balance
	MARSTAT_RULE	Exemption amount depends on marital status
	NOT_ALLOWED	Deduction of this garnishment category are not allowed
	ONE_EXEMPT_BALANCE	Only one dedn allowed using exemption balance rule
	ONE_FED	Only one deduction of the garn cat is allowed at a time
	ONE_FLAT_AMT	Only one dedn allowed using flat dollar amount exemption
	ONE_FLAT_PCT	Only one dedn allowed using flat percentage amount exemption
	ONE_MARSTAT_RULE	Only one dedn allowed using marital status exemption rule
DEPENDENTS_CALC_RULE	US_GARN_DEP_CALRULE	FND_COMMON_LOOKUPS
	FLAT_AMT	Each dependent gives an extra dollar amount exemption
	FLAT_AMT_ADDL	Extra amount for additional dependents
	FLAT_PCT	Each dependent gives an extra percentage exemption
	FLAT_PCT_ADDL	Extra percentage for additional dependents
GARN_CATEGORY	NONE	No extra exemption given for having dependents
	US_GARN_EXMPT_CAT	FND_COMMON_LOOKUPS
	AY	Alimony
	BO	Bankruptcy Order
	CD	Credit Debt
	CS	Child Support Order
	EL	Educational Loan
	ER	Employee Requested
	FED	Federal
	G	Garnishment
MARITAL_STATUS	SS	Spousal Support Order
	TL	Tax Levy
	US_GARN_MARITAL_STAT	FND_COMMON_LOOKUPS

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	H_OF_H	Head of Household or supporting another
	S	Single
PRORATION_RULE	US_GARN_PRO_RULES	FND_COMMON_LOOKUPS
	EQUAL	Divide amounts equally
	ORDER	Process in order received
	PROPORTION	Divide amounts proportionally

Column Descriptions

Name	Null?	Type	Description
EXEMPTION_RULE_ID (PK)	NOT NULL	NUMBER(9)	Part of the primary key
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
GARN_CATEGORY	NOT NULL	VARCHAR2(30)	Garnishment Category
STATE_CODE	NOT NULL	VARCHAR2(2)	State Geocode
ADDL_DEP_AMOUNT_VALUE	NULL	NUMBER(7,2)	Additional Dependents amount value
AMOUNT_VALUE	NULL	NUMBER(7,2)	Amount Value
CALC_RULE	NULL	VARCHAR2(30)	Calculation Rule
CREATOR_TYPE	NULL	VARCHAR2(30)	To see if system or user created
DEPENDENTS_CALC_RULE	NULL	VARCHAR2(30)	Dependents Calculation Rule
DEPENDENT_AMOUNT_VALUE	NULL	NUMBER(7,2)	Dependent Amount Value
DI_PCT	NULL	NUMBER(7,2)	DI Percentage
DI_PCT_DEPENDENTS	NULL	NUMBER(7,2)	DI percentage for dependents
DI_PCT_DEPENDENTS_IN_ARREARS	NULL	NUMBER(7,2)	DI percentage for dependents in arrears
DI_PCT_IN_ARREARS	NULL	NUMBER(7,2)	DI percentage in arrears
EXEMPTION_BALANCE	NULL	NUMBER(9)	Exemption Balance
EXEMPTION_BALANCE_MAX_PCT	NULL	NUMBER(7,2)	Exemption Balance maximum percentage
EXEMPTION_BALANCE_MIN_PCT	NULL	NUMBER(7,2)	Exemption balance minimum percentage
MARITAL_STATUS	NULL	VARCHAR2(30)	Marital Status
MIN_WAGE_FACTOR	NULL	NUMBER(7,2)	Minimum Wage Factor
PRORATION_RULE	NULL	VARCHAR2(30)	Proration Rule
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_GARN_EXEMPTION_RULE_PK	UNIQUE	1	EXEMPTION_RULE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_US_GARN_EXEMPTION_RULE_UK2	UNIQUE	1	STATE_CODE
		2	GARN_CATEGORY
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_US_GARN_EXEMPTION_RULES_S	EXEMPTION_RULE_ID

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PAY_US_GARN_FEE_RULES_F

PAY_US_GARN_FEE_RULES_F is the DateTracked table which holds employer fees for processing US wage attachments by state.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
FEE_RULE	US_GARN_FEE_RULE	FND_COMMON_LOOKUPS
	AMT_OR_PCT	Amount or Percent
	AMT_PER_GARN	Amount
	AMT_PER_GARN_ADDL	Initial and Subsequent Amounts
	AMT_PER_MONTH	Amount to Maximum per Month
	AMT_PER_MONTH_ADDL	Initial and Subsequent Amounts to Maximum per Month
	AMT_PER_PERIOD	Amount to Maximum per Period
	AMT_PER_PERIOD_ADDL	Initial and Subsequent Amounts to Maximum per Period
	AMT_PER_RUN	Amount to Maximum per Run
	AMT_PER_RUN_ADDL	Initial and Subsequent Amounts to Maximum per Run
GARN_CATEGORY	PCT_CURRENT	Fee calculated as a percentage of the current deduction
	US_GARN_EXMPT_CAT	FND_COMMON_LOOKUPS
	AY	Alimony
	BO	Bankruptcy Order
	CD	Credit Debt
	CS	Child Support Order
	EL	Educational Loan
	ER	Employee Requested
	FED	Federal
	G	Garnishment
	SS	Spousal Support Order
	TL	Tax Levy

Column Descriptions

Name	Null?	Type	Description
FEE_RULE_ID (PK)	NOT NULL	NUMBER(9)	Part of the primary key
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
GARN_CATEGORY	NOT NULL	VARCHAR2(30)	Garnishment Category
STATE_CODE	NOT NULL	VARCHAR2(2)	State Geocode
ADDL_GARN_FEE_AMOUNT	NULL	NUMBER(7,2)	Additional Garnishment Fee Amount
CORRESPONDENCE_FEE	NULL	NUMBER(7,2)	Correspondence Fee
CREATOR_TYPE	NULL	VARCHAR2(30)	Determines whether the record has been created by user or the system
FEE_AMOUNT	NULL	NUMBER(7,2)	Fee Amount
FEE_RULE	NULL	VARCHAR2(30)	Fee Rule
MAX_FEE_AMOUNT	NULL	NUMBER(7,2)	Maximum Fee Amount
PCT_CURRENT	NULL	NUMBER(8,3)	Current Percentage
TAKE_FEE_ON_PRORATION	NULL	VARCHAR2(1)	
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.

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LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_GARN_FEE_RULES_F_PK	UNIQUE	1	FEE_RULE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_US_GARN_FEE_RULES_F_UK2	UNIQUE	2	STATE_CODE
		4	GARN_CATEGORY
		6	EFFECTIVE_START_DATE
		8	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_US_GARN_FEE_RULES_S	FEE_RULE_ID

PAY_US_GARN_LIMIT_RULES_F

PAY_US_GARN_LIMIT_RULES_F is the DateTracked table which holds legislative minimum and maximum limits on withholding amounts and duration for US wage attachments.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
GARN_CATEGORY	US_GARN_EXMPT_CAT	FND_COMMON_LOOKUPS
	AY	Alimony
	BO	Bankruptcy Order
	CD	Credit Debt
	CS	Child Support Order
	EL	Educational Loan
	ER	Employee Requested
	FED	Federal
	G	Garnishment
	SS	Spousal Support Order
	TL	Tax Levy

Column Descriptions

Name	Null?	Type	Description
LIMIT_RULE_ID (PK)	NOT NULL	NUMBER(9)	Part of the primary key
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
GARN_CATEGORY	NOT NULL	VARCHAR2(30)	Garnishment Category
STATE_CODE	NOT NULL	VARCHAR2(2)	State Geocode
MAX_WITHHOLDING_AMOUNT	NULL	NUMBER(9,2)	Maximum Withholding amount
MAX_WITHHOLDING_DURATION_DAYS	NULL	NUMBER(9)	Maximum Withholding Duration Days
MIN_WITHHOLDING_AMOUNT	NULL	NUMBER(9,2)	Minimum Withholding Amount
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_GARN_LIMIT_RULES_F_PK	UNIQUE	1	LIMIT_RULE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PAY_US_GARN_LIMIT_RULES_F_UK2	UNIQUE	1	STATE_CODE
		2	GARN_CATEGORY
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_US_GARN_LIMIT_RULES_S	LIMIT_RULE_ID

PAY_US_GEO_UPDATE

PAY_US_GEO_UPDATE is used to keep a detailed log of changes made to the employee tax data due to geocode changes. The table is populated by the periodic geocode patch with details about the previous and new geocodes for the assignments. The table is also used to generate a report of changes for the user.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_PATCH_STATUS	ID	ID

Column Descriptions

Name	Null?	Type	Description
ID	NOT NULL	NUMBER(15)	Id from pay_patch_status
ASSIGNMENT_ID	NULL	NUMBER(15)	Assignment id from per_all_assignments_f
PERSON_ID	NULL	NUMBER(15)	person_id from per_all_people_f
TABLE_NAME	NULL	VARCHAR2(30)	Name of the table for which the data has been modified.
TABLE_VALUE_ID	NULL	NUMBER(30)	Unique identifier for the table referenced in the table_name column
OLD_JURI_CODE	NULL	VARCHAR2(30)	Jurisdiction code before the patch was applied.
NEW_JURI_CODE	NULL	VARCHAR2(30)	The modified jurisdiction code.
PROCESS_TYPE	NULL	VARCHAR2(30)	The type of geocode change.
PROCESS_DATE	NULL	DATE	Date on which the patch was applied.
PROCESS_MODE	NULL	VARCHAR2(20)	Mode in which the patch was run. Can be 'DEBUG' or 'UPGRADE'.
STATUS	NULL	VARCHAR2(10)	For future use.
DESCRIPTION	NULL	VARCHAR2(1000)	For future use

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_GEO_UPDATE_N1	NOT UNIQUE	1	ASSIGNMENT_ID

PAY_US_MODIFIED_GEOCODES

Holds the list of US city names and their changed geocodes that have changed due to VERTEX updates and the reason why.

Column Descriptions

Name	Null?	Type	Description
CITY_NAME (PK)	NOT NULL	VARCHAR2(25)	City name.
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	Foreign key to PAY_US_COUNTIES.
COUNTY_CODE (PK)	NOT NULL	VARCHAR2(3)	Foreign key to PAY_US_COUNTIES.
NEW_CITY_CODE (PK)	NOT NULL	VARCHAR2(4)	What the CITY_CODE has been modified to.
OLD_CITY_CODE (PK)	NOT NULL	VARCHAR2(4)	What the CITY_CODE used to be.
PRIMARY_FLAG	NULL	VARCHAR2(2)	Used when the geocode represents more than one city.
PROCESS_TYPE	NOT NULL	VARCHAR2(2)	Used to explain why geocode has changed.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_MODIFIED_GEOCODES_PK	UNIQUE	2	CITY_NAME
		4	STATE_CODE
		6	COUNTY_CODE
		8	NEW_CITY_CODE
		10	OLD_CITY_CODE

PAY_US_STATES

PAY_US_STATES holds the list of US states and the geocodes used by the VERTEX tax module to identify tax jurisdictions. It is used to validate US addresses and tax information only if US Payroll is installed.

Column Descriptions

Name	Null?	Type	Description
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	State geocode.
STATE_ABBREV	NOT NULL	VARCHAR2(2)	Abbreviation for state, eg. CA.
STATE_NAME	NOT NULL	VARCHAR2(25)	State name.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_STATES_PK	UNIQUE	1	STATE_CODE
PAY_US_STATES_UK2	UNIQUE	1	STATE_ABBREV

PAY_US_STATE_TAX_INFO_F

PAY_US_STATE_TAX_INFO_F is the DateTracked table that holds the state tax limits and information in Oracle US Payroll.

Column Descriptions

Name	Null?	Type	Description
STATE_TAX_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	State Geocode
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
SIT_EXISTS	NULL	VARCHAR2(1)	State Income tax exists for state (Y/N)
SUI_EE_WAGE_LIMIT	NULL	NUMBER(10,2)	SUI EE wage base limit
SUI_ER_WAGE_LIMIT	NULL	NUMBER(10,2)	SUI ER wage base limit
SDI_EE_WAGE_LIMIT	NULL	NUMBER(10,2)	SDI EE wage base limit
SDI_ER_WAGE_LIMIT	NULL	NUMBER(10,2)	SDI ER wage base limit
SHI_EE_WAGE_LIMIT	NULL	NUMBER(10,2)	SHI EE wage base limit
SHI_ER_WAGE_LIMIT	NULL	NUMBER(10,2)	SHI EE wage base limit
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
STA_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
STA_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
STA_INFORMATION_CATEGORY	NULL	VARCHAR2(40)	Developer descriptive flexfield column.
STA_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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STA_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
STA_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
REQUEST_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Concurrent Program Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Concurrent Program Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_STATE_TAX_INFO_F_N1	NOT UNIQUE	1	STATE_CODE
		3	EFFECTIVE_START_DATE
		5	EFFECTIVE_END_DATE

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PAY_US_STATE_TAX_INFO_F_PK	UNIQUE	2	STATE_TAX_INFO_ID
		4	STATE_CODE
		6	EFFECTIVE_START_DATE
		8	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PAY_US_STATE_TAX_INFO_S	STATE_TAX_INFO_ID

PAY_US_TAX_BALANCES

PAY_US_TAX_BALANCES holds a list of all tax balances for US Payroll Tax Balance reports.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_US_TAX_TYPES	TAX_TYPE_ID	TAX_TYPE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BALANCE_CATEGORY_CODE	US_TAX_BALANCE_CATEGORY	FND_COMMON_LOOKUPS
	125_REDNS	Health Care 125 Reductions
	401_REDNS	401K Reductions
	ADVANCED	Advanced
	DEP_CARE_REDNS	Dependent Care 125 Reductions
	EXCESS	Excess
	EXEMPT	Exempt
	GROSS	Gross
	LIABILITY	Liability
	REDUCED_SUBJ_WHABLE	Reduced Subject and Withholdable
	SUBJECT	Subject
	SUBJ_NWHABLE	Subject and Not Withholdable
	SUBJ_WHABLE	Subject and Withholdable
	TAXABLE	Taxable
EE_OR_ER_CODE	WITHHELD	Tax Withheld
	US_TAX_LIABLE_PARTY	FND_COMMON_LOOKUPS
	EE	Employee
	EE_ER	Both employee and employer
	ER	Employer

Column Descriptions

Name	Null?	Type	Description
TAX_BALANCE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
TAX_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_US_TAX_TYPES.
BALANCE_CATEGORY_CODE	NOT NULL	VARCHAR2(30)	Code indicating the balance category.
EE_OR_ER_CODE	NOT NULL	VARCHAR2(30)	Indicates whether the tax is Employee or Employer tax.
USER_REPORTING_NAME	NOT NULL	VARCHAR2(50)	Name for the tax balance displayed in reports.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_TAX_BALANCES_FK1	NOT UNIQUE	1	TAX_TYPE_ID
PAY_US_TAX_BALANCES_PK	UNIQUE	1	TAX_BALANCE_ID
PAY_US_TAX_BALANCES_UK2	UNIQUE	1	BALANCE_CATEGORY_CODE
		2	EE_OR_ER_CODE
		3	TAX_TYPE_ID

Sequences

Sequence	Derived Column
PAY_US_TAX_BALANCES_S	TAX_BALANCE_ID

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PAY_US_TAX_REPORT_BALANCES

PAY_US_TAX_REPORT_BALANCES holds the list of tax balances reported by the Tax Summary Listing report.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_US_TAX_BALANCES	TAX_BALANCE_ID	TAX_BALANCE_ID

Column Descriptions

Name	Null?	Type	Description
REPORT_CODE (PK)	NOT NULL	VARCHAR2(30)	Code representing the list of balances and balance dimensions to be reported.
TAX_BALANCE_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PAY_US_TAX_BALANCES.
BALANCE_PRINT_SEQUENCE	NULL	NUMBER(9)	User defined sequence for printing the balances.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_TAX_REPORT_BALANCES_FK1	NOT UNIQUE	1	TAX_BALANCE_ID
PAY_US_TAX_REPORT_BALANCES_PK	UNIQUE	1	REPORT_CODE
		2	TAX_BALANCE_ID

PAY_US_TAX_REPORT_DIMENSIONS

PAY_US_TAX_REPORT_DIMENSIONS holds a list of the balance dimensions reported by the US Tax Summary Listing report.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
DIMENSION_CODE	US_TAX_REPORT	FND_COMMON_LOOKUPS
	HR_TSL	Tax Summary Listing
	HR_TSL_RUN	Tax Summary Listing - Run only

Column Descriptions

Name	Null?	Type	Description
REPORT_CODE (PK)	NOT NULL	VARCHAR2(30)	Code representing the list of balances and balance dimensions to be reported.
DIMENSION_CODE (PK)	NOT NULL	VARCHAR2(30)	Code representing the balance dimension to be reported.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_TAX_REPORT_DIMENSIO_PK	UNIQUE	1	REPORT_CODE
		2	DIMENSION_CODE

PAY_US_TAX_TYPES

PAY_US_TAX_TYPES holds a list of US tax types used by US Payroll Tax Balance reporting.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
EE_ER_CODE	US_TAX_LIABLE_PARTY	FND_COMMON_LOOKUPS
	EE	Employee
	EE_ER	Both employee and employer
	ER	Employer
LIMIT_TAX_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
TAX_DOMAIN_CODE	US_TAX_DOMAIN	FND_COMMON_LOOKUPS
	FEDERAL	Federal tax
	LOCALITY	Local tax
	STATE	State tax
TAX_TYPE_CODE	US_TAX_TYPE	FND_COMMON_LOOKUPS
	CITY	City Tax
	COUNTY	County Tax
	EIC	EIC
	FIT	FIT
	FUTA	FUTA
	HT	Head Tax
	MEDICARE	Medicare
	NW_FIT	FIT Not Withholdable
	NW_SIT	SIT Not Withholdable
	SCHOOL	School District Tax
	SDI	SDI
	SIT	SIT
	SS	SS
	SUI	SUI
	WC	WC
	WC2	WC2

Column Descriptions

Name	Null?	Type	Description
TAX_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
EE_ER_CODE	NOT NULL	VARCHAR2(30)	Code indicating whether the tax type is an Employee and/or Employer tax.
LIMIT_TAX_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the tax type is a limit tax.
TAX_DOMAIN_CODE	NOT NULL	VARCHAR2(30)	Indicates whether the tax type is a federal, state or local tax.
TAX_TYPE_CODE	NOT NULL	VARCHAR2(30)	Tax type code.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_TAX_TYPES_PK	UNIQUE	1	TAX_TYPE_ID
PAY_US_TAX_TYPES_UK2	UNIQUE	1	TAX_TYPE_CODE

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Sequences

Sequence	Derived Column
PAY_US_TAX_TYPES_S	TAX_TYPE_ID

PAY_US_ZIP_CODES

PAY_US_ZIP_CODES holds a list of valid zip code ranges for US cities. It is used to validate US addresses, only if US Payroll is installed. Geocodes are used by the VERTEX tax module to uniquely identify specific tax jurisdictions.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_US_CITY_GEOCODES	STATE_CODE COUNTY_CODE CITY_CODE	STATE_CODE COUNTY_CODE CITY_CODE

Column Descriptions

Name	Null?	Type	Description
ZIP_START (PK)	NOT NULL	VARCHAR2(10)	Start of zip code range.
ZIP_END (PK)	NOT NULL	VARCHAR2(10)	End of zip code range.
STATE_CODE (PK)	NOT NULL	VARCHAR2(2)	State geocode. Foreign key to PAY_US_COUNTIES.
COUNTY_CODE (PK)	NOT NULL	VARCHAR2(3)	County geocode. Foreign key to PAY_US_COUNTIES.
CITY_CODE (PK)	NOT NULL	VARCHAR2(4)	City geocode. Foreign key to PAY_US_CITY_GEOCODES.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_US_ZIP_CODES_FK1	NOT UNIQUE	1	STATE_CODE
		2	COUNTY_CODE
		3	CITY_CODE
PAY_US_ZIP_CODES_PK	UNIQUE	2	ZIP_START
		4	ZIP_END
		6	STATE_CODE
		8	COUNTY_CODE
		10	CITY_CODE

PAY_WC_FUNDS

PAY_WC_FUNDS holds definitions of the Workers Compensation fund tables offered by specific carriers for specific states. Fund tables may be defined for each state, or for specific locations in each state.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	CARRIER_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
PAY_STATE_RULES	STATE_CODE	STATE_CODE

Column Descriptions

Name	Null?	Type	Description
FUND_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key for WC Funds.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
CARRIER_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS.
LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
STATE_CODE	NOT NULL	VARCHAR2(2)	Foreign key to PAY_STATE_RULES.
CALCULATION_METHOD	NULL	VARCHAR2(100)	
CALCULATION_METHOD2	NULL	VARCHAR2(100)	
CALCULATION_METHOD3	NULL	VARCHAR2(100)	
COMMENTS	NULL	LONG	General remark regarding this fund.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_WC_FUNDS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_WC_FUNDS_FK2	NOT UNIQUE	1	CARRIER_ID
PAY_WC_FUNDS_FK3	NOT UNIQUE	1	LOCATION_ID
PAY_WC_FUNDS_FK4	NOT UNIQUE	1	STATE_CODE
PAY_WC_FUNDS_PK	UNIQUE	1	FUND_ID
PAY_WC_FUNDS_U50	UNIQUE	1	CARRIER_ID
		2	STATE_CODE
		3	LOCATION_ID

Sequences

Sequence	Derived Column
PAY_WC_FUNDS_S	FUND_ID

PAY_WC_RATES

PAY_WC_RATES holds the actual rates that apply for each Workers Compensation code in a specific WC fund.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_WC_FUNDS	FUND_ID	FUND_ID

Column Descriptions

Name	Null?	Type	Description
WC_CODE (PK)	NOT NULL	NUMBER(15)	Workers Compensation code within a specific fund. This code is defined by the WC Carrier and applied to specific Jobs.
FUND_ID (PK)	NOT NULL	NUMBER(9)	Foreign Key to PAY_WC_FUNDS.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	System generated foreign key to HR_ORGANIZATION_UNITS.
RATE	NOT NULL	NUMBER(10,5)	Rate for the WC code for the specific fund table.
RATE2	NULL	NUMBER(10,5)	Rate for the second employer component for the corresponding WC code and the specific fund table.
RATE3	NULL	NUMBER(10,5)	Rate for the third employer component for the corresponding WC code and the specific fund table.
RATE_EE	NULL	NUMBER(10,5)	Rate for the first employee component for the corresponding WC code and the specific fund table.
RATE_EE2	NULL	NUMBER(10,5)	Rate for the second employee component for the corresponding WC code and the specific fund table.
PERIOD	NULL	VARCHAR2(30)	The time period to be used for the corresponding code if the calculation method is 'Flat Amount per period'.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_WC_RATES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PAY_WC_RATES_FK2	NOT UNIQUE	1	FUND_ID
PAY_WC_RATES_PK	UNIQUE	1	WC_CODE
		2	FUND_ID

Sequences

Sequence	Derived Column
PAY_WC_RATES_S	FUND_ID

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PAY_WC_STATE_SURCHARGES

PAY_WC_STATE_SURCHARGES holds the definitions of any state-specific Workers Compensation surcharges as a percentage rate. These surcharges are included in the calculation of WC by the payroll formula. Positive rate values indicate an additional charge, negative values indicate a rebate.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_STATE_RULES	STATE_CODE	STATE_CODE

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ADD_TO_RT	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
SURCHARGE_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key for PAY_WC_STATE_SURCHARGES.
STATE_CODE	NOT NULL	VARCHAR2(2)	Foreign key to PAY_STATE_RULES.
ADD_TO_RT	NOT NULL	VARCHAR2(30)	Indicates whether to add the RATE to the running total calculated by the formula.
NAME	NOT NULL	VARCHAR2(30)	Name of the surcharge.
POSITION	NOT NULL	VARCHAR2(30)	Indicates the point within the WC formula calculation to apply the surcharge.
RATE	NOT NULL	NUMBER(10,7)	Actual amount of the surcharge.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_WC_STATE_SURCHARGES_FK1	NOT UNIQUE	1	STATE_CODE
PAY_WC_STATE_SURCHARGES_PK	UNIQUE	1	SURCHARGE_ID

Sequences

Sequence	Derived Column
PAY_WC_STATE_SURCHARGES_S	SURCHARGE_ID

PAY_WCI_ACCOUNTS

PAY_WCI_ACCOUNTS holds details of Workers Compensation accounts and Workers Compensation Boards. Account numbers are assigned to a company by the Workers Compensation Board.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	CARRIER_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID

Column Descriptions

Name	Null?	Type	Description
ACCOUNT_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key for Workers Compensation Accounts
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
CARRIER_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS, this is the Workers Compensation Board.
LOCATION_ID	NULL	NUMBER(15)	Foreign Key to HR_LOCATIONS_ALL.
NAME	NULL	VARCHAR2(80)	The user specified name for the Workers Compensation account.
ACCOUNT_NUMBER	NOT NULL	VARCHAR2(30)	Company specific Workers Compensation account number assigned by the Workers Compensation Board.
COMMENTS	NULL	LONG	General remark.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_WCI_ACCOUNTS_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
PAY_WCI_ACCOUNTS_FK2	NOT UNIQUE	2	CARRIER_ID
PAY_WCI_ACCOUNTS_PK	UNIQUE	2	ACCOUNT_ID

Sequences

Sequence	Derived Column
PAY_WCI_ACCOUNTS_S	ACCOUNT_ID

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PAY_WCI_OCCUPATIONS

PAY_WCI_OCCUPATIONS, Workers Compensation occupations table, maps Jobs to Workers Compensation Rates.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_WCI_RATES	RATE_ID	RATE_ID
PER_JOBS	JOB_ID	JOB_ID

Column Descriptions

Name	Null?	Type	Description
OCCUPATION_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
RATE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_WCI_RATES.
JOB_ID	NOT NULL	NUMBER(15)	Foreign key to PER_JOBS.
COMMENTS	NULL	LONG	General remark.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_WCI_OCCUPATIONS_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
PAY_WCI_OCCUPATIONS_FK2	NOT UNIQUE	2	JOB_ID
PAY_WCI_OCCUPATIONS_PK	UNIQUE	5	OCCUPATION_ID

Sequences

Sequence	Derived Column
PAY_WCI_OCCUPATIONS_S	OCCUPATION_ID
PAY_WCI_RATES_S	RATE_ID

PAY_WCI_RATES

PAY_WCI_RATES, Workers Compensation rates table, maps Workers Compensation Board assigned codes and rates to a specific account number.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_WCI_ACCOUNTS	ACCOUNT_ID	ACCOUNT_ID

Column Descriptions

Name	Null?	Type	Description
RATE_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	System generated foreign key to HR_ORGANIZATION_UNITS.
ACCOUNT_ID	NOT NULL	NUMBER(9)	Foreign Key to PAY_WCI_ACCOUNTS
CODE	NOT NULL	VARCHAR2(30)	Workers Compensation code. This code is defined by the Workers Compensation Board and applied to specific Jobs.
RATE	NULL	NUMBER(10,5)	Rate for the specific Workers Compensation code. The rate is supplied by the Workers Compensation Board.
DESCRIPTION	NULL	VARCHAR2(80)	User entered description of the Workers Compensation code.
COMMENTS	NULL	LONG	General remark.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PAY_WCI_RATES_FK1	NOT UNIQUE	2	ACCOUNT_ID
PAY_WCI_RATES_FK2	NOT UNIQUE	2	BUSINESS_GROUP_ID
PAY_WCI_RATES_PK	UNIQUE	2	RATE_ID

Sequences

Sequence	Derived Column
PAY_WCI_RATES_S	RATE_ID

PER_PAY_PROPOSAL_COMPONENTS

PER_PAY_PROPOSAL_COMPONENTS stores details of a salary proposal component. The details of PER_PAY_PROPOSAL_COMPONENTS cannot be updated or inserted if the overall proposal has already been approved. A salary proposal may have one or multiple components associated with it. If the proposal has multiple components, you can approve each component separately, but you cannot approve the overall proposal unless all components have been approved.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_PAY_PROPOSALS	PAY_PROPOSAL_ID	PAY_PROPOSAL_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
APPROVED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
COMPONENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PAY_PROPOSAL_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PAY_PROPOSALS.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
APPROVED	NOT NULL	VARCHAR2(30)	Flag indicating whether component has been approved or not.
COMPONENT_REASON	NOT NULL	VARCHAR2(30)	Reason/name of the component (same domain as for proposal reason).
CHANGE_AMOUNT_N	NULL	NUMBER	The amount that the component changes the salary proposal. Replaces CHANGE_AMOUNT in 11.5
CHANGE_PERCENTAGE	NULL	NUMBER(10,3)	Change percentage, to be applied to the last approved salary.
COMMENTS	NULL	LONG	General remark.
NEW_AMOUNT	NULL	NUMBER(15)	No longer used and should be set to null.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
CHANGE_AMOUNT	NULL	VARCHAR2(60)	Change amount, to be applied to the last approved salary. Replaced by change_amount_n in 11.5

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PAY_PROPOSAL_COMPONENT_FK1	NOT UNIQUE	1	PAY_PROPOSAL_ID
PER_PAY_PROPOSAL_COMPONENT_FK2	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_PAY_PROPOSAL_COMPONENT_PK	UNIQUE	1	COMPONENT_ID
PER_PAY_PROPOSAL_COMPONENT_UK2	UNIQUE	1	PAY_PROPOSAL_ID
		2	COMPONENT_REASON

Sequences

Sequence	Derived Column
PER_PAY_PROPOSAL_COMPONENTS_S	COMPONENT_ID

Database Triggers

Trigger Name : PER_PROPOSAL_COMPS_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PER_ABSENCE_ATTENDANCES

PER_ABSENCE_ATTENDANCES holds details of employee absences from work. Records can be entered with PROJECTED dates and later confirmed as ACTUAL. Projected absences have no impact on absence balances. The OCCURRENCE number is maintained by the system and records the number of times the absence type has been entered for the employee, it cannot be reset manually. The AUTHORISING_PERSON_ID and REPLACEMENT_PERSON_ID must be current employees at the time of entry.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ABSENCE_ATTENDANCES	ABSENCE_ATTENDANCE_ID	LINKED_ABSENCE_ID
PER_ABSENCE_ATTENDANCE_TYPES	ABSENCE_ATTENDANCE_TYPE_ID	ABSENCE_ATTENDANCE_TYPE_ID
PER_ABS_ATTENDANCE_REASONS	ABS_ATTENDANCE_REASON_ID	ABS_ATTENDANCE_REASON_ID

Column Descriptions

Name	Null?	Type	Description
ABSENCE_ATTENDANCE_ID (PK)	NOT NULL	NUMBER(10)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ABSENCE_ATTENDANCE_TYPE_ID	NOT NULL	NUMBER(9)	Type of absence. Foreign key to PER_ABSENCE_ATTENDANCE_TYPES.
ABS_ATTENDANCE_REASON_ID	NULL	NUMBER(9)	Reason for absence. Foreign key to PER_ABS_ATTENDANCE_REASONS.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
AUTHORISING_PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
REPLACEMENT_PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
PERIOD_OF_INCAPACITY_ID	NULL	NUMBER(9)	Obsolete column.
ABSENCE_DAYS	NULL	NUMBER(9,4)	Duration of absence in days. Entered by the user.
ABSENCE_HOURS	NULL	NUMBER(9,4)	Duration of absence in hours. Entered by the user.
COMMENTS	NULL	LONG	General remark.
DATE_END	NULL	DATE	Actual end date of the absence period.
DATE_NOTIFICATION	NULL	DATE	Date when absence was notified.
DATE_PROJECTED_END	NULL	DATE	Projected, or estimated end date for the absence period.
DATE_PROJECTED_START	NULL	DATE	Projected, or estimated start date for the absence period.
DATE_START	NULL	DATE	Actual start date of the absence period.
OCCURRENCE	NULL	NUMBER(15)	The occurrence number for this type of absence.
SSP1_ISSUED	NULL	VARCHAR2(30)	Used for Oracle SSP/SMP only. Indicates whether form SSP1 has been issued.
TIME_END	NULL	VARCHAR2(5)	Actual end time for the absence period.
TIME_PROJECTED_END	NULL	VARCHAR2(5)	Projected, or estimated end time for the absence period.

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TIME_PROJECTED_START	NULL	VARCHAR2(5)	Projected, or estimated start time for the absence period.
TIME_START	NULL	VARCHAR2(5)	Actual start time for the absence period.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
MATERNITY_ID	NULL	NUMBER	Foreign key to SSP_MATERNITIES.
SICKNESS_START_DATE	NULL	DATE	Actual start date of a period of sickness.
SICKNESS_END_DATE	NULL	DATE	Actual end date of a period of sickness.
PREGNANCY_RELATED_ILLNESS	NULL	VARCHAR2(30)	Indicates whether the illness was pregnancy-related.
REASON_FOR_NOTIFICATION_DELAY	NULL	VARCHAR2(2000)	Free text reason for a delay in notifying the absence.
ACCEPT_LATE_NOTIFICATION_FLAG	NULL	VARCHAR2(30)	Flag to indicate whether late notification was accepted.
LINKED_ABSENCE_ID	NULL	NUMBER	Foreign key to PER_ABSENCE_ATTENDANCES.
BATCH_ID	NULL	NUMBER(9)	Batch number for an absence entered in batch mode using BEE.
ABS_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield structure defining column.
ABS_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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ABS_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
ABS_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ABSENCE_ATTENDANCES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ABSENCE_ATTENDANCES_FK2	NOT UNIQUE	1	ABSENCE_ATTENDANCE_TYPE_ID
PER_ABSENCE_ATTENDANCES_FK3	NOT UNIQUE	1	ABS_ATTENDANCE_REASON_ID
PER_ABSENCE_ATTENDANCES_FK4	NOT UNIQUE	1	LINKED_ABSENCE_ID
PER_ABSENCE_ATTENDANCES_FK5	NOT UNIQUE	1	MATERNITY_ID
PER_ABSENCE_ATTENDANCES_N4	NOT UNIQUE	1	PERSON_ID

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PER_ABSENCE_ATTENDANCES_N5	NOT UNIQUE	1	AUTHORISING_PERSON_ID
PER_ABSENCE_ATTENDANCES_N6	NOT UNIQUE	1	REPLACEMENT_PERSON_ID
PER_ABSENCE_ATTENDANCES_PK	UNIQUE	1	ABSENCE_ATTENDANCE_ID

Sequences

Sequence	Derived Column
PER_ABSENCE_ATTENDANCES_S	ABSENCE_ATTENDANCE_ID

Database Triggers

```

Trigger Name      : SSP_ABA_T3
Trigger Time      : AFTER
Trigger Level     : STATEMENT
Trigger Event     : INSERT, UPDATE, DELETE

```

Recalculate SSP/SMP. The row triggers populate a temporary table with the maternity IDs and absence IDs of rows which would be affected by the change to the row. The statement trigger calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table data. This could all have been done within the row trigger but for the mutating table restriction which prevents us from reading the table we are updating. Populating a temporary table and then using a statement trigger works around that restriction.

```

Trigger Name      : SSP_ABA_T1
Trigger Time      : BEFORE
Trigger Level     : ROW
Trigger Event     : INSERT

```

This trigger fires before insert of any row in the new.sickness_start_date is not null per_absence_attendances table. It only fires for sickness absences, which is determined by the presence of a value in the sickness start date column. Its purpose is to call a procedure to populate the derived column, linked_absence_id.

```

Trigger Name      : SSP_ABA_T2
Trigger Time      : AFTER
Trigger Level     : ROW
Trigger Event     : INSERT, UPDATE, DELETE

```

For each sickness or maternity absence, this trigger calls a procedure to hold the details of the row so that, once all rows in the statement have been inserted, updated or deleted, the SSP/SMP entitlement may be recalculated. This functionality will only happen if Oracle SSP is installed.

```

Trigger Name      : SSP_DEL_ORPHANED_ROWS
Trigger Time      : BEFORE
Trigger Level     : ROW
Trigger Event     : DELETE

```

Delete rows from ssp_stoppages and ssp_medical that will become orphaned from this delete.

PER_ABSENCE_ATTENDANCE_TYPES

PER_ABSENCE_ATTENDANCE_TYPES holds user definitions of absence types. These types are used to identify specific types of absence or attendance in PER_ABSENCE_ATTENDANCES. You can associate an absence type with the input value of a non-recurring element to maintain a running total of time taken. When an absence of this type is subsequently given to an employee, a nonrecurring element entry is automatically created for his or her primary assignment using the duration of HOURS_OR_DAYS. The INCREASING_OR_DESCENDING_FLAG determines whether the absence duration is multiplied by -1 and the running total for an assignment is the sum of all entries of INPUT_VALUE_ID on the primary assignment.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
HOURS_OR_DAYS	HOURS_OR_DAYS	FND_COMMON_LOOKUPS
	D	Days
	H	Hours
INCREASING_OR_DECREASING_FLAG	INCREASING_OR_DECREASING	FND_COMMON_LOOKUPS
	D	Decreasing
	I	Increasing

Column Descriptions

Name	Null?	Type	Description
ABSENCE_ATTENDANCE_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
INPUT_VALUE_ID	NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES. Identifies associated nonrecurring element and input value to use for running total.
DATE_EFFECTIVE	NOT NULL	DATE	Date from which the absence type can be used.
NAME	NOT NULL	VARCHAR2(30)	Name of the absence type.
ABSENCE_CATEGORY	NULL	VARCHAR2(30)	Category of the absence type taken from ABSENCE_CATEGORY lookup.
COMMENTS	NULL	LONG	General remark.
DATE_END	NULL	DATE	Date after which the absence type can no longer be used.
HOURS_OR_DAYS	NULL	VARCHAR2(1)	Key unit of measure for this type of absence.
INCREASING_OR_DECREASING_FLAG	NULL	VARCHAR2(1)	Indicates whether an entry of this type should increase or decrease the running total for this absence type.

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REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ABSENCE_ATTENDANCE_TYP_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ABSENCE_ATTENDANCE_TYP_N2	NOT UNIQUE	1	INPUT_VALUE_ID
PER_ABSENCE_ATTENDANCE_TYP_PK	UNIQUE	1	ABSENCE_ATTENDANCE_TYPE_ID
PER_ABSENCE_ATTENDANCE_TYP_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_ABSENCE_ATTENDANCE_TYPES_S	ABSENCE_ATTENDANCE_TYPE_ID

PER_ABS_ATTENDANCE_REASONS

PER_ABS_ATTENDANCE_REASONS holds the list of absence reasons that may apply to an absence or attendance type. Reasons are selected from the list of values defined for the lookup ABSENCE_REASON.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ABSENCE_ATTENDANCE_TYPES	ABSENCE_ATTENDANCE_TYPE_ID	ABSENCE_ATTENDANCE_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
ABS_ATTENDANCE_REASON_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ABSENCE_ATTENDANCE_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PER_ABSENCE_ATTENDANCE_TYPES.
NAME	NOT NULL	VARCHAR2(30)	The name of the absence reason (within absence type).
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ABS_ATTENDANCE_REASONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ABS_ATTENDANCE_REASONS_FK2	NOT UNIQUE	1	ABSENCE_ATTENDANCE_TYPE_ID
PER_ABS_ATTENDANCE_REASONS_PK	UNIQUE	1	ABS_ATTENDANCE_REASON_ID
PER_ABS_ATTENDANCE_REASONS_UK2	UNIQUE	1	NAME
		2	ABSENCE_ATTENDANCE_TYPE_ID
		3	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_ABS_ATTENDANCE_REASONS_S	ABS_ATTENDANCE_REASON_ID

PER_ADDRESSES

PER_ADDRESSES holds address information for current and ex-employees, current and ex-applicants and employee contacts. Addresses have a specific address STYLE that identifies the address format for a specific country, or territory. A person may have more than one address at any one time, and each address can be in a different style. ADDRESS_TYPE is user-defined and can be used to identify different types of address, for example, school, temporary or permanent address. The PRIMARY_FLAG identifies the primary address. Primary addresses are not DateTracked, but they are contiguous and cannot overlap. From the first date a person has an address to the last date they have an address, a person must have one primary address. Any secondary address can be disabled by entering a value in DATE_TO.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ADDRESS_TYPE	ADDRESS_TYPE	FND_COMMON_LOOKUPS
PRIMARY_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
ADDRESS_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
DATE_FROM	NOT NULL	DATE	Start date at the address.
PRIMARY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether this is the primary address for the person.
STYLE	NOT NULL	VARCHAR2(30)	Address style - foreign key to FND_TERRITORIES.
ADDRESS_LINE1	NULL	VARCHAR2(60)	The first line of the address.
ADDRESS_LINE2	NULL	VARCHAR2(60)	The second line of the address.
ADDRESS_LINE3	NULL	VARCHAR2(60)	The third line of the address.
ADDRESS_TYPE	NULL	VARCHAR2(30)	Address type, for example, home, business, weekend.
COMMENTS	NULL	LONG	General remark.
COUNTRY	NULL	VARCHAR2(60)	Country.
DATE_TO	NULL	DATE	End date at this address.
POSTAL_CODE	NULL	VARCHAR2(30)	National code to identify addresses in a specific country.
REGION_1	NULL	VARCHAR2(70)	Primary region in which the address is located.

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REGION_2	NULL	VARCHAR2(70)	Sub region of region 1 in which the address is located.
REGION_3	NULL	VARCHAR2(70)	Sub region of region 2 in which the address is located.
TELEPHONE_NUMBER_1	NULL	VARCHAR2(60)	Telephone number for the address.
TELEPHONE_NUMBER_2	NULL	VARCHAR2(60)	Second telephone number for the address.
TELEPHONE_NUMBER_3	NULL	VARCHAR2(60)	Third telephone number for the address.
TOWN_OR_CITY	NULL	VARCHAR2(30)	Town or city name.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ADDR_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
ADDR_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ADDR_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ADDRESSES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ADDRESSES_N2	NOT UNIQUE	1	PERSON_ID
PER_ADDRESSES_PK	UNIQUE	1	ADDRESS_ID

Sequences

Sequence	Derived Column
PER_ADDRESSES_S	ADDRESS_ID

Database Triggers

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Trigger Name : PER_ADDRESSES_OVN
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PER_ALL_ASSIGNMENTS_F

PER_ALL_ASSIGNMENTS_F is the DateTracked table that holds information about employee assignments. It also holds details of assignments for which an applicant has applied. The ASSIGNMENT_TYPE is E for an employee assignment, and A for an applicant assignment. Employees must have at least one employee assignment at all times in a period of service, and each assignment must have a unique number. Employees can have multiple assignments at any time, but there must always be a designated primary assignment. Applicants must have at least one applicant assignment throughout their application. Each assignment has an assignment status that can change over time.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	SOURCE_ORGANIZATION_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ESTABLISHMENT_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
HR_SOFT_CODING_KEYFLEX	SOFT_CODING_KEYFLEX_ID	SOFT_CODING_KEYFLEX_ID
PAY_PEOPLE_GROUPS	PEOPLE_GROUP_ID	PEOPLE_GROUP_ID
PER_ALL_PEOPLE_F	PERSON_ID	PERSON_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_ALL_VACANCIES	VACANCY_ID	VACANCY_ID
PER_APPLICATIONS	APPLICATION_ID	APPLICATION_ID
PER_ASSIGNMENT_STATUS_TYPES	ASSIGNMENT_STATUS_TYPE_ID	ASSIGNMENT_STATUS_TYPE_ID
PER_CAGR_GRADES_DEF	CAGR_GRADE_DEF_ID	CAGR_GRADE_DEF_ID
PER_COLLECTIVE_AGREEMENTS	COLLECTIVE_AGREEMENT_ID	COLLECTIVE_AGREEMENT_ID
PER_GRADES	GRADE_ID	GRADE_ID
PER_JOBS	JOB_ID	JOB_ID
PER_PAY_BASIS	PAY_BASIS_ID	PAY_BASIS_ID
PER_RECRUITMENT_ACTIVITIES	RECRUITMENT_ACTIVITY_ID	RECRUITMENT_ACTIVITY_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ASSIGNMENT_TYPE	EMP_APL	FND_COMMON_LOOKUPS
	A	Applicant
	E	Employee
EMPLOYMENT_CATEGORY	EMP_CAT	FND_COMMON_LOOKUPS
	FR	Fulltime-Regular
	FT	Fulltime-Temporary
	PR	Parttime-Regular
FREQUENCY	PT	Parttime-Temporary
	FREQUENCY	FND_COMMON_LOOKUPS
	D	Day
	M	Month
	W	Week
MANAGER_FLAG	Y	Year
	YES_NO	FND_COMMON_LOOKUPS

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	N	No
	Y	Yes
PERF_REVIEW_PERIOD_FREQUENCY	QUALIFYING_UNITS	FND_COMMON_LOOKUPS
	D	Days
	H	Hours
	M	Months
	W	Weeks
	Y	Years
PRIMARY_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PROBATION_UNIT	QUALIFYING_UNITS	FND_COMMON_LOOKUPS
	D	Days
	H	Hours
	M	Months
	W	Weeks
	Y	Years
SAL_REVIEW_PERIOD_FREQUENCY	QUALIFYING_UNITS	FND_COMMON_LOOKUPS
	D	Days
	H	Hours
	M	Months
	W	Weeks
	Y	Years
SOURCE_TYPE	REC_TYPE	FND_COMMON_LOOKUPS

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID (PK)	NOT NULL	NUMBER(10)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
RECRUITER_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
GRADE_ID	NULL	NUMBER(15)	Foreign key to PER_GRADES.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
JOB_ID	NULL	NUMBER(15)	Foreign key to PER_JOBS.
ASSIGNMENT_STATUS_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PER_ASSIGNMENT_STATUS_TYPES.
PAYROLL_ID	NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
PERSON_REFERRED_BY_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
SUPERVISOR_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
SPECIAL_CEILING_STEP_ID	NULL	NUMBER(15)	Foreign key to PER_SPINAL_POINT_STEPS.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
RECRUITMENT_ACTIVITY_ID	NULL	NUMBER(15)	Foreign key to PER_RECRUITMENT_ACTIVITIES.
SOURCE_ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PEOPLE_GROUP_ID	NULL	NUMBER(15)	Foreign key to PAY_PEOPLE_GROUPS.
SOFT_CODING_KEYFLEX_ID	NULL	NUMBER(15)	Foreign key to HR_SOFT_CODING_KEYFLEX.
VACANCY_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_VACANCIES.

