

HR-XML Consortium

3.3Release Readme

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Backwards Compatibility

This release is backwardly compatible with the prior 3.X HR-XML releases with the exception of bug fixes noted in the Change Log.

New in this Release

JSON Lightweight Recruiting Specification. Provides data exchange information needed for recruitment related functions being performed on mobile devices, such as handsets and tablets, while using lower bandwidth connections.

The JSON Lightweight Recruiting Schemas include ApplicationForm, PositionOpening, Candidate and SearchDocument. They are used for Position Search, Candidate Search, and Applicant Form transactions. Note that a comparable version of ApplicationForm is also available via schema.

This new specification includes JSON schema, Use Case documentation, Implementation Guidelines, and Examples.

DrugTest Specification. Provides the information needed to request a drug or alcohol test, provide status of the request, and provide results of the test.

This new specification includes XML schema, BOD's, WSDL, Use Case documentation, Business Rules, and Examples.

As part of the new DrugTest specification, the Drug and Alcohol components for ScreeningOrder and ScreeningReport were modified.

- ScreeningOrder. SearchDrug and SearchAlcohol components have been deprecated and replaced with the SearchDrugAlcohol component. Do not use any elements/attributes within the deprecated components.
- ScreeningReport. AlcoholScreeningReport and DrugScreeningReport components have been deprecated and replaced with the DrugAlcoholReport component. Do not use any elements/attributes within the deprecated components.

PayrollMasterData specification. Designed to enable the submission of payroll data to an organization that processes payrolls.

This new specification includes XML schema, BOD's, WSDL, Use Case documentation, and Examples. The documentation covers distributed and HRIS as system of records.

Enhancements

Codelist.xsd:

- Removed whitespace for the following code list enumerations. These were causing errors with developer tools.



- LanguageCode
 - CriminalChargeLevelCode
 - PayCycleIntervalCode
- Corrected typo: StreetAddress enumerations within SubjectConfirmationMethodCode.

Fields.xsd:

- Added new element ISBN-13. The International Standard Book Number 13 is a 13-digit number that uniquely identifies books and book-like products published internationally. The ISBN is defined by the ISO 2108: 2005 standard. The pattern is [0-9]{3}[0-9]{10}.

Assessment Specification:

- Added RequesterParty to Assessment Order, and Report.
- Added CustomerParty and RequesterParty to Assessment Catalog.

Recruiting Specification:

- Changed PostingChannelID within PostingInstruction to allow multiple occurrences.
- CurrentIndicator exists in multiple places within Candidate. Schema documentation was updated with the following notation: HR-XML recommends using EmployerHistory\PositionHistory\CurrentIndicator. Other path usage should be avoided.
- Schema documentation was updated for Candidate's usage of the Attachment element. This component should be used to attach resumes, cover letters, photos and other related candidate documents.

The release package (library) is labeled 3.3 and indicated by the releaseID attribute for each BOD. The BOD versionID attribute is not used by HR-XML Consortium.

HR-XML Consortium added two versioning attributes to all nouns. The majorVersionID is used to specify when a noun changes within a library release. It is originally set to 1 and incremented by 1 for non-backwards compatible changes. The minorVersionIDs is used to specify when a noun changes within a major version. It is originally set to 0 and incremented by 1 when the noun changes within the major version. This easily allows trading partners to identify if their noun implementations are compatible.

Sample Schema

This snippet is located in the Fields.xsd

```
<xsd:attributeGroup name="VersionIDAttributeGroup">
  <xsd:attribute name="majorVersionID" type="oa:StringType" use="optional"/>
  <xsd:attribute name="minorVersionID" type="oa:StringType" use="optional"/>
</xsd:attributeGroup>
```

This snippet (sample) is found in all noun xsd.

```
<xsd:complexType name="CandidateType">
  <xsd:sequence>
    <xsd:group
      ref="DocumentIDGroup"minOccurs="0"/><xsd:element
      ref="DocumentSequence"minOccurs="0"/>
    ...
    <xsd:element ref="UserArea"minOccurs="0"/>
  </xsd:sequence>
  <xsd:attribute name="languageCode" type="LanguageCodeContentType" use="optional"/>
  <xsd:attributeGroup ref="EffectiveDateAttributeGroup"/>
  <xsd:attributeGroup ref="VersionIDAttributeGroup"/>
</xsd:complexType>
```

