Oracle® SCM Cloud Security Reference for Supply Chain Planning

Release 12
Part Number E74105-01

This guide also applies to on-premise implementations.

Title and Copyright Information

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Contents

Preface

This preface introduces information sources that can help you use the application.

Oracle Applications Help

Use the Help icon to access Oracle Applications Help in the application. If you don't see any help icons on your page, click the Show Help icon in the global area. Not all pages have help icons. You can also access Oracle Applications Help at https://fusionhelp.oracle.com/.

Using Applications Help

Watch: This video tutorial shows you how to find help and use help features.

Additional Resources

- **Community:** Use Oracle Applications Customer Connect to get information from experts at Oracle, the partner community, and other users.

- **Guides and Videos:** Go to the Oracle Help Center to find guides and videos.

- **Training:** Take courses on Oracle Cloud from Oracle University.

Documentation Accessibility

For information about Oracle's commitment to accessibility, see the Oracle Accessibility Program.

Comments and Suggestions

Please give us feedback about Oracle Applications Help and guides! You can send e-mail to: oracle_fusion_applications_help_ww_grp@oracle.com.

Introduction

Security Reference Guides describe the Oracle Fusion Applications security reference implementation. This guide includes descriptions of all the predefined data that is included in the security reference implementation for an offering. The reference implementation can be customized to fit divergent enterprise requirements.

Security Reference Implementation

The Oracle Fusion Applications security approach supports a reference implementation that addresses common business security needs and consists of roles and policies.

Oracle Fusion Applications Security Reference Guides present the following information about the predefined security reference implementation.

- The abstract and job roles for an offering
- Duty roles and the role hierarchy for each job role and abstract role
- Privileges required to perform each duty defined by a duty role
- Data security policies for each job role, or abstract role
- Policies that protect personally identifiable information
- Data security policies on fact and dimension to ensure enforcement across tools and access methods

For an overview and detailed information about the Oracle Fusion Applications security approach, including an explanation of role types, enforcement, and how to implement and administer security for your deployment, see your product security guide.

How to Use this Security Reference Guide

Enterprises address needs specific to their organization by changing or extending the role definitions, role hierarchies, and data security policies of the reference implementation. You may also be subject to specific legal, regulatory, and industry requirements. You are solely responsible for your adherence to these requirements when assigning roles, privileges and granting access for your enterprise.

For each job or abstract role, review the duties, role hierarchy, and policies that it carries so you understand which users should be provisioned with the role, or which adjustments your enterprise requires before the role can be provisioned.

> **Note**:
> All information presented in this guide can be accessed in the various user interface pages of Oracle Fusion Applications provided for security setup, implementation customizations, and administration. The advantage of reviewing the security reference implementation as it is presented in this guide is that you can more easily compare and plan your customizations.

> **Tip**:
> From the entitlement of a role as expressed by privileges, you can deduce the function security enforced by a role. If your enterprise needs certain functions

removed from access by certain roles, change the data security policies or duties carried by the role.

Review the data security policies conferred on job roles by their inherited duty roles.

Review the privacy in effect for a job or abstract role based on its data security policies. Privacy is additionally protected by security components, as described in your product security guide.

> **Important**:
> As you make changes to the security reference implementation for an Oracle Fusion Applications deployment, the predefined implementation as delivered remains available. Upgrade and maintenance patches to the security reference implementation preserve your changes to the implementation.

Offering: Value Chain Planning

Configure your promising, sales and operations planning, and integrated demand and supply planning processes to plan and collaborate across your entire supply chain.

This guide describes the security reference implementation for the Value Chain Planning offering.

There is a set of common roles that are required to set up and administer an offering. For information about these common roles, see the *Oracle Fusion Applications Common Security Reference Guide*.

What's New

This release of the offering includes new Job and Abstract roles, Duties, Aggregate Privileges and Privileges.

New Aggregate Privileges

Aggregate Privilege	Description
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Manage Performance Goal by Manager	Manages performance goals of subordinates.
Manage Performance Goal by Worker	Manages worker's own performance goals.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.

