StoryID Epic	Title	Role	AsA	lWant	SoThat	PriorityStoryPoi	nts Risk	Dependencies	s Acceptance Criteria		NonFunctiona	l Notes
										Feature: Employee Onboarding - OHRM- US-001 As a HR Manager I want to create onboarding checklists and assign tasks to		
										new hires So that new employees are		
									AC1: User can new hires; validation			
	As a HR								shown for required fields. AC2: Only authorized roles can access this feature.	When they complete		
	Manager, I want to create onboarding								audited with user, timestamp, before/after values. AC4: Notifications	the primary action Then the system records it and shows a success confirmation	Security: RBAC	
	checklists and assign tasks to new hires, so that		t	o create					(create, approve, reject).	Scenario: Permission denied Given an unauthorized user	Performance: p95<500ms; Availability:	
OHRM-	new employees are productive	HR As	á	onboarding checklists and assign asks to new	employees are			User, Workflow.	idempotency	When they attempt the action Then access is denied with an	99.9% monthly Usability: WCAG AA; Privacy: PII	; Created 2025-09- 12T10:02:01.313117Z UUID=49190fd2- f26a-4b9b-a89f-
US-001 Employee Onboarding					from day one	eMust	3Mediur	nNotifications	applicable.	explanatory message Feature: Leave Management - OHRM- US-002 As a Employee I want to request paid	masked in logs	
	A								access this feature. AC3: Actions are audited with user, timestamp,	Scenario: Happy path Given an authorized Employee is logged in When they complete the primary action Then the system records it and shows a	•	
	As a Employee, I want to request paid								AC4: Notifications are sent on key state changes	success confirmation Scenario: Permission denied	Performance:)
	time off from web or mobile, so that I can plan			o request	l can plan			Leave,	AC5: Errors are	Given an unauthorized user When they attempt the action Then access is	p95<500ms; Availability: 99.9% monthly Usability: WCAG AA;	; Created 2025-09- 12T10:02:01.313231Z UUID=d2b737e2-
OHRM- US-002 Leave Management	vacations	As EmployeeEn	a f	rom web or		Should	5High	Calendar, Notifications	handled where applicable.	denied with an explanatory message Feature: Time Tracking - OHRM-US-003 As a Team Lead I want to approve timesheets in bulk	Privacy: PII masked in logs	0c4e-4553-ac57-
										So that payroll runs on time with correct hours Scenario: Happy path		
									AC2: Only authorized roles can access this feature. AC3: Actions are audited with user, timestamp,	Given an authorized Team Lead is logged in When they complete the primary action Then the system records it and shows a	1	
									AC4: Notifications are sent on key	success confirmation Scenario: Permission denied	& audit;	
	As a Team Lead, I want to approve timesheets in bulk, so that				payroll runs				AC5: Errors are	Given an unauthorized user When they attempt the action Then access is	Performance: p95<500ms; Availability: 99.9% monthly Usability:	; Created 2025-09- 12T10:02:01.313266Z
OHRM- US-003 Time Tracking	payroll runs on time with correct hours.		am t	imesheets	on time with correct hours	Could	8Low	Timesheet, Payroll	handled where applicable.	denied with an explanatory message Feature: Performance	WCAG AA; Privacy: PII masked in logs	UUID=a24f000f- 1356-4331-972c- .8b4b8f21f6c2
									AC1: User can	Management - OHRM- US-004 As a HR Manager I want to schedule and track performance reviews		
									schedule and track performance reviews; validation shown for required fields.	So that we maintain continuous feedback Scenario: Happy path Given an authorized		
									AC2: Only authorized roles can access this feature.	HR Manager is logged		
	As a HR Manager, I want to								timestamp, before/after values. AC4: Notifications are sent on key	records it and shows a success confirmation Scenario: Permission	Security: RBAC & audit;	
	schedule and track performance reviews, so			,					(create, approve, reject). AC5: Errors are	denied Given an unauthorized user When they attempt		; Created 2025-09-
OHRM- Performance US-004 Management		HR As Manager Ma	a HR p	performance	we maintain continuous feedback	Must	13Mediur	Users, nReviews	idempotency handled where	the action Then access is denied with an explanatory message	Usability: WCAG AA; Privacy: PII masked in logs	12T10:02:01.313299Z UUID=07cec522- bdef-4b73-93b7- .35a484f3e88c

