StoryID	Epic	Title	Role	AsA	IWant	SoThat	Priority	StoryPoints	Risk	Dependencies	AcceptanceCriteria	Gherkin	NonFunctional	Notes
OHRM-US-001	Employee Onboarding	As a HR Manager, I want to create onboarding checklists and assign tasks to new hires, so that new employees are productive from day one.	HR Manager	As a HR Manager	to create onboarding checklists and assign tasks to new hires	new employees are productive from day one	Must	3	Medium	User, Workflow, Notifications	AC1: User can new hires; 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: 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 productive from day one 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	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly; Usability: WCAG AA; Privacy: PII masked in logs.	Created 2025-09-12T10:02:01.313117Z | UUID=49190fd2-f26a-4b9b-a89f-8031b6a9b7fa
OHRM-US-002	Leave Management	As a Employee, I want to request paid time off from web or mobile, so that I can plan vacations easily.	Employee	As a Employee	to request paid time off from web or mobile	I can plan vacations easily	Should	5	High	Leave, Calendar, Notifications	AC1: User can request paid time off from web or mobile; 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: Leave Management - OHRM-US-002 As a Employee I want to request paid time off from web or mobile So that I can plan vacations easily 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 masked in logs.	Created 2025-09-12T10:02:01.313231Z | UUID=d2b737e2-0c4e-4553-ac57-c8821fb460fd
OHRM-US-003	Time Tracking	As a Team Lead, I want to approve timesheets in bulk, so that payroll runs on time with correct hours.	Team Lead	As a Team Lead	to approve timesheets in bulk	payroll runs on time with correct hours	Could	8	Low	Timesheet, Payroll	AC1: User can approve timesheets in bulk; 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: Time Tracking - OHRM-US-003 As a Team Lead I want to approve timesheets in bulk So that payroll runs on time with correct hours Scenario: Happy path Given an authorized Team Lead 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 masked in logs.	Created 2025-09-12T10:02:01.313266Z | UUID=a24f000f-1356-4331-972c-8b4b8f21f6c2
OHRM-US-004	Performance Management	As a HR Manager, I want to schedule and track performance reviews, so that we maintain continuous feedback.	HR Manager	As a HR Manager	to schedule and track performance reviews	we maintain continuous feedback	Must	13	Medium	Users, Reviews	AC1: User can schedule and track performance reviews; 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: Performance Management - OHRM-US-004 As a HR Manager I want to schedule and track performance reviews So that we maintain continuous feedback 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	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly; Usability: WCAG AA; Privacy: PII masked in logs.	Created 2025-09-12T10:02:01.313299Z | UUID=07cec522-bdef-4b73-93b7-35a484f3e88c

ID	User Story	Role	As a	Action	Benefit	MoSCoW	Points	Priority	Entities	Acceptance Criteria	Feature / Scenario	NFRs	Metadata
OHRM-US-005 Recruitment	As a Recruiter, I want to publish job postings and screen candidates, so that we hire faster with better quality.	Recruiter	As a Recruiter	to publish job postings and screen candidates	we hire faster with better quality	Should	3	High	Jobs, Candidates, Email	AC1: User can publish job postings and screen candidates; 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: Recruitment - OHRM-US-005 As a Recruiter I want to publish job postings and screen candidates So that we hire faster with better quality Scenario: Happy path Given an authorized Recruiter 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 masked in logs.	Created 2025-09-12T10:02:01.313326Z	UUID=513520c8-5687-49e4-b7df-466b2c7171f3
OHRM-US-006 Payroll	As a Payroll Specialist, I want to export payroll-ready timesheet data, so that finance can run monthly payroll without errors.	Payroll Specialist	As a Payroll Specialist	to export payroll-ready timesheet data	finance can run monthly payroll without errors	Could	5	Low	Timesheet, Payroll, Reports	AC1: User can export payroll-ready 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.	Feature: Payroll - OHRM-US-006 As a Payroll Specialist I want to export payroll-ready timesheet data So that finance can run monthly payroll without errors Scenario: Happy path Given an authorized Payroll Specialist 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 masked in logs.	Created 2025-09-12T10:02:01.313339Z	UUID=f3a796d2-3b62-4392-8534-ff17ddb7cf15