New Privileges

Granted Role	Privilege	Description
Line Manager	Approve Individual Compensation Award	Review and approve proposed individual compensation awards.
	Approve Salary Updates	Review and approve proposed salary changes.
Pending Worker Addition and Hire	Correct Oracle Taleo Recruiting Candidate Import Errors	Allows correction of errors found during pending workers import.
	Edit Pending Worker	Allows users to correct pending-worker records.
Plan Analysis	Review Clear-to-Build	
	Review Demand Planning Data	
Plan Inputs Reference Data Management	Receive Data from Trading Partners	
Plan Management	Edit Planning Scenarios	
	Manage Plan Collaboration Spaces	
	Manage Scenario Collaboration Spaces	
	View Planning Scenarios	
Plan Processing	Monitor Planning Scheduled Processes	
	Publish Data to Trading Partners	
	Publish Plan Data to Planning Collaboration	

Granted Role	Privilege	Description
Planning Item Management	Edit Bills of Resources	
	View Bills of Resources	
Planning Resource Management	View Aggregate Resource Availability	

Abstract Role: Contingent Worker

Identifies the person as a contingent worker.

Duties

Duties assigned directly and indirectly to the abstract role **Contingent Worker**

Duty Role	Description
Attachments User	UCM application role for access to attachments using the integrated user interface or the standalone product.
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web catalog. The role allows authoring within Business Intellgence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Business Intelligence Consumer	A role required to allow reporting from Business Intellgence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.
CRM Stage Write	Allows uploading CRM content to stage area on content server
Employee Enrollment	Manages employee enrollments.
Expense Entry	Creates and updates expense items and expense reports.
FSCM Load Interface Administration	Manages load interface file for import
Item Inquiry	Queries and views items in the enterprise.
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Performance Management Worker	Adds content to rate to performance document and evaluates self.
Person Communication Methods Management	Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait.
Person Communication Methods View	Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait.
Person National Identifier View	Grants access to persons to view national identifier.
Portrait Current and Completed Tasks	Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests.
Procurement Analysis Currency Preference	This role is used to get the supported currencies in Procurement and Spend Analysis module.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.
Requester Analysis	Duty role with limited access to view and analyze procurement cycle times related to requisitions processing within the Requisition BU that requester belongs to
Requisition Business Unit Data Security	This role is used for Requisition Business Unit data security in the data warehouse
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition

Duty Role	Description
	lines.
Requisition Viewing	View requisition and associated documents.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.
Time and Labor Worker	Reports time as a worker.
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.
View Secured Custom Help	Views custom help containing the security lookup value Secured.
Worker Time Card Entry	Reports time by time card, as a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.

Role Hierarchy

Roles inherited directly and indirectly by the abstract role **Contingent Worker**

Inherited Roles
Contingent Worker
Access Person Gallery
Access Portrait Payslip
Access Portrait Personal Payment Method
Attachments User
CRM Stage Write
Business Intelligence Consumer
Change Person Address
Change Person Marital Status
Compare HCM Information
Edit Person Career Planning
Edit Person Skills and Qualifications
Employee Enrollment
Expense Entry
Business Intelligence Consumer
Payee Bank Account Management
FSCM Load Interface Administration
Maintain Absence Records
Manage My Account
Manage Performance Goal by Worker
Manage Person Citizenship
Manage Person Disability by Worker
Manage Person Documentation by Worker
Manage Person Driver License
Manage Person Ethnicity
Manage Person Image
Manage Person Name
Manage Person Passport
Manage Person Religion
Manage Person Visa or Permit
Manage Personal Compensation
Manage Worker Information Sharing
Performance Management Worker
View Performance Summary
Person Communication Methods Management
Person Communication Methods View
Person National Identifier View
Portrait Benefits