OHRM- US-005 Recruitment	As a Recruiter, I want to publish job postings and screen candidates, so that we hire faster with better As a and screen faster with quality. Recruiter Recruiter candidates better quality Should	Jobs, Candidates,	Feature: Recruitment - OHRM-US-005 As a Recruiter I want to publish job postings and screen publish job postings and screen sond screen so that we hire faster with better quality validation shown for required fields. AC2: Only authorized roles can access this feature. AC3: Actions are audited with user, itemestamp, cords it and shows a before/after values. AC4: Notifications are sent on key state changes (create, approve, reject). AC5: Errors are clear; retries and idempotency handled where applicable. Feature: Recruiter I valus-OHRM-US-005 As a Recruiter I want to publish job postings and screen posting and scree
OHRM- US-006 Payroll	As a Payroll Specialist, I want to export payroll-ready timesheet data, so that finance can run monthly payroll without Payroll Payroll errors. Specialist Specialist data Payroll Specialist As a Payroll Payroll Without Payroll Pa	Timesheet,	AC1: User can run monthly payroll export payroll-ready without errors timesheet data; validation shown for required fields. AC2: Only authorized roles can access this feature. AC3: Actions are audited with user, timestamp, before/after values. AC4: Notifications are sent on key state changes (create, approve, reject). AC5: Errors are clear; retries and idempotency handled where applicable. Sometimes and idempotency handled where applicable. Scenario: Permission Security: RBAC & audit; Performance: post-500ms; Availability: 99.9% monthly; Created 2025-09-Usability: 12T10:02:01.313339Z WCAG AA; UUID=f3a796d2-8534-masked in logs.ff17ddb7cf15
OHRM- US-007 Attendance	As a Employee, I want to punch in/out via web with geofence, so that to punch attendance is accurate and As a web with fair. EmployeeEmployeegeofence Employeegeofence As a web with attendance is accurate and fair Must	Attendance,	OHRM-US-007 As a Employee I want to punch in/out via web with geofence punch in/out via web So that attendance is accurate and fair validation shown for required fields. AC2: Only Given an authorized authorized roles can Employee is logged in access this feature. AC3: Actions are audited with user, timestamp, records it and shows a before/after values. AC4: Notifications are sent on key state changes (create, approve, reject). AC5: Errors are clear; retries and idempotency handled where applicable. OHRM-US-007 As a Employee I want to punch in/out via web with geofence louder and provide fice of the primary action Then the ystem records it and shows a Security: RBAC Securi
OHRM- US-008 Training & LMS	As a Training Admin, I want to assign mandatory courses, so that employees meet As a to assign meet compliance Training Training mandatory requirements.Admin Admin courses As a Training employees meet compliance requirements.Admin requirements.Admin courses	Courses, Users,	So that employees AC1: User can assign mandatory courses; validation shown for required fields. AC2: Only Training Admin is authorized roles can logged in access this feature. AC3: Actions are audited with user, timestamp, before/after values. AC4: Notifications are sent on key state changes (create, approve, reject). AC5: Errors are (Create, approve, reject). AC5: Errors are clear; retries and idempotency handled where applicable. AC1: User can meet compliance requirements Scenario: Happy path Given an authorized when they complete the primary action Then the system records it and shows a security: RBAC Scenario: Permission & audit; Availability: Performance: (Greate, approve, reject). When they attempt the action Usability: 12T10:02:01.313401Z When they attempt the action Usability: 12T10:02:01.313401Z WCAG AA; UUID=182a141a- masked in logs. 976b25d8722b