OHRM-US-007 Attendance	As a Employee, I want to punch in/out via web with geofence, so that attendance is accurate and fair.	Employee	As a Employee	to punch in/out via web with geofence	attendance is accurate and fair	Must	8	Medium	Attendance, Geolocation	AC1: User can punch in/out via web with geofence; 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: Attendance - OHRM-US-007 As a Employee I want to punch in/out via web with geofence So that attendance is accurate and fair 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 masked in logs.	Created 2025-09-12T10:02:01.313371Z	UUID=196f4f66-86b8-4485-ac6d-691b8651747c
OHRM-US-008 Training & LMS	As a Training Admin, I want to assign mandatory courses, so that employees meet compliance requirements.	Training Admin	As a Training Admin	to assign mandatory courses	employees meet compliance requirements	Should	13	High	Courses, Users, Notifications	AC1: User can assign mandatory courses; 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: Training & LMS - OHRM-US-008 As a Training Admin I want to assign mandatory courses So that employees meet compliance requirements Scenario: Happy path Given an authorized Training Admin 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 masked in logs.	Created 2025-09-12T10:02:01.313401Z	UUID=182a141a-8341-4045-aaf1-976b25d8722b

ID	Feature	Story	Role	Role	Action	Benefit	MoSCoW	Points	Priority	Tags	Acceptance Criteria	Feature / Scenario	NFR / Metadata
OHRM-US-009	Employee Self-Service	As a Employee, I want to update personal contact and bank details, so that HR records stay accurate.	Employee	Employee	to update personal contact and bank details	HR records stay accurate	Could	3	Low	Users, Audit	AC1: User can update personal contact and bank details; 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: Employee Self-Service - OHRM-US-009. As a Employee I want to update personal contact and bank details So that HR records stay accurate. 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 masked in logs. Created 2025-09-12T10:02:01.313422Z | UUID=a14b0591-54c0-489b-b3cf-bab9d5e0a509
OHRM-US-010	Admin Permissions	As a System Admin, I want to define role-based access control (RBAC), so that data stays secure.	System Admin	System Admin	to define role-based access control (RBAC)	data stays secure	Must	5	Medium	Auth, Roles	AC1: User can define role-based access control (RBAC); 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: Admin Permissions - OHRM-US-010. As a System Admin I want to define role-based access control (RBAC) So that data stays secure. Scenario: Happy path Given an authorized System Admin 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 masked in logs. Created 2025-09-12T10:02:01.313435Z | UUID=61e9f3b9-115f-4022-b26b-b919a9d002f3
OHRM-US-011	Notifications	As a HR Manager, I want to configure reminder emails for overdue tasks, so that deadlines are not missed.	HR Manager	As a HR Manager	to configure reminder emails for overdue tasks	deadlines are not missed	Should	8	High	Email, Scheduler	AC1: User can configure reminder emails for overdue tasks; 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: Notifications - OHRM-US-011. As a HR Manager I want to configure reminder emails for overdue tasks So that deadlines are not missed. 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	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly; Usability: WCAG AA; Privacy: PII masked in logs. Created 2025-09-12T10:02:01.313447Z | UUID=0ae60cd5-360b-4ac3-b30a-03ff48a2e7a3
OHRM-US-012	Reports & Dashboards	As a HR Manager, I want to view headcount, attrition and leave trends, so that leadership gets insights.	HR Manager	As a HR Manager	to view headcount, attrition and leave trends	leadership gets insights	Could	13	Low	Reports, Analytics	AC1: User can view headcount, attrition and leave trends; 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: Reports & Dashboards - OHRM-US-012. As a HR Manager I want to view headcount, attrition and leave trends So that leadership gets insights. 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	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly; Usability: WCAG AA; Privacy: PII masked in logs. Created 2025-09-12T10:02:01.313462Z | UUID=aee28cb0-40dc-45a0-9fdd-4e9c7c285980

ID	Title	User Story	Role	Role	Action	Benefit	Priority	Points	Size	Tags	Acceptance Criteria	Scenarios	NFR	Metadata
OHRM-US-013	Document Management	As a HR Manager, I want to collect signed policies from employees, so that we stay compliant.	HR Manager	As a HR Manager	to collect signed policies from employees	we stay compliant	Must	3	Medium	Docs, E-sign	AC1: User can collect signed policies from employees; 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: Document Management - OHRM-US-013 As a HR Manager I want to collect signed policies from employees So that we stay compliant 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	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly; Usability: WCAG AA; Privacy: PII masked in logs.	Created 2025-09-12T10:02:01.313472Z | UUID=66f77e88-e48e-43ce-a99c-9a4a84bf1c0a