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PAY_BASIS_ID	NULL	NUMBER(9)	Foreign key to PER_PAY_BASES.
ASSIGNMENT_SEQUENCE	NOT NULL	NUMBER(15)	Used when defaulting assignment number.
ASSIGNMENT_TYPE	NOT NULL	VARCHAR2(1)	Assignment type; (E)mployee or (A)pplicant.
PRIMARY_FLAG	NOT NULL	VARCHAR2(30)	Indicates primary employee assignment. Y/N.
APPLICATION_ID	NULL	NUMBER(15)	Foreign key to PER_APPLICATIONS.
ASSIGNMENT_NUMBER	NULL	VARCHAR2(30)	Employee assignment number.
CHANGE_REASON	NULL	VARCHAR2(30)	Reason the assignment last changed.
COMMENT_ID	NULL	NUMBER(15)	Foreign key reference to HR_COMMENTS.
DATE_PROBATION_END	NULL	DATE	End date of probation period.
DEFAULT_CODE_COMB_ID	NULL	NUMBER(15)	Foreign key to GL_CODE_COMBINATIONS.
EMPLOYMENT_CATEGORY	NULL	VARCHAR2(30)	User defined category. For example Full-Time Permanent or Part-Time Permanent.
FREQUENCY	NULL	VARCHAR2(30)	Frequency of normal working hours, - week, month, year.
INTERNAL_ADDRESS_LINE	NULL	VARCHAR2(80)	Internal address details such as floor or office number.
MANAGER_FLAG	NULL	VARCHAR2(30)	Indicates whether the employee in this assignment is designated a manager.
NORMAL_HOURS	NULL	NUMBER(22,3)	Normal working hours.
PERF_REVIEW_PERIOD	NULL	NUMBER(15)	Number of units of time between performance reviews.
PERF_REVIEW_PERIOD_FREQUENCY	NULL	VARCHAR2(30)	Frequency units. Used with PERF_REVIEW_PERIOD to define time between reviews.
PERIOD_OF_SERVICE_ID	NULL	NUMBER(15)	Foreign key to PER_PERIODS_OF_SERVICE.
PROBATION_PERIOD	NULL	NUMBER(22,2)	Duration of probation period.
PROBATION_UNIT	NULL	VARCHAR2(30)	Units of probation period duration.
SAL_REVIEW_PERIOD	NULL	NUMBER(15)	Length of time between salary reviews.
SAL_REVIEW_PERIOD_FREQUENCY	NULL	VARCHAR2(30)	Used with SAL REVIEW PERIOD to define time between salary reviews.
SET_OF_BOOKS_ID	NULL	NUMBER(15)	Foreign key to GL_SETS_OF_BOOKS.
SOURCE_TYPE	NULL	VARCHAR2(30)	Recruitment activity source for applicant assignment, for example, Advertisement).
TIME_NORMAL_FINISH	NULL	VARCHAR2(5)	Work day normal end time.
TIME_NORMAL_START	NULL	VARCHAR2(5)	Work day normal start time.
BARGAINING_UNIT_CODE	NULL	VARCHAR2(30)	Bargaining unit code
LABOUR_UNION_MEMBER_FLAG	NULL	VARCHAR2(30)	Labour union member flag
HOURLY_SALARIED_CODE	NULL	VARCHAR2(30)	Identifies if the assignment is paid by the hour or by a salary.
CONTRACT_ID	NULL	NUMBER(9)	Foreign key to PER_CONTRACTS_F
COLLECTIVE_AGREEMENT_ID	NULL	NUMBER(9)	Foreign key to PER_COLLECTIVE_AGREEMENTS
CAGR_ID_FLEX_NUM	NULL	NUMBER(15)	Keyflex Structure Identifier for Collectively Agreed Grade
CAGR_GRADE_DEF_ID	NULL	NUMBER(15)	Foreign key to PER_CAGR_GRADES_DEF
ESTABLISHMENT_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS

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REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ASS_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
ASS_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE21	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE22	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE23	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE24	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE25	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE26	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE27	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE28	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE29	NULL	VARCHAR2(150)	Descriptive flexfield column.
ASS_ATTRIBUTE30	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
TITLE	NULL	VARCHAR2(30)	Title for assignment.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSIGNMENTS_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ASSIGNMENTS_F_FK13	NOT UNIQUE	1	RECRUITMENT_ACTIVITY_ID
PER_ASSIGNMENTS_F_FK14	NOT UNIQUE	1	SOURCE_ORGANIZATION_ID
PER_ASSIGNMENTS_F_FK15	NOT UNIQUE	1	ORGANIZATION_ID
PER_ASSIGNMENTS_F_FK16	NOT UNIQUE	1	PEOPLE_GROUP_ID
PER_ASSIGNMENTS_F_FK17	NOT UNIQUE	1	SOFT_CODING_KEYFLEX_ID
PER_ASSIGNMENTS_F_FK18	NOT UNIQUE	1	VACANCY_ID
PER_ASSIGNMENTS_F_FK19	NOT UNIQUE	1	PAY_BASIS_ID
PER_ASSIGNMENTS_F_FK20	NOT UNIQUE	1	ESTABLISHMENT_ID
PER_ASSIGNMENTS_F_FK21	NOT UNIQUE	1	COLLECTIVE_AGREEMENT_ID

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PER_ASSIGNMENTS_F_FK3	NOT UNIQUE	1	GRADE_ID
PER_ASSIGNMENTS_F_FK4	NOT UNIQUE	1	POSITION_ID
PER_ASSIGNMENTS_F_FK5	NOT UNIQUE	1	JOB_ID
PER_ASSIGNMENTS_F_FK6	NOT UNIQUE	1	ASSIGNMENT_STATUS_TYPE_ID
PER_ASSIGNMENTS_F_FK8	NOT UNIQUE	1	LOCATION_ID
PER_ASSIGNMENTS_F_N10	NOT UNIQUE	1	SUPERVISOR_ID
PER_ASSIGNMENTS_F_N11	NOT UNIQUE	1	SPECIAL_CEILING_STEP_ID
PER_ASSIGNMENTS_F_N12	NOT UNIQUE	1	PERSON_ID
PER_ASSIGNMENTS_F_N2	NOT UNIQUE	1	RECRUITER_ID
PER_ASSIGNMENTS_F_N50	NOT UNIQUE	1	ASSIGNMENT_NUMBER
PER_ASSIGNMENTS_F_N7	NOT UNIQUE	1	PAYROLL_ID
PER_ASSIGNMENTS_F_N9	NOT UNIQUE	1	PERSON_REFERRED_BY_ID
PER_ASSIGNMENTS_F_PK	UNIQUE	1	ASSIGNMENT_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PER_ASSIGNMENTS_N4	NOT UNIQUE	1	PERIOD_OF_SERVICE_ID
PER_ASSIGNMENTS_N5	NOT UNIQUE	1	APPLICATION_ID

Sequences

Sequence	Derived Column
PER_ASSIGNMENTS_S	ASSIGNMENT_ID

Database Triggers

Trigger Name : PER_ALL_ASSIGNMENTS_F_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PER_ALL_ORGANIZATION_UNITS

Unsecured version of PER_ORGANIZATION_UNITS.

View Definition

```
CREATE VIEW PER_ALL_ORGANIZATION_UNITS
as SELECT
    O.ORGANIZATION_ID
, O.BUSINESS_GROUP_ID
, OTL.NAME
, O.DATE_FROM
, O.DATE_TO
, O.INTERNAL_ADDRESS_LINE
, O.COMMENTS
, O2.ORG_INFORMATION1
, O2.ORG_INFORMATION2
, O2.ORG_INFORMATION3
, O2.ORG_INFORMATION4
, O.INTERNAL_EXTERNAL_FLAG
, O.TYPE
, O.LOCATION_ID
, O.COST_ALLOCATION_KEYFLEX_ID
, O.SOFT_CODING_KEYFLEX_ID

FROM HR_ALL_ORGANIZATION_UNITS O ,
     HR_ALL_ORGANIZATION_UNITS_TL OTL ,
     HR_ORGANIZATION_INFORMATION O2 ,
     HR_ORGANIZATION_INFORMATION O3
WHERE O.ORGANIZATION_ID =
      O2.ORGANIZATION_ID (+) AND O.ORGANIZATION_ID = O3.ORGANIZATION_ID
AND O2.ORG_INFORMATION_CONTEXT (+) || ' ' = 'Work Day Information'
AND O3.ORG_INFORMATION_CONTEXT || ' ' = 'CLASS' AND
O3.ORG_INFORMATION1 = 'HR_ORG' AND O3.ORG_INFORMATION2 = 'Y'
AND O.ORGANIZATION_ID = OTL.ORGANIZATION_ID
AND OTL.LANGUAGE = userenv('LANG')
```

Column Descriptions

Name	Null?	Type	Description
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
NAME	NOT NULL	VARCHAR2(60)	Refer to base table.
DATE_FROM	NOT NULL	DATE	Refer to base table.
DATE_TO	NULL	DATE	Refer to base table.
INTERNAL_ADDRESS_LINE	NULL	VARCHAR2(80)	Refer to base table.
COMMENTS	NULL	LONG	Refer to base table.
DEFAULT_START_TIME	NULL	VARCHAR2(150)	Refer to base table.
DEFAULT_END_TIME	NULL	VARCHAR2(150)	Refer to base table.
WORKING_HOURS	NULL	VARCHAR2(150)	Refer to base table.
FREQUENCY	NULL	VARCHAR2(150)	Refer to base table.
INTERNAL_EXTERNAL_FLAG	NULL	VARCHAR2(30)	Refer to base table.
TYPE	NULL	VARCHAR2(30)	Refer to base table.
LOCATION_ID	NULL	NUMBER(15)	Refer to base table.
COST_ALLOCATION_KEYFLEX_ID	NULL	NUMBER(9)	Refer to base table.

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SOFT_CODING_KEYFLEX_ID

NULL NUMBER(15)

Refer to base table.

PER_ALL_PEOPLE_F

PER_ALL_PEOPLE_F is the DateTracked table that holds personal information for employees, applicants, ex-employees, ex-applicants, contacts and other people. The columns START_DATE, EFFECTIVE_START_DATE and EFFECTIVE_END_DATE are all maintained by DateTrack. The START_DATE is the date when the first record for this person was created. The earliest EFFECTIVE_START_DATE for a person is equal to the START_DATE. NOTE: Users must not enter information into the Developer Descriptive Flexfield columns. These are reserved for the use of localization and verticalization teams, for entry and maintenance of legislative or industry-specific data.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_PERSON_TYPES	PERSON_TYPE_ID	PERSON_TYPE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BACKGROUND_CHECK_STATUS	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
BLOOD_TYPE	BLOOD_TYPE	FND_COMMON_LOOKUPS
EXPENSE_CHECK_SEND_TO_ADDRESS	HOME_OFFICE	FND_COMMON_LOOKUPS
	H	Home
	O	Office
FAST_PATH_EMPLOYEE	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MARITAL_STATUS	MAR_STATUS	FND_COMMON_LOOKUPS
	M	Married
	S	Single
NATIONALITY	NATIONALITY	FND_COMMON_LOOKUPS
ON_MILITARY_SERVICE	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
REHIRE_RECOMMENDATION	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
RESUME_EXISTS	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SECOND_PASSPORT_EXISTS	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SEX	SEX	FND_COMMON_LOOKUPS
	F	Female
	M	Male

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STUDENT_STATUS	STUDENT_STATUS	FND_COMMON_LOOKUPS
TITLE	TITLE	FND_COMMON_LOOKUPS
	DR.	Doctor
	MISS	Miss
	MR.	Mr.
	MRS.	Mrs.
	MS.	Ms.
WORK_SCHEDULE	WORK_SCHEDULE	FND_COMMON_LOOKUPS

Column Descriptions

Name	Null?	Type	Description
PERSON_ID (PK)	NOT NULL	NUMBER(10)	System generated person primary key from PER_PEOPLE_S.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PERSON_TYPE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PERSON_TYPES.
LAST_NAME	NOT NULL	VARCHAR2(40)	Last name of the person, (surname, family name).
START_DATE	NOT NULL	DATE	Start date for the person (not the DateTrack attribute).
APPLICANT_NUMBER	NULL	VARCHAR2(30)	Number assigned to person if ever classed as an applicant.
BACKGROUND_CHECK_STATUS	NULL	VARCHAR2(30)	Background check status.
BACKGROUND_DATE_CHECK	NULL	DATE	Background date check.
BLOOD_TYPE	NULL	VARCHAR2(30)	Blood group.
COMMENT_ID	NULL	NUMBER(15)	Foreign key reference to remark.
CORRESPONDENCE_LANGUAGE	NULL	VARCHAR2(30)	Correspondence Language validated against FND_LANGUAGES.
CURRENT_APPLICANT_FLAG	NULL	VARCHAR2(30)	Yes or null.
CURRENT_EMP_OR_APL_FLAG	NULL	VARCHAR2(30)	Yes or null.
CURRENT_EMPLOYEE_FLAG	NULL	VARCHAR2(30)	Yes or null.
DATE_EMPLOYEE_DATA_VERIFIED	NULL	DATE	Date when the employee last verified the data.
DATE_OF_BIRTH	NULL	DATE	Date of birth.
EMAIL_ADDRESS	NULL	VARCHAR2(240)	Holds actual email identifier.
EMPLOYEE_NUMBER	NULL	VARCHAR2(30)	Number assigned to a person if they have been an employee.
EXPENSE_CHECK_SEND_TO_ADDRESS	NULL	VARCHAR2(30)	Mailing address.
FAST_PATH_EMPLOYEE	NULL	VARCHAR2(30)	Currently unsupported.
FIRST_NAME	NULL	VARCHAR2(20)	First name of person.
FTE_CAPACITY	NULL	NUMBER(5,2)	Full-time employment capacity.
FULL_NAME	NULL	VARCHAR2(240)	Concatenation of last name, title, first name, middle names and the name the person is known by.
HOLD_APPLICANT_DATE_UNTIL	NULL	DATE	Hold applicant until.
HONORS	NULL	VARCHAR2(30)	Honors.
INTERNAL_LOCATION	NULL	VARCHAR2(30)	Internal location.
KNOWN_AS	NULL	VARCHAR2(80)	Preferred name, if different from first name.
LAST_MEDICAL_TEST_BY	NULL	VARCHAR2(60)	Last medical test by.
LAST_MEDICAL_TEST_DATE	NULL	DATE	Last medical test date.
MAILSTOP	NULL	VARCHAR2(30)	Internal mail location.
MARITAL_STATUS	NULL	VARCHAR2(30)	Marital status.
MIDDLE_NAMES	NULL	VARCHAR2(60)	Middle names.

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NATIONALITY	NULL	VARCHAR2(30)	Nationality.
NATIONAL_IDENTIFIER	NULL	VARCHAR2(30)	Number by which a person is identified in a given legislation.
OFFICE_NUMBER	NULL	VARCHAR2(30)	Office number.
ON_MILITARY_SERVICE	NULL	VARCHAR2(30)	On military service.
ORDER_NAME	NULL	VARCHAR2(240)	Concatenated name used for ordering on select.
PRE_NAME_ADJUNCT	NULL	VARCHAR2(30)	Name prefix.
PREVIOUS_LAST_NAME	NULL	VARCHAR2(40)	Previous last name of person (if applicable).
PROJECTED_START_DATE	NULL	DATE	Currently unsupported.
REHIRE_AUTHORIZOR	NULL	VARCHAR2(30)	Currently unsupported.
REHIRE_REASON	NULL	VARCHAR2(60)	Reason for re-hiring.
REHIRE_RECOMMENDATION	NULL	VARCHAR2(30)	Re-hire recommendation.
RESUME_EXISTS	NULL	VARCHAR2(30)	Resume exists.
RESUME_LAST_UPDATED	NULL	DATE	Date resume last updated.
REGISTERED_DISABLED_FLAG	NULL	VARCHAR2(30)	Flag indicating whether person is classified as disabled.
SECOND_PASSPORT_EXISTS	NULL	VARCHAR2(30)	Second passport available flag.
SEX	NULL	VARCHAR2(30)	Legal gender.
STUDENT_STATUS	NULL	VARCHAR2(30)	Student status.
SUFFIX	NULL	VARCHAR2(30)	Suffix after the surname e.g. Sr., Jr., III
TITLE	NULL	VARCHAR2(30)	Title e.g. Mr, Mrs, Dr.
VENDOR_ID	NULL	NUMBER(15)	Not used.
WORK_SCHEDULE	NULL	VARCHAR2(30)	Work schedule.
WORK_TELEPHONE	NULL	VARCHAR2(60)	Unsupported.
COORD_BEN_MED_PLN_NO	NULL	VARCHAR2(30)	Coordination of benefits medical group plan number.
COORD_BEN_NO_CVG_FLAG	NULL	VARCHAR2(30)	Coordination of benefits no other coverage flag
DPDNT_ADOPTION_DATE	NULL	DATE	Dependent adoption date
DPDNT_VLNTRY_SVCE_FLAG	NULL	VARCHAR2(30)	Dependent voluntary service flag
RECEIPT_OF_DEATH_CERT_DATE	NULL	DATE	Receipt of death certificate date
USES_TOBACCO_FLAG	NULL	VARCHAR2(30)	Uses tobacco flag
BENEFIT_GROUP_ID	NULL	NUMBER(15)	Foreign key to benefits group table.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE21	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE22	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE23	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE24	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE25	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE26	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE27	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE28	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE29	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE30	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
PER_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
PER_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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PER_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PER_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield.
PER_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
DATE_OF_DEATH	NULL	DATE	Date of death.
ORIGINAL_DATE_OF_HIRE	NULL	DATE	Original date of hire.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PEOPLE_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_PEOPLE_F_FK2	NOT UNIQUE	1	PERSON_TYPE_ID
PER_PEOPLE_F_N50	NOT UNIQUE	1	LAST_NAME
PER_PEOPLE_F_N51	NOT UNIQUE	1	EMPLOYEE_NUMBER
PER_PEOPLE_F_N52	NOT UNIQUE	1	APPLICANT_NUMBER
PER_PEOPLE_F_N53	NOT UNIQUE	1	NATIONAL_IDENTIFIER
PER_PEOPLE_F_N54	NOT UNIQUE	1	FULL_NAME
PER_PEOPLE_F_PK	UNIQUE	1	PERSON_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PER_PEOPLE_S	PERSON_ID

Database Triggers

Trigger Name : SSP_PER_T1
 Trigger Time : AFTER
 Trigger Level : ROW
 Trigger Event : UPDATE

((new.date_of_death is not null and old.date_of_death != Recalculate SSP/SMP if the person dies or their date of birth is changed. new.date_of_death) or (new.date_of_birth is not null and old.date_of_birth != new.date_of_birth))

Trigger Name : PER_ALL_PEOPLE_F_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

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This trigger maintains the `object_version_number` column when a record is modified via an interface which does not support the `object_version_number` explicitly. This ensures the `object_version_number` is maintained consistently.

PER_ALL_POSITIONS

PER_ALL_POSITIONS has been superceded by
HR_ALL_POSITIONS_F. Position data is maintained in this process
giving a snapshot of the position data as of SYSDATE.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
PER_ALL_POSITIONS	POSITION_ID	SUCCESSOR_POSITION_ID
PER_ALL_POSITIONS	POSITION_ID	RELIEF_POSITION_ID
PER_JOBS	JOB_ID	JOB_ID
PER_POSITION_DEFINITIONS	POSITION_DEFINITION_ID	POSITION_DEFINITION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
FREQUENCY	FREQUENCY	FND_COMMON_LOOKUPS
	D	Day
	M	Month
	W	Week
PROBATION_PERIOD_UNITS	Y	Year
	QUALIFYING_UNITS	FND_COMMON_LOOKUPS
	D	Days
	H	Hours
REPLACEMENT_REQUIRED_FLAG	M	Months
	W	Weeks
	Y	Years
	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
POSITION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
JOB_ID	NOT NULL	NUMBER(15)	Foreign key to PER_JOBS.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
SUCCESSOR_POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
RELIEF_POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
POSITION_DEFINITION_ID	NOT NULL	NUMBER(15)	Foreign key to PER_POSITION_DEFINITIONS.
DATE_EFFECTIVE	NOT NULL	DATE	Date position effective from.
COMMENTS	NULL	LONG	General remark.
DATE_END	NULL	DATE	Date the position becomes void.
FREQUENCY	NULL	VARCHAR2(30)	Frequency of working hours.
NAME	NULL	VARCHAR2(240)	Name of the position.

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PROBATION_PERIOD	NULL	NUMBER(22,2)	Length of the probation period.
PROBATION_PERIOD_UNITS	NULL	VARCHAR2(30)	Units that the probation period is measured in.
REPLACEMENT_REQUIRED_FLAG	NULL	VARCHAR2(30)	Is replacement required when person assigned to position is absent.
TIME_NORMAL_FINISH	NULL	VARCHAR2(5)	Normal end time.
TIME_NORMAL_START	NULL	VARCHAR2(5)	Normal start time.
WORKING_HOURS	NULL	NUMBER(22,3)	Number of normal working hours.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
STATUS	NULL	VARCHAR2(30)	Status of the Position
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_POSITIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_POSITIONS_FK2	NOT UNIQUE	1	JOB_ID
PER_POSITIONS_FK3	NOT UNIQUE	1	ORGANIZATION_ID
PER_POSITIONS_FK4	NOT UNIQUE	1	SUCCESSOR_POSITION_ID
PER_POSITIONS_FK5	NOT UNIQUE	1	RELIEF_POSITION_ID
PER_POSITIONS_FK6	NOT UNIQUE	1	LOCATION_ID
PER_POSITIONS_FK7	NOT UNIQUE	1	POSITION_DEFINITION_ID
PER_POSITIONS_PK	UNIQUE	1	POSITION_ID
PER_POSITIONS_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

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Sequences

<u>Sequence</u>	<u>Derived Column</u>
PER_POSITIONS_S	POSITION_ID

Database Triggers

Trigger Name : PER_ALL_POSITIONS_OVN
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PER_ALL_VACANCIES

PER_ALL_VACANCIES holds definitions of vacancies within a specific requisition. A vacancy may include components identifying an organization, job, group, grade, position and location. These are used as the defaults for any applicant assignment to that vacancy.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
PAY_PEOPLE_GROUPS	PEOPLE_GROUP_ID	PEOPLE_GROUP_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_GRADES	GRADE_ID	GRADE_ID
PER_JOBS	JOB_ID	JOB_ID
PER_REQUISITIONS	REQUISITION_ID	REQUISITION_ID

Column Descriptions

Name	Null?	Type	Description
VACANCY_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
JOB_ID	NULL	NUMBER(15)	Foreign key to PER_JOBS.
GRADE_ID	NULL	NUMBER(15)	Foreign key to PER_GRADES.
ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
REQUISITION_ID	NOT NULL	NUMBER(15)	Foreign key to PER_REQUISITIONS.
PEOPLE_GROUP_ID	NULL	NUMBER(15)	Foreign key to PAY_PEOPLE_GROUPS.
LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
RECRUITER_ID	NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F.
DATE_FROM	NOT NULL	DATE	Date vacancy starts.
NAME	NOT NULL	VARCHAR2(30)	Vacancy name.
COMMENTS	NULL	LONG	General remark.
DATE_TO	NULL	DATE	Date vacancy ends.
DESCRIPTION	NULL	VARCHAR2(80)	Vacancy description.
NUMBER_OF_OPENINGS	NULL	NUMBER(5)	Number of people who can be hired for this vacancy.
STATUS	NULL	VARCHAR2(30)	Status for the vacancy.
BUDGET_MEASUREMENT_TYPE	NULL	VARCHAR2(30)	
BUDGET_MEASUREMENT_VALUE	NULL	NUMBER(22,2)	
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
VACANCY_CATEGORY	NULL	VARCHAR2(80)	Currently unsupported.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_VACANCIES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_VACANCIES_FK2	NOT UNIQUE	1	POSITION_ID
PER_VACANCIES_FK3	NOT UNIQUE	1	JOB_ID
PER_VACANCIES_FK4	NOT UNIQUE	1	GRADE_ID
PER_VACANCIES_FK5	NOT UNIQUE	1	ORGANIZATION_ID
PER_VACANCIES_FK6	NOT UNIQUE	1	REQUISITION_ID
PER_VACANCIES_FK7	NOT UNIQUE	1	PEOPLE_GROUP_ID
PER_VACANCIES_FK8	NOT UNIQUE	1	LOCATION_ID
PER_VACANCIES_N9	NOT UNIQUE	1	RECRUITER_ID
PER_VACANCIES_PK	UNIQUE	1	VACANCY_ID
PER_VACANCIES_UK2	UNIQUE	1	REQUISITION_ID
		2	NAME

Sequences

Sequence	Derived Column
PER_VACANCIES_S	VACANCY_ID

PER_ANALYSIS_CRITERIA

PER_ANALYSIS_CRITERIA is a key flexfield combinations table for the personal analysis flexfield. This flexfield holds the segment information for job and position requirements and person special information.

Column Descriptions

Name	Null?	Type	Description
ANALYSIS_CRITERIA_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key.
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag.
START_DATE_ACTIVE	NULL	DATE	Date before which key flexfield combination is invalid.
END_DATE_ACTIVE	NULL	DATE	Date after which key flexfield combination is invalid.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.

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LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ANALYSIS_CRITERIA_N1	NOT UNIQUE	5	ID_FLEX_NUM
PER_ANALYSIS_CRITERIA_PK	UNIQUE	1	ANALYSIS_CRITERIA_ID

Sequences

Sequence	Derived Column
PER_ANALYSIS_CRITERIA_S	ANALYSIS_CRITERIA_ID

PER_APPLICATIONS

PER_APPLICATIONS holds the identifying information about applications for employment. Applications are equivalent to the period of service for an employee. An applicant may have only one open application at any time, but within each application they can apply for any number of different assignments. Information for each assignment applied for, including the current status in that assignment, is held in PER_ALL_ASSIGNMENTS_F. When an applicant is terminated, or is hired as an employee DATE_END is set by the system.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
SUCCESSFUL_FLAG	YES_NO N Y	FND_COMMON_LOOKUPS No Yes

Column Descriptions

Name	Null?	Type	Description
APPLICATION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F.
DATE_RECEIVED	NOT NULL	DATE	Date application was received.
COMMENTS	NULL	LONG	General remark.
CURRENT_EMPLOYER	NULL	VARCHAR2(30)	Current employer of the applicant.
DATE_END	NULL	DATE	Date the application ends.
PROJECTED_HIRE_DATE	NULL	DATE	Projected hire date for the applicant.
SUCCESSFUL_FLAG	NULL	VARCHAR2(30)	Indicates whether the application was successful.
TERMINATION_REASON	NULL	VARCHAR2(30)	Reason for terminating the application.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
APPL_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
APPL_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.

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APPL_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
APPL_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_APPLICATIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_APPLICATIONS_N2	NOT UNIQUE	1	PERSON_ID
PER_APPLICATIONS_PK	UNIQUE	1	APPLICATION_ID

Sequences

Sequence	Derived Column
PER_APPLICATIONS_S	APPLICATION_ID

Database Triggers

Trigger Name : PER_PTU_APL_MAINTAIN_I
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT

This trigger creates a person type usage record with the `system_person_type` of 'APL' whenever an Application is created. This could be for a new applicant or for an employee applying for an internal vacancy.

Trigger Name : PER_APPLICATIONS_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

This trigger maintains the `object_version_number` column when a record is modified via an interface which does not support the `object_version_number` explicitly. This ensures the `object_version_number` is maintained consistently.

PER_APPRAISALS

An appraisal is a record of an evaluation of a person by others for the purposes of 1. reviewing performance with respect to work performed and objectives that have been set previously 2. setting new objectives for a future period 3. determining personal development requirements 4. determining action items that will be undertaken to assist in personal development and future performance

An assessment may have an overall performance rating held against it.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_APPRAISAL_TEMPLATES	APPRAISAL_TEMPLATE_ID	APPRAISAL_TEMPLATE_ID
PER_RATING_LEVELS	RATING_LEVEL_ID	OVERALL_PERFORMANCE_LEVEL_ID

Column Descriptions

Name	Null?	Type	Description
APPRAISAL_ID (PK)	NOT NULL	NUMBER(15)	Primary key of Appraisals
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
APPRAISAL_TEMPLATE_ID	NOT NULL	NUMBER(15)	Primary key of Appraisal Template
APPRAISEE_PERSON_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_ASSIGNMENTS_F, holds the ID of the person on whom the appraisal is being performed.
APPRAISER_PERSON_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_ASSIGNMENTS_F, holds the ID of the person performing the appraisal.
APPRAISAL_DATE	NULL	DATE	The date on which the appraisal takes place
GROUP_DATE	NULL	DATE	The date the group was created on.
GROUP_INITIATOR_ID	NULL	NUMBER(9)	The ID of the user who created the group.
APPRAISAL_PERIOD_END_DATE	NOT NULL	DATE	The date on which the review period ended
APPRAISAL_PERIOD_START_DATE	NOT NULL	DATE	The date on which the review period started
TYPE	NULL	VARCHAR2(30)	The type of appraisal being performed e.g. Annual Review
NEXT_APPRAISAL_DATE	NULL	DATE	The proposed date of the next appraisal
STATUS	NULL	VARCHAR2(30)	The status of the appraisal within an approval process. e.g. awaiting approval
COMMENTS	NULL	VARCHAR2(2000)	General comments about the appraisal
OVERALL_PERFORMANCE_LEVEL_ID	NULL	NUMBER(15)	Unique identifier of the Rating Level

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OPEN	NULL VARCHAR2(30)	Denotes whether the appraisal can be modified or not.
ATTRIBUTE_CATEGORY	NULL VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL DATE	Standard Who column.
LAST_UPDATED_BY	NULL NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL NUMBER(15)	Standard Who column.
CREATED_BY	NULL NUMBER(15)	Standard Who column.
CREATION_DATE	NULL DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_APPRAISALS_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_APPRAISALS_FK2	NOT UNIQUE	1	APPRAISAL_TEMPLATE_ID
PER_APPRAISALS_FK3	NOT UNIQUE	2	OVERALL_PERFORMANCE_LEVEL_ID
PER_APPRAISALS_FK4	NOT UNIQUE	2	APPRAISEE_PERSON_ID
PER_APPRAISALS_FK5	NOT UNIQUE	2	APPRAISER_PERSON_ID
PER_APPRAISALS_PK	UNIQUE	2	APPRAISAL_ID

Sequences

Sequence	Derived Column
PER_APPRAISALS_S	APPRAISAL_ID

PER_APPRAISAL_TEMPLATES

The appraisal template is the header of, or grouping for, a number of appraisal questions. Each appraisal template defines a type of appraisal e.g. Annual performance review.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_QUESTIONNAIRES	QUESTIONNAIRE_TEMPLATE_ID	QUESTIONNAIRE_TEMPLATE_ID
PER_ASSESSMENT_TYPES	ASSESSMENT_TYPE_ID	ASSESSMENT_TYPE_ID
PER_RATING_SCALES	RATING_SCALE_ID	RATING_SCALE_ID

Column Descriptions

Name	Null?	Type	Description
APPRAISAL_TEMPLATE_ID (PK)	NOT NULL	NUMBER(15)	Primary key of Appraisal Template
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
NAME	NOT NULL	VARCHAR2(80)	Name or Title of the Appraisal Template
DESCRIPTION	NULL	VARCHAR2(2000)	A brief description of the nature and purpose of the appraisal template
INSTRUCTIONS	NULL	LONG	General instructions on how to complete the Appraisal
DATE_FROM	NULL	DATE	The date from which the Appraisal Template is valid
DATE_TO	NULL	DATE	The date until which the Appraisal Template is valid
ASSESSMENT_TYPE_ID	NULL	NUMBER(9)	Unique identifier of assessment type
RATING_SCALE_ID	NULL	NUMBER(9)	Primary Key for PER_RATING_SCALES
QUESTIONNAIRE_TEMPLATE_ID	NULL	NUMBER	Foreign key to PER_PROPOSAL_QUESTION_TYPES.
QUESTIONNAIRE_LANGUAGE	NULL	VARCHAR2(30)	The language of the Questionnaire
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column

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ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_APPRAISAL_TEMPLATES_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_APPRAISAL_TEMPLATES_FK2	NOT UNIQUE	1	ASSESSMENT_TYPE_ID
PER_APPRAISAL_TEMPLATES_FK3	NOT UNIQUE	1	RATING_SCALE_ID
PER_APPRAISAL_TEMPLATES_PK	UNIQUE	2	APPRAISAL_TEMPLATE_ID
PER_APPRAISAL_TEMPLATES_UK2	UNIQUE	2	NAME
		4	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_APPRAISAL_TEMPLATES_S	APPRAISAL_TEMPLATE_ID

PER_ASSESSMENTS

The grouping of a set of assessment elements each of which represents a persons opinion of either their own or another persons proficiency level or performance rating for a competence over a given period of time.

The assessment may hold the overall assessment score which is a sum of the scores on each of the constituent assessment elements.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_APPRAISALS	APPRAISAL_ID	APPRAISAL_ID
PER_ASSESSMENT_GROUPS	ASSESSMENT_GROUP_ID	ASSESSMENT_GROUP_ID
PER_ASSESSMENT_TYPES	ASSESSMENT_TYPE_ID	ASSESSMENT_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
ASSESSMENT_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier for Assessment
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
PERSON_ID	NULL	NUMBER(10)	Foreign key to the Assessee
ASSESSMENT_TYPE_ID	NOT NULL	NUMBER(9)	The assessment type used by the assessment
GROUP_DATE	NULL	DATE	The date that the group was created on
GROUP_INITIATOR_ID	NULL	NUMBER(9)	Foreign key to PER_ALL_PEOPLE_F, holds the ID of the person who created the 360 degree assessment.
ASSESSOR_PERSON_ID	NULL	NUMBER(10)	Foreign key to the assessor
ASSESSMENT_GROUP_ID	NULL	NUMBER(9)	Assessment Group to be used
ASSESSMENT_DATE	NOT NULL	DATE	The date of the competence assessment
STATUS	NULL	VARCHAR2(30)	An indication of the status of the competence assessment
ASSESSMENT_PERIOD_START_DATE	NULL	DATE	The start date of the period to which the assessment applies
ASSESSMENT_PERIOD_END_DATE	NULL	DATE	The end date of the period to which the competence assessment applies
COMMENTS	NULL	VARCHAR2(2000)	Additional comments that an assessor may wish add about the overall assessment
TOTAL_SCORE	NULL	NUMBER(11,2)	The overall score derived from the sum of the individual assessment line scores
APPRAISAL_ID	NULL	NUMBER(9)	Foreign key to PER_APPRAISALS
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who columns.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who columns.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who columns.
CREATED_BY	NULL	NUMBER(15)	Standard Who columns.
CREATION_DATE	NULL	DATE	Standard Who columns.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSESSMENTS_FK1	NOT UNIQUE	1	ASSESSMENT_TYPE_ID
PER_ASSESSMENTS_FK2	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_ASSESSMENTS_FK3	NOT UNIQUE	1	ASSESSMENT_GROUP_ID
PER_ASSESSMENTS_FK4	NOT UNIQUE	2	APPRAISAL_ID
PER_ASSESSMENTS_PK	UNIQUE	2	ASSESSMENT_ID
PER_ASSESSMENTS_UK1	UNIQUE	1	GROUP_DATE
		2	ASSESSMENT_TYPE_ID
		3	PERSON_ID
		4	ASSESSMENT_DATE
		5	ASSESSOR_PERSON_ID

Sequences

Sequence	Derived Column
PER_ASSESSMENTS_S	ASSESSMENT_ID

PER_ASSESSMENT_GROUPS

Grouping of People for 360 reviews

Column Descriptions

Name	Null?	Type	Description
ASSESSMENT_GROUP_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier of assessment group
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
NAME	NOT NULL	VARCHAR2(30)	The name of the Assessment Group
MEMBERSHIP_LIST	NULL	VARCHAR2(240)	The set of people who will carry out assessments i.e. the 360 degree assessment group
COMMENTS	NULL	VARCHAR2(240)	Comments
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSESSMENT_GROUPS_PK	UNIQUE	2	ASSESSMENT_GROUP_ID

Sequences

Sequence	Derived Column
PER_ASSESSMENT_GROUPS_S	ASSESSMENT_GROUP_ID

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PER_ASSESSMENT_TYPES

The definition of an assessment template including an indication of whether the Assessment is designed to evaluate Competence Proficiency, Performance or Both. An assessment type is used to define the set of competences which should be evaluated in any given assessment.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_RATING_SCALES	RATING_SCALE_ID	RATING_SCALE_ID
PER_RATING_SCALES	RATING_SCALE_ID	WEIGHTING_SCALE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ASSESSMENT_CLASSIFICATION	ASSESSMENT_CLASSIFICATION	FND_COMMON_LOOKUPS
	BOTH	Both
	PERFORMANCE	Performance
	PROFICIENCY	Proficiency
DISPLAY_ASSESSMENT_COMMENTS	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
LINE_SCORE_FORMULA	ASSESSMENT_LINE_FORMULA	FND_COMMON_LOOKUPS
	PERFORMANCE	Performance
	PERFORMANCE*PROFICIENCY	Performance * Proficiency
	PROFICIENCY	Proficiency
	WEIGHTING*PERFORMANCE	Weighting * Performance
	WEIGHTING*PROFICIENCY	Weighting * Proficiency

Column Descriptions

Name	Null?	Type	Description
ASSESSMENT_TYPE_ID (PK)	NOT NULL	NUMBER(9)	Unique identifier of assessment type
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
NAME	NOT NULL	VARCHAR2(240)	The title of the Assessment Type
DATE_TO	NULL	DATE	Indication of when the assessment type will be unavailable for use
DATE_FROM	NULL	DATE	Indication of when the assessment type will be available for use
ASSESSMENT_CLASSIFICATION	NOT NULL	VARCHAR2(30)	An indication of whether the Assessment is designed to evaluate Performance, Proficiency or Both
DISPLAY_ASSESSMENT_COMMENTS	NOT NULL	VARCHAR2(30)	An indication of whether the Comments item should be displayed on the Competence Assessment Questionnaire
DESCRIPTION	NULL	VARCHAR2(255)	A description of the assessment type

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RATING_SCALE_COMMENT	NULL	VARCHAR2(2000)	Comments relating to the use of the Performance Rating Scale that will be displayed on an Assessment of this type
WEIGHTING_SCALE_COMMENT	NULL	VARCHAR2(2000)	Comments relating to the use of the Weighting Scale that will be displayed on an Assessment of this type
COMMENTS	NULL	VARCHAR2(2000)	Comments about the assessment type
INSTRUCTIONS	NULL	LONG	General Instructions to be displayed on any assessment of this type
LINE_SCORE_FORMULA	NULL	VARCHAR2(30)	The formula used to calculate the score for each assessment line
TOTAL_SCORE_FORMULA	NULL	VARCHAR2(30)	The formula used to calculate the total score for the assessment
WEIGHTING_CLASSIFICATION	NULL	VARCHAR2(30)	An indication of whether the Weighting Value applies to the Proficiency Level or the Performance Rating
RATING_SCALE_ID	NULL	NUMBER(9)	The rating scale used in the assessment template
WEIGHTING_SCALE_ID	NOT NULL	NUMBER(9)	The weighting scale used in the assessment template
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSESSMENT_TYPES_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_ASSESSMENT_TYPES_FK2	NOT UNIQUE	1	RATING_SCALE_ID
PER_ASSESSMENT_TYPES_FK3	NOT UNIQUE	1	WEIGHTING_SCALE_ID
PER_ASSESSMENT_TYPES_PK	UNIQUE	2	ASSESSMENT_TYPE_ID

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PER_ASSESSMENT_TYPES_UK1	UNIQUE	2	NAME
		4	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_ASSESSMENT_TYPES_S	ASSESSMENT_TYPE_ID

PER_ASSIGNMENTS_F

PER_ASSIGNMENTS_F is a view based on the table PER_ALL_ASSIGNMENTS_F. It lists all of the assignments visible within the current security profile.

View Definition

```
CREATE VIEW PER_ASSIGNMENTS_F
as SELECT
    ASSIGNMENT_ID
, EFFECTIVE_START_DATE
, EFFECTIVE_END_DATE
, BUSINESS_GROUP_ID
, RECRUITER_ID
, GRADE_ID
, POSITION_ID
, JOB_ID
, ASSIGNMENT_STATUS_TYPE_ID
, PAYROLL_ID
, LOCATION_ID
, PERSON_REFERRED_BY_ID
, SUPERVISOR_ID
, SPECIAL_CEILING_STEP_ID
, PERSON_ID
, RECRUITMENT_ACTIVITY_ID
, SOURCE_ORGANIZATION_ID
, ORGANIZATION_ID
, PEOPLE_GROUP_ID
, SOFT_CODING_KEYFLEX_ID
, VACANCY_ID
, PAY_BASIS_ID
, ASSIGNMENT_SEQUENCE
, ASSIGNMENT_TYPE
, PRIMARY_FLAG
, APPLICATION_ID
, ASSIGNMENT_NUMBER
, CHANGE_REASON
, COMMENT_ID
, DATE_PROBATION_END
, DEFAULT_CODE_COMB_ID
, EMPLOYMENT_CATEGORY
, FREQUENCY
, INTERNAL_ADDRESS_LINE
, MANAGER_FLAG
, NORMAL_HOURS
, PERF_REVIEW_PERIOD
, PERF_REVIEW_PERIOD_FREQUENCY
, PERIOD_OF_SERVICE_ID
, PROBATION_PERIOD
, PROBATION_UNIT
, SAL_REVIEW_PERIOD
, SAL_REVIEW_PERIOD_FREQUENCY
, SET_OF_BOOKS_ID
, SOURCE_TYPE
, TIME_NORMAL_FINISH
```

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```

, TIME_NORMAL_START
, BARGAINING_UNIT_CODE
, LABOUR_UNION_MEMBER_FLAG
, HOURLY_SALARIED_CODE
, REQUEST_ID
, PROGRAM_APPLICATION_ID
, PROGRAM_ID
, PROGRAM_UPDATE_DATE
, ASS_ATTRIBUTE_CATEGORY
, ASS_ATTRIBUTE1
, ASS_ATTRIBUTE2
, ASS_ATTRIBUTE3
, ASS_ATTRIBUTE4
, ASS_ATTRIBUTE5
, ASS_ATTRIBUTE6
, ASS_ATTRIBUTE7
, ASS_ATTRIBUTE8
, ASS_ATTRIBUTE9
, ASS_ATTRIBUTE10
, ASS_ATTRIBUTE11
, ASS_ATTRIBUTE12
, ASS_ATTRIBUTE13
, ASS_ATTRIBUTE14
, ASS_ATTRIBUTE15
, ASS_ATTRIBUTE16
, ASS_ATTRIBUTE17
, ASS_ATTRIBUTE18
, ASS_ATTRIBUTE19
, ASS_ATTRIBUTE20
, ASS_ATTRIBUTE21
, ASS_ATTRIBUTE22
, ASS_ATTRIBUTE23
, ASS_ATTRIBUTE24
, ASS_ATTRIBUTE25
, ASS_ATTRIBUTE26
, ASS_ATTRIBUTE27
, ASS_ATTRIBUTE28
, ASS_ATTRIBUTE29
, ASS_ATTRIBUTE30
, LAST_UPDATE_DATE
, LAST_UPDATED_BY
, LAST_UPDATE_LOGIN
, CREATED_BY
, CREATION_DATE
, TITLE
, OBJECT_VERSION_NUMBER
, CONTRACT_ID
, CAGR_ID_FLEX_NUM
, CAGR_GRADE_DEF_ID
, ESTABLISHMENT_ID
, COLLECTIVE_AGREEMENT_ID

```