Sample Noun Instance with no prior change

```
<Candidate xmlns="http://www.hr-xml.org/3"
  xmlns:ccts="urn:un:unece:uncefact:documentation:1.1"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/Candidate.xsd"
  majorVersionID="1"minorVersionID="0">
```

Sample Noun Instance with backwards compatible change

```
<Candidate xmlns="http://www.hr-xml.org/3"
  xmlns:ccts="urn:un:unece:uncefact:documentation:1.1"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xsi:schemaLocation="http://www.hr-xml.org/3../Developer/Nouns/Candidate.xsd"
  majorVersionID="1" minorVersionID="1">
```

Sample BOD Instance with non-backwards compatible change

```
<ProcessScreeningOrder
  systemEnvironmentCode="Production"
  releaseID="3.3"
  languageCode="en-US"
  xsi:schemaLocation="http://www.hr-xml.org/3../Developer/BODs/ProcessScreeningOrder.xsd"
  xmlns="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance">
  ...
<ScreeningOrdermajorVersionID="2"minorVersionID="0">
```



The screenshot shows the HR-XML website interface. At the top, the HR-XML logo and tagline "Simplifying Data Exchange through Global HR Interoperability Standards" are displayed. Below the header, there is a navigation bar with links for "Print to Page", "Contact Us", "Sign In", and "Join HR-XML or Register". On the left, a "Community Search" sidebar includes a search bar and a list of menu items: Home, Standards & Resources, Membership, Work Groups, HRCertify, Community Calendar, Online Store, Sponsorships, and HR-XML Blog. The main content area is titled "Online Store: Download HR-XML Standards" and features a search bar with the text "Download HR-XML Standards" and a "Find" button. Below the search bar, two product listings are shown: "3.2 HR-XML Full Release" and "3.2 HR-XML Assessments Download". Both products are priced at \$0.00 and include a description of the contents. On the right, a "SIGN IN" section contains fields for "Username" and "Password", a "Remember Me" checkbox, and a "Sign In" button. Below the sign-in section, a "LATEST NEWS" section lists recent updates, including the start of new HR-XML projects in 2013 and the announcement of new members in 2012.

Download Standards

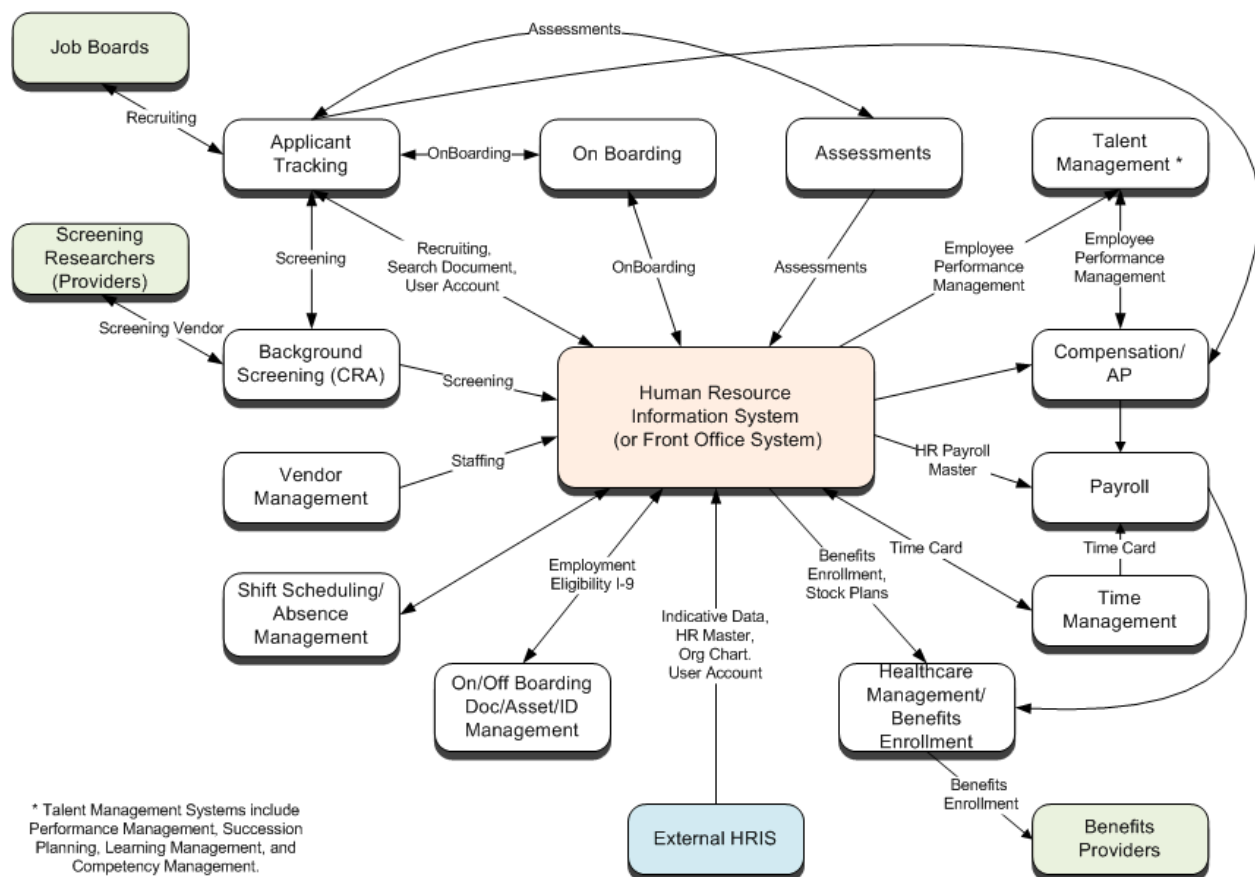
Release standards can be downloaded from the HR-XML website, either by selecting "Standards Downloads" under "Standards & Resources", or by going to the Online Store. The Standards and Downloads link will redirect you to a page within the store.