Inherited Roles
Portrait Current and Completed Tasks
Print Worker Portrait
Procurement Requester
Business Intelligence Applications Worker
Business Intelligence Applications Analysis
Payables Invoice Inquiry
Receiving Management Requester
Item Inquiry
Requester Analysis
Business Intelligence Authoring
Procurement Analysis Currency Preference
Requisition Business Unit Data Security
Requisition Self Service User
Requisition Viewing
Payables Invoice Inquiry
Transaction Entry with Budgetary Control
Business Intelligence Consumer
Social Connection Worker
Submit Resignation
Time and Labor Worker
Worker Time Card Entry
Use User Details Service
View Accrual Type Absence Plan Balance
View Compensation Details for Worker
View Employment Information Summary
View Person Career Planning
View Person Skills and Qualifications
View Portrait Availability Card
View Portrait Contact Card
View Portrait Personal Information Card
View Portrait User Account Details Card
View Secured Custom Help
View Total Compensation Statements
Workforce Profile Worker

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the abstract role **Contingent Worker**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Access Portrait Payslip	Grants access to a person's own payslip in the portrait.
Access Portrait Personal Payment Method	Grants access to a person's payment methods in the portrait.
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Edit Person Career Planning	Allows editing the Person Career Planning.

Aggregate Privilege	Description
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage My Account	Manages worker roles.
Manage Performance Goal by Worker	Manages worker's own performance goals.
Manage Person Citizenship	Grants access to persons to manage their own citizenship.
Manage Person Disability by Worker	Allows worker to manage their own disability information.
Manage Person Documentation by Worker	Grants access to persons to manage their own document data.
Manage Person Driver License	Grants access to persons to manage their own driver licenses.
Manage Person Ethnicity	Grants access to persons to manage their own ethnicity.
Manage Person Image	Manages Person Image
Manage Person Name	Maintains persons' name related attributes.
Manage Person Passport	Grants access to persons to manage their own passports.
Manage Person Religion	Grants access to persons to manage their own religion.
Manage Person Visa or Permit	Grants access to persons to manage their own visas and permits.
Manage Personal Compensation	Manages contributions made toward savings and contribution type plans.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Portrait Benefits	Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Submit Resignation	Allows worker to submit their own resignation.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Compensation Details for Worker	Views compensation data for a worker.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Performance Summary	Allows viewing of workers performance summary information.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Total Compensation Statements	Views generated total compensation statements for

Aggregate Privilege	Description
	individuals within their security profile.

Privileges

Privileges granted to duties of the abstract role **Contingent Worker**.

Granted Role	Granted Role Description	Privilege
Contingent Worker	Identifies the person as a contingent worker.	Absence Entry Using Calendar
		Access Competition Page
		Access FUSE Directory Page
		Access FUSE Performance and Career Planning Page
		Access FUSE Personal Information Page
		Access FUSE Time Page
		Approve Transactions
		Create Product Idea
		Enter Project Unprocessed Expenditure Batch
		Launch Oracle Social Network
		Manage Development Goal
		Manage Favorite Colleagues
		Manage Goal Management Notifications
		Manage Mentorship
		Manage My Portrait Work Area
		Manage Performance Goal
		Manage Product Idea
		Manage Reputation Overview
		Manage Reputation Scores
		Manage Social Roles
		Report Time by Web Clock
		Review Product Ideas
		View Notification Details
		View Performance Goal
		View Team Schedule
		View Time by Calendar
Employee Enrollment	Manages employee enrollments.	Define Benefit Participant Enrollment Result
		Elect Benefits
		Maintain Plan Beneficiary Designation
		Maintain Primary Care Provider
		Review Benefit Participant Enrollment Result
Expense Entry	Creates and updates expense items and expense reports.	Manage Bank Account for Expense Reimbursement
		Manage Expense Report