```

WHERE
  DECODE(HR_SECURITY.VIEW_ALL , 'Y' , 'TRUE' ,

```

```

HR_SECURITY.SHOW_RECORD( 'PER_ALL_ASSIGNMENTS_F',
                        PAA.ASSIGNMENT_ID,
                        PAA.PERSON_ID,
                        PAA.ASSIGNMENT_TYPE )) = 'TRUE'

```

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Refer to base table.
EFFECTIVE_START_DATE	NOT NULL	DATE	Refer to base table.
EFFECTIVE_END_DATE	NOT NULL	DATE	Refer to base table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
RECRUITER_ID	NULL	NUMBER(10)	Refer to base table.
GRADE_ID	NULL	NUMBER(15)	Refer to base table.
POSITION_ID	NULL	NUMBER(15)	Refer to base table.
JOB_ID	NULL	NUMBER(15)	Refer to base table.
ASSIGNMENT_STATUS_TYPE_ID	NOT NULL	NUMBER(9)	Refer to base table.
PAYROLL_ID	NULL	NUMBER(9)	Refer to base table.
LOCATION_ID	NULL	NUMBER(15)	Refer to base table.
PERSON_REFERED_BY_ID	NULL	NUMBER(10)	Refer to base table.
SUPERVISOR_ID	NULL	NUMBER(10)	Refer to base table.
SPECIAL_CEILING_STEP_ID	NULL	NUMBER(15)	Refer to base table.
PERSON_ID	NOT NULL	NUMBER(9)	Refer to base table.
RECRUITMENT_ACTIVITY_ID	NULL	NUMBER(15)	Refer to base table.
SOURCE_ORGANIZATION_ID	NULL	NUMBER(15)	Refer to base table.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
PEOPLE_GROUP_ID	NULL	NUMBER(15)	Refer to base table.
SOFT_CODING_KEYFLEX_ID	NULL	NUMBER(15)	Refer to base table.
VACANCY_ID	NULL	NUMBER(15)	Refer to base table.
PAY_BASIS_ID	NULL	NUMBER(9)	Refer to base table.
ASSIGNMENT_SEQUENCE	NOT NULL	NUMBER(15)	Refer to base table.
ASSIGNMENT_TYPE	NOT NULL	VARCHAR2(1)	Refer to base table.
PRIMARY_FLAG	NOT NULL	VARCHAR2(30)	Refer to base table.
APPLICATION_ID	NULL	NUMBER(15)	Refer to base table.
ASSIGNMENT_NUMBER	NULL	VARCHAR2(30)	Refer to base table.
CHANGE_REASON	NULL	VARCHAR2(30)	Refer to base table.
COMMENT_ID	NULL	NUMBER(15)	Refer to base table.
DATE_PROBATION_END	NULL	DATE	Refer to base table.
DEFAULT_CODE_COMB_ID	NULL	NUMBER(15)	Refer to base table.
EMPLOYMENT_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
FREQUENCY	NULL	VARCHAR2(30)	Refer to base table.
INTERNAL_ADDRESS_LINE	NULL	VARCHAR2(80)	Refer to base table.
MANAGER_FLAG	NULL	VARCHAR2(30)	Refer to base table.
NORMAL_HOURS	NULL	NUMBER(22,3)	Refer to base table.
PERF_REVIEW_PERIOD	NULL	NUMBER(15)	Refer to base table.
PERF_REVIEW_PERIOD_FREQUENCY	NULL	VARCHAR2(30)	Refer to base table.
PERIOD_OF_SERVICE_ID	NULL	NUMBER(15)	Refer to base table.
PROBATION_PERIOD	NULL	NUMBER(22,2)	Refer to base table.
PROBATION_UNIT	NULL	VARCHAR2(30)	Refer to base table.
SAL_REVIEW_PERIOD	NULL	NUMBER(15)	Refer to base table.
SAL_REVIEW_PERIOD_FREQUENCY	NULL	VARCHAR2(30)	Refer to base table.
SET_OF_BOOKS_ID	NULL	NUMBER(15)	Refer to base table.
SOURCE_TYPE	NULL	VARCHAR2(30)	Refer to base table.
TIME_NORMAL_FINISH	NULL	VARCHAR2(5)	Refer to base table.
TIME_NORMAL_START	NULL	VARCHAR2(5)	Refer to base table.
BARGAINING_UNIT_CODE	NULL	VARCHAR2(30)	Refer to base table.
LABOUR_UNION_MEMBER_FLAG	NULL	VARCHAR2(30)	Refer to base table.

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HOURLY_SALARIED_CODE	NULL	VARCHAR2(30)	Refer to base table.
REQUEST_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_UPDATE_DATE	NULL	DATE	Refer to base table.
ASS_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
ASS_ATTRIBUTE1	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE2	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE3	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE4	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE5	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE6	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE7	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE8	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE9	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE10	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE11	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE12	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE13	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE14	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE15	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE16	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE17	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE18	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE19	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE20	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE21	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE22	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE23	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE24	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE25	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE26	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE27	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE28	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE29	NULL	VARCHAR2(150)	Refer to base table.
ASS_ATTRIBUTE30	NULL	VARCHAR2(150)	Refer to base table.
LAST_UPDATE_DATE	NULL	DATE	Refer to base table.
LAST_UPDATED_BY	NULL	NUMBER(15)	Refer to base table.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Refer to base table.
CREATED_BY	NULL	NUMBER(15)	Refer to base table.
CREATION_DATE	NULL	DATE	Refer to base table.
TITLE	NULL	VARCHAR2(30)	Refer to base table.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Refer to base table.
CONTRACT_ID	NULL	NUMBER	Refer to base table.
CAGR_ID_FLEX_NUM	NULL	NUMBER	Refer to base table.
CAGR_GRADE_DEF_ID	NULL	NUMBER	Refer to base table.
ESTABLISHMENT_ID	NULL	NUMBER	Refer to base table.
COLLECTIVE_AGREEMENT_ID	NULL	NUMBER	Refer to base table.

PER_ASSIGNMENT_BUDGET_VALUES_F

PER_ASSIGNMENT_BUDGET_VALUES is the DateTracked table that holds information about the HR budget values for an assignment. Assignments may be budgeted using headcount, FTE (full time equivalent), points or any other user defined units. Oracle HRMS sums the budget values held in this table for employee assignments when calculating actual headcount figures. Although applicant assignment budget values are not used in the calculation of headcount figures, it may be useful to hold them. For example, when an applicant is hired into an assignment, previously applied for, the assignment budget values that already exist are automatically included in any future headcount calculations. If you define a default value for a specific budget type at the level of the business group, then each time a new assignment is created, the default value is also created for the assignment.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_BUDGET_VALUE_ID	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE	NOT NULL	DATE	Date track effective date column
EFFECTIVE_END_DATE	NOT NULL	DATE	Date track effective date column
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
UNIT	NOT NULL	VARCHAR2(30)	Budget measurement units, for example, headcount, FTE, points.
VALUE	NOT NULL	NUMBER(22,2)	Budget measurement value.
REQUEST_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NUL	DATE	Standard Who column.
LAST_UPDATE_DATE	NUL	DATE	Standard Who column.
LAST_UPDATED_BY	NUL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NUL	NUMBER(15)	Standard Who column.
CREATED_BY	NUL	NUMBER(15)	Standard Who column.
CREATION_DATE	NUL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSIGNMENT_BUDGET_VALU_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ASSIGNMENT_BUDGET_VALU_N2	NOT UNIQUE	1	ASSIGNMENT_ID
		3	EFFECTIVE_START_DATE
		5	EFFECTIVE_END_DATE

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PER_ASSIGNMENT_BUDGET_VALU_PK	UNIQUE	2	ASSIGNMENT_BUDGET_VALUE_ID
		6	EFFECTIVE_START_DATE
		8	EFFECTIVE_END_DATE
PER_ASSIGNMENT_BUDGET_VALU_UK2	UNIQUE	2	ASSIGNMENT_ID
		4	EFFECTIVE_START_DATE
		6	EFFECTIVE_END_DATE
		8	UNIT

Sequences

Sequence	Derived Column
PER_ASSIGNMENT_BUDGET_VALUES_S	ASSIGNMENT_BUDGET_VALUE_ID

PER_ASSIGNMENT_EXTRA_INFO

PER_ASSIGNMENT_EXTRA_INFO holds details of extra information for an assignment, an intersection between PER_ASSIGNMENT_INFO_TYPES and PER_ALL_ASSIGNMENTS_F.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ASSIGNMENT_INFO_TYPES	INFORMATION_TYPE	INFORMATION_TYPE

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_EXTRA_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_ASSIGNMENTS_F.
INFORMATION_TYPE	NOT NULL	VARCHAR2(40)	Foreign key to PER_ASSIGNMENT_INFO_TYPES.
REQUEST_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NUL	DATE	Standard Who column.
AEI_ATTRIBUTE_CATEGORY	NUL	VARCHAR2(30)	Descriptive flexfield column.
AEI_ATTRIBUTE1	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE2	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE3	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE4	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE5	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE6	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE7	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE8	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE9	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE10	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE11	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE12	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE13	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE14	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE15	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE16	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE17	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE18	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE19	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_ATTRIBUTE20	NUL	VARCHAR2(150)	Descriptive flexfield column.
AEI_INFORMATION_CATEGORY	NUL	VARCHAR2(30)	Developer descriptive flexfield column.
AEI_INFORMATION1	NUL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION2	NUL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION3	NUL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION4	NUL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION5	NUL	VARCHAR2(150)	Developer descriptive flexfield column.

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AEI_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
AEI_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield
AEI_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield
AEI_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield
AEI_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield
AEI_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield
AEI_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield
AEI_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield
AEI_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSIGNMENT_EXTRA_INFO_FK2	NOT UNIQUE	1	INFORMATION_TYPE
PER_ASSIGNMENT_EXTRA_INFO_N50	NOT UNIQUE	1	ASSIGNMENT_ID
		2	INFORMATION_TYPE

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PER_ASSIGNMENT_EXTRA_INFO_PK	UNIQUE	1	ASSIGNMENT_EXTRA_INFO_ID
<i>Sequences</i>			
<u>Sequence</u>	<u>Derived Column</u>		
PER_ASSIGNMENT_EXTRA_INFO_S	ASSIGNMENT_EXTRA_INFO_ID		

PER_ASSIGNMENT_INFO_TYPES

PER_ASSIGNMENT_INFO_TYPES holds the definitions of extra information types that may be held against an assignment.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_INACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLE_OCCURENCES_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	The name or code of the information type, which is also the primary key.
ACTIVE_INACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the information type is active or inactive.
MULTIPLE_OCCURENCES_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether an assignment may have multiple occurrences of this type.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the information type.
LEGISLATION_CODE	NULL	VARCHAR2(30)	The legislation to which the information type applies.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSIGNMENT_INFO_TYPES_PK	UNIQUE	1	INFORMATION_TYPE

PER_ASSIGNMENT_INFO_TYPES_TL

PER_ASSIGNMENT_INFO_TYPES_TL holds the translated DESCRIPTION of extra information types that may be held against an assignment.

Column Descriptions

Name	Null?	Type	Description
INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	Foreign key to PER_ASSIGNMENT_INFO_TYPES
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Defined language
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Actual language
DESCRIPTION	NULL	VARCHAR2(240)	Translated description of the information type
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASG_INFO_TYPES_TL_PK	UNIQUE	1	INFORMATION_TYPE
		2	LANGUAGE

PER_ASSIGNMENT_STATUS_TYPES

PER_ASSIGNMENT_STATUS_TYPES holds the definitions of statuses that identify the status of an employee or applicant in a specific assignment. USER_STATUS is the user-defined value that is displayed online. PER_SYSTEM_STATUS and PAY_SYSTEM_STATUS are the internal values used by the system to control hire and termination processing and payroll processing. Statuses can be P(imary), or S(econdary). Primary statuses are part of the assignment record for an employee, while secondary statuses are for information only. You can define any number of user statuses for each PER_SYSTEM_STATUS, but only one may be designated as the default for each system type. Valid PER_SYSTEM_STATUS types for employees are ACTIVE_ASSIGN, SUSP_ASSIGN or TERM_ASSIGN. Valid PER_SYSTEM_STATUS types for applicants are ACTIVE_APL, OFFER or ACCEPTED.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
DEFAULT_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PAY_SYSTEM_STATUS	PAY_ASS_SYS_STATUS	FND_COMMON_LOOKUPS
	D	Do not process
	P	Process
PER_SYSTEM_STATUS	PER_ASS_SYS_STATUS	FND_COMMON_LOOKUPS
	ACCEPTED	Accepted
	ACTIVE_APL	Active Application
	ACTIVE_ASSIGN	Active Assignment
	END	End
	OFFER	Offer
	SUSP_ASSIGN	Suspend Assignment
	TERM_APL	Terminate Application
PRIMARY_FLAG	TERM_ASSIGN	Terminate Assignment
	PRIM_OR_SEC	FND_COMMON_LOOKUPS
	P	Primary
	S	Secondary

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_STATUS_TYPE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	The legislation to which the status type applies.
ACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the status is currently available for use.

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DEFAULT_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether this is the default user status for the PER_SYSTEM_STATUS.
PRIMARY_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether an assignment with this status is processed by Oracle HR.
USER_STATUS	NOT NULL	VARCHAR2(30)	User-defined status name.
PAY_SYSTEM_STATUS	NULL	VARCHAR2(1)	Payroll status indicating whether the assignment is processed in payroll runs.
PER_SYSTEM_STATUS	NULL	VARCHAR2(30)	HR status used extensively within the system to determine how the assignment is processed.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSIGNMENT_STATUS_TYPE_PK	UNIQUE	1	ASSIGNMENT_STATUS_TYPE_ID
PER_ASSIGNMENT_STATUS_TYPE_UK2	UNIQUE	1	USER_STATUS
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE

Sequences

Sequence	Derived Column
PER_ASSIGNMENT_STATUS_TYPES_S	ASSIGNMENT_STATUS_TYPE_ID

PER_ASSIGNMENT_STATUS_TYPES_TL

PER_ASSIGNMENT_STATUS_TYPES_TL holds the translated USER_STATUS definitions of statuses that identify the status of an employee or applicant in a specific assignment.

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_STATUS_TYPE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_ASSIGNMENT_STATUS_TYPES
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Defined language
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Actual Language
USER_STATUS	NOT NULL	VARCHAR2(30)	Translated user defined status name
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASG_STATUS_TYPES_TL_N2	NOT UNIQUE	5 10	LANGUAGE USER_STATUS
PER_ASG_STATUS_TYPES_TL_PK	UNIQUE	1 2	ASSIGNMENT_STATUS_TYPE_ID LANGUAGE

Sequences

Sequence	Derived Column
PER_ASSIGNMENT_STATUS_TYPES_S	ASSIGNMENT_STATUS_TYPE_ID

PER_ASSIGN_PROPOSAL_ANSWERS

PER_ASSIGN_PROPOSAL_ANSWERS contains the answers to the Candidate Offer questions that the hiring manager filled out on the Web Offers form for a specific candidate.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_PROPOSAL_QUESTION_MEMBERS	PROPOSAL_QUESTION_MEMBER_ID	PROPOSAL_QUESTION_MEMBER_ID
PER_PROPOSAL_QUESTION_TYPES	PROPOSAL_QUESTION_NAME	PROPOSAL_QUESTION_NAME
PER_PROPOSAL_TEMPLATES	PROPOSAL_TEMPLATE_ID	PROPOSAL_TEMPLATE_ID

Column Descriptions

Name	Null?	Type	Description
PROPOSAL_ANSWER_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to HR_ASSIGNMENTS.
PROPOSAL_QUESTION_NAME	NOT NULL	VARCHAR2(60)	Foreign key to PER_PROPOSAL_QUESTION_TYPES.
PROPOSAL_QUESTION_MEMBER_ID	NOT NULL	NUMBER	Foreign key to PER_PROPOSAL_QUESTION_MEMBERS.
PROPOSAL_TEMPLATE_ID	NOT NULL	NUMBER	Denormalized foreign key to PER_PROPOSAL_TEMPLATES.
PERSON_ID	NOT NULL	NUMBER(10)	Denormalized foreign key to PER_ALL_PEOPLE_F.
ANSWER_VALUE	NULL	VARCHAR2(2000)	The answer that the hiring manager typed into the Web Offers page for this question.
TYPE	NULL	VARCHAR2(30)	Identifies the answer as being for either a Candidate Offer or an Appraisal Questionnaire
ANSWER_FOR_KEY	NULL	VARCHAR2(30)	This is a generic column which should hold foreign key id for other tables. At the moment it holds the foreign key id of PER_APPRAISALS table when the per_assign_proposal_answers.TYPE column is 'Appraisal'.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASSIGN_PROPOSAL_ANSWERS_N1	NOT UNIQUE	1	ASSIGNMENT_ID
PER_ASSIGN_PROPOSAL_ANSWERS_N2	NOT UNIQUE	1	PERSON_ID
PER_ASSIGN_PROPOSAL_ANSWERS_N3	NOT UNIQUE	1	PROPOSAL_QUESTION_MEMBER_ID
PER_ASSIGN_PROPOSAL_ANSWER_PK	UNIQUE	1	PROPOSAL_ANSWER_ID

Sequences

Sequence	Derived Column
PER_ASSIGN_PROPOSAL_ANSWERS_S	PROPOSAL_ANSWER_ID

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PER_ASS_STATUS_TYPE_AMENDS

PER_ASS_STATUS_TYPE_AMENDS holds Business Group level amendments to the seeded assignment status types held in PER_ASSIGNMENT_STATUS_TYPES. When a user makes a change to one of the predefined status types, the modification must apply to the current Business Group only. This is done by creating an amendment row in PER_ASS_STATUS_TYPE_AMENDS, rather than updating the row in PER_ASSIGNMENT_STATUS_TYPES. The HRMS system always checks the PER_ASS_STATUS_TYPE_AMENDS table for the existence of status types before checking the PER_ASSIGNMENT_STATUS_TYPES table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ASSIGNMENT_STATUS_TYPES	ASSIGNMENT_STATUS_TYPE_ID	ASSIGNMENT_STATUS_TYPE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
DEFAULT_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PAY_SYSTEM_STATUS	PAY_ASS_SYS_STATUS	FND_COMMON_LOOKUPS
	D	Do not process
	P	Process
PER_SYSTEM_STATUS	PER_ASS_SYS_STATUS	FND_COMMON_LOOKUPS
	ACCEPTED	Accepted
	ACTIVE_APL	Active Application
	ACTIVE_ASSIGN	Active Assignment
	END	End
	OFFER	Offer
	SUSP_ASSIGN	Suspend Assignment
	TERM_APL	Terminate Application
	TERM_ASSIGN	Terminate Assignment

Column Descriptions

Name	Null?	Type	Description
ASS_STATUS_TYPE_AMEND_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
ASSIGNMENT_STATUS_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PER_ASSIGNMENT_STATUS_TYPES.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the status is currently available for use.
DEFAULT_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether this is the default user status for the PER_SYSTEM_STATUS.

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USER_STATUS	NOT NULL	VARCHAR2(30)	User-defined status name.
PAY_SYSTEM_STATUS	NULL	VARCHAR2(1)	Payroll status indicating whether the assignment is processed in payroll runs.
PER_SYSTEM_STATUS	NULL	VARCHAR2(30)	HR status used extensively within the system to determine how the assignment is processed.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASS_STATUS_TYPE_AMENDS_FK1	NOT UNIQUE	1	ASSIGNMENT_STATUS_TYPE_ID
PER_ASS_STATUS_TYPE_AMENDS_FK2	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ASS_STATUS_TYPE_AMENDS_PK	UNIQUE	1	ASS_STATUS_TYPE_AMEND_ID
PER_ASS_STATUS_TYPE_AMENDS_UK2	UNIQUE	1	USER_STATUS
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_ASS_STATUS_TYPE_AMENDS_S	ASS_STATUS_TYPE_AMEND_ID

PER_ASS_STATUS_TYPE_AMENDS_TL

PER_ASS_STATUS_TYPE_AMENDS_TL holds translated
USER_STATUS for Business Group level amendments to the seeded
assignment status types held in PER_ASSIGNMENT_STATUS_TYPES.

Column Descriptions

Name	Null?	Type	Description
ASS_STATUS_TYPE_AMEND_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_ASS_STATUS_TYPE_AMENDS
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Defined language
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Actual Language
USER_STATUS	NOT NULL	VARCHAR2(30)	Translated user-defined status name.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ASS_STAT_TYPE_AMENDS_TL_N2	NOT UNIQUE	5	LANGUAGE
		10	USER_STATUS
PER_ASS_STAT_TYPE_AMENDS_TL_PK	UNIQUE	1	ASS_STATUS_TYPE_AMEND_ID
		2	LANGUAGE

Sequences

Sequence	Derived Column
PER_ASS_STATUS_TYPE_AMENDS_S	ASS_STATUS_TYPE_AMEND_ID

PER_BOOKINGS

PER_BOOKINGS holds event booking information for people who have been booked on an event. An event may be a type of Event or Interview, and the booking may apply to any employee or applicant.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_EVENTS	EVENT_ID	EVENT_ID

Column Descriptions

Name	Null?	Type	Description
BOOKING_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
EVENT_ID	NOT NULL	NUMBER(15)	Foreign key to PER_EVENTS.
COMMENTS	NULL	LONG	General remark.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
COL_16072666	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_BOOKINGS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID

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PER_BOOKINGS_FK3	NOT UNIQUE	1	EVENT_ID
PER_BOOKINGS_N2	NOT UNIQUE	1	PERSON_ID
PER_BOOKINGS_PK	UNIQUE	1	BOOKING_ID

Sequences

<u>Sequence</u>	<u>Derived Column</u>
PER_BOOKINGS_S	BOOKING_ID

PER_BUDGETS

PER_BUDGETS holds the definitions of HR budgets, including name, calendar and units of measure.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_CALENDARS	PERIOD_SET_NAME	PERIOD_SET_NAME

Column Descriptions

Name	Null?	Type	Description
BUDGET_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PERIOD_SET_NAME	NOT NULL	VARCHAR2(30)	Foreign key to PAY_CALENDARS.
NAME	NOT NULL	VARCHAR2(30)	Name of the budget.
COMMENTS	NULL	LONG	General remark.
UNIT	NULL	VARCHAR2(30)	Budget measurement type, for example, Headcount, FTE, Points.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_BUDGETS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID

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PER_BUDGETS_FK2	NOT UNIQUE	1	PERIOD_SET_NAME
PER_BUDGETS_PK	UNIQUE	1	BUDGET_ID
PER_BUDGETS_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_BUDGETS_S	BUDGET_ID

PER_BUDGET_ELEMENTS

PER_BUDGET_ELEMENTS holds the combinations of organization, grade, job, and position that are used to define specific budget values in PER_BUDGET_VALUES. These elements and values are held for a specific budget version defined in PER_BUDGET_VERSIONS.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_BUDGET_VERSIONS	BUDGET_VERSION_ID	BUDGET_VERSION_ID
PER_GRADES	GRADE_ID	GRADE_ID
PER_JOBS	JOB_ID	JOB_ID

Column Descriptions

Name	Null?	Type	Description
BUDGET_ELEMENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
GRADE_ID	NULL	NUMBER(15)	Foreign key to PER_GRADES.
JOB_ID	NULL	NUMBER(15)	Foreign key to PER_JOBS.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
BUDGET_VERSION_ID	NOT NULL	NUMBER(15)	Foreign key to PER_BUDGET_VERSIONS.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_BUDGET_ELEMENTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_BUDGET_ELEMENTS_FK2	NOT UNIQUE	1	GRADE_ID
PER_BUDGET_ELEMENTS_FK3	NOT UNIQUE	1	JOB_ID
PER_BUDGET_ELEMENTS_FK4	NOT UNIQUE	1	POSITION_ID
PER_BUDGET_ELEMENTS_FK5	NOT UNIQUE	1	ORGANIZATION_ID
PER_BUDGET_ELEMENTS_FK6	NOT UNIQUE	1	BUDGET_VERSION_ID
PER_BUDGET_ELEMENTS_PK	UNIQUE	1	BUDGET_ELEMENT_ID

Sequences

Sequence	Derived Column
PER_BUDGET_ELEMENTS_S	BUDGET_ELEMENT_ID

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PER_BUDGET_VALUES

PER_BUDGET_VALUES holds the planned budget values for specific organization, grade, job, and position combinations defined in PER_BUDGET_ELEMENTS. Each row holds the value for one time period. The time periods are defined by the calendar held in PER_BUDGETS.PERIOD_SET_NAME.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_BUDGET_ELEMENTS	BUDGET_ELEMENT_ID	BUDGET_ELEMENT_ID
PER_TIME_PERIODS	TIME_PERIOD_ID	TIME_PERIOD_ID

Column Descriptions

Name	Null?	Type	Description
BUDGET_VALUE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
BUDGET_ELEMENT_ID	NOT NULL	NUMBER(15)	Foreign key to PER_BUDGET_ELEMENTS.
TIME_PERIOD_ID	NOT NULL	NUMBER(15)	Foreign key to PER_TIME_PERIODS.
VALUE	NULL	NUMBER(22,2)	The budget value.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_BUDGET_VALUES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_BUDGET_VALUES_FK2	NOT UNIQUE	1	BUDGET_ELEMENT_ID
PER_BUDGET_VALUES_FK3	NOT UNIQUE	1	TIME_PERIOD_ID
PER_BUDGET_VALUES_PK	UNIQUE	1	BUDGET_VALUE_ID

Sequences

Sequence	Derived Column
PER_BUDGET_VALUES_S	BUDGET_VALUE_ID

PER_BUDGET_VERSIONS

PER_BUDGET_VERSIONS holds information about a specific version of an HR budget, held in PER_BUDGETS. There can be a number of versions for each budget.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_BUDGETS	BUDGET_ID	BUDGET_ID

Column Descriptions

Name	Null?	Type	Description
BUDGET_VERSION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
BUDGET_ID	NOT NULL	NUMBER(15)	Foreign key to PER_BUDGETS.
DATE_FROM	NOT NULL	DATE	Date from which this version of the budget applies.
VERSION_NUMBER	NOT NULL	VARCHAR2(30)	Budget version number.
COMMENTS	NULL	LONG	General remark.
DATE_TO	NULL	DATE	Date to which this version of the budget applies.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

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Indexes

Index Name	Index Type	Sequence	Column Name
PER_BUDGET_VERSIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_BUDGET_VERSIONS_FK2	NOT UNIQUE	1	BUDGET_ID
PER_BUDGET_VERSIONS_PK	UNIQUE	1	BUDGET_VERSION_ID

Sequences

Sequence	Derived Column
PER_BUDGET_VERSIONS_S	BUDGET_VERSION_ID

PER_BUSINESS_GROUPS

View based on HR_ORGANIZATION_UNITS and HR_ORGANIZATION_INFORMATION that returns specific information defined as attributes for a Business Group.

View Definition

```
CREATE VIEW PER_BUSINESS_GROUPS
as SELECT
    O.ORGANIZATION_ID
, O.ORGANIZATION_ID
, OTL.NAME
, O.DATE_FROM
, O.DATE_TO
, O.INTERNAL_ADDRESS_LINE
, O.LOCATION_ID
, O.COMMENTS
, O2.ORG_INFORMATION1
, O2.ORG_INFORMATION2
, O2.ORG_INFORMATION3
, O2.ORG_INFORMATION4
, O3.ORG_INFORMATION1
, O3.ORG_INFORMATION2
, O3.ORG_INFORMATION3
, O3.ORG_INFORMATION4
, O3.ORG_INFORMATION5
, O3.ORG_INFORMATION6
, O3.ORG_INFORMATION7
, O3.ORG_INFORMATION8
, O3.ORG_INFORMATION9
, O3.ORG_INFORMATION10
, O3.ORG_INFORMATION14
, O4.ORG_INFORMATION2

FROM HR_ALL_ORGANIZATION_UNITS O ,
     HR_ALL_ORGANIZATION_UNITS_TL OTL ,
     HR_ORGANIZATION_INFORMATION O2 ,
     HR_ORGANIZATION_INFORMATION O3 ,
     HR_ORGANIZATION_INFORMATION O4
WHERE O.ORGANIZATION_ID = OTL.ORGANIZATION_ID
AND O.ORGANIZATION_ID = O2.ORGANIZATION_ID (+)
AND O.ORGANIZATION_ID = O3.ORGANIZATION_ID
AND O.ORGANIZATION_ID = O4.ORGANIZATION_ID
AND O3.ORG_INFORMATION_CONTEXT || ' ' = 'Business Group Information'
AND O2.ORG_INFORMATION_CONTEXT (+) || ' ' = 'Work Day Information'
AND O4.ORG_INFORMATION_CONTEXT || ' ' = 'CLASS'
AND O4.ORG_INFORMATION1 = 'HR_BG'
AND O4.ORG_INFORMATION2 = 'Y'
AND OTL.LANGUAGE = userenv('LANG')
```

Column Descriptions

Name	Null?	Type	Description
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.

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ORGANIZATION_ID	NULL	VARCHAR2(1)	Refer to base table.
NAME	NOT NULL	VARCHAR2(60)	Refer to base table.
DATE_FROM	NOT NULL	DATE	Refer to base table.
DATE_TO	NULL	DATE	Refer to base table.
INTERNAL_ADDRESS_LINE	NULL	VARCHAR2(80)	Refer to base table.
LOCATION_ID	NULL	NUMBER(15)	Refer to base table.
COMMENTS	NULL	LONG	Refer to base table.
DEFAULT_START_TIME	NULL	VARCHAR2(150)	Refer to base table.
DEFAULT_END_TIME	NULL	VARCHAR2(150)	Refer to base table.
WORKING_HOURS	NULL	VARCHAR2(150)	Refer to base table.
FREQUENCY	NULL	VARCHAR2(150)	Refer to base table.
SHORT_NAME	NULL	VARCHAR2(150)	Refer to base table.
METHOD_OF_GENERATION_EMP_NUM	NULL	VARCHAR2(150)	Refer to base table.
METHOD_OF_GENERATION_APL_NUM	NULL	VARCHAR2(150)	Refer to base table.
GRADE_STRUCTURE	NULL	VARCHAR2(150)	Refer to base table.
PEOPLE_GROUP_STRUCTURE	NULL	VARCHAR2(150)	Refer to base table.
JOB_STRUCTURE	NULL	VARCHAR2(150)	Refer to base table.
COST_ALLOCATION_STRUCTURE	NULL	VARCHAR2(150)	Refer to base table.
POSITION_STRUCTURE	NULL	VARCHAR2(150)	Refer to base table.
LEGISLATION_CODE	NULL	VARCHAR2(150)	Refer to base table.
CURRENCY_CODE	NULL	VARCHAR2(150)	Refer to base table.
SECURITY_GROUP_ID	NULL	NUMBER(15)	Refer to base table.
ENABLED_FLAG	NULL	VARCHAR2(150)	Refer to base table.

PER_CAGR_GRADES

PER_CAGR_GRADES holds the grades which exist within a Collective Agreement. They act as a reference set of collectively agreed grades which will be used by an assignment.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_CAGR_GRADES_DEF	CAGR_GRADE_DEF_ID	CAGR_GRADE_DEF_ID
PER_CAGR_GRADE_STRUCTURES	CAGR_GRADE_STRUCTURE_ID	CAGR_GRADE_STRUCTURE_ID

Column Descriptions

Name	Null?	Type	Description
CAGR_GRADE_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key from PER_CAGR_GRADES_S
CAGR_GRADE_STRUCTURE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_CAGR_GRADE_STRUCTURES
CAGR_GRADE_DEF_ID	NOT NULL	NUMBER(15)	Foreign key to PER_CAGR_GRADES_DEF
SEQUENCE	NULL	NUMBER(15)	Sequence number of the grade within the structure
OBJECT_VERSION_NUMBER	NULL	NUMBER(15)	System-generated version of row. Increments by one with each update
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_CAGR_GRADES_FK1	NOT UNIQUE	1	CAGR_GRADE_STRUCTURE_ID
PER_CAGR_GRADES_FK2	NOT UNIQUE	1	CAGR_GRADE_DEF_ID
PER_CAGR_GRADES_PK	UNIQUE	1	CAGR_GRADE_ID
PER_CAGR_GRADES_UK1	UNIQUE	1	CAGR_GRADE_STRUCTURE_ID
		2	CAGR_GRADE_DEF_ID

Sequences

Sequence	Derived Column
PER_CAGR_GRADES_S	CAGR_GRADE_ID

PER_CAGR_GRADES_DEF

PER_CAGR_GRADES_DEF is a key flexfield combinations table. It stores segment combinations for collectively agreed grades that are stored in PER_CAGR_GRADES.

Column Descriptions

Name	Null?	Type	Description
CAGR_GRADE_DEF_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key using sequence PER_CAGR_GRADES_DEF_S
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag
START_DATE_ACTIVE	NULL	DATE	Date the key flexfield combination becomes active or valid
END_DATE_ACTIVE	NULL	DATE	Date the key flexfield combination becomes inactive or invalid
SEGMENT1	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT2	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT3	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT4	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT5	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT6	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT7	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT8	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT9	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT10	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT11	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT12	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT13	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT14	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT15	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT16	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT17	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT18	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT19	NULL	VARCHAR2(150)	Key flexfield segment column
SEGMENT20	NULL	VARCHAR2(150)	Key flexfield segment column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_CAGR_GRADES_DEF_PK	UNIQUE	1	CAGR_GRADE_DEF_ID

PER_CAGR_GRADE_STRUCTURES

PER_CAGR_GRADE_STRUCTURES holds the set of collectively agreed grade key flexfield structures valid for a particular collective agreement.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_COLLECTIVE_AGREEMENTS	COLLECTIVE_AGREEMENT_ID	COLLECTIVE_AGREEMENT_ID

Column Descriptions

Name	Null?	Type	Description
CAGR_GRADE_STRUCTURE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key using sequence PER_CAGR_GRADE_STRUCTURES_S
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key
COLLECTIVE_AGREEMENT_ID	NOT NULL	NUMBER(15)	Foreign key to PER_COLLECTIVE_AGREEMENTS
OBJECT_VERSION_NUMBER	NULL	NUMBER(15)	System-generated version of row. Increments by one with each update.
DYNAMIC_INSERT_ALLOWED	NULL	VARCHAR2(1)	An indication of whether the assignment CA grades can vary from the collectively agreed set
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_CAGR_GRADE_STRUCTURES_FK1	NOT UNIQUE	1	COLLECTIVE_AGREEMENT_ID

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PER_CAGR_GRADE_STRUCTURES_PK	UNIQUE	1	CAGR_GRADE_STRUCTURE_ID
PER_CAGR_GRADE_STRUCTURES_UK1	UNIQUE	1	COLLECTIVE_AGREEMENT_ID
		2	ID_FLEX_NUM

Sequences

Sequence	Derived Column
PER_CAGR_GRADE_STRUCTURES_S	CAGR_GRADE_STRUCTURE_ID

PER_CAREER_PATHS

PER_CAREER_PATHS holds the list of career paths that show possible progression paths from job to job.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
CAREER_PATH_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
NAME	NOT NULL	VARCHAR2(30)	Career path name.
COMMENTS	NULL	LONG	General remark.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_CAREER_PATHS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_CAREER_PATHS_PK	UNIQUE	1	CAREER_PATH_ID
PER_CAREER_PATHS_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

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Sequences

<u>Sequence</u>	<u>Derived Column</u>
PER_CAREER_PATHS_S	CAREER_PATH_ID

PER_CAREER_PATH_ELEMENTS

PER_CAREER_PATH_ELEMENTS holds the definition of progression paths for one job to another.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_CAREER_PATHS	CAREER_PATH_ID	CAREER_PATH_ID
PER_JOBS	JOB_ID	SUBORDINATE_JOB_ID
PER_JOBS	JOB_ID	PARENT_JOB_ID

Column Descriptions

Name	Null?	Type	Description
CAREER_PATH_ELEMENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
SUBORDINATE_JOB_ID	NOT NULL	NUMBER(15)	Foreign key to PER_JOBS.
PARENT_JOB_ID	NOT NULL	NUMBER(15)	Foreign key to PER_JOBS.
CAREER_PATH_ID	NOT NULL	NUMBER(15)	Foreign key to PER_CAREER_PATHS.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_CAREER_PATH_ELEMENTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_CAREER_PATH_ELEMENTS_FK2	NOT UNIQUE	1	SUBORDINATE_JOB_ID
PER_CAREER_PATH_ELEMENTS_FK3	NOT UNIQUE	1	PARENT_JOB_ID
PER_CAREER_PATH_ELEMENTS_FK4	NOT UNIQUE	1	CAREER_PATH_ID
PER_CAREER_PATH_ELEMENTS_PK	UNIQUE	1	CAREER_PATH_ELEMENT_ID

Sequences

Sequence	Derived Column
PER_CAREER_PATH_ELEMENTS_S	CAREER_PATH_ELEMENT_ID

PER_CHECKLIST_ITEMS

PER_CHECKLIST_ITEMS holds information about individual checklist items for a person. ITEM_CODE identifies the checklist entry. STATUS is the user-defined status of the item. A person can have any number of checklist items associated with them.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_PEOPLE_F	PERSON_ID	PERSON_ID

Column Descriptions

Name	Null?	Type	Description
CHECKLIST_ITEM_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F
ITEM_CODE	NOT NULL	VARCHAR2(30)	Constrained to HR_LOOKUPS.LOOKUP_CODE fo LOOKUP_TYPE = CHECKLIST
DATE_DUE	NULL	DATE	Date due for completion
DATE_DONE	NULL	DATE	Actual date of completion
STATUS	NULL	VARCHAR2(30)	Constrained to HR_LOOKUPS.LOOKUP_CODE for LOOKUP_TYPE = CHECKLIST_STATUS
NOTES	NULL	VARCHAR2(255)	Free text for comments
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE21	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE22	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE23	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE24	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE25	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE26	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE27	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE28	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE29	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE30	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_CHECKLIST_FK1	NOT UNIQUE	5	PERSON_ID
PER_CHECKLIST_ITEMS_PK	UNIQUE	1	CHECKLIST_ITEM_ID

Sequences

Sequence	Derived Column
PER_CHECKLIST_ITEMS_S	CHECKLIST_ITEM_ID

PER_COBRA_COVERAGE_BENEFITS_F

PER_COBRA_COVERAGE_BENEFITS_F is the datetracked table that holds the record of a benefit that the employee accepts or rejects as part of their COBRA coverage.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_COBRA_COV_ENROLLMENTS	COBRA_COVERAGE_ENROLLMENT_ID	COBRA_COVERAGE_ENROLLMENT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACCEPT_REJECT_FLAG	ACCEPT_REJECT ACC REJ	FND_COMMON_LOOKUPS Accept Reject

Column Descriptions

Name	Null?	Type	Description
COBRA_COVERAGE_BENEFIT_ID (PK)	NOT NULL	NUMBER(15)	Primary key generated from sequence PER_COBRA_COVERAGE_BENEFITS_S.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
COBRA_COVERAGE_ENROLLMENT_ID	NOT NULL	NUMBER(15)	Foreign key to PER_COBRA_COV_ENROLLMENTS.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES.
ACCEPT_REJECT_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the person has accepted or rejected coverage.
COVERAGE_AMOUNT	NOT NULL	VARCHAR2(60)	The employee charge for the benefit. Defaults to the sum of the employee and employer charges.
COVERAGE_TYPE	NOT NULL	VARCHAR2(30)	Who is covered by the benefit.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_COBRA_COVERAGE_BENEFIT_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_COBRA_COVERAGE_BENEFIT_FK2	NOT UNIQUE	1	COBRA_COVERAGE_ENROLLMENT_ID
PER_COBRA_COVERAGE_BENEFIT_N3	NOT UNIQUE	1	ELEMENT_TYPE_ID
PER_COBRA_COVERAGE_BENEFIT_PK	UNIQUE	1	COBRA_COVERAGE_BENEFIT_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PER_COBRA_COVERAGE_BENEFIT_UK2	UNIQUE	1	COBRA_COVERAGE_ENROLLMENT_ID
		2	ELEMENT_TYPE_ID
		3	EFFECTIVE_START_DATE
		4	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PER_COBRA_COVERAGE_BENEFITS_S	COBRA_COVERAGE_BENEFIT_ID

PER_COBRA_COVERAGE_PERIODS

This entity is used to maintain coverage periods for COBRA qualifying events.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
COVERAGE_UOM	US_COBRA_COVERAGE_UOM	FND_COMMON_LOOKUPS
	D	Days
	M	Months
QUALIFYING_EVENT	US_COBRA_EVENT	FND_COMMON_LOOKUPS
	DE	Death of Employee
	DIV	Divorce or Legal Separation
	EB	Employer Bankruptcy
	EM	Medicare Entitlement
	MS	Military Service
	ND	No Longer Dependent
	RH	Reduced Hours
TYPE_CODE	T	Termination
	US_COBRA_SPECIAL_TYPES	FND_COMMON_LOOKUPS
	CC	Born/Fostered Child Covered
	DC	Dependants Covered
	DE	Disabled Employee
	MGD	Minimum number of Grace days

Column Descriptions

Name	Null?	Type	Description
COBRA_COVERAGE_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key.
QUALIFYING_EVENT	NOT NULL	VARCHAR2(30)	Qualifying event code.
EFFECTIVE_START_DATE	NOT NULL	DATE	Effective start date of when this type of event coverage began
EFFECTIVE_END_DATE	NOT NULL	DATE	Effective end date of when this type of event coverage ends
COVERAGE	NOT NULL	NUMBER(9)	Number used to describe the period of the coverage.
COVERAGE_UOM	NOT NULL	VARCHAR2(30)	Coverage units e.g. days, months, etc.
TYPE_CODE	NOT NULL	VARCHAR2(30)	Type code which describes special circumstances for the qualifyin
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Sequences

Sequence	Derived Column
PER_COBRA_COVERAGE_PERIODS_S	COBRA_COVERAGE_ID

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PER_COBRA_COVERAGE_STATUSES

PER_COBRA_COVERAGE_STATUSES holds the information to track the status of a COBRA enrollment.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_COBRA_COV_ENROLLMENTS	COBRA_COVERAGE_ENROLLMENT_ID	COBRA_COVERAGE_ENROLLMENT_ID

Column Descriptions

Name	Null?	Type	Description
COBRA_COVERAGE_STATUS_ID (PK)	NOT NULL	NUMBER(15)	Primary Key generated from sequence
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
COBRA_COVERAGE_ENROLLMENT_ID	NOT NULL	NUMBER(15)	Foreign key to PER_COBRA_COV_ENROLLMENTS.
COBRA_COVERAGE_STATUS_TYPE	NOT NULL	VARCHAR2(30)	Status of the COBRA enrollment.
EFFECTIVE_DATE	NOT NULL	DATE	Effective date of the COBRA enrollment.
COMMENTS	NULL	LONG	Comments.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_COBRA_COVERAGE_STATUSE_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_COBRA_COVERAGE_STATUSE_FK2	NOT UNIQUE	1	COBRA_COVERAGE_ENROLLMENT_ID

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PER_COBRA_COVERAGE_STATUSE_PK	UNIQUE	1	COBRA_COVERAGE_STATUS_ID
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Sequences

Sequence	Derived Column
PER_COBRA_COVERAGE_STATUSES_S	COBRA_COVERAGE_STATUS_ID

PER_COBRA_COV_ENROLLMENTS

PER_COBRA_COV_ENROLLMENTS holds enrollment details for people who are eligible for continued benefit coverage under COBRA. A person qualifies for COBRA coverage following specific events, for example termination of employment or divorce. The result of the event is that the person no longer qualifies for the health coverage that he or she received under the employers scheme.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_CONTACT_RELATIONSHIPS	CONTACT_RELATIONSHIP_ID	CONTACT_RELATIONSHIP_ID
PER_TIME_PERIOD_TYPES	PERIOD_TYPE	PERIOD_TYPE

Column Descriptions

Name	Null?	Type	Description
COBRA_COVERAGE_ENROLLMENT_ID (PK)	NOT NULL	NUMBER(15)	Primary Key generated from sequence PER_COBRA_COV_ENROLLMENTS_S.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
PERIOD_TYPE	NOT NULL	VARCHAR2(30)	Foreign key to PER_TIME_PERIOD_TYPES.
QUALIFYING_DATE	NOT NULL	DATE	The date from which a person qualifies for COBRA coverage.
QUALIFYING_EVENT	NOT NULL	VARCHAR2(30)	Foreign Key to PER_COBRA_QFYING_EVENTS_F identifying the qualifying event for COBRA coverage.
COMMENTS	NULL	LONG	Comments for the COBRA enrollment.
COVERAGE_END_DATE	NULL	DATE	The end date of the COBRA coverage.
COVERAGE_START_DATE	NULL	DATE	The actual start date of the COBRA coverage.
GRACE_DAYS	NULL	NUMBER(5)	The number of days after due date the COBRA enrollee has to make payment.
TERMINATION_REASON	NULL	VARCHAR2(30)	If the status of the COBRA enrollment is terminated then the reason for the termination.
CONTACT_RELATIONSHIP_ID	NULL	NUMBER(15)	Foreign key to PER_CONTACT_RELATIONSHIPS identifying the relationship between the employee and a covered dependent.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_COBRA_COV_ENROLLMENTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_COBRA_COV_ENROLLMENTS_FK3	NOT UNIQUE	1	PERIOD_TYPE
PER_COBRA_COV_ENROLLMENTS_FK4	NOT UNIQUE	1	CONTACT_RELATIONSHIP_ID
PER_COBRA_COV_ENROLLMENTS_N2	NOT UNIQUE	1	ASSIGNMENT_ID
PER_COBRA_COV_ENROLLMENTS_PK	UNIQUE	1	COBRA_COVERAGE_ENROLLMENT_ID

Sequences

Sequence	Derived Column
PER_COBRA_COV_ENROLLMENTS_S	COBRA_COVERAGE_ENROLLMENT_ID

PER_COBRA_DEPENDENTS_F

This entity is used to store an employees dependents coverage for a COBRA qualifying event.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_COBRA_COV_ENROLLMENTS	COBRA_COVERAGE_ENROLLMENT_ID	COBRA_COVERAGE_ENROLLMENT_ID
PER_CONTACT_RELATIONSHIPS	CONTACT_RELATIONSHIP_ID	CONTACT_RELATIONSHIP_ID

Column Descriptions

Name	Null?	Type	Description
COBRA_DEPENDENT_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key.
COBRA_COVERAGE_ENROLLMENT_ID	NOT NULL	NUMBER(15)	FK to per_cobra_cov_enrollments
CONTACT_RELATIONSHIP_ID	NOT NULL	NUMBER(15)	FK to per_contact_relationships table
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date of dependents cobra coverage
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date of a dependents cobra coverage
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_COBRA_DEPENDENTS_FK1	NOT UNIQUE	2	CONTACT_RELATIONSHIP_ID

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PER_COBRA_DEPENDENTS_FK2	NOT UNIQUE	2	COBRA_COVERAGE_ENROLLMENT_ID
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Sequences

Sequence	Derived Column
PER_COBRA_DEPENDENTS_S	COBRA_DEPENDENT_ID

PER_COBRA_QFYING_EVENTS_F

PER_COBRA_QFYING_EVENTS_F is the DateTracked table holding the events that have meaning in the context of COBRA coverage. These include, for example, divorce, termination of employment and death.

Column Descriptions

Name	Null?	Type	Description
QUALIFYING_EVENT_ID (PK)	NOT NULL	NUMBER(15)	Primary key.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LEGISLATION_CODE	NULL	VARCHAR2(30)	Legislation code for this data. Always US for this entity.
ELECTOR	NOT NULL	VARCHAR2(1)	Person who elects to have the coverage. E(mployee) or D(ependent).
EVENT_COVERAGE	NOT NULL	NUMBER(2)	Maximum duration for coverage, in months.
QUALIFYING_EVENT	NOT NULL	VARCHAR2(30)	Type of qualifying event, from US_COBRA_EVENT lookup type.
LEGISLATION_SUBGROUP	NULL	VARCHAR2(30)	Further identifies the legislation of startup data.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_COBRA_QFYING_EVENTS_F_PK	UNIQUE	1	QUALIFYING_EVENT_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE
PER_COBRA_QFYING_EVENTS_F_UK2	UNIQUE	1	QUALIFYING_EVENT
		2	BUSINESS_GROUP_ID
		3	LEGISLATION_CODE
		4	LEGISLATION_SUBGROUP
		5	EFFECTIVE_START_DATE
		6	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PER_COBRA_QFYING_EVENTS_S	QUALIFYING_EVENT_ID

PER_COLLECTIVE_AGREEMENTS

PER_COLLECTIVE_AGREEMENTS holds the name and other identifying information about Collective Agreements which may be negotiated between Employers and Bargaining Units.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	EMPLOYER_ORGANIZATION_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BARGAINING_ORGANIZATION_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
COLLECTIVE_AGREEMENT_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key.
NAME	NOT NULL	VARCHAR2(80)	Name of the Collective agreement
EMPLOYER_ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS
BARGAINING_ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS
CAG_NUMBER	NULL	NUMBER(15)	Collective agreement reference number
DESCRIPTION	NULL	VARCHAR2(2000)	Description
START_DATE	NULL	DATE	Start Date of agreement
END_DATE	NULL	DATE	End Date of agreement
EMPLOYER_SIGNATORY	NULL	VARCHAR2(80)	The name of the signatory on behalf of the employer
BARGAINING_UNIT_SIGNATORY	NULL	VARCHAR2(80)	The name of the signatory on behalf of the bargaining unit
JURISDICTION	NULL	VARCHAR2(80)	The jurisdiction or coverage of the collective agreement
AUTHORIZING_BODY	NULL	VARCHAR2(80)	The administrative body which authorizes the collective agreement
AUTHORIZED_DATE	NULL	DATE	The date on which the collective agreement is authorized
CAG_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield structure defining column
CAG_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column

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CAG_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CAG_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_COLLECTIVE_AGREEMENTS_FK1	NOT UNIQUE	1	EMPLOYER_ORGANIZATION_ID
PER_COLLECTIVE_AGREEMENTS_FK2	NOT UNIQUE	1	BARGAINING_ORGANIZATION_ID
PER_COLLECTIVE_AGREEMENTS_FK3	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_COLLECTIVE_AGREEMENTS_PK	UNIQUE	1	COLLECTIVE_AGREEMENT_ID

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PER_COLLECTIVE_AGREEMENTS_UK1	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_COLLECTIVE_AGREEMENTS_S	COLLECTIVE_AGREEMENT_ID

PER_COMPETENCES

A competence is a definition of knowledge, skills, abilities or other characteristics that a person may possess against which a performance rating or measure of the exhibited level of proficiency may be held.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_RATING_SCALES	RATING_SCALE_ID	RATING_SCALE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CERTIFICATION_REQUIRED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
EVALUATION_METHOD	COMPETENCE_EVAL_TYPE	FND_COMMON_LOOKUPS
RENEWAL_PERIOD_UNITS	UNITS	FND_COMMON_LOOKUPS
	C	Character
	D	Date
	H_DECIMAL1	Hours in Decimal format (1 place)
	H_DECIMAL2	Hours in Decimal format (2 places)
	H_DECIMAL3	Hours in Decimal format (3 places)
	H_HH	Hours in "HH" format
	H_HHMM	Hours in "HH:MM" format
	H_HHMMSS	Hours in "HH:MM:SS" format
	I	Integer
	M	Money
	N	Number
	ND	Day
	T	Time

Column Descriptions

Name	Null?	Type	Description
COMPETENCE_ID (PK)	NOT NULL	NUMBER(15)	Unique Identifier of Competences
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
NAME	NOT NULL	VARCHAR2(80)	The short name of the competence
DESCRIPTION	NULL	VARCHAR2(2000)	Description of knowledge, skill, ability or other characteristic that defines the competence.
DATE_FROM	NOT NULL	DATE	The date upon which the competence becomes active and can be used to create new competence elements.
DATE_TO	NULL	DATE	The date after which the competence is no longer active and cannot be used to create competence elements

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BEHAVIOURAL_INDICATOR	NULL	VARCHAR2(2000)	A description of the behavioural characteristics that would typically be displayed when the competence is present
CERTIFICATION_REQUIRED	NULL	VARCHAR2(30)	An indication of whether certification is required for this competence
EVALUATION_METHOD	NULL	VARCHAR2(30)	An indication of the type of evaluation that should be performed for this competence
RENEWAL_PERIOD_FREQUENCY	NULL	NUMBER(11,2)	The period of time that may elapse before the competence must be re-certified
RENEWAL_PERIOD_UNITS	NULL	VARCHAR2(30)	The unit used to measure the period of time that may elapse before the competence must be re-certified
MAX_LEVEL	NULL	NUMBER(15)	The maximum proficiency level for the competence
MIN_LEVEL	NULL	NUMBER(15)	The minimum proficiency level for the competence
RATING_SCALE_ID	NULL	NUMBER(9)	General Rating Scale that the Competence is to use
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_COMPETENCES_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_COMPETENCES_FK2	NOT UNIQUE	1	RATING_SCALE_ID
PER_COMPETENCES_PK	UNIQUE	2	COMPETENCE_ID
PER_COMPETENCES_UK2	UNIQUE	2	NAME
		4	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_COMPETENCES_S	COMPETENCE_ID

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PER_COMPETENCE_ELEMENTS

A competence element is used to record an individual competence and an evaluation rating. Either a competence level or a specific rating scale step may be indicated as the evaluation rating. A competence element can be of the following types

Requirement The competences and rating levels required by Organizations, Jobs, Positions, Grades, Work, Work Allocations in order to fulfill their Business Objectives.

Assessment The competences and rating levels that result from an assessment of an individual.

Prerequisite The competences and rating levels that are necessary for a person to possess before they are entitled to a Qualifications or to attend a Development Activity.

Output The competences and rating levels that are delivered by a Qualification or Development Activity.

Personal The competences and rating levels that a person possesses.

Preference The development activities that are the preferred delivery method of certain competences at certain levels.

Definition A competence and optionally a rating level that is part of a defined set of competences.

Target The competences and rating levels that are set as a target or objective for a person.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ENTERPRISE_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_ASSESSMENTS	ASSESSMENT_ID	ASSESSMENT_ID
PER_ASSESSMENT_TYPES	ASSESSMENT_TYPE_ID	ASSESSMENT_TYPE_ID
PER_COMPETENCES	COMPETENCE_ID	COMPETENCE_ID
PER_COMPETENCE_ELEMENTS	COMPETENCE_ELEMENT_ID	PARENT_COMPETENCE_ELEMENT_ID
PER_JOBS	JOB_ID	JOB_ID
PER_RATING_LEVELS	RATING_LEVEL_ID	PROFICIENCY_LEVEL_ID
PER_RATING_LEVELS	RATING_LEVEL_ID	HIGH_PROFICIENCY_LEVEL_ID
PER_RATING_LEVELS	RATING_LEVEL_ID	RATING_LEVEL_ID
PER_RATING_LEVELS	RATING_LEVEL_ID	WEIGHTING_LEVEL_ID
PER_VALID_GRADES	VALID_GRADE_ID	VALID_GRADE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
NORMAL_ELAPSE_DURATION_UNIT	UNITS C	FND_COMMON_LOOKUPS Character

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D	Date
H_DECIMAL1	Hours in Decimal format (1 place)
H_DECIMAL2	Hours in Decimal format (2 places)
H_DECIMAL3	Hours in Decimal format (3 places)
H_HH	Hours in "HH" format
H_HHMM	Hours in "HH:MM" format
H_HHMMSS	Hours in "HH:MM:SS" format
I	Integer
M	Money
N	Number
ND	Day
T	Time

Column Descriptions

Name	Null?	Type	Description
COMPETENCE_ELEMENT_ID (PK)	NULL	NUMBER	Unique identifier fo Competence Elements
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
TYPE	NOT NULL	VARCHAR2(30)	The type of Competence Element.
COMPETENCE_ID	NULL	NUMBER(15)	Competence Used
MEMBER_COMPETENCE_SET_ID	NULL	NUMBER(9)	Competence Set for the Element
PROFICIENCY_LEVEL_ID	NULL	NUMBER(15)	Low Proficiency Level for the Element
HIGH_PROFICIENCY_LEVEL_ID	NULL	NUMBER(15)	High Proficiency Level for the Element
WEIGHTING_LEVEL_ID	NULL	NUMBER(15)	Weighting on particular competence to be used in an Assessment Type
RATING_LEVEL_ID	NULL	NUMBER(15)	Rating for a particular competence in an Element
PERSON_ID	NULL	NUMBER(10)	The person for whom the competence element applies.
ENTERPRISE_ID	NULL	NUMBER(9)	Foreign key to HR_ORGANIZATION_UNITS
JOB_ID	NULL	NUMBER(9)	Competence element for the Job requirement.
VALID_GRADE_ID	NULL	NUMBER(9)	Foriegn Key to PER_VALID_GRADES
POSITION_ID	NULL	NUMBER(9)	Competence Element for the Position requirement
ORGANIZATION_ID	NULL	NUMBER(15)	Competence Element for the Organizational requirement
WORK_ITEM_ID	NULL	NUMBER(9)	Competence Element for the Work Item
COMPETENCE_SET_ID	NULL	NUMBER(9)	Grouping of Competences - Competence Set
PARENT_COMPETENCE_ELEMENT_ID	NULL	NUMBER(15)	Competence Element which this competence element refers to
ACTIVITY_VERSION_ID	NULL	NUMBER(9)	Activity Version of a Training course. Inidicates what competences a particular training activity can provide and at what levels.
ASSESSMENT_ID	NULL	NUMBER(15)	Competence Element for the Assessment

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ASSESSMENT_TYPE_ID	NULL	NUMBER(15)	Competence Element for the Assessment Type
MANDATORY	NULL	VARCHAR2(30)	An indication of whether the delivered competence should be automatically included in a persons competence profile or whether it should be manually selected.
EFFECTIVE_DATE_FROM	NULL	DATE	The date upon which the competence rating is effective
EFFECTIVE_DATE_TO	NULL	DATE	The date after which the competence rating is no longer valid
GROUP_COMPETENCE_TYPE	NULL	VARCHAR2(30)	A group of competences used in an assessment template
COMPETENCE_TYPE	NULL	VARCHAR2(30)	The categorization of a competence
SEQUENCE_NUMBER	NULL	NUMBER	A number to control the display sequence of elements within a profile
NORMAL_ELAPSE_DURATION	NULL	NUMBER	The elapsed time before a competence should be achieved within a planned competence profile
NORMAL_ELAPSE_DURATION_UNIT	NULL	VARCHAR2(30)	The units for the elapsed time before a competence should be achieved within planned competence profile
SOURCE_OF_PROFICIENCY_LEVEL	NULL	VARCHAR2(30)	The method by which the proficiency level was established e.g. Mandatory Delivered Competence, Assesemnt Rating
LINE_SCORE	NULL	NUMBER(9)	The calculated score for a single line in an assessment
CERTIFICATION_DATE	NULL	DATE	The date on which the competence rating is certified
CERTIFICATION_METHOD	NULL	VARCHAR2(30)	An indication of the process undertaken to determine he competence
NEXT_CERTIFICATION_DATE	NULL	DATE	The date on the which the next certification is due
COMMENTS	NULL	VARCHAR2(2000)	Comments
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_COMPETENCE_ELEMENTS_FK1	NOT UNIQUE	1	COMPETENCE_ID
PER_COMPETENCE_ELEMENTS_FK10	NOT UNIQUE	1	ORGANIZATION_ID
PER_COMPETENCE_ELEMENTS_FK14	NOT UNIQUE	2	ASSESSMENT_ID
PER_COMPETENCE_ELEMENTS_FK15	NOT UNIQUE	2	ASSESSMENT_TYPE_ID
PER_COMPETENCE_ELEMENTS_FK16	NOT UNIQUE	2	RATING_LEVEL_ID
PER_COMPETENCE_ELEMENTS_FK17	NOT UNIQUE	2	WEIGHTING_LEVEL_ID
PER_COMPETENCE_ELEMENTS_FK18	NOT UNIQUE	2	PARENT_COMPETENCE_ELEMENT_ID
PER_COMPETENCE_ELEMENTS_FK19	NOT UNIQUE	2	VALID_GRADE_ID
PER_COMPETENCE_ELEMENTS_FK2	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_COMPETENCE_ELEMENTS_FK20	NOT UNIQUE	2	ENTERPRISE_ID
PER_COMPETENCE_ELEMENTS_FK5	NOT UNIQUE	2	PROFICIENCY_LEVEL_ID
PER_COMPETENCE_ELEMENTS_FK6	NOT UNIQUE	2	HIGH_PROFICIENCY_LEVEL_ID
PER_COMPETENCE_ELEMENTS_FK7	NOT UNIQUE	2	PERSON_ID
PER_COMPETENCE_ELEMENTS_FK8	NOT UNIQUE	2	JOB_ID
PER_COMPETENCE_ELEMENTS_FK9	NOT UNIQUE	2	POSITION_ID
PER_COMPETENCE_ELEMENTS_N1	NOT UNIQUE	2	TYPE
PER_COMPETENCE_ELEMENTS_N2	NOT UNIQUE	2	COMPETENCE_TYPE

Sequences

Sequence	Derived Column
PER_COMPETENCE_ELEMENTS_S	COMPETENCE_ELEMENT_ID

PER_CONTACT_RELATIONSHIPS

PER_CONTACT_RELATIONSHIPS holds information about employee contacts such as dependents, beneficiaries, emergency contacts or parents. An employee may have an unlimited number of contacts, but only one may be designated the primary contact at any time. Contacts for a person may also be employees or applicants in the system.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_PEOPLE_F	PERSON_ID	PERSON_ID
PER_ALL_PEOPLE_F	PERSON_ID	CONTACT_PERSON_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
BONDHOLDER_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PERSONAL_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PRIMARY_CONTACT_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
RLTD_PER_RSDS_W_DSGNTR_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
CONTACT_RELATIONSHIP_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
CONTACT_PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
CONTACT_TYPE	NOT NULL	VARCHAR2(30)	Relationship between employee and contact.
COMMENTS	NULL	LONG	General remark.
PRIMARY_CONTACT_FLAG	NULL	VARCHAR2(30)	Indicates whether the contact is the primary contact for the employee.
DATE_START	NULL	DATE	The start date of the relationship.
START_LIFE_REASON_ID	NULL	NUMBER(15)	A foreign key to BEN_LER_F identifying the reason the relationship started.
DATE_END	NULL	DATE	The date the relationship ended.
END_LIFE_REASON_ID	NULL	NUMBER(15)	A foreign key to BEN_LER_F identifying the reason the relationship ended.
RLTD_PER_RSDS_W_DSGNTR_FLAG	NULL	VARCHAR2(30)	Indicates whether the two people in the relationship live at the same address.

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PERSONAL_FLAG	NULL	VARCHAR2(30)	Indicates whether the relationship is a personal relationship.
SEQUENCE_NUMBER	NULL	NUMBER(9)	The unique sequence number for the relationship used to identify contacts with a third party organization.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
CONT_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
CONT_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
CONT_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
THIRD_PARTY_PAY_FLAG	NULL	VARCHAR2(30)	Indicates whether the contact receives third party payments from the employee.
BONDHOLDER_FLAG	NULL	VARCHAR2(30)	Indicates whether a person is a potential EE bondholder.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
DEPENDENT_FLAG	NULL	VARCHAR2(30)	
BENEFICIARY_FLAG	NULL	VARCHAR2(30)	

Indexes

Index Name	Index Type	Sequence	Column Name
PER_CONTACT_RELATIONSHIPS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_CONTACT_RELATIONSHIPS_N2	NOT UNIQUE	1	PERSON_ID
PER_CONTACT_RELATIONSHIPS_N3	NOT UNIQUE	1	CONTACT_PERSON_ID
PER_CONTACT_RELATIONSHIPS_PK	UNIQUE	1	CONTACT_RELATIONSHIP_ID

Sequences

Sequence	Derived Column
PER_CONTACT_RELATIONSHIPS_S	CONTACT_RELATIONSHIP_ID

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Database Triggers

Trigger Name : PER_CONTACT_RELATIONSHIPS_OVN
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

This trigger maintains the `object_version_number` column when a record is modified via an interface which does not support the `object_version_number` explicitly. This ensures the `object_version_number` is maintained consistently.

PER_CONTRACTS_F

PER_CONTRACTS_F is a datetracked table which hold the details of a persons contract of employment.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_PEOPLE_F	PERSON_ID	PERSON_ID

Column Descriptions

Name	Null?	Type	Description
CONTRACT_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective Start Date
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective End Date
PERSON_ID	NOT NULL	NUMBER(9)	Foreign key to PER_ALL_PEOPLE_F
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System generated version of row. Increments by one each update
REFERENCE	NOT NULL	VARCHAR2(80)	The title or reference number of the contract
TYPE	NOT NULL	VARCHAR2(30)	The type of contract
STATUS	NOT NULL	VARCHAR2(30)	The status of the contract
STATUS_REASON	NULL	VARCHAR2(240)	The reason for change of status of the contract
DOC_STATUS	NULL	VARCHAR2(240)	This column holds the status of the physical contract
DOC_STATUS_CHANGE_DATE	NULL	DATE	Holds the date that the doc_status column last changed its value.
DESCRIPTION	NULL	VARCHAR2(2000)	Description
DURATION	NULL	NUMBER(22,2)	The duration of the contract
DURATION_UNITS	NULL	VARCHAR2(30)	The units of time in which the duration is expressed
CONTRACTUAL_JOB_TITLE	NULL	VARCHAR2(80)	The contractual job title - N.B. not related to PER_JOBS
PARTIES	NULL	VARCHAR2(80)	The signatory parties (other than the employee)
START_REASON	NULL	VARCHAR2(30)	The reason for the contracts existence
END_REASON	NULL	VARCHAR2(30)	The reason for ending the contract
NUMBER_OF_EXTENSIONS	NULL	NUMBER(9)	The number of times the contract has been extended
EXTENSION_REASON	NULL	VARCHAR2(80)	The reason for extending the contract
EXTENSION_PERIOD	NULL	NUMBER(22,2)	The period of time for which the contract has been extended
EXTENSION_PERIOD_UNITS	NULL	VARCHAR2(30)	The units of time in which the extension period has been expressed
CTR_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield structure defining column
CTR_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column

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CTR_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column
CTR_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

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CREATION_DATE	NULL DATE	Standard Who column
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Indexes

Index Name	Index Type	Sequence	Column Name
PER_CONTRACTS_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_CONTRACTS_F_FK2	NOT UNIQUE	1	PERSON_ID
PER_CONTRACTS_F_PK	UNIQUE	1	CONTRACT_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PER_CONTRACTS_S	CONTRACT_ID

PER_DEFAULT_BUDGET_VALUES

PER_DEFAULT_BUDGET_VALUES is a view based on HR_ORGANIZATION_UNITS and HR_ORGANIZATION_INFORMATION that holds the default budget values for any new assignments in a specific Business Group. Each time a new assignment is created, PER_ASSIGNMENT_BUDGET_VALUES is seeded with any default values defined for the Business Group in PER_DEFAULT_BUDGET_VALUES.

View Definition