From the Online Store, choose a release package to download. The full build containing all domains can be downloaded, or individual domains may be chosen instead.

The files will be saved in .zip format. Unzip the files to a local machine to complete the release environment setup.

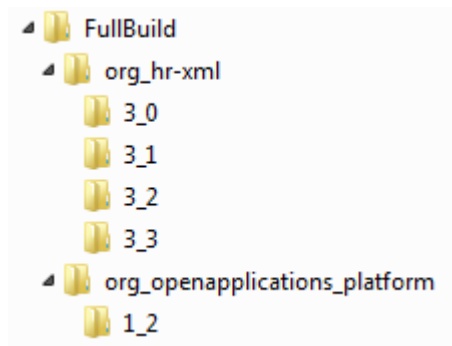
The following diagram portrays a partial scope of the Human Resource 'Industry'. The outer squares depict the systems that may interact with the HRIS or Front Office System. The arrows between the HRIS and outer boxes describe the transactions that may occur between vendors, service providers, internal systems or 3rd party providers. The description of the arrows indicate HR-XML specifications for those transactions.

Implementers may prefer to view the schema content directly by clicking on one of the noun links below the diagram (displayed on the website). This will show the noun definition, attributes and elements, and allows the user to drill down into the individual components.



Folder Structure

The folders and files are structured hierarchically, allowing each new release to be built upon the existing 3.0 build within the same domain. This structure allows for organizations to utilize multiple versions.



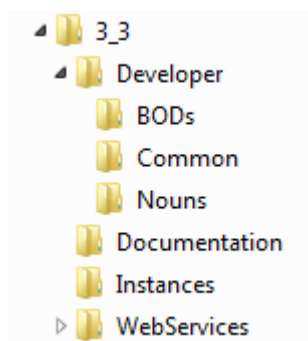
HR-XML Content

The 3_3 folder contains the Developer folders where the BOD's and nouns are located. The Common folder contains the Components, Fields, and Codelist files which includes all of the shared data for the nouns.

Documentation includes all of the PDF files for viewing. Each domain will include common documentation, and PDF files relevant to the purpose of that domain.

The Instances folder contains all of the sample xml files for reference. They may be used to assist implementers in identifying potential content of elements and attributes. Note these xml files are for sample purposes only.

The WebServices folder contains the WSDL patterns for web services.



Platform Content

The 3_3 release is built upon the OAGIS 9.5 Platform 1.2, which incorporates the UN/CEFACT core components.