Granted Role	Granted Role Description	Privilege
		Review Expense Reimbursement
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment
		Manage Item Catalog
		Manage Item Global Search
		Manage Trading Partner Item Reference
		View Item
		View Item Organization Association
		View Item Relationship
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	View Payables Invoice
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details
		Manage Third Party Bank Account
		View Third Party Bank Account
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Create Performance Document by Worker
		Print Performance Document
		Provide Performance Evaluation Feedback
		Select Feedback Participants
		Track Participant Feedback Status
		View Performance Information on Worker Dashboard
Procurement Requester	Prepares requisitions for themselves.	Cancel Purchase Order as Procurement Requester
		Change Purchase Order as Procurement Requester
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Correct Self-Service Receiving Receipt
		Create Self-Service Receiving Receipt
		Manage Inventory Transfer Order
		Manage Self-Service Receiving Receipt Return
		Monitor Self-Service Receiving Receipt Work Area
		Review Inbound Shipment Details

Granted Role	Granted Role Description	Privilege
		Review Receiving Receipt Summary
		Review Self-Service Receiving Receipt
		View Purchase Order
		View Receiving Receipt Notification
		View Requisition
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.	Create Requisition with Changes to Deliver-to Location
		Create Requisition with Noncatalog Requests
		Create Requisition with One Time Location
		Get Internal Transfer Requesting Organization Price
		Manage Inventory Transfer Order
		Manage Requisition
		View Requisition
Requisition Viewing	View requisition and associated documents.	Review Inbound Shipment Details
		Review Receiving Transaction History
		View Purchase Order as Procurement Requester
		View Requisition
		View Supplier Negotiation
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Add Someone to Social Group
		Create Social Group
		Invite Social Connection
		Invite Someone to Social Group
		Link Social Group
		Manage Kudos
		Manage Message Board
		Manage Social Bookmarks
		Manage Social Connections
		Manage Social Group
		Manage Social Self-descriptive Information
		Unlink Social Group
		View Activity Stream
		View Related Social Groups
Time and Labor Worker	Reports time as a worker.	Access FUSE Time Page
		Access Time Work Area
		Report Time by Calendar
		View Team Schedule
		View Time by Calendar
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as	Check Funds
		Reserve Funds
		Review Budget Impact

Granted Role	Granted Role Description	Privilege
	accounts payable manager.	Review Budget Period Statuses
		Review Budgetary Control Balances
		Review Budgetary Control Transactions
		Transfer Budget Balances to Budget Cubes Continuously
		View Funds Available Balances
Worker Time Card Entry	Reports time by time card, as a worker.	Create Time Card
		Manage Time Cards by Worker
		Search Time Cards
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile
		Define Talent Profile Item
		Manage Model Talent Profile
		Manage Person Talent Profile
		Manage Talent Profile Interest List
		Match Talent Profile
		Update Talent Profile Item
		View Talent Profile

Data Security Policies

Data security policies and their enforcement across analytics application for the abstract role **Contingent Worker**

Business Object	Policy Description	Policy Store Implementation
Application Attachment	A Contingent Worker can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	**Role:** Procurement Requester **Privilege**: Delete Application Attachment **Resource**: Application Attachment
	A Contingent Worker can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier	**Role:** Procurement Requester **Privilege**: Read Application Attachment **Resource**: Application Attachment
	A Contingent Worker can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	**Role:** Procurement Requester **Privilege**: Read Application Attachment **Resource**: Application Attachment
	A Contingent Worker can update application attachment	**Role:** Procurement Requester **Privilege**: Update Application Attachment