```
CREATE VIEW PER_DEFAULT_BUDGET_VALUES
as SELECT
    O.BUSINESS_GROUP_ID
, O2.ORG_INFORMATION1
, fnd_number.canonical_to_number(O2.ORG_INFORMATION2)

    HR_ORGANIZATION_INFORMATION O3 WHERE O.ORGANIZATION_ID =
O2.ORGANIZATION_ID AND O.ORGANIZATION_ID = O3.ORGANIZATION_ID AND
O2.ORG_INFORMATION_CONTEXT||'' = 'Budget Value Defaults' AND
O3.ORG_INFORMATION_CONTEXT||'' = 'CLASS' AND O3.ORG_INFORMATION1 =
'HR_BG' AND O3.ORG_INFORMATION2 = 'Y'
```

Column Descriptions

Name	Null?	Type	Description
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
UNIT	NULL	VARCHAR2(150)	Refer to base table.
VALUE	NULL	NUMBER	Refer to base table.

PER_DEPLOYMENT_FACTORS

A deployment factor is a factor which affects a person's capacity to be deployed within an organization. They are expressed as requirements of an organization, job, position, or piece of work (task, role, responsibility).

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_JOBS	JOB_ID	JOB_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
AVAILABLE_FOR_TRANSFER	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
ONLY_CURRENT_LOCATION	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PASSPORT_REQUIRED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
RELOCATE_DOMESTICALLY	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
RELOCATE_INTERNATIONALLY	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
RELOCATION_REQUIRED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
TRAVEL_REQUIRED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
VISIT_INTERNATIONALLY	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
WORK_ANY_COUNTRY	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
WORK_ANY_LOCATION	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
DEPLOYMENT_FACTOR_ID (PK)	NOT NULL	NUMBER(9)	PK of per_deployment_factors table.
POSITION_ID	NULL	NUMBER(9)	FK to PER_ALL_POSITIONS table.

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PERSON_ID	NULL	NUMBER(10)	FK to PER_ALL_PEOPLE_F table.
JOB_ID	NULL	NUMBER(9)	FK to per_jobs table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	FK to hr_organization_units table.
WORK_ANY_COUNTRY	NOT NULL	VARCHAR2(30)	Yes/No field to describe whether work is required to be done in an
WORK_ANY_LOCATION	NOT NULL	VARCHAR2(30)	Willingness to work in any location.
RELOCATE_DOMESTICALLY	NOT NULL	VARCHAR2(30)	Willingness to relocate domestically.
RELOCATE_INTERNATIONALLY	NOT NULL	VARCHAR2(30)	Willingness to relocate internationally.
TRAVEL_REQUIRED	NOT NULL	VARCHAR2(30)	Indicates whether travel is required
COUNTRY1	NULL	VARCHAR2(30)	Attribute used to state a country where work will be required.
COUNTRY2	NULL	VARCHAR2(30)	Attribute used to store a country where work may be required.
COUNTRY3	NULL	VARCHAR2(30)	Attribute used to store country where work may be required to be
WORK_DURATION	NULL	VARCHAR2(30)	Work duration that is required.
WORK_SCHEDULE	NULL	VARCHAR2(30)	Indicates work schedule desired.
WORK_HOURS	NULL	VARCHAR2(30)	Indicates work hours desired.
FTE_CAPACITY	NULL	VARCHAR2(30)	Indicates full time capacity.
VISIT_INTERNATIONALLY	NULL	VARCHAR2(30)	Indicates whether a person is willing to visit internationally.
ONLY_CURRENT_LOCATION	NULL	VARCHAR2(30)	Indicates that a person is only willing to work within his/her cu
NO_COUNTRY1	NULL	VARCHAR2(30)	Indicates a country that a person does not want to work in.
NO_COUNTRY2	NULL	VARCHAR2(30)	Indicates a country that a person is not interested in working in
NO_COUNTRY3	NULL	VARCHAR2(30)	Indicates a country that a person is not interested in working in
COMMENTS	NULL	VARCHAR2(2000)	Comments related to the persons deployment.
EARLIEST_AVAILABLE_DATE	NULL	DATE	Used to indicate earliest available date for a persons transfer.
AVAILABLE_FOR_TRANSFER	NULL	VARCHAR2(30)	Indicates whether a person is available for transfer.
RELOCATION_PREFERENCE	NULL	VARCHAR2(30)	Indicates a persons relocation preference.
RELOCATION_REQUIRED	NULL	VARCHAR2(30)	Indicates that the job/position requires relocation.
PASSPORT_REQUIRED	NULL	VARCHAR2(30)	Indicates that a passport is required for the job/position.
LOCATION1	NULL	VARCHAR2(30)	Indicates a location where the job/position will required work to
LOCATION2	NULL	VARCHAR2(30)	Indicates a location where the job/position will require work to

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LOCATION3	NULL	VARCHAR2(30)	Indicates a location where the job/position will require work to
OTHER_REQUIREMENTS	NULL	VARCHAR2(2000)	Comments relevant to the job/position.
SERVICE_MINIMUM	NULL	VARCHAR2(30)	Indicates the minimum length of service to be considered for the
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	Object version number is used to uniquely identify if a user is looking at the current record in the database.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_DEPLOYMENT_FACTORS_FK1	NOT UNIQUE	2	POSITION_ID
PER_DEPLOYMENT_FACTORS_FK2	NOT UNIQUE	2	JOB_ID
PER_DEPLOYMENT_FACTORS_FK3	NOT UNIQUE	2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_DEPLOYMENT_FACTORS_S	DEPLOYMENT_FACTOR_ID

PER_EMPLOYEES_CURRENT_X

The list of current employees visible within the current security profile as of the current system date.

View Definition

```
CREATE VIEW PER_EMPLOYEES_CURRENT_X
as SELECT
    P.BUSINESS_GROUP_ID
  , A.ORGANIZATION_ID
  , P.PERSON_ID
  , A.ASSIGNMENT_ID
  , P.LAST_UPDATE_DATE
  , P.LAST_UPDATED_BY
  , P.LAST_UPDATE_LOGIN
  , P.CREATION_DATE
  , P.CREATED_BY
  , P.EMPLOYEE_NUMBER
  , P.FULL_NAME
  , P.FIRST_NAME
  , P.MIDDLE_NAMES
  , P.LAST_NAME
  , P.TITLE
  , A.LOCATION_ID
  , A.SUPERVISOR_ID
  , A.SET_OF_BOOKS_ID
  , A.DEFAULT_CODE_COMB_ID
  , P.EXPENSE_CHECK_SEND_TO_ADDRESS
  , A.EFFECTIVE_END_DATE
  , P.EMAIL_ADDRESS
  , P.ATTRIBUTE1
  , P.ATTRIBUTE2
  , P.ATTRIBUTE3
  , P.ATTRIBUTE4
  , P.ATTRIBUTE5
  , P.ATTRIBUTE6
  , P.ATTRIBUTE7
  , P.ATTRIBUTE8
  , P.ATTRIBUTE9
  , P.ATTRIBUTE10
  , P.ATTRIBUTE11
  , P.ATTRIBUTE12
  , P.ATTRIBUTE13
  , P.ATTRIBUTE14
  , P.ATTRIBUTE15
  , P.ATTRIBUTE16
  , P.ATTRIBUTE17
  , P.ATTRIBUTE18
  , P.ATTRIBUTE19
  , P.ATTRIBUTE20
  , P.ATTRIBUTE21
  , P.ATTRIBUTE22
  , P.ATTRIBUTE23
  , P.ATTRIBUTE24
  , P.ATTRIBUTE25
  , P.ATTRIBUTE26
```

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```

, P.ATTRIBUTE27
, P.ATTRIBUTE28
, P.ATTRIBUTE29
, P.ATTRIBUTE30
, P.ATTRIBUTE_CATEGORY

PER_ALL_ASSIGNMENTS_F A
WHERE A.PERSON_ID = P.PERSON_ID
AND A.PRIMARY_FLAG = 'Y'
AND A.ASSIGNMENT_TYPE = 'E'
AND TRUNC(SYSDATE) BETWEEN P.EFFECTIVE_START_DATE AND
P.EFFECTIVE_END_DATE
AND TRUNC(SYSDATE) BETWEEN A.EFFECTIVE_START_DATE AND
A.EFFECTIVE_END_DATE
AND P.EMPLOYEE_NUMBER IS NOT NULL

```

Column Descriptions

Name	Null?	Type	Description
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
EMPLOYEE_ID	NOT NULL	NUMBER(10)	Refer to base table.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Refer to base table.
LAST_UPDATE_DATE	NULL	DATE	Refer to base table.
LAST_UPDATED_BY	NULL	NUMBER(15)	Refer to base table.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Refer to base table.
CREATION_DATE	NULL	DATE	Refer to base table.
CREATED_BY	NULL	NUMBER(15)	Refer to base table.
EMPLOYEE_NUM	NULL	VARCHAR2(30)	Refer to base table.
FULL_NAME	NULL	VARCHAR2(240)	Refer to base table.
FIRST_NAME	NULL	VARCHAR2(20)	Refer to base table.
MIDDLE_NAME	NULL	VARCHAR2(60)	Refer to base table.
LAST_NAME	NOT NULL	VARCHAR2(40)	Refer to base table.
PREFIX	NULL	VARCHAR2(30)	Refer to base table.
LOCATION_ID	NULL	NUMBER(15)	Refer to base table.
SUPERVISOR_ID	NULL	NUMBER(10)	Refer to base table.
SET_OF_BOOKS_ID	NULL	NUMBER(15)	Refer to base table.
DEFAULT_CODE_COMBINATION_ID	NULL	NUMBER(15)	Refer to base table.
EXPENSE_CHECK_ADDRESS_FLAG	NULL	VARCHAR2(30)	Refer to base table.
INACTIVE_DATE	NOT NULL	DATE	Refer to base table.
EMAIL_ADDRESS	NULL	VARCHAR2(240)	Refer to base table.
ATTRIBUTE1	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE2	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE3	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE4	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE5	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE6	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE7	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE8	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE9	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE10	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE11	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE12	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE13	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE14	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE15	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE16	NULL	VARCHAR2(150)	Refer to base table.

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ATTRIBUTE17	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE18	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE19	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE20	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE21	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE22	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE23	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE24	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE25	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE26	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE27	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE28	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE29	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE30	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.

PER_EMPLOYEES_X

All employees (current and ex-employees) visible within the current security profile as of the current system date.

View Definition

```
CREATE VIEW PER_EMPLOYEES_X
as SELECT
    P.BUSINESS_GROUP_ID
  , A.ORGANIZATION_ID
  , P.PERSON_ID
  , A.ASSIGNMENT_ID
  , P.LAST_UPDATE_DATE
  , P.LAST_UPDATED_BY
  , P.LAST_UPDATE_LOGIN
  , P.CREATION_DATE
  , P.CREATED_BY
  , P.EMPLOYEE_NUMBER
  , P.FULL_NAME
  , P.FIRST_NAME
  , P.MIDDLE_NAMES
  , P.LAST_NAME
  , P.TITLE
  , A.LOCATION_ID
  , A.SUPERVISOR_ID
  , A.SET_OF_BOOKS_ID
  , A.DEFAULT_CODE_COMB_ID
  , P.EXPENSE_CHECK_SEND_TO_ADDRESS
  , B.ACTUAL_TERMINATION_DATE
  , P.EMAIL_ADDRESS
  , P.ATTRIBUTE1
  , P.ATTRIBUTE2
  , P.ATTRIBUTE3
  , P.ATTRIBUTE4
  , P.ATTRIBUTE5
  , P.ATTRIBUTE6
  , P.ATTRIBUTE7
  , P.ATTRIBUTE8
  , P.ATTRIBUTE9
  , P.ATTRIBUTE10
  , P.ATTRIBUTE11
  , P.ATTRIBUTE12
  , P.ATTRIBUTE13
  , P.ATTRIBUTE14
  , P.ATTRIBUTE15
  , P.ATTRIBUTE16
  , P.ATTRIBUTE17
  , P.ATTRIBUTE18
  , P.ATTRIBUTE19
  , P.ATTRIBUTE20
  , P.ATTRIBUTE21
  , P.ATTRIBUTE22
  , P.ATTRIBUTE23
  , P.ATTRIBUTE24
  , P.ATTRIBUTE25
  , P.ATTRIBUTE26
```