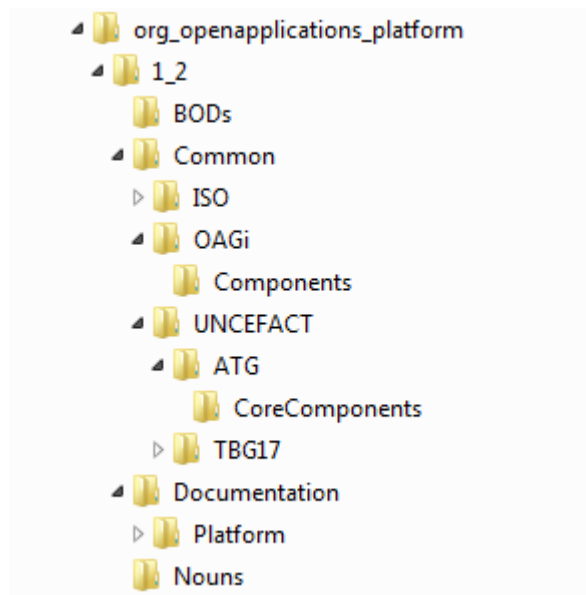


The folders of most interest are the BODs, OAGi/Components and UNCEFACT/ATG/CoreComponents folders.

The BODs folder contains the ConfirmBOD, which is used for a noun-independent response. See Subset of OAGIS Verbs Implemented in Guidelines for information on BOD's.

The OAGi/Components folder contains the OAGi core components used in the HR-XML schema. For example, MandatoryIndicator uses oa:IndicatorType.

The UNCEFACT/ATG/CoreComponents folder includes the qualified and unqualified data types for reuse within the HR-XML components. For example, DocumentTitle uses the qualified data type of StringType.





OAGIS Business Object Documents (BODs)

OAGIS Business Object Documents (BODs) are used for HR-XML message design. The HR-XML Consortium uses the following 9 OAGIS verbs: Acknowledge, Cancel, Change, Get, Notify, Process, Respond, Show, and Sync in conjunction with the HR-XML nouns. In addition, the Consortium uses the OAGIS ConfirmBOD.

This log includes the schema that have changed in this release (library). Note the related files (includes/imports) have not been included.

File Name	Description of Change	Release Name	Release Date
Codelist.xsd	Removed whitespace, corrected typo.	3.3	2013-09-27
Fields.xsd	Added new element ISBN-13.	3.3	2013-09-27
ApplicationForm.xsd	New schema as part of JSON lightweight specification	3.3	2013-09-27
PositionOpening.xsd	Changed PostingChannelID to multiple occurrences.	3.3	2013-09-27
AssessmentOrder.xsd, AssessmentReport.xsd, AssessmentCatalog.xsd	Added CustomerParty and RquesterParty.	3.3	2013-09-27
Schema_Application.json	New JSON schema as part of Lightweight Recruiting specification.	3.3	2013-09-27
DrugTest.xsd	Added UC004 and UC005 to documentation.	3.3	2013-09-27
PayrollMasterData.xsd	New Specification	3.3	2013-09-27
New Release	Includes all content from prior interim releases	3.3	2013-09-27
Schema_PositionOpening.json, Schema_Candidate.json, Schema_SearchResponse_Candidate.json, Schema_SearchResponse_PostionOpening.json	New JSON schema and specification	3.2.1	2013-01-28
DrugTest.xsd	New noun, includes all related BOD's, WSDL, and common component files.	3.2.1	2013-01-28

ScreeningOrder.xsd	Added new Drug and Alcohol components. Deprecated previous components.	3.2.1	2013-01-28
ScreeningReport.xsd	Added new Drug and Alcohol components. Deprecated previous components.	3.2.1	2013-01-28
New Release	Includes all content from prior interim releases	3.2	2011-08-15
OAGI platform	Updated to 9.5, 1_2 platform	3.1.2	2011-06-27
Screening Vendor	New noun, includes all related BOD's, WSDL	3.1.2	2011-06-27
EmploymentEligibilityI-9.xsd	Added AuditTrail info	3.1.2	2011-06-27
WorkerOnBoarding.xsd	New noun, includes all related BOD's	3.1.1	2011-04-26
Fields.xsd	Bug fix for ScreeningOrder, Screening	3.1	2010-09-21
CodeList.xsd	Bug fix for ScreeningOrder, ScreeningPackage	3.1	2010-09-21
ScreeningOrder.xsd	Bug fix	3.1	2010-09-21
ScreeningPackageOrder.xsd	Bug fix	3.1	2010-09-21
ScreeningReport.xsd	Bug fix	3.1	2010-09-21
ScreeningCatalogOrder.xsd	New noun, includes all related BOD's	3.1	2010-09-21
ScreeningCatalogReport.xsd	New noun, includes all related BOD's	3.1	2010-09-21
SearchDocument.xsd	New noun, includes all related BOD's	3.1	2010-09-21
EmploymentEligibilityI-9.xsd	New noun, includes all related BOD's	3.1	2010-09-21