Business Object	Policy Description	Policy Store Implementation
	for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	**Resource**: Application Attachment
Application Reference Territory	A Contingent Worker can choose application reference territory for countries in their country security profile	**Role:** Change Person Marital Status **Privilege**: Choose Application Reference Territory (Data) **Resource**: Application Reference Territory
Beneficiary Organization	A Contingent Worker can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Beneficiary Organization
Benefit Covered Dependent	A Contingent Worker can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Benefit Covered Dependent
Benefit Participant Enrollment Action	A Contingent Worker can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Benefit Participant Enrollment Action
Benefit Participant Enrollment Result	A Contingent Worker can review benefit participant enrollment result for themselves	**Role:** Employee Enrollment **Privilege**: Review Benefit Participant Enrollment Result (Data) **Resource**: Benefit Participant Enrollment Result
	A Contingent Worker can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Benefit Participant Enrollment Result
Benefit Participant Rate	A Contingent Worker can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Benefit Participant Rate
Benefit Relation	A Contingent Worker can manage benefit relation for themselves	**Role:** Employee Enrollment **Privilege**: Manage Benefit Relation (Data) **Resource**: Benefit Relation
Cash Advance Approval Note	A Contingent Worker can manage expense report approval note for themselves	**Role:** Expense Entry **Privilege**: Manage Expense Report Approval Note (Data) **Resource**: Cash Advance Approval Note
Corporate Card Transaction Dispute Note	A Contingent Worker can manage expense for themselves	**Role:** Expense Entry **Privilege**: Manage Expense (Data) **Resource**: Corporate Card Transaction Dispute Note
Expense	A Contingent Worker can manage expense for themselves	**Role:** Expense Entry **Privilege**: Manage Expense (Data) **Resource**: Expense
Expense Report	A Contingent Worker can manage expense report for themselves	**Role:** Expense Entry **Privilege**: Manage Expense Report (Data) **Resource**: Expense Report
Expense Report Approval Note	A Contingent Worker can manage expense report	**Role:** Expense Entry **Privilege**: Manage Expense Report Approval

Business Object	Policy Description	Policy Store Implementation
	approval note for themselves	Note (Data) **Resource**: Expense Report Approval Note
HR Job	A Contingent Worker can choose hr job for all jobs in the enterprise	**Role:** Contingent Worker **Privilege**: Choose HR Job (Data) **Resource**: HR Job
Help Topic	A Contingent Worker can view secured custom help content for all secured help content they are authorized	**Role:** View Secured Custom Help **Privilege**: View Secured Custom Help Content **Resource**: Help Topic
Idea	A Contingent Worker can manage idea where they are a member of the idea team	**Role:** Contingent Worker **Privilege**: Manage Product Idea (Data) **Resource**: Idea
	A Contingent Worker can review idea where they are a member of the idea team	**Role:** Contingent Worker **Privilege**: Review Product Idea (Data) **Resource**: Idea
Payment Card	A Contingent Worker can view employee credit card for any employee corporate cards in the enterprise	**Role:** Payee Bank Account Management **Privilege**: View Employee Credit Card (Data) **Resource**: Payment Card
Performance Document	A Contingent Worker can view performance summary for themselves	**Role:** View Performance Summary **Privilege**: View Performance Summary (Data) **Resource**: Performance Document
Performance Goal	A Contingent Worker can manage performance goal by worker for themselves	**Role:** Manage Performance Goal by Worker **Privilege**: Manage Performance Goal by Worker (Data) **Resource**: Performance Goal
Person	A Contingent Worker can change person address for themselves	**Role:** Change Person Address **Privilege**: Change Person Address (Data) **Resource**: Person
	A Contingent Worker can change person marital status for themselves	**Role:** Change Person Marital Status **Privilege**: Change Person Marital Status (Data) **Resource**: Person
	A Contingent Worker can compare person for themselves	**Role:** Compare HCM Information **Privilege**: Compare Person (Data) **Resource**: Person
	A Contingent Worker can manage person citizenship for themselves	**Role:** Manage Person Citizenship **Privilege**: Manage Person Citizenship (Data) **Resource**: Person
	A Contingent Worker can manage person driver license for themselves	**Role:** Manage Person Driver License **Privilege**: Manage Person Driver License (Data) **Resource**: Person
	A Contingent Worker can manage person ethnicity for themselves	**Role:** Manage Person Ethnicity **Privilege**: Manage Person Ethnicity (Data) **Resource**: Person
	A Contingent Worker can manage person passport for themselves	**Role:** Manage Person Passport **Privilege**: Manage Person Passport (Data) **Resource**: Person
	A Contingent Worker can manage person religion for themselves	**Role:** Manage Person Religion **Privilege**: Manage Person Religion (Data) **Resource**: Person
	A Contingent Worker can manage person visa or permit	**Role:** Manage Person Visa or Permit **Privilege**: Manage Person Visa or Permit