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```

, P.ATTRIBUTE27
, P.ATTRIBUTE28
, P.ATTRIBUTE29
, P.ATTRIBUTE30
, P.ATTRIBUTE_CATEGORY

PER_ALL_ASSIGNMENTS_F A,
PER_PERIODS_OF_SERVICE B
WHERE A.PERSON_ID = P.PERSON_ID
AND A.PRIMARY_FLAG = 'Y'
AND A.ASSIGNMENT_TYPE = 'E'
AND A.PERIOD_OF_SERVICE_ID = B.PERIOD_OF_SERVICE_ID
AND TRUNC(SYSDATE) BETWEEN P.EFFECTIVE_START_DATE AND
P.EFFECTIVE_END_DATE
AND A.EFFECTIVE_START_DATE <=
(SELECT
MAX(NVL(B2.ACTUAL_TERMINATION_DATE,TRUNC(SYSDATE)))
FROM PER_PERIODS_OF_SERVICE B2
WHERE B2.PERSON_ID = A.PERSON_ID
AND B2.DATE_START <= TRUNC(SYSDATE))
AND A.EFFECTIVE_END_DATE >=
(SELECT
MAX(NVL(B2.ACTUAL_TERMINATION_DATE,TRUNC(SYSDATE)))
FROM PER_PERIODS_OF_SERVICE B2
WHERE B2.PERSON_ID = A.PERSON_ID
AND B2.DATE_START <= TRUNC(SYSDATE))
AND P.EMPLOYEE_NUMBER IS NOT NULL

```

Column Descriptions

Name	Null?	Type	Description
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
EMPLOYEE_ID	NOT NULL	NUMBER(10)	Refer to base table.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Refer to base table.
LAST_UPDATE_DATE	NULL	DATE	Refer to base table.
LAST_UPDATED_BY	NULL	NUMBER(15)	Refer to base table.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Refer to base table.
CREATION_DATE	NULL	DATE	Refer to base table.
CREATED_BY	NULL	NUMBER(15)	Refer to base table.
EMPLOYEE_NUM	NULL	VARCHAR2(30)	Refer to base table.
FULL_NAME	NULL	VARCHAR2(240)	Refer to base table.
FIRST_NAME	NULL	VARCHAR2(20)	Refer to base table.
MIDDLE_NAME	NULL	VARCHAR2(60)	Refer to base table.
LAST_NAME	NOT NULL	VARCHAR2(40)	Refer to base table.
PREFIX	NULL	VARCHAR2(30)	Refer to base table.
LOCATION_ID	NULL	NUMBER(15)	Refer to base table.
SUPERVISOR_ID	NULL	NUMBER(9)	Refer to base table.
SET_OF_BOOKS_ID	NULL	NUMBER(15)	Refer to base table.
DEFAULT_CODE_COMBINATION_ID	NULL	NUMBER(15)	Refer to base table.
EXPENSE_CHECK_ADDRESS_FLAG	NULL	VARCHAR2(30)	Refer to base table.
INACTIVE_DATE	NOT NULL	DATE	Refer to base table.
EMAIL_ADDRESS	NULL	VARCHAR2(240)	Refer to base table.
ATTRIBUTE1	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE2	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE3	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE4	NULL	VARCHAR2(150)	Refer to base table.

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ATTRIBUTE5	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE6	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE7	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE8	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE9	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE10	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE11	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE12	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE13	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE14	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE15	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE16	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE17	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE18	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE19	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE20	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE21	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE22	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE23	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE24	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE25	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE26	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE27	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE28	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE29	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE30	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.

PER_ESTABLISHMENTS

This entity is used to maintain a list of educational establishments e.g. schools, colleges, universities, etc.

Column Descriptions

Name	Null?	Type	Description
ESTABLISHMENT_ID (PK)	NOT NULL	NUMBER(9)	PK of entity
NAME	NOT NULL	VARCHAR2(160)	Maintains the name of an educational establishment
LOCATION	NOT NULL	VARCHAR2(240)	Holds the location details of an establishment
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Sequences

Sequence	Derived Column
PER_ESTABLISHMENTS_S	ESTABLISHMENT_ID

PER_ESTABLISHMENT_ATTENDANCES

A record of educational establishments that a person is currently attending or has previously attended and the dates of which the attendance took place.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ESTABLISHMENTS	ESTABLISHMENT_ID	ESTABLISHMENT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
FULL_TIME	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
ATTENDANCE_ID (PK)	NOT NULL	NUMBER(9)	PK of entity
ATTENDED_START_DATE	NOT NULL	DATE	Maintains the attendance start date at a particular establishment
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F.
FULL_TIME	NOT NULL	VARCHAR2(30)	Stores whether the attendance at an establishment was full-time
ATTENDED_END_DATE	NULL	DATE	Maintains the date attendance ended at a particular establishment
ESTABLISHMENT_ID	NULL	NUMBER(9)	PK of entity
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.
ESTABLISHMENT	NULL	VARCHAR2(255)	Used for on the fly establishment creation.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ESTABLISHMENT_ATTEND_FK1	NOT UNIQUE	1	ESTABLISHMENT_ID
PER_ESTABLISHMENT_ATTEND_FK2	NOT UNIQUE	2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_ESTAB_ATTENDANCES_S	ATTENDANCE_ID

PER_EVENTS

PER_EVENTS holds information about events and interviews. For an employee interview, the PERSON_ID refers to the interviewee, and the ASSIGNMENT_ID is null. For an applicant interview, the ASSIGNMENT_ID refers to the assignment applied for, and the PERSON_ID refers to the interviewee. For an event, both the PERSON_ID and ASSIGNMENT_ID are null.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_RUN_BY_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
EMP_OR_APL	EMP_APL A E	FND_COMMON_LOOKUPS Applicant Employee
EVENT_OR_INTERVIEW	EVENT_INTERVIEW E I	FND_COMMON_LOOKUPS Event Interview

Column Descriptions

Name	Null?	Type	Description
EVENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LOCATION_ID	NUL	NUMBER(15)	Foreign key to HR_LOCATIONS.
INTERNAL_CONTACT_PERSON_ID	NUL	NUMBER(10)	Foreign key to PER_PEOPLE.
ORGANIZATION_RUN_BY_ID	NUL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ASSIGNMENT_ID	NUL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
DATE_START	NOT NULL	DATE	Start date of event or interview.
TYPE	NOT NULL	VARCHAR2(30)	Event type or interview name.
COMMENTS	NUL	LONG	General remark.
CONTACT_TELEPHONE_NUMBER	NUL	VARCHAR2(60)	External contact telephone number.
DATE_END	NUL	DATE	End date of event or interview.
EMP_OR_APL	NUL	VARCHAR2(1)	Indicates an employee or applicant (E=employee and A=applicant).
EVENT_OR_INTERVIEW	NUL	VARCHAR2(30)	Indicates an event or interview (E = event and I = interview).
EXTERNAL_CONTACT	NUL	VARCHAR2(80)	Name of the external contact. Only used for events.
TIME_END	NUL	VARCHAR2(5)	Time the event or interview is expected to end.
TIME_START	NUL	VARCHAR2(5)	Time the event or interview is expected to start.

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REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_EVENTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_EVENTS_FK2	NOT UNIQUE	1	LOCATION_ID
PER_EVENTS_FK4	NOT UNIQUE	1	ORGANIZATION_RUN_BY_ID
PER_EVENTS_N3	NOT UNIQUE	1	INTERNAL_CONTACT_PERSON_ID
PER_EVENTS_N5	NOT UNIQUE	1	ASSIGNMENT_ID
PER_EVENTS_PK	UNIQUE	1	EVENT_ID

Sequences

Sequence	Derived Column
PER_EVENTS_S	EVENT_ID

PER_FORM_FUNCTIONS

PER_FORM_FUNCTIONS is a generic table used:(a) in PERWSEPI for person type picklist (function = CHANGE_PERSON_TYPE) (b) in PERWSEPI for navigation zone picklist (function = NAVIGATE).

Column Descriptions

Name	Null?	Type	Description
FORM	NOT NULL	VARCHAR2(30)	Form name eg. PERPEEPI.
FUNCTION	NOT NULL	VARCHAR2(40)	Function to be carried out eg. CHANGE_PERSON_TYPE, NAVIGATE.
RESULT	NOT NULL	VARCHAR2(40)	The expected result eg. person type to appear on picklist.
INPUT	NULL	VARCHAR2(30)	Value used as a reference eg. existing person type.
RESTRICTION_CODE	NULL	VARCHAR2(10)	Form customization restriction code e.g. value relating to PERSON_TYPE.
RESTRICTION_VALUE	NULL	VARCHAR2(80)	Value that is restricted by the customization.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_FORM_FUNCTION_UK	UNIQUE	2	FORM
		4	FUNCTION
		6	RESULT
		8	INPUT
		10	RESTRICTION_CODE
		12	RESTRICTION_VALUE

PER_GENERIC_REPORT_OUTPUT

PER_GENERIC_REPORT_OUTPUT holds the text lines produced by a generic report script. This is part of a generic reporting functionality in Oracle HRMS. The contents of this table are generated by a user-defined PL/SQL script that also handles the formatting of the text lines.

Column Descriptions

Name	Null?	Type	Description
LINE_TYPE (PK)	NOT NULL	VARCHAR2(30)	Indicates whether line is in report title, header, footer or body.
LINE_NUMBER (PK)	NOT NULL	NUMBER(9)	Line number in title, header, footer or body.
LINE_CONTENT	NULL	VARCHAR2(200)	Free text content of report line.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_GENERIC_REPORT_OUTPUT_PK	UNIQUE	1	LINE_TYPE
		2	LINE_NUMBER

PER_GRADES

PER_GRADES stores grade definitions. The NAME is the concatenation of key flexfield segments and is generated when the grade is defined. Grades are used to show the level or rank of an employee in an assignment, and may be related to job or position by the definition of valid grades. They are often used to specify element eligibility rules. The DATE_FROM and DATE_TO columns define the date limits for using grades in the system.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_GRADE_DEFINITIONS	GRADE_DEFINITION_ID	GRADE_DEFINITION_ID

Column Descriptions

Name	Null?	Type	Description
GRADE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
GRADE_DEFINITION_ID	NOT NULL	NUMBER(15)	Foreign key to PER_GRADE_DEFINITIONS.
DATE_FROM	NOT NULL	DATE	The date on which the grade becomes effective.
SEQUENCE	NOT NULL	NUMBER(15)	Sequence number for the grade. Used for ordering a list of grades.
COMMENTS		LONG	General remark.
DATE_TO		DATE	The date after which the grade is no longer effective.
NAME		VARCHAR2(240)	Grade name.
REQUEST_ID		NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID		NUMBER(15)	Standard Who column.
PROGRAM_ID		NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE		DATE	Standard Who column.
ATTRIBUTE_CATEGORY		VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16		VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17		VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_GRADES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_GRADES_FK2	NOT UNIQUE	1	GRADE_DEFINITION_ID
PER_GRADES_PK	UNIQUE	1	GRADE_ID
PER_GRADES_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_GRADES_S	GRADE_ID

PER_GRADE_DEFINITIONS

PER_GRADE_DEFINITIONS is a key flexfield combinations table. It stores segment combinations for grades that are stored in PER_GRADES. Oracle Applications do not support code combination IDs that exceed 2,000,000,000.

Column Descriptions

Name	Null?	Type	Description
GRADE_DEFINITION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key.
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag.
START_DATE_ACTIVE	NULL	DATE	Date before which key flexfield combination is invalid.
END_DATE_ACTIVE	NULL	DATE	Date after which key flexfield combination is invalid.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.

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LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_GRADE_DEFINITIONS_PK	UNIQUE	1	GRADE_DEFINITION_ID

Sequences

Sequence	Derived Column
PER_GRADE_DEFINITIONS_S	GRADE_DEFINITION_ID

PER_GRADE_SPINES_F

PER_GRADE_SPINES_F stores the relationship between a grade and a pay scale, this is the grade scale. A pay scale, previously known as a parent spine, can be used for several different grades but a grade can be associated with only one pay scale. The CEILING_STEP_ID holds the highest step (from the pay scale) which can be used in this grade scale. PER_GRADE_SPINES_F is a DateTracked table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_GRADES	GRADE_ID	GRADE_ID
PER_PARENT_SPINES	PARENT_SPINE_ID	PARENT_SPINE_ID

Column Descriptions

Name	Null?	Type	Description
GRADE_SPINE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PARENT_SPINE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PARENT_SPINES.
GRADE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_GRADES.
CEILING_STEP_ID	NOT NULL	NUMBER(15)	Foreign key to PER_SPINAL_POINTS.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_GRADE_SPINES_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_GRADE_SPINES_F_FK2	NOT UNIQUE	1	PARENT_SPINE_ID
PER_GRADE_SPINES_F_FK3	NOT UNIQUE	1	GRADE_ID
PER_GRADE_SPINES_F_PK	UNIQUE	1	GRADE_SPINE_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PER_GRADE_SPINES_S	GRADE_SPINE_ID

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PER_HTML_TOOLKIT_REC_TYPES

Column Descriptions

Name	Null?	Type	Description
HTML_TOOLKIT_REC_TYPE_ID (PK)	NOT NULL	NUMBER(15)	System generated Primary Key
OBJECT_TYPE_NAME	NOT NULL	VARCHAR2(80)	HTML object type.
RECORD_TYPE_NAME	NOT NULL	VARCHAR2(80)	Name of the corresponding record value in the toolkit. e.g. PromptFormat
RECORD_TYPE_SEQUENCE	NOT NULL	NUMBER(9)	Display order.
ATTRIBUTE_NAME	NOT NULL	VARCHAR2(80)	The name of an attribute within the record type. e.g. ALIGN)
DATA_TYPE	NOT NULL	VARCHAR2(1)	The datatype of the attribute.
DEFAULT_VALUE	NULL	VARCHAR2(80)	The default value for the attribute.
CUSTOM_VALUE	NULL	VARCHAR2(80)	The customer value for the attribute. (This will be substituted for the default value at runtime.)
MESSAGE_NAME	NULL	VARCHAR2(30)	Foreign Key to FND_NEW_MESSAGES to provide a description of the object type.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_HTML_TOOLKIT_REC_TYPES_U1	UNIQUE	2	OBJECT_TYPE_NAME
		4	RECORD_TYPE_NAME
		6	RECORD_TYPE_SEQUENCE
		8	ATTRIBUTE_NAME
PER_HTML_TOOLKIT_REC_TYPES_PK	NOT UNIQUE	2	HTML_TOOLKIT_REC_TYPE_ID

Sequences

Sequence	Derived Column
PER_HTML_TOOLKIT_REC_TYPES_S	HTML_TOOLKIT_REC_TYPE_ID

PER_IMAGES

PER_IMAGES stores the images of any entity. It holds it by the entity name and primary key of the entity.

Column Descriptions

Name	Null?	Type	Description
IMAGE_ID (PK)	NOT NULL	NUMBER(15)	System generated unique identifier from PER_IMAGES_S.
IMAGE	NOT NULL	LONG RAW	The digitized image, held in TIFF, BMP, JFIF, PCX, PICT or other supported format.
PARENT_ID	NOT NULL	NUMBER(15)	Primary key of row for which image is held.
TABLE_NAME	NOT NULL	VARCHAR2(30)	Table holding row for which image is held.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_IMAGES_PK	UNIQUE	1	IMAGE_ID
PER_IMAGES_UK2	UNIQUE	1	TABLE_NAME
		2	PARENT_ID

Sequences

Sequence	Derived Column
PER_IMAGES_S	IMAGE_ID

PER_INFO_TYPE_SECURITY

PER_INFO_TYPE_SECURITY defines the extra information type security for a responsibility. It defines which INFORMATION_TYPE's a particular responsibility has access too. This is a generic security table for all of the extra information type tables (PERSON, ASSIGNMENT, POSITION, JOB). The table to which a particular row is linked is defined by the column 'INFO_TYPE_TABLE_NAME'.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FND_RESPONSIBILITY	APPLICATION_ID RESPONSIBILITY_ID	APPLICATION_ID RESPONSIBILITY_ID

Column Descriptions

Name	Null?	Type	Description
PER_INFO_TYPE_SECURITY_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key.
APPLICATION_ID	NOT NULL	NUMBER(15)	Foreign key to FND_RESPONSIBILITY
RESPONSIBILITY_ID	NOT NULL	NUMBER(15)	Foreign Key to FND_RESPONSIBILITY
INFO_TYPE_TABLE_NAME	NOT NULL	VARCHAR2(30)	Name of Info Type Table, used to join to info type table
INFORMATION_TYPE	NOT NULL	VARCHAR2(40)	Foriegn key to INFO_TYPE_TABLE_NAME
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_INFO_TYPE_SECURITY_PK	UNIQUE	2	PER_INFO_TYPE_SECURITY_ID
PER_INFO_TYPE_SECURITY_UK	UNIQUE	2	APPLICATION_ID
		4	RESPONSIBILITY_ID
		6	INFO_TYPE_TABLE_NAME
		8	INFORMATION_TYPE

Sequences

Sequence	Derived Column
PER_INFO_TYPE_SECURITY_S	PER_INFO_TYPE_SECURITY_ID

PER_JOBS

PER_JOBS holds jobs that have been defined for a Business Group. The NAME is a concatenation of key flexfield segments, held in PER_JOB_DEFINITIONS. Jobs define the role that an employee can perform in the business group, and they are independent of specific organizations.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_JOB_DEFINITIONS	JOB_DEFINITION_ID	JOB_DEFINITION_ID

Column Descriptions

Name	Null?	Type	Description
JOB_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
JOB_DEFINITION_ID	NOT NULL	NUMBER(15)	Foreign key to PER_JOB_DEFINITIONS.
DATE_FROM	NOT NULL	DATE	Date from which an employee or applicant may be assigned to this job.
COMMENTS	NULL	LONG	General remark.
DATE_TO	NULL	DATE	Date after which employees and applicants may no longer be assigned to this job.
NAME	NULL	VARCHAR2(240)	Job name, concatenated from the keyflex structure.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.

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LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
JOB_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
JOB_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
JOB_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
JOB_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JOBS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_JOBS_FK2	NOT UNIQUE	1	JOB_DEFINITION_ID
PER_JOBS_PK	UNIQUE	1	JOB_ID
PER_JOBS_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_JOBS_S	JOB_ID

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Database Triggers

Trigger Name : PER_JOBS_OVN
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PER_JOB_DEFINITIONS

PER_JOB_DEFINITIONS is a key flexfield combinations table. It holds the segment combinations for jobs that are stored in PER_JOBS. Oracle Applications do not support code combinations IDs that exceed 2,000,000,000.

Column Descriptions

Name	Null?	Type	Description
JOB_DEFINITION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key.
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag.
START_DATE_ACTIVE	NULL	DATE	Date before which key flexfield combination is invalid.
END_DATE_ACTIVE	NULL	DATE	Date after which key flexfield combination is invalid.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.

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LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JOB_DEFINITIONS_PK	UNIQUE	1	JOB_DEFINITION_ID

Sequences

Sequence	Derived Column
PER_JOB_DEFINITIONS_S	JOB_DEFINITION_ID

PER_JOB_EVALUATIONS

PER_JOB_EVALUATIONS holds the schemes and systems that the Business Group uses to evaluate the jobs and positions stored in PER_JOBS and PER_ALL_POSITIONS. For each one, either the JOB_ID column or the POSITION_ID column will be populated, but not both.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_JOBS	JOB_ID	JOB_ID

Column Descriptions

Name	Null?	Type	Description
JOB_EVALUATION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
COMMENTS	NULL	LONG	General remark.
DATE_EVALUATED	NULL	DATE	Evaluation date.
JOB_ID	NULL	NUMBER(15)	Foreign key to PER_JOBS.
MEASURED_IN	NULL	VARCHAR2(30)	The units of measure for the overall score.
OVERALL_SCORE	NULL	VARCHAR2(30)	Evaluation score applied to the job or position.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
SYSTEM	NULL	VARCHAR2(30)	Name of evaluation system.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JOB_EVALUATIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_JOB_EVALUATIONS_N1	NOT UNIQUE	1	JOB_ID
PER_JOB_EVALUATIONS_N2	NOT UNIQUE	1	POSITION_ID
PER_JOB_EVALUATIONS_PK	UNIQUE	1	JOB_EVALUATION_ID

Sequences

Sequence	Derived Column
PER_JOB_EVALUATIONS_S	JOB_EVALUATION_ID

PER_JOB_EXTRA_INFO

This table holds details of extra information for a job, an intersection between PER_JOB_INFO_TYPES and PER_JOBS.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_JOBS	JOB_ID	JOB_ID
PER_JOB_INFO_TYPES	INFORMATION_TYPE	INFORMATION_TYPE

Column Descriptions

Name	Null?	Type	Description
JOB_EXTRA_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
INFORMATION_TYPE	NOT NULL	VARCHAR2(40)	Foreign Key to PER_JOB_INFO_TYPES
JOB_ID	NOT NULL	NUMBER(15)	Foreign Key to PER_JOBS
REQUEST_ID	NONE	NUMBER(15)	Standard who column
PROGRAM_APPLICATION_ID	NONE	NUMBER(15)	standard who column
PROGRAM_ID	NONE	NUMBER(15)	standard who column
PROGRAM_UPDATE_DATE	NONE	DATE	standard who column
JEI_ATTRIBUTE_CATEGORY	NONE	VARCHAR2(30)	Descriptive flexfield
JEI_ATTRIBUTE1	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE2	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE3	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE4	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE5	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE6	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE7	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE8	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE9	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE10	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE11	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE12	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE13	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE14	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE15	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE16	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE17	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE18	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE19	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_ATTRIBUTE20	NONE	VARCHAR2(150)	Descriptive flexfield
JEI_INFORMATION_CATEGORY	NONE	VARCHAR2(30)	Developer descriptive flexfield
JEI_INFORMATION1	NONE	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION2	NONE	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION3	NONE	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION4	NONE	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION5	NONE	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION6	NONE	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION7	NONE	VARCHAR2(150)	Developer descriptive flexfield

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JEI_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield
JEI_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JOB_EXTRA_INFO_FK1	NOT UNIQUE	1	INFORMATION_TYPE
PER_JOB_EXTRA_INFO_FK2	NOT UNIQUE	2	JOB_ID
PER_JOB_EXTRA_INFO_PK	UNIQUE	2	JOB_EXTRA_INFO_ID

Sequences

Sequence	Derived Column
PER_JOB_EXTRA_INFO_S	JOB_EXTRA_INFO_ID

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PER_JOB_INFO_TYPES

This table holds the definitions of extra information types that may be held against a job.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_INACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLE_OCCURENCES_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	The name or code of the information type, which is also the primary key.
ACTIVE_INACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the information type is active or inactive.
MULTIPLE_OCCURENCES_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether a job may have multiple occurrences of this type.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the information type.
LEGISLATION_CODE	NULL	VARCHAR2(30)	The legislation to which the information type applies.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JOB_INFO_TYPES_PK	UNIQUE	2	INFORMATION_TYPE

PER_JOB_REQUIREMENTS

PER_JOB_REQUIREMENTS holds any special requirements for a specific job or position. For each row, either the JOB_ID column or the POSITION_ID column must be populated, but not both. Requirements are held as a combination of keyflex segments, stored in PER_ANALYSIS_CRITERIA. They can be any type of special information, eg. qualification, training, or language proficiency, and can be designated Essential or Desirable. A default standard report is provided to match the skill requirements of a specific job or position against the special information types recorded for each person.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_ANALYSIS_CRITERIA	ANALYSIS_CRITERIA_ID	ANALYSIS_CRITERIA_ID
PER_JOBS	JOB_ID	JOB_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ESSENTIAL	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
JOB_REQUIREMENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ANALYSIS_CRITERIA_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ANALYSIS_CRITERIA.
COMMENTS	NULL	LONG	General remark.
DATE_FROM	NULL	DATE	Date from which the requirement applies.
DATE_TO	NULL	DATE	Date after which the requirement no longer applies.
ESSENTIAL	NULL	VARCHAR2(30)	Indicates if this is an essential requirement, or desirable.
JOB_ID	NULL	NUMBER(15)	Foreign key to PER_JOBS.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JOB_REQUIREMENTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_JOB_REQUIREMENTS_FK2	NOT UNIQUE	1	ANALYSIS_CRITERIA_ID
PER_JOB_REQUIREMENTS_N1	NOT UNIQUE	1	JOB_ID
PER_JOB_REQUIREMENTS_N2	NOT UNIQUE	1	POSITION_ID
PER_JOB_REQUIREMENTS_PK	UNIQUE	1	JOB_REQUIREMENT_ID

Sequences

Sequence	Derived Column
PER_JOB_REQUIREMENTS_S	JOB_REQUIREMENT_ID

Database Triggers

Trigger Name : PER_JOB_REQUIREMENTS_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PER_JP_ADDRESS_LOOKUPS

PER_JP_ADDRESS_LOOKUPS holds Japanese postal code and district/city information provided by third party vendors. It is referenced when validating entries to PER_ADDRESSES. It is used in JP-HRMS only.

Column Descriptions

Name	Null?	Type	Description
DISTRICT_CODE (PK)	NOT NULL	VARCHAR2(6)	District Code
ADDRESS_LINE_1	NULL	VARCHAR2(60)	Address Line 1 in Kanji characters
ADDRESS_LINE_1_KANA	NULL	VARCHAR2(70)	Address Line 1 in Kana characters
DISTRICT_NAME_KANA	NULL	VARCHAR2(70)	District Name in Kana characters
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NOT NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JP_ADDRESS_LOOKUPS_PK	UNIQUE	2	DISTRICT_CODE

PER_JP_BANK_LOOKUPS

PER_JP_BANK_LOOKUPS holds information provided by third party vendors on Japanese banks and their branches. It is referenced when validating entries to PAY_EXTERNAL_ACCOUNTS. This table is used in JP-HRMS only.

Column Descriptions

Name	Null?	Type	Description
BANK_CODE (PK)	NOT NULL	VARCHAR2(4)	Bank Code
BANK_NAME	NULL	VARCHAR2(60)	Bank Name in Kanji Characters
BANK_NAME_KANA	NULL	VARCHAR2(60)	Bank name in Kana Characters
BRANCH_CODE (PK)	NOT NULL	VARCHAR2(3)	Bank Branch Code
BRANCH_NAME	NULL	VARCHAR2(60)	Bank Branch Name in Kanji Characters
BRANCH_NAME_KANA	NULL	VARCHAR2(60)	Bank Branch Name in Kana Characters
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NOT NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JP_BANK_LOOKUPS_PK	UNIQUE	2	BANK_CODE
		8	BRANCH_CODE

PER_JP_POSTAL_CODES

PER_JP_POSTAL_CODES holds information provided by the Ministry of Posts and Telecommunications.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_JP_ADDRESS_LOOKUPS	DISTRICT_CODE	DISTRICT_CODE

Column Descriptions

Name	Null?	Type	Description
POSTAL_CODE (PK)	NOT NULL	VARCHAR2(10)	Primary Key (Characters)
DISTRICT_CODE	NOT NULL	VARCHAR2(6)	Japanese district code
REGION	NULL	VARCHAR2(74)	Japanese Region Name in Kanji Characters
REGION_KANA	NULL	VARCHAR2(160)	Japanese Region Name in Kana Characters
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NOT NULL	DATE	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JP_POSTAL_CODES_PK	UNIQUE	1	POSTAL_CODE

PER_JP_SCHOOL_LOOKUPS

PER_JP_SCHOOL_LOOKUPS holds information provided by external vendors on Japanese educational institutions. This information is referenced when validating entries into PER_ANALYSIS_CRITERIA. This table is used only in JP-HRMS.

Column Descriptions

Name	Null?	Type	Description
SCHOOL_ID (PK)	NOT NULL	VARCHAR2(11)	Primary Key (Characters)
SCHOOL_NAME	NULL	VARCHAR2(50)	School Name in Kanji Characters
SCHOOL_NAME_KANA	NULL	VARCHAR2(100)	School Name in Kana Characters
MAJOR	NULL	VARCHAR2(30)	Major in Kanji Characters
MAJOR_KANA	NULL	VARCHAR2(60)	Major in Kana Characters
CREATED_BY	NOT NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NOT NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NOT NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_DATE	NOT NULL	DATE	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_JP_SCHOOL_LOOKUPS_PK	UNIQUE	2	SCHOOL_ID

PER_LETTER_GEN_STATUSES

PER_LETTER_GEN_STATUSES holds details of associations between letter types and possible status type changes. If the status for an applicant assignment or a delegate booking changes and a row appears in this table for the new status, a letter request line is auto-generated under a letter request for the associated letter type. For example, this can be used to automatically generate a Standard Offer Letter for an applicant when the assignment status is changed to Offer.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_LETTER_TYPES	LETTER_TYPE_ID	LETTER_TYPE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ENABLED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
LETTER_GEN_STATUS_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ASSIGNMENT_STATUS_TYPE_ID	NOT NULL	NUMBER(9)	Identifies whether status type is HR applicant assignment status type or OTA booking status type.
LETTER_TYPE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_LETTER_TYPES.
ENABLED_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the letter generation status is enabled.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_LETTER_GEN_STATUSES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_LETTER_GEN_STATUSES_FK2	NOT UNIQUE	1	ASSIGNMENT_STATUS_TYPE_ID
PER_LETTER_GEN_STATUSES_FK3	NOT UNIQUE	1	LETTER_TYPE_ID
PER_LETTER_GEN_STATUSES_PK	UNIQUE	1	LETTER_GEN_STATUS_ID

Sequences

Sequence	Derived Column
PER_LETTER_GEN_STATUSES_S	LETTER_GEN_STATUS_ID

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PER_LETTER_REQUESTS

PER_LETTER_REQUESTS holds details of requests for a specific type of letter. A request can have one or more request lines for specific people, held in PER_LETTER_REQUEST_LINES. When a request is processed, it will produce a standard letter for each of the people identified in the request lines. Requests are created automatically as a result of a letter generation status change, or manually using the Request Letter form. A status of PENDING indicates that a request is open for new request lines to be added. When the request is actually submitted the status is changed to REQUESTED, and then to COMPLETED when the letter generation process is successfully completed. For Release 10 character mode the letter generation process is a concurrent program to output a mailmerge datafile. For Release 10SC you can determine during implementation, whether the process is a separate concurrent process, or an online mailmerge process using a local word processor and printer.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_LETTER_TYPES	LETTER_TYPE_ID	LETTER_TYPE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
AUTO_OR_MANUAL	AUTO_OR_MANUAL AUTO MANUAL	FND_COMMON_LOOKUPS Automatic Manual
REQUEST_STATUS	REQUEST_STATUS COMPLETE PENDING REQUESTED	FND_COMMON_LOOKUPS Complete Pending Requested

Column Descriptions

Name	Null?	Type	Description
LETTER_REQUEST_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LETTER_TYPE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_LETTER_TYPES.
DATE_FROM	NOT NULL	DATE	Date on which the letter request was created.
REQUEST_STATUS	NOT NULL	VARCHAR2(30)	Letter request status: PENDING , REQUESTED or COMPLETED.
AUTO_OR_MANUAL	NULL	VARCHAR2(30)	Indicates whether the request was created automatically by change of status, or manually by a user.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.

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PROGRAM_UPDATE_DATE	NULL DATE	Standard Who column.
LAST_UPDATE_DATE	NULL DATE	Standard Who column.
LAST_UPDATED_BY	NULL NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL NUMBER(15)	Standard Who column.
CREATED_BY	NULL NUMBER(15)	Standard Who column.
CREATION_DATE	NULL DATE	Standard Who column.
REQUEST_ID	NULL NUMBER(15)	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_LETTER_REQUESTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_LETTER_REQUESTS_FK2	NOT UNIQUE	1	LETTER_TYPE_ID
PER_LETTER_REQUESTS_PK	UNIQUE	1	LETTER_REQUEST_ID

Sequences

Sequence	Derived Column
PER_LETTER_REQUESTS_S	LETTER_REQUEST_ID

PER_LETTER_REQUEST_LINES

PER_LETTER_REQUEST_LINES holds the list of people for whom a specific type of letter should be generated as part of a letter request. DATE_FROM indicates the date when they were added to the list. Oracle HR or Oracle Training can create entries automatically as a result of applicant assignment or training booking status changes. Alternatively, you can create letter requests manually and add people to PER_LETTER_REQUEST_LINES using the Request Letter form. .

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ASSIGNMENT_STATUS_TYPES	ASSIGNMENT_STATUS_TYPE_ID	ASSIGNMENT_STATUS_TYPE_ID
PER_LETTER_REQUESTS	LETTER_REQUEST_ID	LETTER_REQUEST_ID

Column Descriptions

Name	Null?	Type	Description
LETTER_REQUEST_LINE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
LETTER_REQUEST_ID	NOT NULL	NUMBER(15)	Foreign key to PER_LETTER_REQUESTS.
PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F.
ASSIGNMENT_ID	NULL	NUMBER(10)	Foreign key to PER_ALL_ASSIGNMENTS_F.
ASSIGNMENT_STATUS_TYPE_ID	NULL	NUMBER(9)	Foreign key to PER_ASSIGNMENT_STATUS_TYPES.
DATE_FROM	NOT NULL	DATE	Creation date of letter request line.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OTA_BOOKING_STATUS_TYPE_ID	NULL	NUMBER(9)	Foreign key to OTA_BOOKING_STATUS_TYPES.
OTA_BOOKING_ID	NULL	NUMBER(9)	Foreign key to OTA_DELEGATE_BOOKINGS.
OTA_EVENT_ID	NULL	NUMBER(9)	Foreign key to OTA_EVENTS.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_LETTER_REQUEST_LINES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_LETTER_REQUEST_LINES_FK2	NOT UNIQUE	1	LETTER_REQUEST_ID
PER_LETTER_REQUEST_LINES_FK5	NOT UNIQUE	1	ASSIGNMENT_STATUS_TYPE_ID
PER_LETTER_REQUEST_LINES_N3	NOT UNIQUE	1	PERSON_ID
PER_LETTER_REQUEST_LINES_N4	NOT UNIQUE	1	ASSIGNMENT_ID

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PER_LETTER_REQUEST_LINES_N50	NOT UNIQUE	1	OTA_BOOKING_ID
PER_LETTER_REQUEST_LINES_N51	NOT UNIQUE	1	OTA_BOOKING_STATUS_TYPE_ID
PER_LETTER_REQUEST_LINES_N52	NOT UNIQUE	1	OTA_EVENT_ID
PER_LETTER_REQUEST_LINES_PK	UNIQUE	1	LETTER_REQUEST_LINE_ID

Sequences

Sequence	Derived Column
PER_LETTER_REQUEST_LINES_S	LETTER_REQUEST_LINE_ID

PER_LETTER_TYPES

PER_LETTER_TYPES holds details of the types of letters that can be sent to a person. CONCURRENT_PROGRAM_ID identifies the specific program to run when this letter type is requested. User defined programs should start with the name PERWP.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
LETTER_TYPE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
CONCURRENT_PROGRAM_ID	NOT NULL	NUMBER(15)	The concurrent program that is run when a letter request for this letter type is submitted to the concurrent manager.
LETTER_TYPE_NAME	NOT NULL	VARCHAR2(30)	Letter type name, for example, Standard Offer Letter.
COMMENTS	NULL	LONG	General remark.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
GENERATION_STATUS_TYPE	NULL	VARCHAR2(30)	Type of status change used to generate letter request lines e.g. a training booking or applicant assignment.

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Indexes

Index Name	Index Type	Sequence	Column Name
PER_LETTER_TYPES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_LETTER_TYPES_PK	UNIQUE	1	LETTER_TYPE_ID
PER_LETTER_TYPES_UK2	UNIQUE	1	LETTER_TYPE_NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_LETTER_TYPES_S	LETTER_TYPE_ID

PER_MASS_MOVES

PER_MASS_MOVES holds a high level definition of a mass move including source and target organizations.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
MASS_MOVE_ID (PK)	NOT NULL	NUMBER(15)	Primary key.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key of business group to HR_ORGANIZATION_UNITS.
EFFECTIVE_DATE	NOT NULL	DATE	Date the mass move changes becomes effective.
OLD_ORGANIZATION_ID	NOT NULL	NUMBER(15)	Foreign key of source organization to HR_ORGANIZATION_UNITS.
NEW_ORGANIZATION_ID	NOT NULL	NUMBER(15)	Foreign key of target organization to HR_ORGANIZATION_UNITS.
STATUS	NOT NULL	VARCHAR2(60)	System assigned status (e.g. Unprocessed, Complete, Complete with Warnings, In-Error).
REASON	NULL	VARCHAR2(240)	Brief description or purpose of the mass move.
BATCH_RUN_NUMBER	NULL	NUMBER(9)	Identifies the batch run.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_MASS_MOVES_PK	UNIQUE	1	MASS_MOVE_ID

Sequences

Sequence	Derived Column
PER_MASS_MOVES_S	MASS_MOVE_ID

PER_MM_ASSIGNMENTS

PER_MM_ASSIGNMENTS holds assignments that were defined as part of a mass move.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_GRADES	GRADE_ID	GRADE_ID
PER_MASS_MOVES	MASS_MOVE_ID	MASS_MOVE_ID

Column Descriptions

Name	Null?	Type	Description
MASS_MOVE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_MASS_MOVES.
ASSIGNMENT_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_ASSIGNMENTS_F.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	Object Version Number of the assignment being moved as of table population.
POSITION_ID	NOT NULL	NUMBER(15)	Foreign key of source position to PER_ALL_POSITIONS.
DEFAULT_FROM	NOT NULL	VARCHAR2(1)	Where the standard conditions and location information will default from? Assignment, Position, Organization, or Business Group.
SELECT_ASSIGNMENT	NOT NULL	VARCHAR2(1)	Is the assignment selected to be moved to the target position?
ASSIGNMENT_MOVED	NOT NULL	VARCHAR2(1)	Identifies if the assignment has been moved.
GRADE_ID	NULL	NUMBER(15)	Foreign key to PER_GRADES
TAX_UNIT_ID	NULL	NUMBER(15)	Foreign key of GRE/Legal Entity.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_MM_ASSIGNMENTS_FK2	NOT UNIQUE	1	POSITION_ID
PER_MM_ASSIGNMENTS_PK	UNIQUE	1	MASS_MOVE_ID
		2	ASSIGNMENT_ID

PER_MM_JOB_REQUIREMENTS

PER_MM_JOB_REQUIREMENTS holds data related to transferring position requirements to a newly created position.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ANALYSIS_CRITERIA	ANALYSIS_CRITERIA_ID	NEW_ANALYSIS_CRITERIA_ID
PER_ANALYSIS_CRITERIA	ANALYSIS_CRITERIA_ID	ANALYSIS_CRITERIA_ID
PER_MASS_MOVES	MASS_MOVE_ID	MASS_MOVE_ID

Column Descriptions

Name	Null?	Type	Description
MASS_MOVE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_MASS_MOVES.
ANALYSIS_CRITERIA_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_ANALYSIS_CRITERIA of the source job requirement.
DELETE_FLAG	NOT NULL	VARCHAR2(1)	Flag indicating that the source job requirement will be end dated.
NEW_ANALYSIS_CRITERIA_ID	NULL	NUMBER(15)	Foreign key to PER_ANALYSIS_CRITERIA of the desired target job requirement.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.

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LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_MM_JOB_REQUIREMENTS_FK2	NOT UNIQUE	1	NEW_ANALYSIS_CRITERIA_ID
PER_MM_JOB_REQUIREMENTS_FK3	NOT UNIQUE	5	ANALYSIS_CRITERIA_ID
PER_MM_JOB_REQUIREMENTS_PK	UNIQUE	2	MASS_MOVE_ID
		4	ANALYSIS_CRITERIA_ID

PER_MM_POSITIONS

PER_MM_POSITIONS holds positions that were defined as part of a mass move.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_POSITIONS	POSITION_ID	NEW_POSITION_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_JOBS	JOB_ID	TARGET_JOB_ID
PER_MASS_MOVES	MASS_MOVE_ID	MASS_MOVE_ID
PER_POSITION_DEFINITIONS	POSITION_DEFINITION_ID	NEW_POSITION_DEFINITION_ID

Column Descriptions

Name	Null?	Type	Description
MASS_MOVE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_MASS_MOVES.
POSITION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key of source position to PER_ALL_POSITIONS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
DEFAULT_FROM	NOT NULL	VARCHAR2(1)	Where the standard conditions and location information will default from? Position, Organization, or Business Group.
DEACTIVATE_OLD_POSITION	NOT NULL	VARCHAR2(1)	Flag indicating the source position will be end dated.
SELECT_POSITION	NOT NULL	VARCHAR2(1)	Is the position selected as having assignments to be moved?
POSITION_MOVED	NOT NULL	VARCHAR2(1)	Flag indicating the position was successfully moved.
NEW_POSITION_ID	NULL	NUMBER(15)	Foreign key of target position to PER_ALL_POSITIONS.
NEW_POSITION_DEFINITION_ID	NULL	NUMBER(15)	Foreign key to PER_POSITION_DEFINITIONS of the desired target position definition.
TARGET_JOB_ID	NULL	NUMBER(15)	Foreign key of target job to PER_JOBS.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.

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SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_MM_POSITIONS_FK2	NOT UNIQUE	1	NEW_POSITION_ID
PER_MM_POSITIONS_FK3	NOT UNIQUE	1	NEW_POSITION_DEFINITION_ID
PER_MM_POSITIONS_PK	UNIQUE	1	MASS_MOVE_ID
		2	POSITION_ID

PER_MM_VALID_GRADES

PER_MM_VALID_GRADES holds valid grades that will be moved with a position during a mass move.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_GRADES	GRADE_ID	TARGET_GRADE_ID
PER_MASS_MOVES	MASS_MOVE_ID	MASS_MOVE_ID

Column Descriptions

Name	Null?	Type	Description
MASS_MOVE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_MASS_MOVES.
POSITION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key of source position to PER_ALL_POSITIONS.
TARGET_GRADE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_GRADES.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_MM_VALID_GRADES_FK2	NOT UNIQUE	1	POSITION_ID
PER_MM_VALID_GRADES_PK	UNIQUE	3	MASS_MOVE_ID
		5	POSITION_ID
		6	TARGET_GRADE_ID

PER_NUMBER_GENERATION_CONTROLS

PER_NUMBER_GENERATION_CONTROLS stores information about the next value in a numeric sequence. A row is held for each TYPE within a Business Group and the NEXT_VALUE item is updated to NEXT_VALUE + 1 each time a number is used for that TYPE. Sequences are usually used to generate this type of number, but in this case, if more than one Business Group existed in the same Oracle HR account, there would be problems with non contiguous employee/applicant numbers.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
TYPE (PK)	NOT NULL	VARCHAR2(30)	Numeric sequence type.
BUSINESS_GROUP_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
NEXT_VALUE	NOT NULL	NUMBER(30)	The next value in the sequence.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_NUMBER_GENERATION_CONT_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_NUMBER_GENERATION_CONT_PK	UNIQUE	1	TYPE
		2	BUSINESS_GROUP_ID

PER_OBJECTIVES

An objective is a target or goal which may be evaluated during an appraisal (performance review). An objective is for a specific person. Objectives may change over time.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_APPRAISALS	APPRAISAL_ID	APPRAISAL_ID

Column Descriptions

Name	Null?	Type	Description
OBJECTIVE_ID (PK)	NOT NULL	NUMBER(15)	Primary key of the Objective
NAME	NOT NULL	VARCHAR2(80)	The title of of the objective
TARGET_DATE	NULL	DATE	The date on which the objective is targeted to be achieved
START_DATE	NOT NULL	DATE	Start date of the objective
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
OWNING_PERSON_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_PEOPLE_F
ACHIEVEMENT_DATE	NULL	DATE	The date on which the objective is achieved
DETAIL	NULL	VARCHAR2(2000)	A detailed definition of the objective
COMMENTS	NULL	VARCHAR2(2000)	General comments about the objective
SUCCESS_CRITERIA	NULL	VARCHAR2(2000)	The success criteria or performance metrics used for the objective
APPRAISAL_ID	NULL	NUMBER(15)	Primary key of Appraisals
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_OBJECTIVES_FK2	NOT UNIQUE	1	APPRAISAL_ID
PER_OBJECTIVES_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_OBJECTIVES_FK3	NOT UNIQUE	2	OWNING_PERSON_ID
PER_OBJECTIVES_PK	UNIQUE	2	OBJECTIVE_ID

Sequences

Sequence	Derived Column
PER_OBJECTIVES_S	OBJECTIVE_ID

PER_ORGANIZATION_LIST

PER_ORGANIZATION_LIST holds the list of organizations that a secure user can access. This list is created and maintained by the LISTGEN security process using the definition of the security profile. Rows are created for all profiles that have the VIEW_ALL_ORGANIZATIONS_FLAG set to N.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
PER_SECURITY_PROFILES	SECURITY_PROFILE_ID	SECURITY_PROFILE_ID

Column Descriptions

Name	Null?	Type	Description
SECURITY_PROFILE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_SECURITY_PROFILES.
ORGANIZATION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ORGANIZATION_LIST_FK1	NOT UNIQUE	1	ORGANIZATION_ID
PER_ORGANIZATION_LIST_FK2	NOT UNIQUE	1	SECURITY_PROFILE_ID
PER_ORGANIZATION_LIST_PK	UNIQUE	1	SECURITY_PROFILE_ID
		2	ORGANIZATION_ID

PER_ORGANIZATION_STRUCTURES

PER_ORGANIZATION_STRUCTURES holds information about organization hierarchies defined for each Business Group. You can have any number of hierarchies in one Business Group, but only one hierarchy can have the PRIMARY_STRUCTURE_FLAG set to Y.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PRIMARY_STRUCTURE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
ORGANIZATION_STRUCTURE_ID (PK)	NOT NULL	NUMBER(15)	System generated organization structure primary key from PER_ORGANIZATION_STRUCTURES_S.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
NAME	NOT NULL	VARCHAR2(30)	Name of organization hierarchy.
COMMENTS	NULL	LONG	General remark.
PRIMARY_STRUCTURE_FLAG	NULL	VARCHAR2(30)	Identifies the primary organization hierarchy for a business group, (Y/N).
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ORGANIZATION_STRUCTURE_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ORGANIZATION_STRUCTURE_PK	UNIQUE	1	ORGANIZATION_STRUCTURE_ID
PER_ORGANIZATION_STRUCTURE_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_ORGANIZATION_STRUCTURES_S	ORGANIZATION_STRUCTURE_ID

PER_ORGANIZATION_UNITS

PER_ORGANIZATION_UNITS are Organizations filtered based on work day information.

View Definition

```
CREATE VIEW PER_ORGANIZATION_UNITS
  as SELECT
    O.ORGANIZATION_ID
  , O.BUSINESS_GROUP_ID
  , O.NAME
  , O.DATE_FROM
  , O.DATE_TO
  , O.INTERNAL_ADDRESS_LINE
  , O.COMMENTS
  , O2.ORG_INFORMATION1
  , O2.ORG_INFORMATION2
  , O2.ORG_INFORMATION3
  , O2.ORG_INFORMATION4
  , O.INTERNAL_EXTERNAL_FLAG
  , O.TYPE
  , O.LOCATION_ID
  , O.COST_ALLOCATION_KEYFLEX_ID
  , O.SOFT_CODING_KEYFLEX_ID

  FROM HR_ORGANIZATION_UNITS O ,
  HR_ORGANIZATION_INFORMATION O2 ,
  HR_ORGANIZATION_INFORMATION O3
 WHERE O.ORGANIZATION_ID =
  O2.ORGANIZATION_ID (+) AND O.ORGANIZATION_ID = O3.ORGANIZATION_ID
 AND O2.ORG_INFORMATION_CONTEXT (+) || ' ' = 'Work Day Information'
 AND O3.ORG_INFORMATION_CONTEXT || ' ' = 'CLASS' AND
 O3.ORG_INFORMATION1 = 'HR_ORG' AND O3.ORG_INFORMATION2 = 'Y'
```

Column Descriptions

Name	Null?	Type	Description
ORGANIZATION_ID	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign-key to HR_ORGANIZATION_UNITS.
NAME	NOT NULL	VARCHAR2(60)	Name of the organization.
DATE_FROM	NOT NULL	DATE	Start date of the organization.
DATE_TO	NULL	DATE	End date of the organization.
INTERNAL_ADDRESS_LINE	NULL	VARCHAR2(80)	Internal address line.
COMMENTS	NULL	LONG	General remark.
DEFAULT_START_TIME	NULL	VARCHAR2(150)	Default working day start time.
DEFAULT_END_TIME	NULL	VARCHAR2(150)	Default working day end time.
WORKING_HOURS	NULL	VARCHAR2(150)	Working hours worked
FREQUENCY	NULL	VARCHAR2(150)	Frequency with which the WORKING_HOURS are worked, for example weekly, monthly.

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INTERNAL_EXTERNAL_FLAG	NULL VARCHAR2(30)	Identifies whether the organization is treated as an employment unit within the business group.
TYPE	NULL VARCHAR2(30)	User defined organization types.
LOCATION_ID	NULL NUMBER(15)	Foreign key to HR_LOCATIONS. Default work site location for all assignments to this organization.
COST_ALLOCATION_KEYFLEX_ID	NULL NUMBER(9)	Foreign key to PAY_COST_ALLOCATION_KEYFLEX.
SOFT_CODING_KEYFLEX_ID	NULL NUMBER(15)	Foreign key to HR_SOFT_CODING_KEYFLEX.

PER_ORG_STRUCTURE_ELEMENTS

PER_ORG_STRUCTURE_ELEMENTS holds information on the hierarchical relationship between organizations in a specific hierarchy version. Each row stores one parent-child relationship. The parent is identified by ORGANIZATION_ID_PARENT and the child is identified by ORGANIZATION_ID_CHILD. An organization can never be its own parent or child, and the top organization in a hierarchy will never appear in ORGANIZATION_ID_CHILD.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID_PARENT
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID_CHILD
PER_ORG_STRUCTURE_VERSIONS	ORG_STRUCTURE_VERSION_ID	ORG_STRUCTURE_VERSION_ID

Column Descriptions

Name	Null?	Type	Description
ORG_STRUCTURE_ELEMENT_ID (PK)	NOT NULL	NUMBER(15)	System generated organization structure element primary key, from PER_ORG_STRUCTURE_ELEMENTS.S.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ORGANIZATION_ID_PARENT	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS. Identifies the parent organization.
ORG_STRUCTURE_VERSION_ID	NOT NULL	NUMBER	Foreign key to PER_ORG_STRUCTURE_VERSIONS. Identifies the specific version of the hierarchy .
ORGANIZATION_ID_CHILD	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS. Identifies the child organization.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ORG_STRUCTURE_ELEMENTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ORG_STRUCTURE_ELEMENTS_FK2	NOT UNIQUE	1	ORGANIZATION_ID_PARENT
PER_ORG_STRUCTURE_ELEMENTS_FK3	NOT UNIQUE	1	ORG_STRUCTURE_VERSION_ID
PER_ORG_STRUCTURE_ELEMENTS_FK4	NOT UNIQUE	1	ORGANIZATION_ID_CHILD
PER_ORG_STRUCTURE_ELEMENTS_N50	NOT UNIQUE	1	ORG_STRUCTURE_VERSION_ID
		2	ORGANIZATION_ID_PARENT
PER_ORG_STRUCTURE_ELEMENTS_PK	UNIQUE	1	ORG_STRUCTURE_ELEMENT_ID

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PER_ORG_STRUCTURE_ELEMENTS_UK2	UNIQUE	1	ORG_STRUCTURE_VERSION_ID
		2	ORGANIZATION_ID_CHILD

Sequences

Sequence	Derived Column
PER_ORG_STRUCTURE_ELEMENTS_S	ORG_STRUCTURE_ELEMENT_ID

Database Triggers

Trigger Name : HR_PA_MAINTAIN_ORG_HIST_BRI
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT

This trigger maintains organization information the the PA organization history table (PA_ALL_ORGANIZATIONS).

Trigger Name : PA_MAINTAIN_ORG_HIST_BRD
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT

This trigger maintains organization information the the PA organization history table (PA_ALL_ORGANIZATIONS).

PER_ORG_STRUCTURE_VERSIONS

PER_ORG_STRUCTURE_VERSIONS holds information about different versions of an organization hierarchy, including version number with start and end dates, and whether the current version has been copied from an existing version. Only one version of a specific organization hierarchy can exist at any one time.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ORGANIZATION_STRUCTURES	ORGANIZATION_STRUCTURE_ID	ORGANIZATION_STRUCTURE_ID

Column Descriptions

Name	Null?	Type	Description
ORG_STRUCTURE_VERSION_ID (PK)	NOT NULL	NUMBER	Primary key from PER_ORG_STRUCTURE_VERSIONS.S.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ORGANIZATION_STRUCTURE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ORGANIZATION_STRUCTURES.
DATE_FROM	NOT NULL	DATE	Start date of this version.
VERSION_NUMBER	NOT NULL	NUMBER	User enterable version number, not necessarily contiguous.
COPY_STRUCTURE_VERSION_ID	NULL	NUMBER(15)	Foreign key to PER_ORG_STRUCTURE_VERSIONS. Used if this version is copied from a previously existing structure.
DATE_TO	NULL	DATE	End date of this version.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_ORG_STRUCTURE_VERSIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_ORG_STRUCTURE_VERSIONS_FK2	NOT UNIQUE	1	ORGANIZATION_STRUCTURE_ID
PER_ORG_STRUCTURE_VERSIONS_PK	UNIQUE	1	ORG_STRUCTURE_VERSION_ID

Sequences

Sequence	Derived Column
PER_ORG_STRUCTURE_VERSIONS_S	ORG_STRUCTURE_VERSION_ID

PER_PARENT_SPINES

PER_PARENT_SPINES stores the definition of a Pay Scale, used in the area of Progression Points. This table holds the name of the Pay Scale and information on automatic increments (which, barring special rule s held elsewhere, will be applied to any assignments attached to this scale).

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
PARENT_SPINE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
NAME	NOT NULL	VARCHAR2(30)	Pay scale name.
COMMENTS	NULL	LONG	General remark.
INCREMENT_FREQUENCY	NULL	NUMBER(15)	Number indicating the frequency with which increments should be applied. Used for information only.
INCREMENT_PERIOD	NULL	VARCHAR2(30)	The period for which the INCREMENT_FREQUENCY applies, eg Year.
LAST_AUTOMATIC_INCREMENT_DATE	NULL	DATE	Date of last run of Increment Progression Points process against this Pay Scale.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.

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LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PARENT_SPINES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_PARENT_SPINES_PK	UNIQUE	1	PARENT_SPINE_ID
PER_PARENT_SPINES_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_PARENT_SPINES_S	PARENT_SPINE_ID

PER_PARTICIPANTS

A person participating in an event such as an appraisal or assessment is a participant. Participants are recorded in series and the completion date for an individual's participation provides a sequential list for each stage of the process (e.g. appraisee -> appraiser -> approver).

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
PARTICIPANT_ID (PK)	NOT NULL	NUMBER(15)	Primary key of the Participant
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
PARTICIPATION_IN_TABLE	NOT NULL	VARCHAR2(80)	The table to which the participant record is related
PARTICIPATION_IN_COLUMN	NOT NULL	VARCHAR2(80)	The column to which the participant_in_id is related
PARTICIPATION_IN_ID	NOT NULL	NUMBER(15)	The ID of the foreign key in table defined in PARTICIPATION_IN_TA
PARTICIPATION_TYPE	NULL	VARCHAR2(30)	Denotes the type of participation. e.g. as a group appraiser or reviewer
PARTICIPATION_STATUS	NULL	VARCHAR2(30)	The status of the participation, either open or closed. i.e. whether a participant may make modifications or not.
LAST_NOTIFIED_DATE	NULL	DATE	The last date a participant was sent a notification.
DATE_COMPLETED	NULL	DATE	The date on which the participation takes place
COMMENTS	NULL	VARCHAR2(2000)	The participants comments about their role in a process
PERSON_ID	NOT NULL	NUMBER(15)	The person who is the participant
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PARTICIPANTS_PK	UNIQUE	2	PARTICIPANT_ID
PER_PARTICIPANTS_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_PARTICIPANTS_S	PARTICIPANT_ID

PER_PAY_BASES

PER_PAY_BASES holds the definitions of a specific salary basis. Each salary basis is defined for a specific measure of time, for example, weekly, bi-weekly, monthly, annual. An employee is linked to a salary basis in PER_ALL_ASSIGNMENTS_F.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PAY_RATES	RATE_ID	RATE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PAY_BASIS	PAY_BASIS	FND_COMMON_LOOKUPS
	ANNUAL	Annual Salary
	HOURLY	Hourly Salary
	MONTHLY	Monthly Salary
RATE_BASIS	PERIOD	Period Salary
	PAY_BASIS	FND_COMMON_LOOKUPS
	ANNUAL	Annual Salary
	HOURLY	Hourly Salary
	MONTHLY	Monthly Salary
	PERIOD	Period Salary

Column Descriptions

Name	Null?	Type	Description
PAY_BASIS_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key column.
INPUT_VALUE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_INPUT_VALUES_F. Identifies the input value to use for salary administration under this basis.
RATE_ID	NULL	NUMBER(15)	Foreign key to PAY_RATES. Identifies the pay rate to use to validate salary values.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
NAME	NOT NULL	VARCHAR2(30)	Name of the pay basis.
PAY_BASIS	NOT NULL	VARCHAR2(30)	Time basis for recording actual salary values, for example, annual, monthly, hourly.
COMMENTS	NULL	LONG	General remark.
RATE_BASIS	NULL	VARCHAR2(30)	Time basis for the related grade rate values. Must be the same as PAY_BASIS.
ANNUALIZED_HOURS	NULL	NUMBER	This column is obsolete.
PAY_ANNUALIZATION_FACTOR	NULL	NUMBER	This is the factor by which the salary must be multiplied to get an annual salary.
GRADE_ANNUALIZATION_FACTOR	NULL	NUMBER	The factor by which the grade range must be multiplied to obtain an annual grade range.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.

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ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PAY_BASES_FK2	NOT UNIQUE	1	RATE_ID
PER_PAY_BASES_FK3	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_PAY_BASES_N1	NOT UNIQUE	1	INPUT_VALUE_ID
PER_PAY_BASES_PK	UNIQUE	1	PAY_BASIS_ID
PER_PAY_BASES_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID
PER_PAY_BASES_UK3	UNIQUE	1	INPUT_VALUE_ID
		2	RATE_ID
		4	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_PAY_BASES_S	PAY_BASIS_ID

PER_PAY_PROPOSALS

PER_PAY_PROPOSALS holds details of salary proposals and related performance review information for employee assignments. An employee must have a valid pay basis for their assignment before you can enter a salary proposal. A salary proposal may have one or more components, held in PER_PAY_PROPOSAL_COMPONENTS. There can be only one unapproved salary proposal at any time, When a salary proposal is approved, an element entry of type SP is created or updated to reflect the approval . The EFFECTIVE_START_DATE of the change to the salary element entry is the same as the CHANGE_DATE.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_EVENTS	EVENT_ID	EVENT_ID
PER_PERFORMANCE_REVIEWS	PERFORMANCE_REVIEW_ID	PERFORMANCE_REVIEW_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
APPROVED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLE_COMPONENTS	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
PAY_PROPOSAL_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
EVENT_ID	NULL	NUMBER(15)	Obsolete after 11.0.1
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
CHANGE_DATE	NULL	DATE	Date of the salary proposal.
COMMENTS	NULL	LONG	General remark.
LAST_CHANGE_DATE	NULL	DATE	The date of the last approved proposal .
NEXT_PERF_REVIEW_DATE	NULL	DATE	Obsolete after 11.0.1
NEXT_SAL_REVIEW_DATE	NULL	DATE	Date of the next salary review.
PERFORMANCE_RATING	NULL	VARCHAR2(30)	Obsolete after 11.0.1
PROPOSAL_REASON	NULL	VARCHAR2(30)	A reason from HR_LOOKUPS of type PROPOSAL_REASON.
PROPOSED_SALARY_N	NULL	NUMBER	Proposed salary in numeric format. Replaces PROPOSED_SALARY in 11.5.
REVIEW_DATE	NULL	DATE	Obsolete after 11.0.1

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APPROVED	NULL	VARCHAR2(30)	Indicates the proposal has been approved.
MULTIPLE_COMPONENTS	NULL	VARCHAR2(30)	Indicates whether this pay proposal is comprised of multiple components.
FORCED_RANKING	NULL	NUMBER	
PERFORMANCE_REVIEW_ID	NULL	NUMBER(15)	
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
PROPOSED_SALARY	NULL	VARCHAR2(60)	Old Proposed salary for the assignment. Replaced by numeric representation PROPOSED_SALARY_N in 11.5

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PAY_PROPOSALS_FK3	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_PAY_PROPOSALS_N1	NOT UNIQUE	1	ASSIGNMENT_ID
PER_PAY_PROPOSALS_N50	NOT UNIQUE	1	ASSIGNMENT_ID
		2	CHANGE_DATE
PER_PAY_PROPOSALS_N51	NOT UNIQUE	1	ASSIGNMENT_ID
		2	REVIEW_DATE
PER_PAY_PROPOSALS_PK	UNIQUE	1	PAY_PROPOSAL_ID
PER_PAY_PROPOSALS_FK4	NOT UNIQUE	2	PERFORMANCE_REVIEW_ID

Sequences

Sequence	Derived Column
PER_PAY_PROPOSALS_S	PAY_PROPOSAL_ID

Database Triggers

Trigger Name : PER_PAY_PROPOSALS_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

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This trigger maintains the `object_version_number` column when a record is modified via an interface which does not support the `object_version_number` explicitly. This ensures the `object_version_number` is maintained consistently.

PER_PEOPLE_EXTRA_INFO

This table holds details of extra information for a person, an intersection between PER_PEOPLE_INFO_TYPES and PER_ALL_PEOPLE_F.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_PEOPLE_INFO_TYPES	INFORMATION_TYPE	INFORMATION_TYPE

Column Descriptions

Name	Null?	Type	Description
PERSON_EXTRA_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign Key to PER_ALL_PEOPLE_F
INFORMATION_TYPE	NOT NULL	VARCHAR2(40)	Foreign Key to PER_PEOPLE_INFO_TYPES
REQUEST_ID		NUMBER(15)	Standard Who column
PROGRAM_APPLICATION_ID		NUMBER(15)	standard who column
PROGRAM_ID		NUMBER(15)	standard who column
PROGRAM_UPDATE_DATE		DATE	standard who column
PEI_ATTRIBUTE_CATEGORY		VARCHAR2(30)	Descriptive flexfield
PEI_ATTRIBUTE1		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE2		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE3		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE4		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTES5		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE6		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE7		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE8		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE9		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE10		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE11		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE12		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE13		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE14		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE15		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE16		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE17		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE18		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE19		VARCHAR2(150)	Descriptive flexfield
PEI_ATTRIBUTE20		VARCHAR2(150)	Descriptive flexfield
PEI_INFORMATION_CATEGORY		VARCHAR2(30)	Developer descriptive flexfield
PEI_INFORMATION1		VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION2		VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION3		VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION4		VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION5		VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION6		VARCHAR2(150)	Developer descriptive flexfield

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PEI_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield
PEI_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PEOPLE_EXTRA_INFO_FK1	NOT UNIQUE	1	INFORMATION_TYPE
PER_PEOPLE_EXTRA_INFO_PK	UNIQUE	2	PERSON_EXTRA_INFO_ID

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Sequences

Sequence	Derived Column
PER_PEOPLE_EXTRA_INFO_S	PERSON_EXTRA_INFO_ID

PER_PEOPLE_F

PER_PEOPLE_F is a view based on the table PER_ALL_PEOPLE_F. It lists all of the people visible within the current security profile.

View Definition

```
CREATE VIEW PER_PEOPLE_F
as SELECT
    PERSON_ID
, EFFECTIVE_START_DATE
, EFFECTIVE_END_DATE
, BUSINESS_GROUP_ID
, PERSON_TYPE_ID
, LAST_NAME
, START_DATE
, APPLICANT_NUMBER
, COMMENT_ID
, CURRENT_APPLICANT_FLAG
, CURRENT_EMP_OR_APL_FLAG
, CURRENT_EMPLOYEE_FLAG
, DATE_EMPLOYEE_DATA_VERIFIED
, DATE_OF_BIRTH
, EMAIL_ADDRESS
, EMPLOYEE_NUMBER
, EXPENSE_CHECK_SEND_TO_ADDRESS
, FAST_PATH_EMPLOYEE
, FIRST_NAME
, FULL_NAME
, ORDER_NAME
, KNOWN_AS
, MARITAL_STATUS
, MIDDLE_NAMES
, NATIONALITY
, NATIONAL_IDENTIFIER
, PREVIOUS_LAST_NAME
, REGISTERED_DISABLED_FLAG
, SEX
, TITLE
, VENDOR_ID
, HR_GENERAL.GET_WORK_PHONE(PAP.PERSON_ID) WORK_TELEPHONE
, REQUEST_ID
, PROGRAM_APPLICATION_ID
, PROGRAM_ID
, PROGRAM_UPDATE_DATE
, ATTRIBUTE_CATEGORY
, ATTRIBUTE1
, ATTRIBUTE2
, ATTRIBUTE3
, ATTRIBUTE4
, ATTRIBUTE5
, ATTRIBUTE6
, ATTRIBUTE7
, ATTRIBUTE8
, ATTRIBUTE9
, ATTRIBUTE10
, ATTRIBUTE11
```

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```

, ATTRIBUTE12
, ATTRIBUTE13
, ATTRIBUTE14
, ATTRIBUTE15
, ATTRIBUTE16
, ATTRIBUTE17
, ATTRIBUTE18
, ATTRIBUTE19
, ATTRIBUTE20
, ATTRIBUTE21
, ATTRIBUTE22
, ATTRIBUTE23
, ATTRIBUTE24
, ATTRIBUTE25
, ATTRIBUTE26
, ATTRIBUTE27
, ATTRIBUTE28
, ATTRIBUTE29
, ATTRIBUTE30
, LAST_UPDATE_DATE
, LAST_UPDATED_BY
, LAST_UPDATE_LOGIN
, CREATED_BY
, CREATION_DATE
, PER_INFORMATION_CATEGORY
, PER_INFORMATION1
, PER_INFORMATION2
, PER_INFORMATION3
, PER_INFORMATION4
, PER_INFORMATION5
, PER_INFORMATION6
, PER_INFORMATION7
, PER_INFORMATION8
, PER_INFORMATION9
, PER_INFORMATION10
, PER_INFORMATION11
, PER_INFORMATION12
, PER_INFORMATION13
, PER_INFORMATION14
, PER_INFORMATION15
, PER_INFORMATION16
, PER_INFORMATION17
, PER_INFORMATION18
, PER_INFORMATION19
, PER_INFORMATION20
, PER_INFORMATION21
, PER_INFORMATION22
, PER_INFORMATION23
, PER_INFORMATION24
, PER_INFORMATION25
, PER_INFORMATION26
, PER_INFORMATION27
, PER_INFORMATION28
, PER_INFORMATION29
, PER_INFORMATION30
, OBJECT_VERSION_NUMB
ER

```

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```

, DATE_OF_DEATH
, SUFFIX
, WORK_SCHEDULE
, CORRESPONDENCE_LANGUAGE
, STUDENT_STATUS
, FTE_CAPACITY
, ON_MILITARY_SERVICE
, SECOND_PASSPORT_EXISTS
, BACKGROUND_CHECK_STATUS
, BACKGROUND_DATE_CHECK
, BLOOD_TYPE
, LAST_MEDICAL_TEST_DATE
, LAST_MEDICAL_TEST_BY
, REHIRE_RECOMMENDATION
, REHIRE_AUTHORIZOR
, REHIRE_REASON
, RESUME_EXISTS
, RESUME_LAST_UPDATED
, OFFICE_NUMBER
, INTERNAL_LOCATION
, MAILSTOP
, PROJECTED_START_DATE
, HONORS
, PRE_NAME_ADJUNCT
, HOLD_APPLICANT_DATE_UNTIL
, COORD_BEN_MED_PLN_NO
, COORD_BEN_NO_CVG_FLAG
, DPDNT_ADOPTION_DATE
, DPDNT_VLNTRY_SVCE_FLAG
, RECEIPT_OF_DEATH_CERT_DATE
, USES_TOBACCO_FLAG
, BENEFIT_GROUP_ID
, ORIGINAL_DATE_OF_HIRE