I want to update AC1: User can personal contact and update personal bank details contact and bank details; validation So that HR records stay accurate shown for required fields. Scenario: Happy path AC2: Only Given an authorized authorized roles can Employee is logged in access this feature. When they complete the primary action AC3: Actions are audited with user Then the system records it and shows a timestamp, before/after values. AC4: Notifications success confirmation Scenario: Permission Security: RBAC are sent on key Employee, I state changes denied want to Performance: (create, approve, Given an update reject). AC5: Errors are p95<500ms: unauthorized user personal Availability: When they attempt 99.9% monthly; Created 2025-09contact and clear; retries and the action Usability: 12T10:02:01.313422Z bank details, to update idempotency Then access is HR records so that HR personal WCAG AA | UUID=a14b0591handled where denied with an OHRM records stay contact and stay Privacy: PII 54c0-489b-b3cf-As a applicable. explanatory mes US-009 Employee Self-Service accurate. EmployeeEmployeebank details accurate Could 3Low Users, Audit masked in logs bab9d5e0a509 Feature: Admin Permissions - OHRM-As a System Admin I want to define rolebased access control (RBAC) AC1: User can define role-based access control So that data stavs secure (RBAC): validation Scenario: Happy path shown for required Given an authorized System Admin is fields AC2: Only authorized roles can logged in access this feature. When they complete AC3: Actions are the primary action audited with user. Then the system timestamp, records it and shows a before/after values. success confirmation AC4: Notifications Security: RBAC Scenario: Permission & audit; are sent on key state changes As a System Performance: Given an Admin, I want (create, approve, p95<500ms: to define role reject). AC5: Errors are unauthorized user Availability: based access to define When they attempt 99.9% monthly; Created 2025-09control role-based clear; retries and the action Usability: 12T10:02:01.313435Z (RBAC), so As a access idempotency Then access is WCAG AA | UUID=61e9f3b9-OHRM handled where denied with an 115f-4022-b26bthat data System System contro data stays Privacy: PII applicable US-010 Admin Permissions stavs secure. Admin Admin (RBAC) secure Must 5MediumAuth Roles explanatory message masked in logs, b919a9d002f3 Feature: Notifications OHRM-US-011 As a HR Manager I want to configure reminder emails for AC1: User can overdue tasks So that deadlines are configure reminder emails for overdue not missed tasks; validation shown for required Scenario: Happy path Given an authorized fields. AC2: Only HR Manager is logged authorized roles can in access this feature. When they complete AC3: Actions are the primary action audited with user, Then the system timestamp. records it and shows a before/after values success confirmation As a HR Security: RBAC AC4: Notifications Manager, I are sent on key Scenario: Permission & audit; want to state changes denied Performance: configure Given an p95<500ms; (create, approve, reminder reject) unauthorized user Availability: AC5: Errors are emails for to configure When they attempt 99.9% monthly; Created 2025-09 overdue reminder clear: retries and the action Usability: 12T10:02:01 3134477 emails for idempotency WCAG AA tasks, so that deadlines Then access is | UUID=0ae60cd5-360b-4ac3-b30a-OHRM deadlines are HR As a HR overdue are not Fmail handled where denied with an Privacy: PII 360b-4ac3-b3 masked in logs. 03ff48a2e7a3 US-011 Notifications not missed. applicable. Manager Manager explanatory message Should 8High Feature: Reports & Dashboards - OHRM-US-012 As a HR Manager I want to view headcount attrition and leave trends AC1: User can view So that leadership headcount, attrition gets insights and leave trends; validation shown for Scenario: Happy path required fields. Given an authorized HR Manager is logged AC2: Only authorized roles can in When they complete access this feature. AC3: Actions are the primary action audited with user. Then the system timestamp, records it and shows a before/after values. success confirmation AC4: Notifications Security: RBAC Scenario: Permission & audit: As a HR are sent on key state changes Manager, I denied Performance: want to view (create, approve Given an p95<500ms: Availability: headcount, reject). AC5: Errors are unauthorized user 99.9% monthly; Created 2025-09attrition and When they attempt the action Usability: 12T10:02:01.313462Z leave trends clear; retries and so that headcount. idempotency Then access is WCAG AA: | UUID=aee28cb0-As a HR attrition and leadership leadership HR Reports, handled where denied with an Privacy: PII 40dc-45a0-9fdd-Analytics