OHRM-US-014	Benefits	As a Benefits Admin, I want to enroll employees in benefit plans, so that employees receive the right coverage.	Benefits Admin	As a Benefits Admin	to enroll employees in benefit plans	employees receive the right coverage	Should	5	High	Benefits, Payroll	AC1: User can enroll employees in benefit plans; 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: Benefits - OHRM-US-014 As a Benefits Admin I want to enroll employees in benefit plans So that employees receive the right coverage Scenario: Happy path Given an authorized Benefits Admin 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 masked in logs.	Created 2025-09-12T10:02:01.313483Z | UUID=ac0ad05e-ffd0-4641-af55-96bfff4f60f2
OHRM-US-015	Travel & Expense	As a Employee, I want to submit expense claims with receipts, so that I get reimbursed quickly.	Employee	As a Employee	to submit expense claims with receipts	I get reimbursed quickly	Could	8	Low	Expenses, Approvals	AC1: User can submit expense claims with receipts; 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: Travel & Expense - OHRM-US-015 As a Employee I want to submit expense claims with receipts So that I get reimbursed quickly 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 masked in logs.	Created 2025-09-12T10:02:01.313496Z | UUID=6cf9c930-7301-41f5-9dc5-5fca3c48e5ff
OHRM-US-016	Asset Management	As a IT Admin, I want to assign laptops and track returns, so that assets are accountable.	IT Admin	As a IT Admin	to assign laptops and track returns	assets are accountable	Must	13	Medium	Assets, Users	AC1: User can assign laptops and track returns; 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: Asset Management - OHRM-US-016 As a IT Admin I want to assign laptops and track returns So that assets are accountable Scenario: Happy path Given an authorized IT Admin 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 masked in logs.	Created 2025-09-12T10:02:01.313507Z | UUID=335f1d5d-0a87-455e-8c5c-6c49f4c45ec4

ID / Title	User Story	Role	As a	I want	So that	MoSCoW	Pts	Priority	Tags	Acceptance Criteria	Feature / Scenario	NFR	Created / UUID
OHRM-US-017 Disciplinary	As a HR Manager, I want to log incidents and corrective actions, so that we maintain fair records.	HR Manager	As a HR Manager	to log incidents and corrective actions	we maintain fair records	Should	3	High	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	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly; Usability: WCAG AA; Privacy: PII masked in logs.	Created 2025-09-12T10:02:01.313518Z | UUID=1b41d307-e078-4d4f-bd2c-0f802f227308
OHRM-US-018 Separation/Offboarding	As a HR Manager, I want to schedule exit tasks and revoke access, so that secure and smooth exits.	HR Manager	As a HR Manager	to schedule exit tasks and revoke access	secure and smooth exits	Could	5	Low	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.	Feature: Separation/Offboarding - OHRM-US-018 As a HR Manager I want to schedule exit tasks and revoke access So that secure and smooth exits 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	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly; Usability: WCAG AA; Privacy: PII masked in logs.	Created 2025-09-12T10:02:01.313530Z | UUID=eb987b4f-754c-4ff9-a1e5-02c95687c711
OHRM-US-019 Organization Structure	As a HR Manager, I want to manage departments and reporting lines, so that org charts remain current.	HR Manager	As a HR Manager	to manage departments and reporting lines	org charts remain current	Must	8	Medium	Org, 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.	Feature: Organization Structure - OHRM-US-019 As a HR Manager I want to manage departments and reporting lines So that org charts remain current 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	Security: RBAC & audit; Performance: p95<500ms; Availability: 99.9% monthly; Usability: WCAG AA; Privacy: PII masked in logs.	Created 2025-09-12T10:02:01.313540Z | UUID=fa2e44de-deca-48bb-a3ca-70129597eb8f
OHRM-US-020 Employee Directory	As a Employee, I want to search colleagues by name, department or skill, so that collaboration improves.	Employee	As a Employee	to search colleagues by name, department or skill	collaboration improves	Should	13	High	Users, Directory	AC1: User can 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 applicable.	Feature: Employee Directory - OHRM-US-020 As a Employee 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 masked in logs.	Created 2025-09-12T10:02:01.313551Z | UUID=17c394c2-d14a-4d0c-8cf0-bb336402c075