FROM PER_ALL_PEOPLE_F PAP
WHERE
DECODE(HR_SECURITY.VIEW_ALL , 'Y' , 'TRUE' ,
        HR_SECURITY.SHOW_RECORD( 'PER_ALL_PEOPLE_F' ,
                                PAP.PERSON_ID,
                                PAP.PERSON_TYPE_ID,
                                PAP.EMPLOYEE_NUMBER, PAP.APPLICANT_NUMBER
                                )) = 'TRUE'

```

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
FAST_PATH_EMPLOYEE	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
PERSON_ID	NOT NULL	NUMBER(10)	Refer to base table.
EFFECTIVE_START_DATE	NOT NULL	DATE	Refer to base table.
EFFECTIVE_END_DATE	NOT NULL	DATE	Refer to base table.

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BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
PERSON_TYPE_ID	NOT NULL	NUMBER(15)	Refer to base table.
LAST_NAME	NOT NULL	VARCHAR2(40)	Refer to base table.
START_DATE	NOT NULL	DATE	Refer to base table.
APPLICANT_NUMBER		NULL VARCHAR2(30)	Refer to base table.
COMMENT_ID		NULL NUMBER(15)	Refer to base table.
CURRENT_APPLICANT_FLAG		NULL VARCHAR2(30)	Refer to base table.
CURRENT_EMP_OR_APL_FLAG		NULL VARCHAR2(30)	Refer to base table.
CURRENT_EMPLOYEE_FLAG		NULL VARCHAR2(30)	Refer to base table.
DATE_EMPLOYEE_DATA_VERIFIED		NULL DATE	Refer to base table.
DATE_OF_BIRTH		NULL DATE	Refer to base table.
EMAIL_ADDRESS		NULL VARCHAR2(240)	Refer to base table.
EMPLOYEE_NUMBER		NULL VARCHAR2(30)	Refer to base table.
EXPENSE_CHECK_SEND_TO_ADDRESS		NULL VARCHAR2(30)	Refer to base table.
FAST_PATH_EMPLOYEE		NULL VARCHAR2(30)	Refer to base table.
FIRST_NAME		NULL VARCHAR2(20)	Refer to base table.
FULL_NAME		NULL VARCHAR2(240)	Refer to base table.
ORDER_NAME		NULL VARCHAR2(240)	Refer to base table.
KNOWN_AS		NULL VARCHAR2(80)	Refer to base table.
MARITAL_STATUS		NULL VARCHAR2(30)	Refer to base table.
MIDDLE_NAMES		NULL VARCHAR2(60)	Refer to base table.
NATIONALITY		NULL VARCHAR2(30)	Refer to base table.
NATIONAL_IDENTIFIER		NULL VARCHAR2(30)	Refer to base table.
PREVIOUS_LAST_NAME		NULL VARCHAR2(40)	Refer to base table.
REGISTERED_DISABLED_FLAG		NULL VARCHAR2(30)	Refer to base table.
SEX		NULL VARCHAR2(30)	Refer to base table.
TITLE		NULL VARCHAR2(30)	Refer to base table.
VENDOR_ID		NULL NUMBER(15)	Refer to base table.
WORK_TELEPHONE		NULL VARCHAR2(60)	Refer to base table.
REQUEST_ID		NULL NUMBER(15)	Refer to base table.
PROGRAM_APPLICATION_ID		NULL NUMBER(15)	Refer to base table.
PROGRAM_ID		NULL NUMBER(15)	Refer to base table.
PROGRAM_UPDATE_DATE		NULL DATE	Refer to base table.
ATTRIBUTE_CATEGORY		NULL VARCHAR2(30)	Refer to base table.
ATTRIBUTE1		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE2		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE3		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE4		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE5		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE6		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE7		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE8		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE9		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE10		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE11		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE12		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE13		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE14		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE15		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE16		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE17		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE18		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE19		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE20		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE21		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE22		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE23		NULL VARCHAR2(150)	Refer to base table.
ATTRIBUTE24		NULL VARCHAR2(150)	Refer to base table.

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ATTRIBUTE25	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE26	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE27	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE28	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE29	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE30	NULL	VARCHAR2(150)	Refer to base table.
LAST_UPDATE_DATE	NULL	DATE	Refer to base table.
LAST_UPDATED_BY	NULL	NUMBER(15)	Refer to base table.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Refer to base table.
CREATED_BY	NULL	NUMBER(15)	Refer to base table.
CREATION_DATE	NULL	DATE	Refer to base table.
PER_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
PER_INFORMATION1	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION2	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION3	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION4	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION5	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION6	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION7	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION8	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION9	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION10	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION11	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION12	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION13	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION14	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION15	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION16	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION17	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION18	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION19	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION20	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION21	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION22	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION23	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION24	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION25	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION26	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION27	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION28	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION29	NULL	VARCHAR2(150)	Refer to base table.
PER_INFORMATION30	NULL	VARCHAR2(150)	Refer to base table.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Refer to base table.
DATE_OF_DEATH	NULL	DATE	Refer to base table.
SUFFIX	NULL	VARCHAR2(30)	Refer to base table.
WORK_SCHEDULE	NULL	VARCHAR2(30)	Refer to base table.
CORRESPONDENCE_LANGUAGE	NULL	VARCHAR2(30)	Refer to base table.
STUDENT_STATUS	NULL	VARCHAR2(30)	Refer to base table.
FTE_CAPACITY	NULL	NUMBER(5,2)	Refer to base table.
ON_MILITARY_SERVICE	NULL	VARCHAR2(30)	Refer to base table.
SECOND_PASSPORT_EXISTS	NULL	VARCHAR2(30)	Refer to base table.
BACKGROUND_CHECK_STATUS	NULL	VARCHAR2(30)	Refer to base table.
BACKGROUND_DATE_CHECK	NULL	DATE	Refer to base table.
BLOOD_TYPE	NULL	VARCHAR2(30)	Refer to base table.
LAST_MEDICAL_TEST_DATE	NULL	DATE	Refer to base table.
LAST_MEDICAL_TEST_BY	NULL	VARCHAR2(60)	Refer to base table.
REHIRE_RECOMMENDATION	NULL	VARCHAR2(30)	Refer to base table.
REHIRE_AUTHORIZOR	NULL	VARCHAR2(30)	Refer to base table.

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REHIRE_REASON	NULL VARCHAR2(60)	Refer to base table.
RESUME_EXISTS	NULL VARCHAR2(30)	Refer to base table.
RESUME_LAST_UPDATED	NULL DATE	Refer to base table.
OFFICE_NUMBER	NULL VARCHAR2(30)	Refer to base table.
INTERNAL_LOCATION	NULL VARCHAR2(30)	Refer to base table.
MAILSTOP	NULL VARCHAR2(30)	Refer to base table.
PROJECTED_START_DATE	NULL DATE	Refer to base table.
HONORS	NULL VARCHAR2(30)	Refer to base table.
PRE_NAME_ADJUNCT	NULL VARCHAR2(30)	Refer to base table.
HOLD_APPLICANT_DATE_UNTIL	NULL DATE	Refer to base table.
COORD_BEN_MED_PLN_NO	NULL VARCHAR2(30)	Refer to base table.
COORD_BEN_NO_CVG_FLAG	NULL VARCHAR2(30)	Refer to base table.
DPDNT_ADOPTION_DATE	NULL DATE	Refer to base table.
DPDNT_VLNTRY_SVCE_FLAG	NULL VARCHAR2(30)	Refer to base table.
RECEIPT_OF_DEATH_CERT_DATE	NULL DATE	Refer to base table.
USES_TOBACCO_FLAG	NULL VARCHAR2(30)	Refer to base table.
BENEFIT_GROUP_ID	NULL NUMBER(15)	Refer to base table.
ORIGINAL_DATE_OF_HIRE	NULL DATE	Refer to base table.

PER_PEOPLE_INFO_TYPES

Definitions of extra information types that may be held against a person.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_INACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLE_OCCURENCES_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	The name or code of the information type, which is also the primary key.
ACTIVE_INACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the information type is active or inactive.
MULTIPLE_OCCURENCES_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether a person may have multiple occurrences of this type.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the information type.
LEGISLATION_CODE	NULL	VARCHAR2(30)	The legislation to which the information type applies.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PEOPLE_INFO_TYPES_PK	UNIQUE	2	INFORMATION_TYPE

PER_PERFORMANCE_RATINGS

A performance rating is a single evaluation of an objective within an appraisal

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_APPRAISALS	APPRAISAL_ID	APPRAISAL_ID
PER_RATING_LEVELS	RATING_LEVEL_ID	PERFORMANCE_LEVEL_ID

Column Descriptions

Name	Null?	Type	Description
PERFORMANCE_RATING_ID (PK)	NOT NULL	NUMBER(15)	Primary key of the Performance Rating
OBJECTIVE_ID	NOT NULL	NUMBER(15)	Primary key of the Objective
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
APPRAISAL_ID	NOT NULL	NUMBER(15)	Primary key of Appraisals
PERFORMANCE_LEVEL_ID	NULL	NUMBER(15)	Unique identifier of the Rating Level
COMMENTS	NULL	VARCHAR2(2000)	A comment on the performance of a person against an objective
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERFORMANCE_RATINGS_FK2	NOT UNIQUE	1	APPRAISAL_ID
PER_PERFORMANCE_RATINGS_FK4	NOT UNIQUE	2	PERFORMANCE_LEVEL_ID

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PER_PERFORMANCE_RATINGS_PK	UNIQUE	2	PERFORMANCE_RATING_ID
PER_PERFORMANCE_RATINGS_UK2	UNIQUE	2	OBJECTIVE_ID
		4	APPRAISAL_ID

Sequences

Sequence	Derived Column
PER_PERFORMANCE_RATINGS_S	PERFORMANCE_RATING_ID

PER_PERFORMANCE_REVIEWS

PER_PERFORMANCE_REVIEWS holds information about an employee's performance review.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_PEOPLE_F	PERSON_ID	PERSON_ID
PER_EVENTS	EVENT_ID	EVENT_ID

Column Descriptions

Name	Null?	Type	Description
PERFORMANCE_REVIEW_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PERSON_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_PEOPLE_F
EVENT_ID	NULL	NUMBER(15)	Foreign key to PER_EVENTS
REVIEW_DATE	NOT NULL	DATE	Date of performance review.
PERFORMANCE_RATING	NULL	VARCHAR2(30)	A performance value from HR_LOOKUPS of type PERFORMANCE_RATING.
NEXT_PERF_REVIEW_DATE	NULL	DATE	Date of the next performance review.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE21	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE22	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE23	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE24	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE25	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE26	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE27	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE28	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE29	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE30	NULL	VARCHAR2(150)	Descriptive flexfield column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

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LAST_UPDATE_DATE	NULL DATE	Standard Who column.
LAST_UPDATED_BY	NULL NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL NUMBER(15)	Standard WHO Column
CREATED_BY	NULL NUMBER(15)	Standard WHO Column
CREATION_DATE	NULL DATE	Standard WHO Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERFORMANCE_REVIEWS_FK1	NOT UNIQUE	2	PERSON_ID
PER_PERFORMANCE_REVIEWS_FK2	NOT UNIQUE	2	EVENT_ID
PER_PERFORMANCE_REVIEWS_PK	UNIQUE	2	PERFORMANCE_REVIEW_ID

Sequences

Sequence	Derived Column
PER_PERFORMANCE_REVIEWS_S	PERFORMANCE_REVIEW_ID

PER_PERIODS_OF_SERVICE

PER_PERIODS_OF_SERVICE holds the period of service, or employment, information for an employee. This includes the boundary dates for each period of service. A person may have more than one period of service, in sequence but they cannot overlap. For example, if the employee is terminated and is later re-hired there will two periods of service. Each period of service will have a hire date, DATE_START, and if terminated a termination date, ACTUAL_TERMINATION_DATE. The default length of service calculation is the difference between the DATE_START of the current period of service and the current system date.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
LEAVING_REASON	LEAV_REAS D	FND_COMMON_LOOKUPS Deceased

Column Descriptions

Name	Null?	Type	Description
PERIOD_OF_SERVICE_ID (PK)	NOT NULL	NUMBER(9)	System generated period of service primary key from PER_PERIODS_OF_SERVICE_S.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
TERMINATION_ACCEPTED_PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_PEOPLE. Person who accepted or authorized employee termination.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
DATE_START	NOT NULL	DATE	Start date of the period of employment.
ACCEPTED_TERMINATION_DATE	NULL	DATE	Date when termination of employment was accepted.
ACTUAL_TERMINATION_DATE	NULL	DATE	Actual date of termination of employment.
COMMENTS	NULL	LONG	General remark.
FINAL_PROCESS_DATE	NULL	DATE	Final date for all payroll processing of this person.
LAST_STANDARD_PROCESS_DATE	NULL	DATE	Last date for including the person in any standard payroll processing.
LEAVING_REASON	NULL	VARCHAR2(30)	Reason for termination of employment.
NOTIFIED_TERMINATION_DATE	NULL	DATE	Date when the termination of employment was noted.
PROJECTED_TERMINATION_DATE	NULL	DATE	Projected employment termination date, used for information only.
ADJUSTED_SVC_DATE	NULL	DATE	Previous date of hire.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.

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PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
PRIOR_EMPLOYMENT_SSP_PAID_TO	NULL	DATE	Date SSP paid to in prior employment. (UK specific).
PRIOR_EMPLOYMENT_SSP_WEEKS	NULL	NUMBER	Number of weeks SSP paid for in prior employment. (UK specific).
PDS_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield structure defining column.
PDS_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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PDS_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PDS_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERIODS_OF_SERVICE_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_PERIODS_OF_SERVICE_N2	NOT UNIQUE	1	TERMINATION_ACCEPTED_PERSON_ID
PER_PERIODS_OF_SERVICE_N3	NOT UNIQUE	1	PERSON_ID
PER_PERIODS_OF_SERVICE_PK	UNIQUE	1	PERIOD_OF_SERVICE_ID

Sequences

Sequence	Derived Column
PER_PERIODS_OF_SERVICE_S	PERIOD_OF_SERVICE_ID

Database Triggers

Trigger Name : SSP_PDS_T2
 Trigger Time : AFTER
 Trigger Level : STATEMENT
 Trigger Event : UPDATE

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Recalculate SSP.

Trigger Name : PER_PTU_EMP_MAINTAIN_I
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT

This trigger creates a person type usage record with the `system_person_type` of 'EMP' whenever a period of service is created. This could be for a new employee or for an applicant who is being hired.

Trigger Name : SSP_PDS_T1
Trigger Time : AFTER
Trigger Level : ROW
Trigger Event : UPDATE

(old.prior_employment_ssp_weeks != new.prior_employment_ssp_weeks To recalculate SSP after modification of SSP1L. or old.prior_employment_ssp_paid_to != new.prior_employment_ssp_paid_to)

Trigger Name : PER_PERIODS_OF_SERVICE_OVN
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

This trigger maintains the `object_version_number` column when a record is modified via an interface which does not support the `object_version_number` explicitly. This ensures the `object_version_number` is maintained consistently.

PER_PERSON_ANALYSES

PER_PERSON_ANALYSES holds the list of special information types associated with a person. It is used with PER_ANALYSIS_CRITERIA, which holds the details for each type.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ANALYSIS_CRITERIA	ANALYSIS_CRITERIA_ID	ANALYSIS_CRITERIA_ID

Column Descriptions

Name	Null?	Type	Description
PERSON_ANALYSIS_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ANALYSIS_CRITERIA_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ANALYSIS_CRITERIA.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F.
COMMENTS	NULL	LONG	General remark.
DATE_FROM	NULL	DATE	Start date for the personal analysis information.
DATE_TO	NULL	DATE	End date for the personal analysis information.
ID_FLEX_NUM	NULL	NUMBER	Key flexfield structure foreign key (denormalized from PER_ANALYSIS_CRITERIA).
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.

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LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERSON_ANALYSES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_PERSON_ANALYSES_FK2	NOT UNIQUE	1	ANALYSIS_CRITERIA_ID
PER_PERSON_ANALYSES_N3	NOT UNIQUE	1	PERSON_ID
PER_PERSON_ANALYSES_PK	UNIQUE	1	PERSON_ANALYSIS_ID

Sequences

Sequence	Derived Column
PER_PERSON_ANALYSES_S	PERSON_ANALYSIS_ID

Database Triggers

```

Trigger Name      : PER_PERSON_ANALYSES_OVN
Trigger Time      : BEFORE
Trigger Level     : ROW
Trigger Event     : INSERT, UPDATE

```

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

PER_PERSON_LIST

PER_PERSON_LIST holds the list of people that a specific secure user can access. This list is created and maintained by the LISTGEN security process using the security profile definition where VIEW_ALL_ORGANIZATIONS_FLAG = N or VIEW_ALL_POSITIONS_FLAG = N or VIEW_ALL_PAYROLL_FLAGS = N. The list shows people currently assigned, (since the last date LISTGEN was run), to the organizations, positions and payrolls identified by the security profile. Ex-employees are inserted into PER_PERSON_LIST from PER_PERSON_LIST_CHANGES.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_SECURITY_PROFILES	SECURITY_PROFILE_ID	SECURITY_PROFILE_ID

Column Descriptions

Name	Null?	Type	Description
SECURITY_PROFILE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_SECURITY_PROFILES.
PERSON_ID (PK)	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERSON_LIST_FK1	NOT UNIQUE	1	SECURITY_PROFILE_ID
PER_PERSON_LIST_N2	NOT UNIQUE	1	PERSON_ID
PER_PERSON_LIST_PK	UNIQUE	1	SECURITY_PROFILE_ID
		2	PERSON_ID

PER_PERSON_LIST_CHANGES

PER_PERSON_LIST_CHANGES holds a list of ex-employees who are added to PER_PERSON_LIST by LISTGEN. Rows are inserted into PER_PERSON_LIST_CHANGES automatically whenever an Employee is terminated. One row is created for each security profile in which the employee was previously visible.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_SECURITY_PROFILES	SECURITY_PROFILE_ID	SECURITY_PROFILE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
INCLUDE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
TERMINATION_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
PERSON_ID (PK)	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE.
SECURITY_PROFILE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_SECURITY_PROFILES.
INCLUDE_FLAG	NULL	VARCHAR2(30)	Include person in person list Y/N.
TERMINATION_FLAG	NULL	VARCHAR2(30)	Y if the person is in this list because they are terminated.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERSON_LIST_CHANGES_FK2	NOT UNIQUE	1	SECURITY_PROFILE_ID
PER_PERSON_LIST_CHANGES_N1	NOT UNIQUE	1	PERSON_ID
PER_PERSON_LIST_CHANGES_PK	UNIQUE	1	PERSON_ID
		2	SECURITY_PROFILE_ID

PER_PERSON_TYPES

PER_PERSON_TYPES holds the list of names that may be used when entering or changing person types. Valid person types for a specific function are selected by joining to PER_FORM_FUNCTIONS. At any time, only one active USER_PERSON_TYPE can be the default for a SYSTEM_PERSON_TYPE.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
DEFAULT_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
SYSTEM_PERSON_TYPE	PERSON_TYPE	FND_COMMON_LOOKUPS
	APL	Applicant
	APL_EX_APL	Applicant and Ex-applicant
	BNF	Beneficiary
	DPNT	Dependent
	EMP	Employee
	EMP_APL	Employee and Applicant
	EX_APL	Ex-applicant
	EX_EMP	Ex-employee
	EX_EMP_APL	Ex-employee and Applicant
	OTHER	External
	PRTT	Participant

Column Descriptions

Name	Null?	Type	Description
PERSON_TYPE_ID (PK)	NOT NULL	NUMBER(15)	Unique key generated from sequence PER_PERSON_TYPES_S.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the type is active[Y/N].
DEFAULT_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether this USER_PERSON_TYPE is the default for the current SYSTEM_PERSON_TYPE [Y/N].
SYSTEM_PERSON_TYPE	NOT NULL	VARCHAR2(30)	System name for the person type.
USER_PERSON_TYPE	NOT NULL	VARCHAR2(80)	User name for the person type. You can have multiple user names for each system name.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

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Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERSON_TYPES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_PERSON_TYPES_PK	UNIQUE	1	PERSON_TYPE_ID

Sequences

Sequence	Derived Column
PER_PERSON_TYPES_S	PERSON_TYPE_ID

PER_PERSON_TYPES_TL

PER_PERSON_TYPES_TL holds the translated USER_PERSON_TYPE information for a particular person type record.

Column Descriptions

Name	Null?	Type	Description
PERSON_TYPE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_PERSON_TYPES
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Defined language
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Actual language
USER_PERSON_TYPE	NOT NULL	VARCHAR2(80)	Translated user name for the person type
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERSON_TYPES_TL_PK	UNIQUE	1	PERSON_TYPE_ID
		2	LANGUAGE

Sequences

Sequence	Derived Column
PER_PERSON_TYPES_S	PERSON_TYPE_ID

PER_PERSON_TYPE_USAGES_F

Identifies what type of person the associated person is within the HR system e.g Employee, Applicant.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_PEOPLE_F	PERSON_ID	PERSON_ID
PER_PERSON_TYPES	PERSON_TYPE_ID	PERSON_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
PERSON_TYPE_USAGE_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key.
PERSON_ID	NOT NULL	NUMBER(15)	Foreign key to person table.
PERSON_TYPE_ID	NOT NULL	NUMBER(15)	Foreign key to person types table.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PERSON_TYPE_USAGES_F_FK1	NOT UNIQUE	2	PERSON_ID

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PER_PERSON_TYPE_USAGES_F_FK2	NOT UNIQUE	2	PERSON_TYPE_ID
PER_PERSON_TYPE_USAGES_F_PK	UNIQUE	2	PERSON_TYPE_USAGE_ID
		4	EFFECTIVE_START_DATE
		6	EFFECTIVE_END_DATE
PER_PERSON_TYPE_USAGES_F_UK1	UNIQUE	5	PERSON_ID
		6	PERSON_TYPE_ID
		7	EFFECTIVE_START_DATE

Sequences

Sequence	Derived Column
PER_PERSON_TYPE_USAGES_S	PERSON_TYPE_USAGE_ID

PER_PHONES

PER_PHONES holds phone numbers for current and ex-employees, current and ex-applicants and employee contacts.

Column Descriptions

Name	Null?	Type	Description
PHONE_ID (PK)	NOT NULL	NUMBER(15)	Primary Key
DATE_FROM	NOT NULL	DATE	Date the phone number becomes effective.
DATE_TO	NULL	DATE	Date the phone number is no longer effective.
PHONE_TYPE	NOT NULL	VARCHAR2(30)	Foreign Key to HR_LOOKUPS with type = 'PHONE_TYPE';
PHONE_NUMBER	NOT NULL	VARCHAR2(60)	Telephone Number in any format.
PARENT_ID	NOT NULL	NUMBER(15)	Combination of this field and PARENT_TABLE define a dynamic foreign key.
PARENT_TABLE	NOT NULL	VARCHAR2(30)	Combination of this field and PARENT_ID define a dynamic foreign key. This contains the exact table name (e.g. PER_ALL_PEOPLE_F) to which the PARENT_ID points.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE21	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE22	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE23	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE24	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE25	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE26	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE27	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE28	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE29	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE30	NULL	VARCHAR2(150)	Descriptive flexfield column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.

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CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PHONES_FK1	NOT UNIQUE	2	PARENT_TABLE
		3	PARENT_ID
PER_PHONES_PK	UNIQUE	2	PHONE_ID

Sequences

Sequence	Derived Column
PER_PHONES_S	PHONE_ID

PER_POSITIONS

PER_POSITIONS is a view based on the table PER_ALL_POSITIONS. It lists all off the positions visible within the current security profile.

View Definition

```
CREATE VIEW PER_POSITIONS
as SELECT
    POSITION_ID
  , BUSINESS_GROUP_ID
  , JOB_ID
  , ORGANIZATION_ID
  , SUCCESSOR_POSITION_ID
  , RELIEF_POSITION_ID
  , LOCATION_ID
  , POSITION_DEFINITION_ID
  , DATE_EFFECTIVE
  , COMMENTS
  , DATE_END
  , FREQUENCY
  , NAME
  , PROBATION_PERIOD
  , PROBATION_PERIOD_UNITS
  , REPLACEMENT_REQUIRED_FLAG
  , TIME_NORMAL_FINISH
  , TIME_NORMAL_START
  , WORKING_HOURS
  , STATUS
  , REQUEST_ID
  , PROGRAM_APPLICATION_ID
  , PROGRAM_ID
  , PROGRAM_UPDATE_DATE
  , ATTRIBUTE_CATEGORY
  , ATTRIBUTE1
  , ATTRIBUTE2
  , ATTRIBUTE3
  , ATTRIBUTE4
  , ATTRIBUTE5
  , ATTRIBUTE6
  , ATTRIBUTE7
  , ATTRIBUTE8
  , ATTRIBUTE9
  , ATTRIBUTE10
  , ATTRIBUTE11
  , ATTRIBUTE12
  , ATTRIBUTE13
  , ATTRIBUTE14
  , ATTRIBUTE15
  , ATTRIBUTE16
  , ATTRIBUTE17
  , ATTRIBUTE18
  , ATTRIBUTE19
  , ATTRIBUTE20
  , LAST_UPDATE_DATE
  , LAST_UPDATED_BY
  , LAST_UPDATE_LOGIN
```

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```
, CREATED_BY
, CREATION_DATE
, OBJECT_VERSION_NUMBER
```

WHERE

```
DECODE(HR_SECURITY.VIEW_ALL , 'Y' , 'TRUE' ,
HR_SECURITY.SHOW_RECORD('PER_ALL_POSITIONS' ,
PAP.POSITION_ID)) = 'TRUE'
```

Column Descriptions

Name	Null?	Type	Description
POSITION_ID	NOT NULL	NUMBER(15)	Refer to base table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
JOB_ID	NOT NULL	NUMBER(15)	Refer to base table.
ORGANIZATION_ID	NOT NULL	NUMBER(15)	Refer to base table.
SUCCESSOR_POSITION_ID	NULL	NUMBER(15)	Refer to base table.
RELIEF_POSITION_ID	NULL	NUMBER(15)	Refer to base table.
LOCATION_ID	NULL	NUMBER(15)	Refer to base table.
POSITION_DEFINITION_ID	NOT NULL	NUMBER(15)	Refer to base table.
DATE_EFFECTIVE	NOT NULL	DATE	Refer to base table.
COMMENTS	NULL	LONG	Refer to base table.
DATE_END	NULL	DATE	Refer to base table.
FREQUENCY	NULL	VARCHAR2(30)	Refer to base table.
NAME	NULL	VARCHAR2(240)	Refer to base table.
PROBATION_PERIOD	NULL	NUMBER(22,2)	Refer to base table.
PROBATION_PERIOD_UNITS	NULL	VARCHAR2(30)	Refer to base table.
REPLACEMENT_REQUIRED_FLAG	NULL	VARCHAR2(30)	Refer to base table.
TIME_NORMAL_FINISH	NULL	VARCHAR2(5)	Refer to base table.
TIME_NORMAL_START	NULL	VARCHAR2(5)	Refer to base table.
WORKING_HOURS	NULL	NUMBER(22,3)	Refer to base table.
STATUS	NULL	VARCHAR2(30)	Refer to base table.
REQUEST_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_UPDATE_DATE	NULL	DATE	Refer to base table.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
ATTRIBUTE1	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE2	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE3	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE4	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE5	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE6	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE7	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE8	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE9	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE10	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE11	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE12	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE13	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE14	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE15	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE16	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE17	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE18	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE19	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE20	NULL	VARCHAR2(150)	Refer to base table.

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LAST_UPDATE_DATE	NULL DATE	Refer to base table.
LAST_UPDATED_BY	NULL NUMBER(15)	Refer to base table.
LAST_UPDATE_LOGIN	NULL NUMBER(15)	Refer to base table.
CREATED_BY	NULL NUMBER(15)	Refer to base table.
CREATION_DATE	NULL DATE	Refer to base table.
OBJECT_VERSION_NUMBER	NULL NUMBER(9)	Refer to base table.

PER_POSITION_DEFINITIONS

PER_POSITION_DEFINITIONS is a key flexfield combinations table. It stores segment combinations for positions that are stored in the PER_ALL_POSITIONS table.

Column Descriptions

Name	Null?	Type	Description
POSITION_DEFINITION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
ID_FLEX_NUM	NOT NULL	NUMBER(15)	Key flexfield structure foreign key.
SUMMARY_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield summary flag.
ENABLED_FLAG	NOT NULL	VARCHAR2(1)	Key flexfield enabled flag.
START_DATE_ACTIVE	NULL	DATE	Date from which the key flexfield combination is valid.
END_DATE_ACTIVE	NULL	DATE	Date after which the key flexfield combination is invalid.
SEGMENT1	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT2	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT3	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT4	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT5	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT6	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT7	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT8	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT9	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT10	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT11	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT12	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT13	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT14	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT15	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT16	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT17	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT18	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT19	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT20	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT21	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT22	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT23	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT24	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT25	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT26	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT27	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT28	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT29	NULL	VARCHAR2(60)	Key flexfield segment column.
SEGMENT30	NULL	VARCHAR2(60)	Key flexfield segment column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_POSITION_DEFINITIONS_PK	UNIQUE	1	POSITION_DEFINITION_ID

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Sequences

Sequence	Derived Column
PER_POSITION_DEFINITIONS_S	POSITION_DEFINITION_ID

PER_POSITION_EXTRA_INFO

This table holds details of extra information for a position, an intersection between PER_POSITION_INFO_TYPES and PER_POSITIONS.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_POSITION_INFO_TYPES	INFORMATION_TYPE	INFORMATION_TYPE

Column Descriptions

Name	Null?	Type	Description
POSITION_EXTRA_INFO_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
POSITION_ID	NOT NULL	NUMBER(15)	Foreign Key to PER_ALL_POSITIONS
INFORMATION_TYPE	NOT NULL	VARCHAR2(40)	Foreign Key to PER_POSITION_INFO_TYPES
REQUEST_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	standard who column
PROGRAM_ID	NULL	NUMBER(15)	standard who column
PROGRAM_UPDATE_DATE	NULL	DATE	standard who column
POEI_ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield
POEI_ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield
POEI_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield
POEI_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield

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POEI_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield
POEI_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_POSITION_EXTRA_INFO_FK1	NOT UNIQUE	1	INFORMATION_TYPE
PER_POSITION_EXTRA_INFO_FK2	NOT UNIQUE	2	POSITION_ID
PER_POSITION_EXTRA_INFO_PK	UNIQUE	2	POSITION_EXTRA_INFO_ID

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Sequences

Sequence	Derived Column
PER_POSITION_EXTRA_INFO_S	POSITION_EXTRA_INFO_ID

PER_POSITION_INFO_TYPES

This table holds the definitions of extra information types that may be held against a position

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACTIVE_INACTIVE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLE_OCCURENCES_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
INFORMATION_TYPE (PK)	NOT NULL	VARCHAR2(40)	The name or code of the information type, which is also the primary key.
ACTIVE_INACTIVE_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the information type is active or inactive.
MULTIPLE_OCCURENCES_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether a position may have multiple occurrences of this type.
DESCRIPTION	NULL	VARCHAR2(240)	Description of the information type.
LEGISLATION_CODE	NULL	VARCHAR2(30)	The legislation to which the information type applies.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_POSITION_INFO_TYPES_PK	UNIQUE	2	INFORMATION_TYPE

PER_POSITION_LIST

PER_POSITION_LIST holds the list of positions that can be accessed by a specific security profile. This table is populated for a security profile where VIEW_ALL_ORGANIZATIONS_FLAG = N or the VIEW_ALL_POSITIONS_FLAG = N. It is refreshed each night by the Security List Maintenance process, (LISTGEN).

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_SECURITY_PROFILES	SECURITY_PROFILE_ID	SECURITY_PROFILE_ID

Column Descriptions

Name	Null?	Type	Description
SECURITY_PROFILE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_SECURITY_PROFILES.
POSITION_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_POSITION_LIST_FK1	NOT UNIQUE	1	SECURITY_PROFILE_ID
PER_POSITION_LIST_FK2	NOT UNIQUE	1	POSITION_ID
PER_POSITION_LIST_PK	UNIQUE	1	SECURITY_PROFILE_ID
		2	POSITION_ID

PER_POSITION_STRUCTURES

PER_POSITION_STRUCTURES holds information about position hierarchies defined for each Business Group. You can have any number of hierarchies in one Business Group, but only one hierarchy can have the PRIMARY_POSITION_FLAG set to Y.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PRIMARY_POSITION_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
POSITION_STRUCTURE_ID (PK)	NOT NULL	NUMBER(15)	System generated position structures primary key from PER_POSITION_STRUCTURES_S.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
NAME	NOT NULL	VARCHAR2(30)	Unique name of the position hierarchy.
COMMENTS	NULL	LONG	General remark.
PRIMARY_POSITION_FLAG	NULL	VARCHAR2(30)	Is this primary position hierarchy for the business group (Y/N).
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_POSITION_STRUCTURES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_POSITION_STRUCTURES_PK	UNIQUE	1	POSITION_STRUCTURE_ID
PER_POSITION_STRUCTURES_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_POSITION_STRUCTURES_S	POSITION_STRUCTURE_ID

PER_POS_STRUCTURE_ELEMENTS

PER_POS_STRUCTURE_ELEMENTS holds information on the hierarchical relationship between positions in a specific hierarchy version. Each row stores one parent–child relationship. The parent is identified by PARENT_POSITION_ID and the child is identified by SUBORDINATE_POSITION_ID. A position can never be its own parent or child, and the top position in a hierarchy will never appear in SUBORDINATE_POSITION_ID.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_POSITIONS	POSITION_ID	SUBORDINATE_POSITION_ID
PER_ALL_POSITIONS	POSITION_ID	PARENT_POSITION_ID
PER_POS_STRUCTURE_VERSIONS	POS_STRUCTURE_VERSION_ID	POS_STRUCTURE_VERSION_ID

Column Descriptions

Name	Null?	Type	Description
POS_STRUCTURE_ELEMENT_ID (PK)	NOT NULL	NUMBER(15)	System generated position structure element primary key from PER_POS_STRUCTURE_ELEMENTS_S.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
POS_STRUCTURE_VERSION_ID	NOT NULL	NUMBER	Foreign key to PER_POS_STRUCTURE_VERSIONS.
SUBORDINATE_POSITION_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS. Identifies the child position.
PARENT_POSITION_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS. Identifies the parent position.
REQUEST_ID	NUL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NUL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NUL	DATE	Standard Who column.
LAST_UPDATE_DATE	NUL	DATE	Standard Who column.
LAST_UPDATED_BY	NUL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NUL	NUMBER(15)	Standard Who column.
CREATED_BY	NUL	NUMBER(15)	Standard Who column.
CREATION_DATE	NUL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_POS_STRUCTURE_ELEMENTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_POS_STRUCTURE_ELEMENTS_FK2	NOT UNIQUE	1	POS_STRUCTURE_VERSION_ID
PER_POS_STRUCTURE_ELEMENTS_FK3	NOT UNIQUE	1	SUBORDINATE_POSITION_ID
PER_POS_STRUCTURE_ELEMENTS_FK4	NOT UNIQUE	1	PARENT_POSITION_ID
PER_POS_STRUCTURE_ELEMENTS_N50	NOT UNIQUE	1	POS_STRUCTURE_VERSION_ID
		2	PARENT_POSITION_ID
PER_POS_STRUCTURE_ELEMENTS_PK	UNIQUE	1	POS_STRUCTURE_ELEMENT_ID
PER_POS_STRUCTURE_ELEMENTS_UK2	UNIQUE	1	POS_STRUCTURE_VERSION_ID
		2	SUBORDINATE_POSITION_ID

Sequences

Sequence	Derived Column
PER_POS_STRUCTURE_ELEMENTS_S	POS_STRUCTURE_ELEMENT_ID

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PER_POS_STRUCTURE_VERSIONS

PER_POS_STRUCTURE_VERSIONS holds information about different versions of a position hierarchy, including version number with start and end dates, and whether the current version has been copied from an existing version. Only one version of a specific position hierarchy can exist at any one time.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_POSITION_STRUCTURES	POSITION_STRUCTURE_ID	POSITION_STRUCTURE_ID

Column Descriptions

Name	Null?	Type	Description
POS_STRUCTURE_VERSION_ID (PK)	NOT NULL	NUMBER	Primary key system generated from PER_POS_STRUCTURE_VERSIONS.S.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
POSITION_STRUCTURE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_POSITION_STRUCTURES.
DATE_FROM	NOT NULL	DATE	Start date of this version .
VERSION_NUMBER	NOT NULL	NUMBER	User enterable version number, not necessarily contiguous.
COPY_STRUCTURE_VERSION_ID	NULL	NUMBER(15)	Foreign key to PER_POS_STRUCTURE_VERSIONS. Used if this version is copied from a previously existing structure .
DATE_TO	NULL	DATE	End date of this version.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_POS_STRUCTURE_VERSIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_POS_STRUCTURE_VERSIONS_FK2	NOT UNIQUE	1	POSITION_STRUCTURE_ID
PER_POS_STRUCTURE_VERSIONS_PK	UNIQUE	1	POS_STRUCTURE_VERSION_ID

Sequences

Sequence	Derived Column
PER_POS_STRUCTURE_VERSIONS_S	POS_STRUCTURE_VERSION_ID

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PER_PROPOSAL_CATEGORY_MEMBERS

PER_PROPOSAL_CATEGORY_MEMBERS holds the categories (or groupings) of questions that are associated with a specific offer profile (or template).

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_PROPOSAL_CATEGORY_MEMBERS	PROPOSAL_CATEGORY_MEMBER_ID	PARENT_CATEGORY_TYPE_ID
PER_PROPOSAL_CATEGORY_TYPES	PROPOSAL_CATEGORY_TYPE_ID	PROPOSAL_CATEGORY_TYPE_ID
PER_PROPOSAL_TEMPLATES	PROPOSAL_TEMPLATE_ID	PROPOSAL_TEMPLATE_ID

Column Descriptions

Name	Null?	Type	Description
PROPOSAL_CATEGORY_MEMBER_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PROPOSAL_CATEGORY_TYPE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PROPOSAL_CATEGORY_TYPES.
PROPOSAL_TEMPLATE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PROPOSAL_TEMPLATES.
PARENT_CATEGORY_TYPE_ID	NULL	NUMBER(15)	Foreign key to PER_PROPOSAL_CATEGORY_MEMBERS. This column is named incorrectly.
CATEGORY_DISPLAY_ORDER	NOT NULL	NUMBER(5)	The order the categories within a parent category will display on the Web Offers page.
PARENT_DISPLAY_ORDER	NULL	NUMBER(5)	The order that the categories will display on the Web Offer page.
DISPLAY_CATEGORY_HEADER	NULL	VARCHAR2(1)	If the category has a header defined in PER_PROPOSAL_CATEGORY_TYPES, indicate if the header should display on the Web Offer page.
TYPE	NULL	VARCHAR2(30)	Identifies the Category Member as being for either a Candidate Offer or an Appraisal Questionnaire
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who columns
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PROPOSAL_CATEGORY_MEMBE_N1	NOT UNIQUE	1	PROPOSAL_CATEGORY_TYPE_ID
PER_PROPOSAL_CATEGORY_MEMBE_N2	NOT UNIQUE	1	PARENT_CATEGORY_TYPE_ID
PER_PROPOSAL_CATEGORY_MEMBE_PK	UNIQUE	1	PROPOSAL_CATEGORY_MEMBER_ID

Sequences

Sequence	Derived Column
PER_PROPOSAL_CATEGORY_MEMBER_S	PROPOSAL_CATEGORY_MEMBER_ID

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PER_PROPOSAL_CATEGORY_TYPES

PER_PROPOSAL_CATEGORY_TYPES holds general categories that a user may want to use to connect questions to a web offer profile. Some examples of categories are 'Rehire Information', 'Bonuses', 'Salary Information'.

Column Descriptions

Name	Null?	Type	Description
PROPOSAL_CATEGORY_TYPE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
CATEGORY_NAME	NOT NULL	VARCHAR2(80)	A unique name for the category. This is what displays to the hiring manger on the web offers page.
HEADING_TEXT	NULL	VARCHAR2(2000)	A category can have a heading that displays above the category name on the web offers page. You can indicate in PER_PROPOSAL_CATEGORY_MEMBERS if the heading should display for a specific profile or template.
NOTE_TEXT	NULL	VARCHAR2(2000)	If this field is filled in, the category will have field-level help attached to it on the web offers page.
FOOTER_TEXT	NULL	VARCHAR2(2000)	Not used at this time.
HELP_TEXT	NULL	VARCHAR2(2000)	Not used at this time.
TYPE	NULL	VARCHAR2(30)	Identifies the Category Type as being for either a Candidate Offer or an Appraisal Questionnaire
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PROPOSAL_CATEGORY_TYPES_PK	UNIQUE	1	PROPOSAL_CATEGORY_TYPE_ID
PER_PROPOSAL_CATEGORY_TYPES_UK	UNIQUE	1	CATEGORY_NAME

Sequences

Sequence	Derived Column
PER_PROPOSAL_CATEGORY_TYPES_S	PROPOSAL_CATEGORY_TYPE_ID

PER_PROPOSAL_OFFER_PARAGRAPHS

PER_PROPOSAL_OFFER_PARAGRAPHS contains the letter text that is used in generating a web offer candidate letter. If changes are made to the data in this table, you must ensure that the program that generates the letter can handle the changes.

Column Descriptions

Name	Null?	Type	Description
PARAGRAPH_NO (PK)	NOT NULL	VARCHAR2(3)	A unique key column.
BODY_TEXT	NULL	VARCHAR2(2000)	The text of a specific paragraph that will be displayed on the Candidate Offer letter when it is generated.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PROPOSAL_OFFER_PARAGRAPH_PK	UNIQUE	1	PARAGRAPH_NO

PER_PROPOSAL_QUESTIONS_ADV

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_PROPOSAL_QUESTION_MEMBERS	PROPOSAL_QUESTION_MEMBER_ID	EXCLUSIVE_QUESTION_MEMBER_ID
PER_PROPOSAL_QUESTION_MEMBERS	PROPOSAL_QUESTION_MEMBER_ID	REQUIRED_QUESTION_MEMBER_ID
PER_PROPOSAL_QUESTION_MEMBERS	PROPOSAL_QUESTION_MEMBER_ID	PROPOSAL_QUESTION_MEMBER_ID

Column Descriptions

Name	Null?	Type	Description
PROPOSAL_QUESTION_ADV_ID (PK)	NOT NULL	NUMBER(15)	
PROPOSAL_QUESTION_MEMBER_ID	NOT NULL	NUMBER(15)	
REQUIRED_QUESTION_MEMBER_ID	NULL	NUMBER(15)	
EXCLUSIVE_QUESTION_MEMBER_ID	NULL	NUMBER(15)	
REQUIRED	NULL	VARCHAR2(30)	
DATA_TYPE	NULL	VARCHAR2(30)	
ENABLE_VALIDATION	NULL	VARCHAR2(30)	
TYPE	NULL	VARCHAR2(30)	
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who columns
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PROPOSAL_QUESTIONS_ADV_N1	NOT UNIQUE	2	PROPOSAL_QUESTION_MEMBER_ID
PER_PROPOSAL_QUESTIONS_ADV_PK	UNIQUE	1	PROPOSAL_QUESTION_ADV_ID

Sequences

Sequence	Derived Column
PER_PROPOSAL_QUESTIONS_ADV_S	PROPOSAL_QUESTION_ADV_ID

PER_PROPOSAL_QUESTION_MEMBERS

PER_PROPOSAL_QUESTION_MEMBERS contains the specific questions that a hiring manager is going to see when she selects an offer profile to work with.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_PROPOSAL_CATEGORY_MEMBERS	PROPOSAL_CATEGORY_MEMBER_ID	PROPOSAL_CATEGORY_MEMBER_ID
PER_PROPOSAL_QUESTION_TYPES	PROPOSAL_QUESTION_NAME	PROPOSAL_QUESTION_NAME

Column Descriptions

Name	Null?	Type	Description
PROPOSAL_QUESTION_MEMBER_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PROPOSAL_QUESTION_NAME	NOT NULL	VARCHAR2(60)	Foreign key to PER_PROPOSAL_QUESTION_TYPES.
PROPOSAL_CATEGORY_MEMBER_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PROPOSAL_CATEGORY_MEMBERS.
APPROVAL_DISPLAY_STATUS	NOT NULL	VARCHAR2(30)	The value of this column determines if the approval mgr will see the question and answer always, only if the hiring manger entered a value for the question or only on the 'details' page.
FULL_TEXT	NULL	VARCHAR2(2000)	The label for the question that the hiring manger will see on the web offers page. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
ALIGN	NULL	VARCHAR2(30)	The alignment for the the question that the hiring manger will see on the web offers page. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
QUESTION_HEADER	NULL	VARCHAR2(2000)	A label that displays above the question label. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
HELP_TEXT	NULL	VARCHAR2(2000)	Not used at this time.
NOTE_TEXT	NULL	VARCHAR2(2000)	Placing a value here causes the question to have field level help on the web offers page. Overrides any value in PER_PROPOSAL_QUESTION_TYPES, unless this value is null and the Types table has a value.
DEFAULT_VALUE_TYPE	NULL	VARCHAR2(30)	Is the default value for the field based on SQL or a specific value. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
DEFAULT_VALUE	NULL	VARCHAR2(2000)	The default value for the question that the hiring manger will see on the web offers page. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
LOOKUP_TYPE	NULL	VARCHAR2(80)	If the question is a combo list or radio button, this causes the values available to come from a specific lookup type. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.

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OPTION_SQL_TEXT	NULL	VARCHAR2(2000)	If the question is a combo list or radio button, this causes the values available to come from running the specified SQL statement. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
PROVIDE_FIND	NULL	VARCHAR2(1)	If the question requires a list of values, this field should be 'Y'. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
FIND_FILTER_COLUMN	NULL	VARCHAR2(2000)	If the question requires a list of values, this field indicates what column in the FIND_SELECT_SQL should be written back to this question's answer value. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
FIND_SELECT_SQL	NULL	VARCHAR2(2000)	If the question requires a list of values, this field contains the SQL to run the list of values. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
QUESTION_DISPLAY_ORDER	NOT NULL	NUMBER(5)	The order this question should appear on the Web Offers page in relation to the other questions within the same category. Overrides any value in PER_PROPOSAL_QUESTION_TYPES.
TYPE	NULL	VARCHAR2(30)	Identifies the Question Member as being for either a Candidate Offer or an Appraisal Questionnaire
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who columns
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PROPOSAL_QUESTION_MEMBE_N1	NOT UNIQUE	1	PROPOSAL_QUESTION_NAME
PER_PROPOSAL_QUESTION_MEMBE_N2	NOT UNIQUE	1	PROPOSAL_CATEGORY_MEMBER_ID
PER_PROPOSAL_QUESTION_MEMBE_PK	UNIQUE	1	PROPOSAL_QUESTION_MEMBER_ID

Sequences

Sequence	Derived Column
PER_PROPOSAL_QUESTION_MEMBER_S	PROPOSAL_QUESTION_MEMBER_ID

PER_PROPOSAL_QUESTION_TYPES

PER_PROPOSAL_QUESTION_TYPES contains a list of web offer questions that can be used in a specific offer profile. It defines the question label, its html definition, whether the question has field-level help and what kind of list of values is available..