131 ow

applicable

explanatory message

masked in logs, 4e9c7c285980

US-012 Reports & Dashboards gets insights. Manager Manager leave trends gets insights Could

eature: Employe Self-Service - OHRM-US-009 As a Employee

I want to collect signed policies from AC1: User can employees collect signed policies from So that we stay compliant emplovees: validation shown for Scenario: Happy path required fields. Given an authorized HR Manager is logged AC2: Only authorized roles can in When they complete access this feature. the primary action Then the system AC3: Actions are audited with user, timestamp, before/after values records it and shows a success confirmation AC4: Notifications Security: RBAC As a HR Scenario: Permission & audit: are sent on key Manager, I state changes Performance denied Given an want to (create, approve, p95<500ms: collect signed reject). AC5: Errors are unauthorized user Availability: 99.9% monthly; Created 2025-09-When they attempt policies from Usability: employees. to collect clear; retries and the action 12T10:02:01.313472Z so that we signed idempotency Then access is WCAG AA | UUID=66f77e88-OHRM- Document denied with an HR As a HR policies fromwe stay e48e-43ce-a99cstay Privacy: PII 3MediumDocs, E-sign US-013 Management compliant. Manager Manager employees compliant Must applicable. explanatory message masked in logs. 9a4a84bf1c0a Feature: Benefits OHRM-US-014 As a Benefits Admin I want to enroll employees in benefit plans So that employees AC1: User can enrollreceive the right employees in benefitcoverage plans: validation shown for required Scenario: Happy path Given an authorized Benefits Admin is fields AC2: Only authorized roles can logged in When they complete access this feature. the primary action
Then the system AC3: Actions are audited with user, timestamp, before/after values. records it and shows a success confirmation Scenario: Permission Security: RBAC AC4: Notifications As a Benefits are sent on key Admin, I want state changes denied to enroll Performance: (create, approve Given an n95<500ms; employees in benefit plans, reject). AC5: Errors are unauthorized user . Availability: When they attempt so that 99.9% monthly; Created 2025-09the action clear; retries and Usability: 12T10:02:01.313483Z employees to enroll employees idempotency Then access is | UUID=ac0ad05e-ffd0-4641-af55receive the employees WCAG AA; handled where denied with an Benefits. OHRM Benefits Benefits Privacy: PII riaht riaht in benefit applicable explanatory message US-014 Benefits coverage. Admin Admin Should 5High masked in logs. 96bfff4f60f2 plans coverage Payroll Feature: Travel & Expense - OHRM-US-015 As a Employee I want to submit expense claims with AC1: User can receipts So that I get submit expense claims with receipts; reimbursed quickly validation shown for required fields. Scenario: Happy path AC2: Only Given an authorized authorized roles can Employee is logged in When they complete access this feature. AC3: Actions are the primary action audited with user, Then the system timestamp, before/after values. records it and shows a success confirmation AC4: Notifications As a Security: RBAC Employee, I are sent on key Scenario: Permission & audit; want to state changes denied Performance: Given an p95<500ms; submit (create, approve, reject). AC5: Errors are Availability: 99.9% monthly; Created 2025-09expense unauthorized user claims with When they attempt Usability: receipts, so to submit clear; retries and the action 12T10:02:01.313496Z that I get expense I aet idempotency Then access is WCAG AA: I UUID=6cf9c930claims with reimbursed 7301-41f5-9dc5 OHRM reimbursed Expenses handled where denied with an Privacy: PII US-015 Travel & Expense Could quickly. **EmployeeEmployeereceipts** applicable. explanatory message masked in logs. 5fca3c48e5ff quickly 8Low Approvals Feature: Asset Management - OHRM-US-016 As a IT Admin I want to assign laptops and track AC1: User can returns assign laptops and track returns; So that assets are accountable validation shown for required fields. Scenario: Happy path AC2: Only Given an authorized authorized roles can IT Admin is logged in access this feature. When they complete AC3: Actions are the primary action audited with user. Then the system timestamp, records it and shows a before/after values. success confirmation AC4: Notifications Security: RBAC Scenario: Permission & audit; denied Performance: are sent on key state changes As a IT denied n95<500ms; Admin, I want (create, approve Given an Availability: unauthorized user to assign reject). laptops and 99.9% monthly; Created 2025-09-Usability: 12T10:02:01.313507Z AC5: Errors are When they attempt track returns. clear; retries and the action to assign idempotency Then access is WCAG AA; UUID=335f1d5d-OHRM As a IT laptops and assets are Privacy: PII 0a87-455e-8c masked in logs. 6c49f4c45ec4 are handled where denied with an 0a87-455e-8c5c-US-016 Asset Management accountable. IT Admin Admin track returnsaccountable Must 13MediumAssets, Users applicable explanatory message