Column Descriptions

Name	Null?	Type	Description
PROPOSAL_QUESTION_NAME (PK)	NOT NULL	VARCHAR2(60)	The primary key column.
FULL_TEXT	NULL	VARCHAR2(2000)	The label for the question that the hiring manger will see on the web offers page.
ALIGN	NULL	VARCHAR2(30)	The alignment for the the question that the hiring manger will see on the web offers page.
QUESTION_HEADER	NULL	VARCHAR2(2000)	A label that displays above the question label.
HELP_TEXT	NULL	VARCHAR2(2000)	Not used at this time.
NOTE_TEXT	NULL	VARCHAR2(2000)	Placing a value here causes the question to have field level help on the web offers page.
HTML_TYPE	NOT NULL	VARCHAR2(30)	Determines the HTML style of field that this question uses on the web offers page.
WIDTH_SIZE	NULL	NUMBER(9)	Determines how wide the question entry area will be on the web offer page.
HEIGHT_SIZE	NULL	NUMBER(9)	For HTML styles that take a 'height' parameter, this defines how large the field will display.
MAXLENGTH	NULL	NUMBER(9)	The maximum number of characters allowed for entry.
DEFAULT_VALUE_TYPE	NULL	VARCHAR2(30)	Is the default value for the field based on SQL or a specific value.
DEFAULT_VALUE	NULL	VARCHAR2(2000)	The default value for the question that the hiring manger will see on the web offers page.
LOOKUP_TYPE	NULL	VARCHAR2(80)	If the question is a combo list or radio button, this causes the values available to come from a specific lookup type.
OPTION_SQL_TEXT	NULL	VARCHAR2(2000)	If the question is a combo list or radio button, this causes the values available to come from running the specified SQL statement.
PROVIDE_FIND	NULL	VARCHAR2(1)	If the question requires a list of values, this field should be 'Y'.
FIND_FILTER_COLUMN	NULL	VARCHAR2(2000)	If the question requires a list of values, this field indicates what column in the FIND_SELECT_SQL should be written back to this question's answer value.
FIND_SELECT_SQL	NULL	VARCHAR2(2000)	If the question requires a list of values, this field contains the SQL to run the list of values.

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TYPE	NULL	VARCHAR2(30)	Identifies the Question Type as being for either a Candidate Offer or an Appraisal Questionnaire
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PROPOSAL_QUESTIONS_TYPE_PK	UNIQUE	2	PROPOSAL_QUESTION_NAME

PER_PROPOSAL_TEMPLATES

PER_PROPOSAL_TEMPLATES contains groupings of Web Candidate Offer questions that will be displayed to a hiring manager. First create questions (PER_PROPOSAL_QUESTION_TYPES) and categories (PER_PROPOSAL_CATEGORY_TYPES), then connect the categories to the template (PER_PROPOSAL_CATEGORY_MEMBERS) and finally questions to the template’s categories (PER_PROPOSAL_QUESTION_MEMBERS).

Column Descriptions

Name	Null?	Type	Description
PROPOSAL_TEMPLATE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PROPOSAL_NAME	NOT NULL	VARCHAR2(80)	Name of the Candidate Offer Template or Profile. This is what the hiring manager sees in her select list.
DESCRIPTION	NULL	VARCHAR2(240)	An optional description of the Candidate Offer Profile or Template.
TYPE	NULL	VARCHAR2(30)	The type of proposal.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column

Indexes

Index Name	Index Type	Sequence	Column Name
PER_PROPOSAL_TEMPLATES_PK	UNIQUE	1	PROPOSAL_TEMPLATE_ID
PER_PROPOSAL_TEMPLATES_UK1	UNIQUE	1	PROPOSAL_NAME

Sequences

Sequence	Derived Column
PER_PROPOSAL_TEMPLATES_S	PROPOSAL_TEMPLATE_ID

PER_QUALIFICATIONS

A record of educational qualification, certificates, licenses, etc that a person holds or is acquiring.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ESTABLISHMENT_ATTENDANCES	ATTENDANCE_ID	ATTENDANCE_ID
PER_QUALIFICATION_TYPES	QUALIFICATION_TYPE_ID	QUALIFICATION_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
QUALIFICATION_ID (PK)	NOT NULL	NUMBER(9)	PK of entity
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
PERSON_ID	NULL	NUMBER(10)	Maintains person who hold qualification.
TITLE	NULL	VARCHAR2(120)	Maintains the qualification title e.g. Computing with Business, e
GRADE_ATTAINED	NULL	VARCHAR2(100)	Maintains the grade that was attained for the qualification.
STATUS	NULL	VARCHAR2(30)	Used to indicate what status the qualification is at.
AWARDED_DATE	NULL	DATE	Holds date the qualification was awarded e.g. the date the result
FEE	NULL	NUMBER(15,2)	Stores the total amount of tuition fees for the qualification
FEE_CURRENCY	NULL	VARCHAR2(15)	Holds the currency in which the tuition fees were paid
TRAINING_COMPLETED_AMOUNT	NULL	NUMBER(15,2)	Used to hold an amount of training completed, this refers to the
REIMBURSEMENT_ARRANGEMENTS	NULL	VARCHAR2(2000)	Used to store all reimbursement condition information.
TRAINING_COMPLETED_UNITS	NULL	VARCHAR2(100)	Holds the unit of measure for training completed
TOTAL_TRAINING_AMOUNT	NULL	NUMBER(15,2)	Number of occurrences of the training_unit in order to complete the training.
START_DATE	NULL	DATE	Holds date the qualification was started
END_DATE	NULL	DATE	Holds the date the qualification was ended
LICENSE_NUMBER	NULL	VARCHAR2(60)	Holds license number of attained qualification.
EXPIRY_DATE	NULL	DATE	Holds date of license expiration.
LICENSE_RESTRICTIONS	NULL	VARCHAR2(255)	Holds the license arrangements
PROJECTED_COMPLETION_DATE	NULL	DATE	Holds the date when the qualification is expected to be completed
AWARDING_BODY	NULL	VARCHAR2(100)	Holds awarding body

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TUITION_METHOD	NULL	VARCHAR2(30)	Holds tuition method used to attain the qualification
GROUP_RANKING	NULL	VARCHAR2(100)	Holds group ranking of how person performed.
COMMENTS	NULL	VARCHAR2(2000)	Used to hold comments.
QUALIFICATION_TYPE_ID	NOT NULL	NUMBER(9)	PK of entity
ATTENDANCE_ID	NULL	NUMBER(9)	PK of entity
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_QUALIFICATION_FK1	NOT UNIQUE	1	ATTENDANCE_ID
PER_QUALIFICATION_FK2	NOT UNIQUE	1	QUALIFICATION_TYPE_ID
PER_QUALIFICATION_FK3	NOT UNIQUE	2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_QUALIFICATIONS_S	QUALIFICATION_ID

PER_QUALIFICATION_TYPES

Maintains the list of qualification types that can be attained.

Column Descriptions

Name	Null?	Type	Description
QUALIFICATION_TYPE_ID (PK)	NOT NULL	NUMBER(9)	PK of entity
NAME	NOT NULL	VARCHAR2(100)	Holds name of qualification type.
CATEGORY	NOT NULL	VARCHAR2(30)	A grouping or categorization of the qualification type.
RANK	NULL	NUMBER(9)	Holds the rank of the qualification
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Sequences

Sequence	Derived Column
PER_QUALIFICATION_TYPES_S	QUALIFICATION_TYPE_ID

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PER_QUICKPAINT_INVOCATIONS

PER_QUICKPAINT_INVOCATIONS holds a description of a single run of a QuickPaint report. Details include report name, run date, whether the report is for an assignment or assignment set, details of assignment or assignment set, and user session specification.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
FF_QP_REPORTS	QP_REPORT_ID	QP_REPORT_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
INVOCATION_TYPE	INVOCATION_TYPE	FND_COMMON_LOOKUPS
	A	Assignment
	S	Assignment Set

Column Descriptions

Name	Null?	Type	Description
QP_INVOCATION_ID (PK)	NOT NULL	NUMBER(9)	Primary key.
QP_REPORT_ID	NOT NULL	NUMBER(9)	Foreign key to FF_QP_REPORTS.
EFFECTIVE_DATE	NOT NULL	DATE	Date the QuickPaint was run.
INVOCATION_CONTEXT	NOT NULL	NUMBER(15)	Assignment or assignment set identifier.
QP_SESSION_ID	NOT NULL	NUMBER(9)	Unique identifier for the QuickPaint run results for this session.
INVOCATION_TYPE	NULL	VARCHAR2(1)	Indicates whether the QuickPaint report is for an assignment or assignment set.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_QUICKPAINT_INVOCATIONS_FK1	NOT UNIQUE	1	QP_REPORT_ID
PER_QUICKPAINT_INVOCATIONS_PK	UNIQUE	1	QP_INVOCATION_ID

Sequences

Sequence	Derived Column
PER_QUICKPAINT_INVOCATIONS_S	QP_INVOCATION_ID

PER_QUICKPAINT_RESULT_TEXT

PER_QUICKPAINT_RESULT_TEXT holds a single line text description for the result of a single QuickPaint run.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_QUICKPAINT_INVOCATIONS	QP_INVOCATION_ID	QP_INVOCATION_ID

Column Descriptions

Name	Null?	Type	Description
QP_INVOCATION_ID (PK)	NOT NULL	NUMBER(9)	Foreign key to PER_QUICKPAINT_INVOCATIONS.
ASSIGNMENT_ID (PK)	NOT NULL	NUMBER(10)	Foreign key to PER_ASSIGNMENTS.
LINE_NUMBER (PK)	NOT NULL	NUMBER(9)	Sequence number of the text line.
TEXT	NULL	VARCHAR2(240)	Text for the report line.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_QUICKPAINT_RESULT_TEXT_FK1	NOT UNIQUE	1	QP_INVOCATION_ID
PER_QUICKPAINT_RESULT_TEXT_N2	NOT UNIQUE	1	ASSIGNMENT_ID
PER_QUICKPAINT_RESULT_TEXT_PK	UNIQUE	1	QP_INVOCATION_ID
		2	ASSIGNMENT_ID
		3	LINE_NUMBER

Sequences

Sequence	Derived Column
PER_QUICKPAINT_RESULT_TEXT_S	QP_INVOCATION_ID

PER_RATING_LEVELS

A rating scale step is a single point on a rating scale and is used to rate competences.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_COMPETENCES	COMPETENCE_ID	COMPETENCE_ID
PER_RATING_SCALES	RATING_SCALE_ID	RATING_SCALE_ID

Column Descriptions

Name	Null?	Type	Description
RATING_LEVEL_ID (PK)	NOT NULL	NUMBER(15)	Unique identifier of the Rating Level
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
STEP_VALUE	NOT NULL	NUMBER(15)	The sequence number of the rating scale used for ordering the steps
NAME	NOT NULL	VARCHAR2(80)	A description of the rating level that the step indicates e.g. Poor, Average, Excellent
RATING_SCALE_ID	NULL	NUMBER(9)	The rating level for the Rating Scale
COMPETENCE_ID	NULL	NUMBER(15)	The rating level for the Competence
BEHAVIOURAL_INDICATOR	NULL	VARCHAR2(2000)	A description of the behavioral characteristics that would typically be displayed when the competence is possessed at this level
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who columns.

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LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who columns.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who columns.
CREATED_BY	NULL	NUMBER(15)	Standard Who columns.
CREATION_DATE	NULL	DATE	Standard Who columns.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_RATING_LEVELS_FK1	NOT UNIQUE	1	RATING_SCALE_ID
PER_RATING_LEVELS_FK2	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_RATING_LEVELS_FK3	NOT UNIQUE	1	COMPETENCE_ID
PER_RATING_LEVELS_PK	UNIQUE	2	RATING_LEVEL_ID
PER_RATING_LEVELS_UK2	UNIQUE	2	RATING_SCALE_ID
		4	COMPETENCE_ID
		6	STEP_VALUE
PER_RATING_LEVELS_UK3	UNIQUE	2	RATING_SCALE_ID
		4	COMPETENCE_ID
		6	NAME

Sequences

Sequence	Derived Column
PER_RATING_LEVELS_S	RATING_LEVEL_ID

PER_RATING_SCALES

A rating scale is a grouping of rating scale steps which are used to rate competences.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
RATING_SCALE_ID (PK)	NOT NULL	NUMBER(9)	Primary Key for PER_RATING_SCALES
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign Key to HR_ORGANIZATION_UNITS
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	Object Version Number
NAME	NOT NULL	VARCHAR2(80)	The name of the rating scale
TYPE	NOT NULL	VARCHAR2(30)	The type of Rating Scale e.g. Performance, Proficiency, Weighting
DESCRIPTION	NULL	VARCHAR2(2000)	The description of the rating scale
DEFAULT_FLAG	NULL	VARCHAR2(30)	An indication that the rating scale is the preferred scale in the absence of another specifically chosen scale.
MAX_SCALE_STEP	NULL	NUMBER(15)	The maximum rating level within this rating scale
MIN_SCALE_STEP	NULL	NUMBER(15)	The minimum level in use within this rating scale
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

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Indexes

Index Name	Index Type	Sequence	Column Name
PER_RATING_SCALES_FK1	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_RATING_SCALES_PK	UNIQUE	2	RATING_SCALE_ID
PER_RATING_SCALES_UK1	UNIQUE	2	NAME
		4	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_RATING_SCALES_S	RATING_SCALE_ID

PER_RECRUITMENT_ACTIVITIES

PER_RECRUITMENT_ACTIVITIES holds details of any preparatory activity associated with the recruitment process. Activities may also be defined as sub-activities of others. For example, when a specific recruitment process involves advertisements in journals and an agency campaign. Each sub-activity will have the same PARENT_RECRUITMENT_ACTIVITY_ID if it is defined within another activity. In this way you can record and analyze the cost and effectiveness of each recruitment activity.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	RUN_BY_ORGANIZATION_ID
PER_RECRUITMENT_ACTIVITIES	RECRUITMENT_ACTIVITY_ID	PARENT_RECRUITMENT_ACTIVITY_ID

Column Descriptions

Name	Null?	Type	Description
RECRUITMENT_ACTIVITY_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
AUTHORISING_PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F, identifies the person authorizing the activity.
RUN_BY_ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS for the organization responsible for the activity.
INTERNAL_CONTACT_PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F, identifies the internal contact for the activity.
PARENT_RECRUITMENT_ACTIVITY_ID	NULL	NUMBER(15)	Foreign key to PER_RECRUITMENT_ACTIVITIES for the activity containing this one.
CURRENCY_CODE	NULL	VARCHAR2(15)	Foreign key to FND_CURRENCIES for planned and actual cost figures.
DATE_START	NOT NULL	DATE	Date on which this recruitment activity starts.
NAME	NOT NULL	VARCHAR2(30)	Name of the recruitment activity.
ACTUAL_COST	NULL	VARCHAR2(30)	Actual cost of the activity.
COMMENTS	NULL	LONG	General remark.
CONTACT_TELEPHONE_NUMBER	NULL	VARCHAR2(60)	Telephone number for recruitment contact.
DATE_CLOSING	NULL	DATE	Closing date for responses to recruitment activity.
DATE_END	NULL	DATE	Recruitment activity end date (for example, last day of recruitment fair).
EXTERNAL_CONTACT	NULL	VARCHAR2(80)	Name of external contact for the activity.
PLANNED_COST	NULL	VARCHAR2(30)	Budgeted cost of the recruitment activity.

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TYPE	NULL	VARCHAR2(30)	User-defined type of recruitment activity, for example, advertisement.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_RECRUITMENT_ACTIVITIES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_RECRUITMENT_ACTIVITIES_FK3	NOT UNIQUE	1	RUN_BY_ORGANIZATION_ID
PER_RECRUITMENT_ACTIVITIES_FK5	NOT UNIQUE	1	PARENT_RECRUITMENT_ACTIVITY_ID
PER_RECRUITMENT_ACTIVITIES_N2	NOT UNIQUE	1	AUTHORISING_PERSON_ID
PER_RECRUITMENT_ACTIVITIES_N4	NOT UNIQUE	1	INTERNAL_CONTACT_PERSON_ID
PER_RECRUITMENT_ACTIVITIES_PK	UNIQUE	1	RECRUITMENT_ACTIVITY_ID
PER_RECRUITMENT_ACTIVITIES_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_RECRUITMENT_ACTIVITIES_S	RECRUITMENT_ACTIVITY_ID

PER_RECRUITMENT_ACTIVITY_FOR

PER_RECRUITMENT_ACTIVITY_FOR holds details of the vacancies associated with a specific recruitment activity. There may be multiple records associated with one activity, for example, where a single advertisement covers multiple vacancies.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_VACANCIES	VACANCY_ID	VACANCY_ID
PER_RECRUITMENT_ACTIVITIES	RECRUITMENT_ACTIVITY_ID	RECRUITMENT_ACTIVITY_ID

Column Descriptions

Name	Null?	Type	Description
RECRUITMENT_ACTIVITY_FOR_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
VACANCY_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ALL_VACANCIES.
RECRUITMENT_ACTIVITY_ID	NOT NULL	NUMBER(15)	Foreign key to PER_RECRUITMENT_ACTIVITIES.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_RECRUITMENT_ACTIVITY_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_RECRUITMENT_ACTIVITY_F_FK2	NOT UNIQUE	1	VACANCY_ID
PER_RECRUITMENT_ACTIVITY_F_FK3	NOT UNIQUE	1	RECRUITMENT_ACTIVITY_ID
PER_RECRUITMENT_ACTIVITY_F_PK	UNIQUE	1	RECRUITMENT_ACTIVITY_FOR_ID

Sequences

Sequence	Derived Column
PER_RECRUITMENT_ACTIVITY_FOR_S	RECRUITMENT_ACTIVITY_FOR_ID

PER_REQUISITIONS

PER_REQUISITIONS holds the requisitions that represent a requirement to recruit. Each requisition may be for one or for multiple vacancies.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

Column Descriptions

Name	Null?	Type	Description
REQUISITION_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F, identifies the person raising the requisition.
DATE_FROM	NOT NULL	DATE	Start date of the requisition.
NAME	NOT NULL	VARCHAR2(30)	Requisition name.
COMMENTS	NULL	VARCHAR2(240)	General remark.
DATE_TO	NULL	DATE	End date of the requisition.
DESCRIPTION	NULL	VARCHAR2(80)	Requisition description.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

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Indexes

Index Name	Index Type	Sequence	Column Name
PER_REQUISITIONS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_REQUISITIONS_N2	NOT UNIQUE	1	PERSON_ID
PER_REQUISITIONS_PK	UNIQUE	1	REQUISITION_ID
PER_REQUISITIONS_UK2	UNIQUE	1	NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_REQUISITIONS_S	REQUISITION_ID

PER_SALARY_SURVEYS

PER_SALARY_SURVEYS holds market salary survey information.

Column Descriptions

Name	Null?	Type	Description
SALARY_SURVEY_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key.
SURVEY_NAME	NOT NULL	VARCHAR2(255)	The name of the survey.
SURVEY_COMPANY_CODE	NOT NULL	VARCHAR2(30)	Code for the name of the company that this survey applies to.
IDENTIFIER	NOT NULL	VARCHAR2(2)	Two letter abbreviation used to restrict mapping of specified survey values to company values.
SURVEY_TYPE_CODE	NULL	VARCHAR2(30)	Code to indicate if the survey is based on Annual, Monthly, Hourly, or Period salary.
BASE_REGION	NULL	VARCHAR2(30)	An information flag to denote if there is a regional or national average.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SALARY_SURVEYS_PK	UNIQUE	6	SALARY_SURVEY_ID
PER_SALARY_SURVEYS_UK1	UNIQUE	2	SURVEY_COMPANY_CODE
		4	SURVEY_NAME

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Sequences

Sequence	Derived Column
PER_SALARY_SURVEYS_S	SALARY_SURVEY_ID

PER_SALARY_SURVEY_LINES

PER_SALARY_SURVEY_LINES stores individual lines of salary survey information which comprise a salary survey identified in PER_SALARY_SURVEYS.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_SALARY_SURVEYS	SALARY_SURVEY_ID	SALARY_SURVEY_ID

Column Descriptions

Name	Null?	Type	Description
SALARY_SURVEY_LINE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
SALARY_SURVEY_ID	NOT NULL	NUMBER(15)	Foreign key to PER_SALARY_SURVEYS.
SURVEY_JOB_NAME_CODE	NOT NULL	VARCHAR2(30)	Code representing the Job type that this survey line applies to. User Defined Lookup.
SURVEY_REGION_CODE	NULL	VARCHAR2(30)	Code representing the Region that this survey line applies to. User Defined Lookup.
SURVEY_SENIORITY_CODE	NULL	VARCHAR2(30)	Code representing the Seniority that this survey line applies to. User Defined Lookup.
COMPANY_SIZE_CODE	NULL	VARCHAR2(30)	Code representing the size of the company that the survey line applies to. User Defined Lookup.
INDUSTRY_CODE	NULL	VARCHAR2(30)	Code representing the industry associated with the survey line. User Defined Lookup.
SURVEY_AGE_CODE	NULL	VARCHAR2(30)	Code representing the Survey Age for the survey line.
START_DATE	NOT NULL	DATE	The date from which the the data in the survey line applies.
END_DATE	NULL	DATE	The date after which the data in the survey line no longer applies.
DIFFERENTIAL	NULL	NUMBER	A percentage representing the amount by which pay figures for the survey line are above or below the specified base region average .
CURRENCY_CODE	NULL	VARCHAR2(15)	Foreign Key to FND_CURRENCIES
MINIMUM_PAY	NULL	NUMBER	The Minimum Pay for this job.
MEAN_PAY	NULL	NUMBER	The Mean Pay for this job.
MAXIMUM_PAY	NULL	NUMBER	The Maximum Pay for this job.
GRADUATE_PAY	NULL	NUMBER	The graduate Pay for this job.
STARTING_PAY	NULL	NUMBER	The Minimum Pay for this job.
PERCENTAGE_CHANGE	NULL	NUMBER	The Percentage change in pay for this job.
JOB_FIRST_QUARTILE	NULL	NUMBER	The First Quartile for this job.
JOB_MEDIAN_QUARTILE	NULL	NUMBER	The Median Quartile for this job.
JOB_THIRD_QUARTILE	NULL	NUMBER	The Third Quartile for this job.

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JOB_FOURTH_QUARTILE	NULL	NUMBER	The Fourth Quartile for this job.
MINIMUM_TOTAL_COMPENSATION	NULL	NUMBER	The Minimum Total Compensation for this job.
MEAN_TOTAL_COMPENSATION	NULL	NUMBER	The Mean Total Compensation for this job.
MAXIMUM_TOTAL_COMPENSATION	NULL	NUMBER	The maximum total compensation for this job.
COMPNSTN_FIRST_QUARTILE	NULL	NUMBER	First Quartile for the compensation in the survey line.
COMPNSTN_MEDIAN_QUARTILE	NULL	NUMBER	Median Quartile for the compensation in the survey line.
COMPNSTN_THIRD_QUARTILE	NULL	NUMBER	Third Quartile for the compensation in the survey line.
COMPNSTN_FOURTH_QUARTILE	NULL	NUMBER	Fourth Quartile for the compensation in the survey line.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SALARY_SURVEY_LINES_FK1	NOT UNIQUE	2	SALARY_SURVEY_ID
PER_SALARY_SURVEY_LINES_PK	UNIQUE	2	SALARY_SURVEY_LINE_ID
PER_SALARY_SURVEY_LINES_UK1	UNIQUE	5	START_DATE
		6	INDUSTRY_CODE
		8	COMPANY_SIZE_CODE
		10	SURVEY_SENIORITY_CODE
		12	SURVEY_REGION_CODE
		17	SURVEY_JOB_NAME_CODE
		22	SURVEY_AGE_CODE

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Sequences

Sequence	Derived Column
PER_SALARY_SURVEY_LINES_S	SALARY_SURVEY_LINE_ID

PER_SALARY_SURVEY_MAPPINGS

PER_SURVEY_MAPPINGS stores details of a mapping between jobs or positions and an individual salary survey line.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	COMPANY_ORGANIZATION_ID
HR_LOCATIONS_ALL	LOCATION_ID	LOCATION_ID
PER_GRADES	GRADE_ID	GRADE_ID
PER_SALARY_SURVEY_LINES	SALARY_SURVEY_LINE_ID	SALARY_SURVEY_LINE_ID

Column Descriptions

Name	Null?	Type	Description
SALARY_SURVEY_MAPPING_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PARENT_ID	NOT NULL	NUMBER(15)	Foreign key to either PER_JOBS or HR_ALL_POSITIONS_F
PARENT_TABLE_NAME	NOT NULL	VARCHAR2(30)	Code identifying the table to which PARENT_ID applies
SALARY_SURVEY_LINE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_SALARY_SURVEY_LINES.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATIONS identifying the business group.
LOCATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
GRADE_ID	NULL	NUMBER(15)	Foreign key to PER_GRADES.
COMPANY_ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.
COMPANY_AGE_CODE	NULL	VARCHAR2(30)	Code to indicate the age band in the company.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.

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LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SURVEY_MAPPINGS_FK1	NOT UNIQUE	2	SALARY_SURVEY_LINE_ID
PER_SURVEY_MAPPINGS_FK2	NOT UNIQUE	2	LOCATION_ID
PER_SURVEY_MAPPINGS_FK3	NOT UNIQUE	2	GRADE_ID
PER_SURVEY_MAPPINGS_FK4	NOT UNIQUE	2	BUSINESS_GROUP_ID
PER_SURVEY_MAPPINGS_FK5	NOT UNIQUE	2	COMPANY_ORGANIZATION_ID
PER_SURVEY_MAPPINGS_PK	UNIQUE	2	SALARY_SURVEY_MAPPING_ID
PER_SURVEY_MAPPINGS_UK	UNIQUE	2	LOCATION_ID
		4	GRADE_ID
		6	COMPANY_ORGANIZATION_ID
		8	COMPANY_AGE_CODE
		10	PARENT_ID
		12	PARENT_TABLE_NAME
		14	SALARY_SURVEY_LINE_ID

Sequences

Sequence	Derived Column
PER_SALARY_SURVEY_MAPPINGS_S	SALARY_SURVEY_MAPPING_ID

PER_SCHED_COBRA_PAYMENTS

PER_SCHED_COBRA_PAYMENTS holds payment schedules for benefits provided by a COBRA coverage.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_COBRA_COV_ENROLLMENTS	COBRA_COVERAGE_ENROLLMENT_ID	COBRA_COVERAGE_ENROLLMENT_ID

Column Descriptions

Name	Null?	Type	Description
SCHEDULED_COBRA_PAYMENT_ID (PK)	NOT NULL	NUMBER(15)	Unique ID generated from sequence PER_SCHED_COBRA_PAYMENTS_S.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
COBRA_COVERAGE_ENROLLMENT_ID	NOT NULL	NUMBER(15)	Foreign key to PER_COBRA_COV_ENROLLMENTS.
AMOUNT_DUE	NOT NULL	VARCHAR2(60)	Amount charged for COBRA benefits.
DATE_DUE	NOT NULL	DATE	Date by which payment must be received from COBRA enrollee.
AMOUNT_RECEIVED	NULL	VARCHAR2(60)	Amount received for the COBRA benefits.
COMMENTS	NULL	LONG	Comments related to the payment schedule.
DATE_RECEIVED	NULL	DATE	Date when COBRA payment was received.
GRACE_DUE_DATE	NULL	DATE	An extended due date that indicates the grace period for receiving late payment without penalty.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

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CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SCHED_COBRA_PAYMENTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_SCHED_COBRA_PAYMENTS_FK2	NOT UNIQUE	1	COBRA_COVERAGE_ENROLLMENT_ID
PER_SCHED_COBRA_PAYMENTS_PK	UNIQUE	1	SCHEDULED_COBRA_PAYMENT_ID
PER_SCHED_COBRA_PAYMENTS_UK2	UNIQUE	1	COBRA_COVERAGE_ENROLLMENT_ID
		2	DATE_DUE

Sequences

Sequence	Derived Column
PER_SCHED_COBRA_PAYMENTS_S	SCHEDULED_COBRA_PAYMENT_ID

PER_SECONDARY_ASS_STATUSES

PER_SECONDARY_ASS_STATUSES holds secondary assignment statuses for an assignment. These are user-defined statuses that are intended for reporting and analysis purposes, and have no effect on processing in Oracle HRMS.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ASSIGNMENT_STATUS_TYPES	ASSIGNMENT_STATUS_TYPE_ID	ASSIGNMENT_STATUS_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
SECONDARY_ASS_STATUS_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_ASSIGNMENTS_F.
ASSIGNMENT_STATUS_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PER_ASSIGNMENT_STATUS_TYPES.
START_DATE	NOT NULL	DATE	Date on which the status takes effect.
COMMENTS	NULL	LONG	General remark.
END_DATE	NULL	DATE	Date after which the status no longer applies.
REASON	NULL	VARCHAR2(30)	Reason for the status.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.

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LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SECONDARY_ASS_STATUSES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_SECONDARY_ASS_STATUSES_FK3	NOT UNIQUE	1	ASSIGNMENT_STATUS_TYPE_ID
PER_SECONDARY_ASS_STATUSES_N2	NOT UNIQUE	1	ASSIGNMENT_ID
PER_SECONDARY_ASS_STATUSES_PK	UNIQUE	1	SECONDARY_ASS_STATUS_ID

Sequences

Sequence	Derived Column
PER_SECONDARY_ASS_STATUSES_S	SECONDARY_ASS_STATUS_ID

PER_SECURITY_PROFILES

PER_SECURITY_PROFILES holds user definitions of security profiles based on organizations, positions and payrolls that the system will use to restrict access to specific records in the Oracle HRMS database. Access to secure database objects in Oracle HRMS is controlled by means of a security profile that is linked to an Oracle ID associated with your responsibility. Currently, the secure database objects are organizations, positions, payrolls and people. If the VIEW_ALL_FLAG is set to Y, then no security restriction applies and anyone using this security profile can see all objects within their product type. If the VIEW_ALL_FLAG is set to N, then any combination of organization, position and payroll security can apply. The restrictions of the security profile will determine the list of people who are visible to the user. Security profiles are used by the Generate Secure User process to create specific data objects for each Oracle ID and by the Security List Maintenance process to populate the secure lists for organization, position, payroll and people.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	ORGANIZATION_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_ORGANIZATION_STRUCTURES	ORGANIZATION_STRUCTURE_ID	ORGANIZATION_STRUCTURE_ID
PER_POSITION_STRUCTURES	POSITION_STRUCTURE_ID	POSITION_STRUCTURE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
INCLUDE_EXCLUDE_PAYROLL_FLAG	INCLUDE_EXCLUDE	FND_COMMON_LOOKUPS
	E	Exclude
	I	Include
INCLUDE_TOP_ORGANIZATION_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
INCLUDE_TOP_POSITION_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
VIEW_ALL_APPLICANTS_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
VIEW_ALL_EMPLOYEES_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
VIEW_ALL_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
VIEW_ALL_ORGANIZATIONS_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No

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	Y	Yes
VIEW_ALL_PAYROLLS_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
VIEW_ALL_POSITIONS_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
SECURITY_PROFILE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
ORGANIZATION_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
POSITION_STRUCTURE_ID	NULL	NUMBER(15)	Foreign key to PER_POSITION_STRUCTURES.
ORGANIZATION_STRUCTURE_ID	NULL	NUMBER(15)	Foreign key to PER_ORGANIZATION_STRUCTURES.
INCLUDE_TOP_ORGANIZATION_FLAG	NOT NULL	VARCHAR2(30)	Include top organization in hierarchy in access list (Y/N).
INCLUDE_TOP_POSITION_FLAG	NOT NULL	VARCHAR2(30)	Include top position in hierarchy in access list (Y/N).
SECURITY_PROFILE_NAME	NOT NULL	VARCHAR2(60)	Security profile name.
VIEW_ALL_APPLICANTS_FLAG	NOT NULL	VARCHAR2(30)	Grant unrestricted access to applicants (Y/N).
VIEW_ALL_EMPLOYEES_FLAG	NOT NULL	VARCHAR2(30)	Grant unrestricted access to employees (Y/N).
VIEW_ALL_FLAG	NOT NULL	VARCHAR2(30)	Grant unrestricted access to all data (Y/N).
VIEW_ALL_ORGANIZATIONS_FLAG	NOT NULL	VARCHAR2(30)	Grant unrestricted access to all organizations (Y/N).
VIEW_ALL_PAYROLLS_FLAG	NOT NULL	VARCHAR2(30)	Grant unrestricted access to all payrolls (Y/N).
VIEW_ALL_POSITIONS_FLAG	NOT NULL	VARCHAR2(30)	Grant unrestricted access to all positions (Y/N).
INCLUDE_EXCLUDE_PAYROLL_FLAG	NULL	VARCHAR2(30)	Include or exclude specific payrolls.
REPORTING_ORACLE_USERNAME	NULL	VARCHAR2(30)	Reporting user name for the ID set up by the DBA.
REQUEST_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SECURITY_PROFILES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_SECURITY_PROFILES_FK2	NOT UNIQUE	1	POSITION_ID
PER_SECURITY_PROFILES_FK3	NOT UNIQUE	1	ORGANIZATION_ID

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PER_SECURITY_PROFILES_FK4	NOT UNIQUE	1	POSITION_STRUCTURE_ID
PER_SECURITY_PROFILES_FK5	NOT UNIQUE	1	ORGANIZATION_STRUCTURE_ID
PER_SECURITY_PROFILES_PK	UNIQUE	1	SECURITY_PROFILE_ID
PER_SECURITY_PROFILES_UK2	UNIQUE	1	SECURITY_PROFILE_NAME
		2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_SECURITY_PROFILES_S	SECURITY_PROFILE_ID

PER_SEC_PROFILE_ASSIGNMENTS

PER_SEC_PROFILE_ASSIGNMENTS holds definitions of a security profile assignments to a user, responsibility and business group.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_SECURITY_PROFILES	SECURITY_PROFILE_ID	SECURITY_PROFILE_ID

Column Descriptions

Name	Null?	Type	Description
SEC_PROFILE_ASSIGNMENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
USER_ID	NOT NULL	NUMBER(15)	Foreign key to FND_USER.
SECURITY_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to FND_SECURITY_GROUPS.
SECURITY_PROFILE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_SECURITY_PROFILES.
RESPONSIBILITY_ID	NOT NULL	NUMBER(15)	Foreign key to FND_RESPONSIBILITY.
RESPONSIBILITY_APPLICATION_ID	NOT NULL	NUMBER(15)	Foreign key to FND_RESPONSIBILITY.
START_DATE	NOT NULL	DATE	Start date of the security profile assignment.
END_DATE	NULL	DATE	End date of the security profile assignment.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(12)	Standard Who column.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SEC_PROFILE_ASSIGNMENTS_FK	NOT UNIQUE	1	SECURITY_PROFILE_ID
PER_SEC_PROFILE_ASSIGNMENTS_PK	UNIQUE	1	SEC_PROFILE_ASSIGNMENT_ID
PER_SEC_PROFILE_ASSIGNMENTS_UK	UNIQUE	1	USER_ID
		2	RESPONSIBILITY_ID
		3	RESPONSIBILITY_APPLICATION_ID
		4	SECURITY_GROUP_ID
		5	BUSINESS_GROUP_ID
		6	SECURITY_PROFILE_ID
		7	START_DATE
		8	END_DATE
PER_SEC_PROFILE_ASSIGNMENT_FK2	NOT UNIQUE	1	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_SEC_PROFILE_ASSIGNMENTS_S	SEC_PROFILE_ASSIGNMENT_ID

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PER_SHARED_TYPES

PER_SHARED_TYPES is a common repository for the various sets of 'type' and 'status' information held with the HRMS system. At present it only holds position status information.

Column Descriptions

Name	Null?	Type	Description
SHARED_TYPE_ID (PK)	NOT NULL	NUMBER(15)	Unique key generated from sequence PER_PERSON_TYPES_S.
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
SHARED_TYPE_NAME	NOT NULL	VARCHAR2(30)	User defined name to a System defined Type.
LOOKUP_TYPE	NOT NULL	VARCHAR2(30)	Lookup Type
SYSTEM_TYPE_CD	NOT NULL	VARCHAR2(30)	Lookup Code
INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield

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INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield
INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	Object Version Number
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Sequences

Sequence	Derived Column
PER_SHARED_TYPES_S	SHARED_TYPE_ID

PER_SHARED_TYPES_TL

PER_SHARED_TYPES_TL holds the translated USER_PERSON_TYPE information for a particular shared type record.

Column Descriptions

Name	Null?	Type	Description
SHARED_TYPE_ID (PK)	NOT NULL	NUMBER(15)	System generated primary key
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Define language, part of primary key.
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Actual Language
SHARED_TYPE_NAME	NOT NULL	VARCHAR2(30)	Translated user defined name for the type.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Sequences

Sequence	Derived Column
PER_SHARED_TYPES_S	SHARED_TYPE_ID

PER_SPECIAL_INFO_TYPES

This table holds the definitions of extra information types that may that are available to each Business Group. Each special information type is a user defined structure for the personal analysis key flexfield. The name of the special information type is the same as the name of the corresponding key flexfield structure.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ENABLED_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
MULTIPLE_OCCURRENCES_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
SPECIAL_INFORMATION_TYPE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ID_FLEX_NUM	NOT NULL	NUMBER	Key flexfield structure foreign key.
COMMENTS	NULL	LONG	General remark.
ENABLED_FLAG	NULL	VARCHAR2(30)	Indicates if a special information type is enabled for the Business Group.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
MULTIPLE_OCCURRENCES_FLAG	NULL	VARCHAR2(30)	If null, treat as Y.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SPECIAL_INFO_TYPES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_SPECIAL_INFO_TYPES_PK	UNIQUE	1	SPECIAL_INFORMATION_TYPE_ID

Sequences

Sequence	Derived Column
PER_SPECIAL_INFO_TYPES_S	SPECIAL_INFORMATION_TYPE_ID

PER_SPECIAL_INFO_TYPE_USAGES

PER_SPECIAL_INFO_TYPE_USAGES holds the categories that control the usage of special information types in each business group. Each SPECIAL_INFO_CATEGORY will limit usage of the type to the specific windows for job or position requirements, for training skills, or for personal analysis.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_SPECIAL_INFO_TYPES	SPECIAL_INFORMATION_TYPE_ID	SPECIAL_INFORMATION_TYPE_ID

Column Descriptions

Name	Null?	Type	Description
SPECIAL_INFO_CATEGORY (PK)	NOT NULL	VARCHAR2(30)	Special information type category.
SPECIAL_INFORMATION_TYPE_ID (PK)	NOT NULL	NUMBER(15)	Foreign key to PER_SPECIAL_INFO_TYPES.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SPECIAL_INFO_TYPE_USAG_FK1	NOT UNIQUE	1	SPECIAL_INFORMATION_TYPE_ID
PER_SPECIAL_INFO_TYPE_USAG_PK	UNIQUE	1	SPECIAL_INFO_CATEGORY
		2	SPECIAL_INFORMATION_TYPE_ID

PER_SPINAL_POINTS

PER_SPINAL_POINTS stores a list of progression points from a pay scale and their incremental order number. Progression points were previously known as spinal points.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_PARENT_SPINES	PARENT_SPINE_ID	PARENT_SPINE_ID

Column Descriptions

Name	Null?	Type	Description
SPINAL_POINT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
PARENT_SPINE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PARENT_SPINES.
SEQUENCE	NOT NULL	NUMBER(15)	The incremental order of this point within the pay scale.
SPINAL_POINT	NOT NULL	VARCHAR2(30)	The name or number of the progression point.
REQUEST_ID	NUL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NUL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NUL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NUL	DATE	Standard Who column.
LAST_UPDATE_DATE	NUL	DATE	Standard Who column.
LAST_UPDATED_BY	NUL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NUL	NUMBER(15)	Standard Who column.
CREATED_BY	NUL	NUMBER(15)	Standard Who column.
CREATION_DATE	NUL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SPINAL_POINTS_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_SPINAL_POINTS_FK2	NOT UNIQUE	1	PARENT_SPINE_ID
PER_SPINAL_POINTS_PK	UNIQUE	1	SPINAL_POINT_ID

Sequences

Sequence	Derived Column
PER_SPINAL_POINTS_S	SPINAL_POINT_ID

PER_SPINAL_POINT_PLACEMENTS_F

PER_SPINAL_POINT_PLACEMENTS_F stores details of assignment placements to a grade step and point. The AUTO_INCREMENT_FLAG can be set to N if you do not want the grade step placement to be changed by the batch increment process. PER_SPINAL_POINT_PLACEMENTS_F is a DateTracked table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
AUTO_INCREMENT_FLAG	YES_NO N Y	FND_COMMON_LOOKUPS No Yes

Column Descriptions

Name	Null?	Type	Description
PLACEMENT_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
ASSIGNMENT_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_ASSIGNMENTS_F.
STEP_ID	NOT NULL	NUMBER(15)	Foreign key to PER_SPINAL_POINT_STEPS.
AUTO_INCREMENT_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether the default batch process should update this placement automatically.
PARENT_SPINE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_PARENT_SPINES.
REASON	NULL	VARCHAR2(30)	Reason for placing the assignment on this point.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SPINAL_POINT_PLACEMENT_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_SPINAL_POINT_PLACEMENT_N2	NOT UNIQUE	1	ASSIGNMENT_ID
PER_SPINAL_POINT_PLACEMENT_N3	NOT UNIQUE	1	STEP_ID
PER_SPINAL_POINT_PLACEMENT_PK	UNIQUE	1	PLACEMENT_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

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Sequences

Sequence	Derived Column
PER_SPINAL_POINT_PLACEMENTS_S	PLACEMENT_ID

PER_SPINAL_POINT_STEPS_F

PER_SPINAL_POINT_STEPS_F stores the steps in a specific Grade Scale and their incremental order. The steps in a Grade Scale are a selected subset of the progression points from the corresponding Pay Scale. PER_SPINAL_POINT_STEPS_F is a DateTracked table.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_SPINAL_POINTS	SPINAL_POINT_ID	SPINAL_POINT_ID

Column Descriptions

Name	Null?	Type	Description
STEP_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
EFFECTIVE_START_DATE (PK)	NOT NULL	DATE	Effective start date.
EFFECTIVE_END_DATE (PK)	NOT NULL	DATE	Effective end date.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
SPINAL_POINT_ID	NOT NULL	NUMBER(15)	Foreign key to PER_SPINAL_POINTS.
GRADE_SPINE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_GRADE_SPINES.
SEQUENCE	NOT NULL	NUMBER(15)	Denormalised from progression points.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SPINAL_POINT_STEPS_F_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_SPINAL_POINT_STEPS_F_FK2	NOT UNIQUE	1	SPINAL_POINT_ID
PER_SPINAL_POINT_STEPS_F_N3	NOT UNIQUE	1	GRADE_SPINE_ID
PER_SPINAL_POINT_STEPS_F_PK	UNIQUE	1	STEP_ID
		2	EFFECTIVE_START_DATE
		3	EFFECTIVE_END_DATE

Sequences

Sequence	Derived Column
PER_SPINAL_POINT_STEPS_S	STEP_ID

PER_STANDARD_HOLIDAYS

PER_STANDARD_HOLIDAYS holds information about Statutory Holidays within a specific legislation.

Column Descriptions

Name	Null?	Type	Description
STANDARD_HOLIDAY_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key column.
NAME	NOT NULL	VARCHAR2(60)	The name of the holiday.
HOLIDAY_DATE	NOT NULL	DATE	The date of the holiday. This will be the start date for a multi-day holiday.
HOLIDAY_DATE_END	NULL	DATE	he end date for a multi-day holiday.
HOLIDAY_TYPE	NULL	VARCHAR2(60)	The type of holiday.
LEGISLATION_CODE	NOT NULL	VARCHAR2(2)	Legislation Code.
SUB_LEGISLATION_CODE	NULL	VARCHAR2(3)	Code of regions within a legislation.
ALTERNATIVES_PERMITTED	NOT NULL	VARCHAR2(1)	Is it allowable to take this holiday on another day?
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ALL_ORGANIZATION_UNITS.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Sequences

Sequence	Derived Column
PER_STANDARD_HOLIDAYS_S	STANDARD_HOLIDAY_ID

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PER_STARTUP_PERSON_TYPES_TL

PER_STARTUP_PERSON_TYPES_TL holds the predefined definitions for translated person types that are propagated to PER_PERSON_TYPES when a new Business Group is created. The default information held in PER_PERSON_TYPES can be overridden for a specific Business Group.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
CURRENT_APPLICANT_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
CURRENT_EMPLOYEE_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
CURRENT_EMP_OR_APL_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
SYSTEM_PERSON_TYPE	NOT NULL	VARCHAR2(30)	System code for the person type
USER_PERSON_TYPE (PK)	NOT NULL	VARCHAR2(80)	User-defined name for the person type
LANGUAGE (PK)	NOT NULL	VARCHAR2(4)	Defined language
SOURCE_LANG	NOT NULL	VARCHAR2(4)	Actual language
LAST_UPDATE_DATE	NULL	DATE	Standard Who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column
CREATED_BY	NULL	NUMBER(15)	Standard Who column
CREATION_DATE	NULL	DATE	Standard Who column
DEFAULT_FLAG	NOT NULL	VARCHAR2(30)	Indicates whether this is the default name for a particular system code.
CURRENT_APPLICANT_FLAG	NULL	VARCHAR2(30)	Flag to indicate whether this is an Applicant type.
CURRENT_EMP_OR_APL_FLAG	NULL	VARCHAR2(30)	Flag to indicate whether this is an Employee and an Applicant type.
CURRENT_EMPLOYEE_FLAG	NULL	VARCHAR2(30)	Flag to indicate whether this is an Employee type.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_STARTUP_PERSON_TYPES_TL_PK	UNIQUE	2	USER_PERSON_TYPE
		3	LANGUAGE
PER_STARTUP_PERSON_TYPES_TL_UK	NOT UNIQUE	5	DEFAULT_FLAG
		6	LANGUAGE
		7	SYSTEM_PERSON_TYPE

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PER_STD_HOLIDAY_ABSENCES

PER_STD_HOLIDAY_ABSENCES holds whether a Statutory Holiday identified in PER_STANDARD_HOLIDAYS was taken as leave and the actual date it was taken if it was taken on a different date.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_STANDARD_HOLIDAYS	STANDARD_HOLIDAY_ID	STANDARD_HOLIDAY_ID

Column Descriptions

Name	Null?	Type	Description
STD_HOLIDAY_ABSENCES_ID (PK)	NOT NULL	NUMBER(9)	System generated primary key column.
DATE_NOT_TAKEN	NOT NULL	DATE	Date of the Standard Holiday.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F.
STANDARD_HOLIDAY_ID	NOT NULL	NUMBER(9)	Foreign key to PER_STANDARD_HOLIDAYS.
ACTUAL_DATE_TAKEN	NULL	DATE	The date on which the Standard Holiday was taken as leave.
REASON	NULL	VARCHAR2(60)	The reason for not taking the leave on the date of the Standard Holiday.
EXPIRED	NOT NULL	VARCHAR2(1)	Is the Standard Holiday no longer valid as leave?
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

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Sequences

Sequence	Derived Column
PER_STD_HOLIDAY_ABSENCES_S	STD_HOLIDAY_ABSENCES_ID

PER_SUBJECTS_TAKEN

Holds a record of a person's subject usages for a qualification

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_QUALIFICATIONS	QUALIFICATION_ID	QUALIFICATION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
MAJOR	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
SUBJECTS_TAKEN_ID (PK)	NOT NULL	NUMBER(9)	Pk of entity
START_DATE	NOT NULL	DATE	Holds start date of subject
MAJOR	NULL	VARCHAR2(30)	Stores whether it is a primary or non-primary subject.
SUBJECT_STATUS	NOT NULL	VARCHAR2(30)	Stores whether the subject was passed or failed
SUBJECT	NOT NULL	VARCHAR2(30)	Holds subject name
GRADE_ATTAINED	NULL	VARCHAR2(100)	Stores the grade_attained for a subject
END_DATE	NULL	DATE	Holds end date of subject
QUALIFICATION_ID	NOT NULL	NUMBER(9)	PK of entity
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.

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CREATION_DATE	NULL DATE	Standard Who Column.
<i>Indexes</i>		
Index Name	Index Type	Sequence Column Name
PER_SUBJECTS_TAKEN_FK1	NOT UNIQUE	1 QUALIFICATION_ID
<i>Sequences</i>		
Sequence	Derived Column	
PER_SUBJECTS_TAKEN_S	SUBJECTS_TAKEN_ID	

PER_SUCCESSION_PLANNING

The record of a person's proposed succession to a position.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
AVAILABLE_FOR_PROMOTION	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
SUCCESSION_PLAN_ID (PK)	NOT NULL	NUMBER(9)	PK for PER_SUCCESSION_PLANNING table.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F table, can not be included as a foreign key due to datetrack of person table.
POSITION_ID	NOT NULL	NUMBER(9)	FK to PER_ALL_POSITIONS table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	This attribute must relate to a value in the hr_organization_units table.
START_DATE	NOT NULL	DATE	The start date of the succession plan entry
TIME_SCALE	NOT NULL	VARCHAR2(30)	Lookup to PER_TIME_SCALES
END_DATE	NULL	DATE	The end date of the succession plan
AVAILABLE_FOR_PROMOTION	NULL	VARCHAR2(30)	Indicates whether a person is due for promotion
MANAGER_COMMENTS	NULL	VARCHAR2(2000)	Comments added by a manager.
OBJECT_VERSION_NUMBER	NOT NULL	NUMBER(9)	Object version number is used to identify whether a user is looking at the latest record.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who Column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who Column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who Column.
CREATED_BY	NULL	NUMBER(15)	Standard Who Column.
CREATION_DATE	NULL	DATE	Standard Who Column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_SUCCESSION_PLANNING_FK1	NOT UNIQUE	2	POSITION_ID
PER_SUCCESSION_PLANNING_FK2	NOT UNIQUE	2	BUSINESS_GROUP_ID

Sequences

Sequence	Derived Column
PER_SUCCESSION_PLANNING_S	SUCCESSION_PLAN_ID

PER_TIME_PERIODS

PER_TIME_PERIODS holds details of each defined time period for payroll calendars and HR budget calendars. Payroll time periods are used as a basis for regular payroll processing and are limited by predefined legislative calendars. HR budget time periods are limited by user defined calendar years. The start date and end date that define the actual limits for each pay period are generated by the system, from the user specification of the payroll processing frequency and the predefined legislative calendar for tax processing and reporting.

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
PROC_PERIOD_TYPE	PROC_PERIOD_TYPE	FND_COMMON_LOOKUPS
	BM	Bi-Month
	CM	Calendar Month
	F	Bi-Week
	LM	Lunar Month
	Q	Quarter
	SM	Semi-Month
	SY	Semi-Year
	W	Week
	Y	Year
STATUS	PROCESSING_PERIOD_STATUS	FND_COMMON_LOOKUPS
	C	Closed
	O	Open

Column Descriptions

Name	Null?	Type	Description
TIME_PERIOD_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
PAYROLL_ID	NULL	NUMBER(9)	Foreign key to PAY_PAYROLLS.
END_DATE	NOT NULL	DATE	End date for the period.
PERIOD_NAME	NOT NULL	VARCHAR2(70)	Period name. Unique within a payroll or budget calendar.
PERIOD_NUM	NOT NULL	NUMBER(15)	Sequence number of this time period in the year.
PERIOD_TYPE	NOT NULL	VARCHAR2(30)	Type of time period, for example, week, month, quarter, year.
START_DATE	NOT NULL	DATE	Start date of the period.
CUT_OFF_DATE	NULL	DATE	Default cut-off date for the period.
DEFAULT_DD_DATE	NULL	DATE	Default direct deposit date for the period.
DESCRIPTION	NULL	VARCHAR2(240)	Description.
PAY_ADVICE_DATE	NULL	DATE	Default pay advice date for the period.
PERIOD_SET_NAME	NULL	VARCHAR2(30)	Foreign key to PAY_CALENDARS.
PERIOD_YEAR	NULL	NUMBER(15)	Calendar year that includes the end date of the period. (Optional for payroll).
PROC_PERIOD_TYPE	NULL	VARCHAR2(30)	Processing period type. For example, calendar month, year, quarter. Values are taken from PROC_PERIOD_TYPE domain.

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QUARTER_NUM	NULL	NUMBER(15)	Legislative quarter number that includes end date of the period. (Optional for payroll).
QUICKPAY_DISPLAY_NUMBER	NULL	NUMBER(9)	Number of QuickPay runs processed in the period.
REGULAR_PAYMENT_DATE	NULL	DATE	Default payment date for the period, also the default for the payroll run.
RUN_DISPLAY_NUMBER	NULL	NUMBER(9)	Number of payroll runs processed in the period.
STATUS	NULL	VARCHAR2(30)	Status of period - O(pen) or (C)losed for payroll processing. See domain PROCESSING_PERIOD_STATUS.
YEAR_NUMBER	NULL	NUMBER(15)	Number of the year in an HR budget calendar.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
REGULAR_DATE_EARNED	NULL	DATE	Default date earned for the regular run for the period.
PRD_INFORMATION_CATEGORY	NULL	VARCHAR2(30)	Developer descriptive flexfield column.
PRD_INFORMATION1	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION2	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION3	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION4	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION5	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION6	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION7	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

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PRD_INFORMATION8	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION9	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION10	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION11	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION12	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION13	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION14	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION15	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION16	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION17	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION18	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION19	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION20	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION21	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION22	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION23	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION24	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION25	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION26	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION27	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION28	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION29	NULL	VARCHAR2(150)	Developer descriptive flexfield column.
PRD_INFORMATION30	NULL	VARCHAR2(150)	Developer descriptive flexfield column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_TIME_PERIODS_N50	NOT UNIQUE	1	PAYROLL_ID
		2	START_DATE
		3	END_DATE
PER_TIME_PERIODS_PK	UNIQUE	1	TIME_PERIOD_ID

Sequences

Sequence	Derived Column
PER_TIME_PERIODS_S	TIME_PERIOD_ID

PER_TIME_PERIOD_RULES

PER_TIME_PERIOD_RULES holds the rules used to define specific time periods by the system.

Column Descriptions

Name	Null?	Type	Description
NUMBER_PER_FISCAL_YEAR (PK)	NOT NULL	NUMBER(15)	Number of periods of this type within a fiscal year.
BASIC_PERIOD_TYPE	NOT NULL	VARCHAR2(30)	The basic period type. For instance, Y (yearly) has a base period of CM (calendar monthly).
PERIODS_PER_PERIOD	NOT NULL	NUMBER(22,1)	Number of basic periods per processing period.
PROC_PERIOD_TYPE	NOT NULL	VARCHAR2(30)	Code used to represent this period type within the system.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_TIME_PERIOD_RULES_PK	UNIQUE	1	NUMBER_PER_FISCAL_YEAR

Sequences

Sequence	Derived Column
PER_TIME_PERIOD_RULES_S	NUMBER_PER_FISCAL_YEAR

PER_TIME_PERIOD_SETS

PER_TIME_PERIOD_RULES holds yearly information for a defined calendar. A row is created in this table for every year generated for a calendar.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_CALENDARS	PERIOD_SET_NAME	PERIOD_SET_NAME
PER_TIME_PERIOD_TYPES	PERIOD_TYPE	PERIOD_TYPE

Column Descriptions

Name	Null?	Type	Description
START_DATE (PK)	NOT NULL	DATE	Start date of the calendar year.
PERIOD_SET_NAME (PK)	NOT NULL	VARCHAR2(30)	Foreign key to PAY_CALENDARS.
PERIOD_TYPE	NOT NULL	VARCHAR2(30)	Foreign key to PER_TIME_PERIOD_TYPES.
END_DATE_Q1	NULL	DATE	First quarter end date.
END_DATE_Q2	NULL	DATE	Second quarter end date.
END_DATE_Q3	NULL	DATE	Third quarter end date.
END_DATE_Q4	NULL	DATE	Fourth quarter end date.
MONTH_MID_DAY	NULL	NUMBER(15)	The numerical day which sub-divides the month into two.
YEAR_NUMBER	NULL	NUMBER(15)	Number of the Year in the Calendar.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.

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CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_TIME_PERIOD_SETS_FK1	NOT UNIQUE	1	PERIOD_SET_NAME
PER_TIME_PERIOD_SETS_FK2	NOT UNIQUE	1	PERIOD_TYPE
PER_TIME_PERIOD_SETS_PK	UNIQUE	1	START_DATE
		2	PERIOD_SET_NAME

PER_TIME_PERIOD_TYPES

PER_TIME_PERIOD_TYPES holds the predefined list of valid period types used to define calendars for payroll processing or HR budgets. Users can change the names of the predefined period types, but cannot add new period types for payroll processing.

Column Descriptions

Name	Null?	Type	Description
PERIOD_TYPE (PK)	NOT NULL	VARCHAR2(30)	Name of the period type.
NUMBER_PER_FISCAL_YEAR	NOT NULL	NUMBER(15)	Number of periods in a fiscal year.
YEAR_TYPE_IN_NAME	NOT NULL	VARCHAR2(1)	Year type. Always set to F, (Fiscal).
DESCRIPTION	NULL	VARCHAR2(240)	Description and remark.
SYSTEM_FLAG	NULL	VARCHAR2(30)	Indicates whether period type is predefined data (Y/N).
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
DISPLAY_PERIOD_TYPE	NULL	VARCHAR2(60)	Translated name of the period type

Indexes

Index Name	Index Type	Sequence	Column Name
PER_TIME_PERIOD_TYPES_PK	UNIQUE	1	PERIOD_TYPE

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PER_US_INVAL_ADDRESSES

PER_US_INVAL_ADDRESSES is a temporary table used to store invalid addresses identified by the invalid address checking script.

Column Descriptions

Name	Null?	Type	Description
ADDRESS_ID	NOT NULL	NUMBER(15)	Foreign key to PER_ADDRESSES.

PER_US_INVAL_LOCATIONS

PER_US_INVAL_LOCATIONS is a temporary table used to store invalid addresses for locations identified by the invalid address checking script.

Column Descriptions

Name	Null?	Type	Description
LOCATION_ID	NOT NULL	NUMBER(15)	Foreign key to HR_LOCATIONS.

PER_VACANCIES

PER_VACANCIES is a view based on the table PER_ALL_VACANCIES. It lists all of the vacancies visible within the current security profile.

View Definition

```
CREATE VIEW PER_VACANCIES
  as SELECT
    VACANCY_ID
  , BUSINESS_GROUP_ID
  , POSITION_ID
  , JOB_ID
  , GRADE_ID
  , ORGANIZATION_ID
  , REQUISITION_ID
  , PEOPLE_GROUP_ID
  , LOCATION_ID
  , RECRUITER_ID
  , DATE_FROM
  , NAME
  , COMMENTS
  , DATE_TO
  , DESCRIPTION
  , VACANCY_CATEGORY
  , NUMBER_OF_OPENINGS
  , STATUS
  , BUDGET_MEASUREMENT_TYPE
  , BUDGET_MEASUREMENT_VALUE
  , REQUEST_ID
  , PROGRAM_APPLICATION_ID
  , PROGRAM_ID
  , PROGRAM_UPDATE_DATE
  , ATTRIBUTE_CATEGORY
  , ATTRIBUTE1
  , ATTRIBUTE2
  , ATTRIBUTE3
  , ATTRIBUTE4
  , ATTRIBUTE5
  , ATTRIBUTE6
  , ATTRIBUTE7
  , ATTRIBUTE8
  , ATTRIBUTE9
  , ATTRIBUTE10
  , ATTRIBUTE11
  , ATTRIBUTE12
  , ATTRIBUTE13
  , ATTRIBUTE14
  , ATTRIBUTE15
  , ATTRIBUTE16
  , ATTRIBUTE17
  , ATTRIBUTE18
  , ATTRIBUTE19
  , ATTRIBUTE20
  , LAST_UPDATE_DATE
```

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```
, LAST_UPDATED_BY
, LAST_UPDATE_LOGIN
, CREATED_BY
, CREATION_DATE

WHERE
    DECODE(HR_SECURITY.VIEW_ALL , 'Y' , 'TRUE' ,
        HR_SECURITY.SHOW_RECORD('PER_ALL_VACANCIES' ,
            PAV.VACANCY_ID ,
            PAV.ORGANIZATION_ID ,
            PAV.POSITION_ID)) = 'TRUE'
```

Column Descriptions

Name	Null?	Type	Description
VACANCY_ID	NOT NULL	NUMBER(15)	Refer to base table.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Refer to base table.
POSITION_ID	NULL	NUMBER(15)	Refer to base table.
JOB_ID	NULL	NUMBER(15)	Refer to base table.
GRADE_ID	NULL	NUMBER(15)	Refer to base table.
ORGANIZATION_ID	NULL	NUMBER(15)	Refer to base table.
REQUISITION_ID	NOT NULL	NUMBER(15)	Refer to base table.
PEOPLE_GROUP_ID	NULL	NUMBER(15)	Refer to base table.
LOCATION_ID	NULL	NUMBER(15)	Refer to base table.
RECRUITER_ID	NULL	NUMBER(10)	Refer to base table.
DATE_FROM	NOT NULL	DATE	Refer to base table.
NAME	NOT NULL	VARCHAR2(30)	Refer to base table.
COMMENTS	NULL	LONG	Refer to base table.
DATE_TO	NULL	DATE	Refer to base table.
DESCRIPTION	NULL	VARCHAR2(80)	Refer to base table.
VACANCY_CATEGORY	NULL	VARCHAR2(80)	Refer to base table.
NUMBER_OF_OPENINGS	NULL	NUMBER(5)	Refer to base table.
STATUS	NULL	VARCHAR2(30)	Refer to base table.
BUDGET_MEASUREMENT_TYPE	NULL	VARCHAR2(30)	Refer to base table.
BUDGET_MEASUREMENT_VALUE	NULL	NUMBER(22,2)	Refer to base table.
REQUEST_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_ID	NULL	NUMBER(15)	Refer to base table.
PROGRAM_UPDATE_DATE	NULL	DATE	Refer to base table.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Refer to base table.
ATTRIBUTE1	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE2	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE3	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE4	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE5	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE6	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE7	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE8	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE9	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE10	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE11	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE12	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE13	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE14	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE15	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE16	NULL	VARCHAR2(150)	Refer to base table.

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ATTRIBUTE17	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE18	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE19	NULL	VARCHAR2(150)	Refer to base table.
ATTRIBUTE20	NULL	VARCHAR2(150)	Refer to base table.
LAST_UPDATE_DATE	NULL	DATE	Refer to base table.
LAST_UPDATED_BY	NULL	NUMBER(15)	Refer to base table.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Refer to base table.
CREATED_BY	NULL	NUMBER(15)	Refer to base table.
CREATION_DATE	NULL	DATE	Refer to base table.

PER_VALID_GRADES

PER_VALID_GRADES stores valid grades for positions and/or valid grades for jobs. This information is used to give users a warning message if the grade is not in the list of valid grades for the job or position on entry or change of an employee assignment. Each PER_VALID_GRADES row has either a JOB_ID, or a POSITION_ID, but not both.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
HR_ALL_ORGANIZATION_UNITS	ORGANIZATION_ID	BUSINESS_GROUP_ID
PER_ALL_POSITIONS	POSITION_ID	POSITION_ID
PER_GRADES	GRADE_ID	GRADE_ID
PER_JOBS	JOB_ID	JOB_ID

Column Descriptions

Name	Null?	Type	Description
VALID_GRADE_ID (PK)	NOT NULL	NUMBER(15)	System-generated primary key column.
BUSINESS_GROUP_ID	NOT NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS.
GRADE_ID	NOT NULL	NUMBER(15)	Foreign key to PER_GRADES.
DATE_FROM	NOT NULL	DATE	First date on which the grade is valid for the job or position.
COMMENTS	NULL	LONG	General remark.
DATE_TO	NULL	DATE	The last date on which the grade is valid for the job or position.
JOB_ID	NULL	NUMBER(15)	Foreign key to PER_JOBS.
POSITION_ID	NULL	NUMBER(15)	Foreign key to PER_ALL_POSITIONS.
REQUEST_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_APPLICATION_ID	NULL	NUMBER(15)	Standard Who column.
PROGRAM_ID	NULL	NUMBER(15)	Standard Who Column.
PROGRAM_UPDATE_DATE	NULL	DATE	Standard Who column.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.

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ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
LAST_UPDATE_DATE	NULL	DATE	Standard Who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard Who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard Who column.
CREATED_BY	NULL	NUMBER(15)	Standard Who column.
CREATION_DATE	NULL	DATE	Standard Who column.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	System-generated version of row. Increments by one with each update.

Indexes

Index Name	Index Type	Sequence	Column Name
PER_VALID_GRADES_FK1	NOT UNIQUE	1	BUSINESS_GROUP_ID
PER_VALID_GRADES_FK2	NOT UNIQUE	1	GRADE_ID
PER_VALID_GRADES_N2	NOT UNIQUE	1	JOB_ID
PER_VALID_GRADES_N3	NOT UNIQUE	1	POSITION_ID
PER_VALID_GRADES_PK	UNIQUE	1	VALID_GRADE_ID

Sequences

Sequence	Derived Column
PER_VALID_GRADES_S	VALID_GRADE_ID

Database Triggers

Trigger Name : PER_VALID_GRADES_OVN
 Trigger Time : BEFORE
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface which does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

SSP_EARNINGS_CALCULATIONS

Calculations of average weekly earnings for the purposes of determining entitlement to SSP and SMP. Oracle Payroll users will have this table maintained automatically, though they may update the earnings figures that are derived by the system. Users who have not installed Oracle Payroll must enter the earnings figures themselves.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_PEOPLE_F	PERSON_ID	PERSON_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
USER_ENTERED	YES_NO N Y	FND_COMMON_LOOKUPS No Yes

Column Descriptions

Name	Null?	Type	Description
EARNINGS_CALCULATIONS_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Version number of row. This is incremented by one for each update.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
EFFECTIVE_DATE	NOT NULL	DATE	The end date of the period for which the average earnings amount was calculated.
AVERAGE_EARNINGS_AMOUNT	NOT NULL	NUMBER(10,2)	Average weekly earnings figure for a period ending on the effective date.
USER_ENTERED	NOT NULL	VARCHAR2(30)	Did the system generate this figure, or was it user-entered?
PAYMENT_PERIODS	NULL	NUMBER(9)	
CREATED_BY	NULL	NUMBER(15)	Standard AOL who column.
CREATION_DATE	NULL	DATE	Standard AOL who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard AOL who column.
LAST_UPDATE_DATE	NULL	DATE	Standard AOL who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard AOL who column.

Indexes

Index Name	Index Type	Sequence	Column Name
SSP_EARNINGS_CALCULATIONS_PK	UNIQUE	2	EARNINGS_CALCULATIONS_ID
SSP_EARNINGS_CALCULATIONS_UK1	UNIQUE	2	PERSON_ID
		4	EFFECTIVE_DATE

Sequences

Sequence	Derived Column
SSP_EARNINGS_CALCULATIONS_S	EARNINGS_CALCULATIONS_ID

Database Triggers

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Trigger Name : SSP_ERN_T1
Trigger Time : AFTER
Trigger Level : ROW
Trigger Event : UPDATE

Recalculate SSP/SMP. The row triggers populate a old.average_earnings_amount != new.average_earnings_amount temporary table with the maternity IDs and absence IDs of rows which would be affected by the change to the row. The statement trigger calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table data. This could all have been done within the row trigger but for the mutating table restriction which prevents us from reading the table we are updating. Populating a temporary table and then using a statement trigger works around that restriction.

Trigger Name : SSP_ERN_T2
Trigger Time : AFTER
Trigger Level : STATEMENT
Trigger Event : INSERT, UPDATE, DELETE

Recalculate SSP/SMP. The row triggers populate a temporary table with the maternity IDs and absence IDs of rows which would be affected by the change to the row. The statement trigger calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table data. This could all have been done within the row trigger but for the mutating table restriction which prevents us from reading the table we are updating. Populating a temporary table and then using a statement trigger works around that restriction.

SSP_MATERNITIES

Record of a woman's maternities/pregnancies.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ALL_PEOPLE_F	PERSON_ID	PERSON_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
INTEND_TO_RETURN_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
LIVE_BIRTH_FLAG	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
PAY_SMP_AS_LUMP_SUM	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
UNFIT_FOR_SCHEDULED_RETURN	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
MATERNITY_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Version number of the row. This is incremented by one for each update.
DUE_DATE	NOT NULL	DATE	Date the baby is expected to be born.
PERSON_ID	NOT NULL	NUMBER(10)	Foreign key to PER_PEOPLE_F.
START_DATE_MATERNITY_ALLOWANCE	NULL	DATE	Date on which the woman first received Statutory Maternity Allowance from the Department of Social Security.
NOTIFICATION_OF_BIRTH_DATE	NULL	DATE	Date on which the woman notified the company of the actual birth of her child.
UNFIT_FOR_SCHEDULED_RETURN	NOT NULL	VARCHAR2(30)	Is the woman medically unfit to return to work on her stated return date?
STATED_RETURN_DATE	NULL	DATE	Date the woman intends to return to work after maternity leave.
INTEND_TO_RETURN_FLAG	NOT NULL	VARCHAR2(30)	Does the woman intend to return to work after her maternity leave?
START_DATE_WITH_NEW_EMPLOYER	NULL	DATE	Date the employee started work with a new employer who did not employ her in her Qualifying Week.
SMP_MUST_BE_PAID_BY_DATE	NULL	DATE	Date by which SMP must be paid, to comply with any legal ruling or adjudication of dispute.
PAY_SMP_AS_LUMP_SUM	NOT NULL	VARCHAR2(30)	Should SMP be paid in one lump sum, in advance?

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LIVE_BIRTH_FLAG	NOT NULL	VARCHAR2(30)	Was the baby born alive, even for a moment?
ACTUAL_BIRTH_DATE	NULL	DATE	Date the baby was actually born (or stillborn).
MPP_START_DATE	NULL	DATE	Date the Maternity Pay Period starts.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column
CREATED_BY	NULL	NUMBER(15)	Standard AOL who column
CREATION_DATE	NULL	DATE	Standard AOL who column
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard AOL who column
LAST_UPDATE_DATE	NULL	DATE	Standard AOL who column
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard AOL who column

Indexes

Index Name	Index Type	Sequence	Column Name
SSP_MATERNITIES_FK1	NOT UNIQUE	2	PERSON_ID
SSP_MATERNITIES_PK	UNIQUE	2	MATERNITY_ID
SSP_MATERNITIES_UK1	UNIQUE	2	DUE_DATE
		4	PERSON_ID

Sequences

Sequence	Derived Column
SSP_MATERNITIES_S	MATERNITY_ID

Database Triggers

Trigger Name : SSP_MAT_T1
 Trigger Time : AFTER
 Trigger Level : ROW
 Trigger Event : UPDATE, DELETE

Recalculate SSP/SMP. The row triggers populate a temporary table with the maternity IDs and absence IDs of rows which would be affected by the change to the row. The statement trigger calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table data. This could all have been done within the row trigger but for the mutating table restriction which prevents us from reading the table we are updating. Populating a temporary table and then using a statement trigger works around that restriction.

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Trigger Name : SSP_MAT_T2
Trigger Time : AFTER
Trigger Level : STATEMENT
Trigger Event : INSERT, UPDATE, DELETE

Recalculate SSP/SMP. The row triggers populate a temporary table with the maternity IDs and absence IDs of rows which would be affected by the change to the row. The statement trigger calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table data. This could all have been done within the row trigger but for the mutating table restriction which prevents us from reading the table we are updating. Populating a temporary table and then using a statement trigger works around that restriction.

SSP_MEDICALS

Medical reports for a person. The medical report may relate to a maternity (for example evidence of pregnancy for the purposes of Statutory Maternity Pay), or to an absence due to sickness.

There may be multiple evidence records for a given sickness absence or maternity, but only one of these records may be 'current'. This is so that the system can identify the record which is regarded as authoritative. All other records are superseded by the current record.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ABSENCE_ATTENDANCES	ABSENCE_ATTENDANCE_ID	ABSENCE_ATTENDANCE_ID
SSP_MATERNITIES	MATERNITY_ID	MATERNITY_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
ACCEPT_LATE_EVIDENCE_FLAG	YES_NO N Y	FND_COMMON_LOOKUPS No Yes
EVIDENCE_STATUS	MEDICAL EVIDENCE STATUS CURRENT SUPERCEDED	FND_COMMON_LOOKUPS This is the latest valid evidence. This evidence is superceded by later evidence.
MEDICAL_TYPE	MEDICAL_TYPES MATERNITY MEDICAL SICK NOTE	FND_COMMON_LOOKUPS Evidence of maternity Medical report Evidence of sickness as a reason for absence
SELF_CERTIFICATE	YES_NO N Y	FND_COMMON_LOOKUPS No Yes

Column Descriptions

Name	Null?	Type	Description
MEDICAL_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Version number of row. Increments by one with each update.
EVIDENCE_DATE	NOT NULL	DATE	Date the evidence document was signed.
EVIDENCE_SOURCE	NOT NULL	VARCHAR2(80)	Where did the evidence come from? (Eg Doctor, midwife, osteopath).
ABSENCE_ATTENDANCE_ID	NULL	NUMBER(9)	Foreign key to PER_ABSENCE_ATTENDANCES.
MATERNITY_ID	NULL	NUMBER(9)	Foreign key to SSP_MATERNITIES.
MEDICAL_TYPE	NOT NULL	VARCHAR2(70)	Type of medical record (ie maternity evidence or Sick Note).
SELF_CERTIFICATE	NULL	VARCHAR2(30)	Flag to indicate self-certified sickness evidence.

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PREDICTED_FITNESS_DATE	NULL	DATE	Date the person is expected to be fit for work again (Sick Notes only).
EVIDENCE_STATUS	NOT NULL	VARCHAR2(30)	Current or superseded evidence record?
EVIDENCE_DETAILS	NULL	VARCHAR2(2000)	Textual details of the medical evidence.
ACCEPT_LATE_EVIDENCE_FLAG	NULL	VARCHAR2(30)	Was the reason for late evidence acceptable?
REASON_FOR_LATE_EVIDENCE	NULL	VARCHAR2(2000)	Reason why the medical evidence was received late.
EVIDENCE_RECEIVED_DATE	NOT NULL	DATE	Date the evidence was received by the company.
ATTRIBUTE_CATEGORY	NULL	VARCHAR2(30)	Descriptive flexfield structure defining column.
ATTRIBUTE1	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE2	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE3	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE4	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE5	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE6	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE7	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE8	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE9	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE10	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE11	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE12	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE13	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE14	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE15	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE16	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE17	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE18	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE19	NULL	VARCHAR2(150)	Descriptive flexfield column.
ATTRIBUTE20	NULL	VARCHAR2(150)	Descriptive flexfield column.
CREATED_BY	NULL	NUMBER(15)	Standard AOL who column.
CREATION_DATE	NULL	DATE	Standard AOL who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard AOL who column.
LAST_UPDATE_DATE	NULL	DATE	Standard AOL who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard AOL who column.

Indexes

Index Name	Index Type	Sequence	Column Name
SSP_MEDICALS_FK1	NOT UNIQUE	2	ABSENCE_ATTENDANCE_ID
SSP_MEDICALS_FK2	NOT UNIQUE	2	MATERNITY_ID
SSP_MEDICALS_PK	UNIQUE	2	MEDICAL_ID
SSP_MEDICALS_UK1	UNIQUE	2	ABSENCE_ATTENDANCE_ID
		4	MATERNITY_ID
		6	EVIDENCE_DATE
		8	EVIDENCE_SOURCE

Sequences

Sequence	Derived Column
SSP_MEDICALS_S	MEDICAL_ID

Database Triggers

Trigger Name : SSP_MED_T1
 Trigger Time : AFTER
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE, DELETE

(old.evidence_status = 'CURRENT' Recalculate SSP/SMP. The row triggers populate a or
new.evidence_status = 'CURRENT') temporary table with the maternity IDs and absence IDs of
rows which would be affected by the change to the row. The statement trigger calls a routine
to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table
data. This could all have been done within the row trigger but for the mutating table
restriction which prevents us from reading the table we are updating. Populating a temporary
table and then using a statement trigger works around that restriction.

Trigger Name : SSP_MED_T2
Trigger Time : AFTER
Trigger Level : STATEMENT
Trigger Event : INSERT, UPDATE, DELETE

Recalculate SSP/SMP. The row triggers populate a temporary table with the maternity IDs and
absence IDs of rows which would be affected by the change to the row. The statement trigger
calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the
temporary table data. This could all have been done within the row trigger but for the
mutating table restriction which prevents us from reading the table we are updating.
Populating a temporary table and then using a statement trigger works around that
restriction.

Trigger Name : SSP_MEDICALS_OVN
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an
interface which does not support the object_version_number explicitly. This ensures the
object_version_number is maintained consistently.

SSP_SMP_ENTRIES_V

Nonrecurring element entries for SMP and SMP correction elements. This view denormalizes the element entry information for the entries created by the Statutory Sick Pay/Statutory Maternity Pay application. It shows at a glance the element entries, including entry values, for the predefined Statutory Maternity Pay elements.

View Definition

```
CREATE VIEW SSP_SMP_ENTRIES_V
as SELECT
    ent.assignment_id
    ,asg.person_id
    ,decode (elt.element_name,'Statutory Maternity Pay', 'N','Y')
    ,fnd_date.canonical_to_date (min (decode (piv.name, 'Week commencing',
eev.screen_entry_value,null)))
    ,next_day (fnd_date.canonical_to_date(min (decode (piv.name, 'Week commencing',
eev.screen_entry_value,null))), 'SATURDAY')
    ,fnd_number.canonical_to_number (min (decode (piv.name, 'Amount',
eev.screen_entry_value,null)))
    ,min (decode (piv.name, 'Rate', eev.screen_entry_value, null))
    ,fnd_number.canonical_to_number (min (decode (piv.name, 'Recoverable amount',
eev.screen_entry_value,null)))
    ,ent.element_entry_id
    ,ent.effective_start_date
    ,ent.effective_end_date
    ,ent.creator_id
    ,min (decode (piv.name, 'Week commencing', eev.rowid, null))

FROM PAY_ELEMENT_ENTRY_VALUES_F EEV
    , PAY_ELEMENT_ENTRIES_F ENT
    , PAY_INPUT_VALUES_F PIV
    , PAY_ELEMENT_LINKS_F PEL
    , PAY_ELEMENT_TYPES_F ELT
    , PER_ASSIGNMENTS_F ASG
Where where elt.element_type_id = pel.element_type_id
and pel.element_link_id = ent.element_link_id
and ent.creator_type='M'
and eev.element_entry_id = ent.element_entry_id
and eev.input_value_id = piv.input_value_id
and eev.effective_start_date between elt.effective_start_date
    and elt.effective_end_date
and eev.effective_start_date between piv.effective_start_date
    and piv.effective_end_date
and eev.effective_start_date between pel.effective_start_date
    and pel.effective_end_date
and asg.assignment_id = ent.assignment_id
and eev.effective_start_date between asg.effective_start_date
    and asg.effective_end_date
group by ent.assignment_id,
    asg.person_id,
    decode (elt.element_name,'Statutory Maternity Pay',
'N','Y'),
    ent.element_entry_id,
```

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```
ent.effective_start_date,
ent.effective_end_date,
ent.creator_id
```

Column Descriptions

Name	Null?	Type	Description
ASSIGNMENT_ID	NULL	NUMBER(10)	Foreign key to PER_ALL_ASSIGNMENTS_F.
PERSON_ID	NULL	NUMBER(10)	Foreign key to PER_ALL_PEOPLE_F.
REVERSAL_ENTRY	NULL	VARCHAR2(1)	Flag to indicate if this entry is a reversal of another SMP entry.
DATE_FROM	NULL	DATE	Start of the SMP period which this entry covers.
DATE_TO	NULL	DATE	End of the SMP period which this entry covers.
AMOUNT	NULL	NUMBER	Monetary amount of entitlement to SMP for the covered period.
RATE	NULL	VARCHAR2(1)	Rate band at which this entry was calculated.
RECOVERABLE_AMOUNT	NULL	NUMBER	The amount of SMP entitlement which is recoverable from the government.
ELEMENT_ENTRY_ID	NULL	VARCHAR2(1)	Primary key from PAY_ELEMENT_ENTRIES_F.
EFFECTIVE_START_DATE	NULL	VARCHAR2(1)	Element entry effective start date.
EFFECTIVE_END_DATE	NULL	VARCHAR2(1)	Element entry effective end date.
MATERNITY_ID	NULL	VARCHAR2(1)	Foreign key to SSP_MATERNITIES. Derived from Element Entry creator Id.
ROW_ID	NULL	ROWID	Internal row id.

SSP_SSP_ENTRIES_V

Nonrecurring element entries for the Statutory Sick Pay and SSP correction elements. Makes viewing these entries easier than by looking at PAY_ELEMENT_ENTRIES_F because it converts the associated PAY_ELEMENT_ENTRY_VALUES rows into columns.

View Definition

```
CREATE VIEW SSP_SSP_ENTRIES_V
as SELECT
    decode (elt.element_name, 'Statutory Sick Pay', 'N', 'Y')
    ,ele.assignment_id
    ,paf.person_id
    ,ele.element_link_id
    ,ele.element_entry_id
    ,ele.target_entry_id
    ,fnd_date.canonical_to_date (min(DECODE (PIV.NAME , 'From', EEV.SCREEN_ENTRY_VALUE,
NULL)))
    ,fnd_date.canonical_to_date (min(DECODE (PIV.NAME , 'To', EEV.SCREEN_ENTRY_VALUE, NULL)))
    ,fnd_number.canonical_to_number (min(DECODE (PIV.NAME , 'Amount',
EEV.SCREEN_ENTRY_VALUE, NULL)))
    ,fnd_number.canonical_to_number (min(DECODE (PIV.NAME , 'Rate',
EEV.SCREEN_ENTRY_VALUE, NULL)))
    ,fnd_number.canonical_to_number (min(DECODE (PIV.NAME , 'Qualifying days',
EEV.SCREEN_ENTRY_VALUE, NULL)))
    ,fnd_number.canonical_to_number (min(DECODE (PIV.NAME , 'SSP days due',
EEV.SCREEN_ENTRY_VALUE, NULL)))
    ,fnd_number.canonical_to_number (min(DECODE (PIV.NAME , 'Withheld days',
EEV.SCREEN_ENTRY_VALUE, NULL)))
    ,fnd_number.canonical_to_number (min(DECODE (PIV.NAME , 'SSP weeks',
EEV.SCREEN_ENTRY_VALUE, NULL)))
    ,ele.creator_id
    ,ele.effective_start_date
    ,ele.effective_end_date
    ,min (decode (piv.name, 'From', piv.rowid, null)) row_id

FROM PAY_ELEMENT_ENTRY_VALUES_F EEV
    , PAY_ELEMENT_ENTRIES_F ELE
    , PAY_INPUT_VALUES_F PIV
    , PAY_ELEMENT_TYPES_F ELT
    , PER_ASSIGNMENTS_F PAF
Where where ele.creator_type = 'S'
and     ele.element_entry_id = eev.element_entry_id
and     eev.input_value_id = piv.input_value_id
and eev.effective_start_date between elt.effective_start_date
    and elt.effective_end_date
and eev.effective_start_date between piv.effective_start_date
    and piv.effective_end_date
and elt.element_name in ('SSP Corrections', 'Statutory Sick Pay')
and paf.assignment_id = ele.assignment_id
and eev.effective_start_date between paf.effective_start_date
    and paf.effective_end_date

and exists
    (select 1
        from pay_element_links_f pel
```

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```

        where elt.element_type_id = pel.element_type_id
        and pel.element_link_id = ele.element_link_id
        and eev.effective_start_date
            between pel.effective_start_date
                and pel.effective_end_date)
group by decode (elt.element_name, 'Statutory Sick Pay', 'N', 'Y'),
               ele.assignment_id,
               paf.person_id,
               ele.element_entry_id,
               ele.effective_start_date,
               ele.effective_end_date,
               ele.creator_id,
               ele.element_link_id,
               ele.target_entry_id

```

Column Descriptions

Name	Null?	Type	Description
REVERSAL_ENTRY	NULL	VARCHAR2(1)	Flag indicating whether or not this is an entry which corrects another one.
ASSIGNMENT_ID	NULL	VARCHAR2(1)	Foreign key to PER_ALL_ASSIGNMENTS_F.
PERSON_ID	NULL	NUMBER	Foreign key to PER_ALL_PEOPLE_F.
ELEMENT_LINK_ID	NULL	NUMBER	Foreign key to PAY_ELEMENT_LINKS_F.
ELEMENT_ENTRY_ID	NULL	NUMBER	Primary key from PAY_ELEMENT_ENTRIES_F.
TARGET_ENTRY_ID	NULL	NUMBER	Refer to base table.
DATE_FROM	NULL	DATE	Start of period covered by this entry.
DATE_TO	NULL	DATE	End of period covered by this entry.
AMOUNT	NULL	NUMBER	Monetary entitlement to SSP during the covered period.
RATE	NULL	NUMBER	SSP rate in force during the covered period.
QUALIFYING_DAYS	NULL	NUMBER	The total number of SSP qualifying days during the covered period.
SSP_DAYS_DUE	NULL	NUMBER	The number of SSP qualifying days due, less any Waiting Days, within the covered period.
WITHHELD_DAYS	NULL	NUMBER	The total number of days within the covered period that are subject to a stoppage of entitlement.
SSP_WEEKS	NULL	NUMBER	The fraction of an SSP week that the covered period constitutes.
PIW_ID	NULL	NUMBER	Foreign key to PER_ABSENCE_ATTENDANCES. Derived from PAY_ELEMENT_ENTRIES_F.CREATORTYPE.
EFFECTIVE_START_DATE	NULL	DATE	Element entry effective start date.
EFFECTIVE_END_DATE	NULL	DATE	Element entry effective end date.
ROW_ID	NULL	ROWID	Internal row id.

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SSP_STOPPAGES

Stoppages of entitlement to a given element, for a specified period and reason. These stoppages will be used to amend the element entries which would be created for the element so that no payment may be made for the stopped period. For example, Statutory Sick Pay may be withheld from the date the recipient enters legal custody.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PER_ABSENCE_ATTENDANCES	ABSENCE_ATTENDANCE_ID	ABSENCE_ATTENDANCE_ID
SSP_MATERNITIES	MATERNITY_ID	MATERNITY_ID
SSP_WITHHOLDING_REASONS	REASON_ID	REASON_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
OVERRIDE_STOPPAGE	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes
USER_ENTERED	YES_NO	FND_COMMON_LOOKUPS
	N	No
	Y	Yes

Column Descriptions

Name	Null?	Type	Description
STOPPAGE_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Version number of the row. Increments by one with each update.
ABSENCE_ATTENDANCE_ID	NULL	NUMBER(9)	Foreign key to PER_ABSENCE_ATTENDANCES. This column and maternity_id are mutually exclusive.
MATERNITY_ID	NULL	NUMBER(9)	Foreign key to SSP_MATERNITIES. This column and absence_attendance_id are mutually exclusive.
REASON_ID	NOT NULL	NUMBER(9)	Foreign key to SSP_WITHHOLDING_REASONS.
USER_ENTERED	NOT NULL	VARCHAR2(30)	Was this stoppage entered by the user or by the system?
OVERRIDE_STOPPAGE	NOT NULL	VARCHAR2(30)	Are stoppages for the same reason as this one to be ignored by the system?
EMPLOYEE_NOTIFIED	NOT NULL	VARCHAR2(30)	Has the employee been notified of this stoppage?
WITHHOLD_FROM	NOT NULL	DATE	Date from which payment is to be withheld.
WITHHOLD_TO	NULL	DATE	Date to which payment is to be withheld.
CREATION_DATE	NULL	DATE	Standard AOL who column.
CREATED_BY	NULL	NUMBER(15)	Standard AOL who column.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard AOL who column.
LAST_UPDATE_DATE	NULL	DATE	Standard AOL who column.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard AOL who column.

Indexes

Index Name	Index Type	Sequence	Column Name
SSP_STOPPAGES_FK1	NOT UNIQUE	2	MATERNITY_ID

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SSP_STOPPAGES_FK2	NOT UNIQUE	2	REASON_ID
SSP_STOPPAGES_FK3	NOT UNIQUE	2	ABSENCE_ATTENDANCE_ID
SSP_STOPPAGES_PK	UNIQUE	2	STOPPAGE_ID

Sequences

Sequence	Derived Column
SSP_STOPPAGES_S	STOPPAGE_ID

Database Triggers

Trigger Name : SSP_STP_T1
 Trigger Time : AFTER
 Trigger Level : ROW
 Trigger Event : INSERT, UPDATE

Recalculate SSP/SMP. The row triggers populate a new.user_entered = 'Y' or (new.override_stoppage != old.override_stoppage) temporary table with the maternity IDs and absence IDs of rows which would be affected by the change to the row. The statement trigger calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table data. This could all have been done within the row trigger but for the mutating table restriction which prevents us from reading the table we are updating. Populating a temporary table and then using a statement trigger works around that restriction.

Trigger Name : SSP_STP_T2
 Trigger Time : AFTER
 Trigger Level : ROW
 Trigger Event : DELETE

Recalculate SSP/SMP. The row triggers populate a old.user_entered = 'Y' temporary table with the maternity IDs and absence IDs of rows which would be affected by the change to the row. The statement trigger calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table data. This could all have been done within the row trigger but for the mutating table restriction which prevents us from reading the table we are updating. Populating a temporary table and then using a statement trigger works around that restriction.

Trigger Name : SSP_STP_T3
 Trigger Time : AFTER
 Trigger Level : STATEMENT
 Trigger Event : INSERT, UPDATE, DELETE

Recalculate SSP/SMP. The row triggers populate a temporary table with the maternity IDs and absence IDs of rows which would be affected by the change to the row. The statement trigger calls a routine to recalculate SSP/SMP for each of those affected rows and then deletes the temporary table data. This could all have been done within the row trigger but for the mutating table restriction which prevents us from reading the table we are updating. Populating a temporary table and then using a statement trigger works around that restriction.

SSP_TEMP_AFFECTED_ROWS

This table is populated by database ROW triggers on various tables concerned with SSP. The row will contain either a PIW_id or a maternity_id of a PIW /maternity that will be affected by the triggering change.

The table is read by the STATEMENT level trigger on those same tables, and the 'locked' column is set to 'Y' while the SSP/SMP is recalculated for that row. This is because the statement level triggers which cause it to be read may be fired recursively. Thus, we can ensure that we only read rows which have not been read by a higher level triggering statement.

The only reason for this table is that we cannot directly call the recalculation processes directly from database row triggers because of the 'mutating table restriction' (see Oracle Application Developers' Guide).

Note that this table is for temporary data ONLY and should never have committed data in it. After the recalculation processes have completed, the rows are deleted.

Column Descriptions

Name	Null?	Type	Description
MATERNITY_ID	NULL	NUMBER	Foreign key to SSP_MATERNITIES.
PIW_ID	NULL	NUMBER	Foreign key to PER_ABSENCE_ATTENDANCES (ABSENCE_ATTENDANCE_ID).
LOCKED	NULL	VARCHAR2(30)	Indicates that this row has been selected for processing.
P_DELETING	NULL	VARCHAR2(1)	Indicates whether the database mode is delete or not

SSP_WITHHOLDING_REASONS

Reasons for withholding payment of a specified element.

Foreign Keys

Primary Key Table	Primary Key Column	Foreign Key Column
PAY_ELEMENT_TYPES_F	ELEMENT_TYPE_ID	ELEMENT_TYPE_ID

QuickCodes Columns

Column	QuickCodes Type	QuickCodes Table
WITHHOLD_TEMPORARILY	YES_NO N Y	FND_COMMON_LOOKUPS No Yes

Column Descriptions

Name	Null?	Type	Description
REASON_ID (PK)	NOT NULL	NUMBER(9)	System-generated primary key.
OBJECT_VERSION_NUMBER	NULL	NUMBER(9)	Version number of the row. Increments by one with each update.
REASON	NOT NULL	VARCHAR2(30)	Short description of the withholding reason.
EXPLANATION	NULL	VARCHAR2(2000)	Full explanation of the withholding reason.
WITHHOLD_TEMPORARILY	NOT NULL	VARCHAR2(30)	Can this withholding reason be used for temporarily withholding payment?
BUSINESS_GROUP_ID	NULL	NUMBER(15)	Foreign key to HR_ORGANIZATION_UNITS (ORGANIZATION_ID).
LEGISLATION_CODE	NULL	VARCHAR2(30)	Legislation to which this data belongs.
ELEMENT_TYPE_ID	NOT NULL	NUMBER(9)	Foreign key to PAY_ELEMENT_TYPES_F.
CREATION_DATE	NULL	DATE	Standard AOL who columns.
CREATED_BY	NULL	NUMBER(15)	Standard AOL who columns.
LAST_UPDATE_LOGIN	NULL	NUMBER(15)	Standard AOL who columns.
LAST_UPDATE_DATE	NULL	DATE	Standard AOL who columns.
LAST_UPDATED_BY	NULL	NUMBER(15)	Standard AOL who columns.

Indexes

Index Name	Index Type	Sequence	Column Name
SSP_WITHHOLDING_REASONS_FK1	NOT UNIQUE	2	ELEMENT_TYPE_ID
SSP_WITHHOLDING_REASONS_UK1	UNIQUE	8 10 12 14	REASON ELEMENT_TYPE_ID BUSINESS_GROUP_ID LEGISLATION_CODE
SSP_WITHHOLDING_REASONS_PK	UNIQUE	2	REASON_ID

Sequences

Sequence	Derived Column
SSP_WITHHOLDING_REASONS_S	REASON_ID

Database Triggers

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Trigger Name : SSP_WITHHOLDING_REASONS_OVN
Trigger Time : BEFORE
Trigger Level : ROW
Trigger Event : INSERT, UPDATE

This trigger maintains the object_version_number column when a record is modified via an interface that does not support the object_version_number explicitly. This ensures the object_version_number is maintained consistently.

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