Feature: Document Management - OHRM-

US-013 As a HR Manager

OHRM-	As a HR Manager, I want to log incidents and corrective actions, so that we maintain fair records.	to log incidents and corrective er actions	we maintain fair records Should	3High	Cases, Users	AC1: User can log incidents and corrective actions; validation shown for required fields. AC2: Only authorized roles can access this feature. AC3: Actions are audited with user, timestamp, before/after values. AC4: Notifications are sent on key state changes (create, approve, reject). AC5: Errors are clear; retries and idempotency handled where applicable.	Feature: Disciplinary - OHRM-US-017 As a HR Manager I want to log incidents and corrective actions So that we maintain fair records Scenario: Happy path Given an authorized HR Manager is logged in When they complete the primary action Then the system records it and shows a success confirmation Scenario: Permission denied Given an unauthorized user When they attempt the action Then access is denied with an explanatory message Feature: Separation/Offboarding - OHRM-US-018 As a HR Manager I want to schedule exit tasks and revoke access	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly Usability: WCAG AA; Privacy: Pli masked in logs	Created 2025-09- 12T10:02:01.313518Z UUID=1b41d307- e078-4d4f-bd2c-
		to schedule exit tasks a and revoke er access		5Low	Workflow, IT, Payroll	AC1: User can schedule exit tasks and revoke access; validation shown for required fields. AC2: Only authorized roles can access this feature. AC3: Actions are audited with user, timestamp, before/after values. AC4: Notifications are sent on key state changes (create, approve, reject). AC5: Errors are clear; retries and idempotency handled where applicable.	So that secure and smooth exits Scenario: Happy path Given an authorized HR Manager is logged	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly Usability: WCAG AA; Privacy: PII	Created 2025-09- 12T10:02:01.313530Z UUID=eb987b4f- 754c-4ff9-a1e5-
	As a HR Manager, I want to manage departments and reporting lines, so that org charts remain current.	to manage department and reporting or lines		8Mediur	nOrg, Users	AC1: User can manage departments and reporting lines; validation shown for required fields. AC2: Only authorized roles can access this feature. AC3: Actions are audited with user, timestamp, before/after values. AC4: Notifications are sent on key state changes (create, approve, reject). AC5: Errors are clear; retries and idempotency handled where applicable.	reporting lines So that org charts remain current Scenario: Happy path Given an authorized HR Manager is logged	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly Usability: WCAG AA; Privacy: PII	Created 2025-09- 12T10:02:01.313540Z UUID=fa2e44de- deca-48bb-a3ca-
OHRM-	As a Employee, I want to search colleagues by name, department or skill, so that collaboration improves.		t collaboration improves Should	13High	Users, Directory	search colleagues by name, department or skill; validation shown for required fields. AC2: Only authorized roles can access this feature. AC3: Actions are audited with user, timestamp, before/after values. AC4: Notifications are sent on key state changes (create, approve, reject). AC5: Errors are clear; retries and idempotency handled where	I want to search colleagues by name, department or skill So that collaboration improves Scenario: Happy path Given an authorized Employee is logged in When they complete the primary action Then the system records it and shows a success confirmation Scenario: Permission denied Given an unauthorized user When they attempt the action Then access is denied with an explanatory message	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly Usability: WCAG AA; Privacy: PII	Created 2025-09- 12T10:02:01:313551Z UUID=17c394c2- d14a-4d0c-8cf0- bb336402c075