Business Object	Policy Description	Policy Store Implementation
	for themselves	(Data) **Resource**: Person
	A Contingent Worker can manage worker public portrait for themselves	**Role:** View Portrait Personal Information Card **Privilege**: Manage Worker Public Portrait (Data) **Resource**: Person
	A Contingent Worker can print worker portrait for themselves	**Role:** Print Worker Portrait **Privilege**: Print Worker Portrait (Data) **Resource**: Person
	A Contingent Worker can report person for themselves	**Role:** Contingent Worker **Privilege**: Report Person (Data) **Resource**: Person
	A Contingent Worker can share worker information for themselves	**Role:** Manage Worker Information Sharing **Privilege**: Share Worker Information (Data) **Resource**: Person
	A Contingent Worker can view worker availability portrait card for themselves	**Role:** View Portrait Availability Card **Privilege**: View Worker Availability Portrait Card (Data) **Resource**: Person
	A Contingent Worker can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile	**Role:** Portrait Current and Completed Tasks **Privilege**: View Worker Current and Completed Tasks Portrait Card (Data) **Resource**: Person
	A Contingent Worker can view worker current and completed tasks portrait card for themselves	**Role:** Portrait Current and Completed Tasks **Privilege**: View Worker Current and Completed Tasks Portrait Card (Data) **Resource**: Person
	A Contingent Worker can view worker personal and employment portrait card for themselves	**Role:** View Portrait Personal Information Card **Privilege**: View Worker Personal and Employment Portrait Card (Data) **Resource**: Person
Person Absence Entry	A Contingent Worker can maintain self service absence record for people and assignments in their person and assignment security profile	**Role:** Maintain Absence Records **Privilege**: Maintain Self Service Absence Record (Data) **Resource**: Person Absence Entry
	A Contingent Worker can maintain self service absence record for themselves	**Role:** Maintain Absence Records **Privilege**: Maintain Self Service Absence Record (Data) **Resource**: Person Absence Entry
Person Address	A Contingent Worker can manage person private address details for themselves	**Role:** View Portrait Personal Information Card **Privilege**: Manage Person Private Address Details (Data) **Resource**: Person Address
Person Assignment	A Contingent Worker can choose person assignment for persons and assignments in their person and assignment security profile	**Role:** Contingent Worker **Privilege**: View Person Assignment (Data) **Resource**: Person Assignment
Person Communication Method	A Contingent Worker can manage person communication method for themselves	**Role:** Person Communication Methods Management **Privilege**: Manage Person Communication Method (Data) **Resource**: Person Communication Method

Business Object	Policy Description	Policy Store Implementation
	A Contingent Worker can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile	**Role:** Person Communication Methods View **Privilege**: View Person Communication Method (Data) **Resource**: Person Communication Method
Person Contact Relationship	A Contingent Worker can manage person contact details for themselves	**Role:** View Portrait Personal Information Card **Privilege**: Manage Person Contact Details (Data) **Resource**: Person Contact Relationship
	A Contingent Worker can manage person private contact details for themselves	**Role:** View Portrait Personal Information Card **Privilege**: Manage Person Private Contact Details (Data) **Resource**: Person Contact Relationship
Person Disability	A Contingent Worker can manage person disability for themselves	**Role:** Manage Person Disability by Worker **Privilege**: Manage Person Disability (Data) **Resource**: Person Disability
Person Documentation	A Contingent Worker can manage person documentation for document types in their document types security profile for themselves	**Role:** Manage Person Documentation by Worker **Privilege**: Manage Person Documentation (Data) **Resource**: Person Documentation
Person Email	A Contingent Worker can manage person email for themselves	**Role:** Person Communication Methods Management **Privilege**: Manage Person Email (Data) **Resource**: Person Email
	A Contingent Worker can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile	**Role:** Person Communication Methods View **Privilege**: View Person Email (Data) **Resource**: Person Email
Person Image	A Contingent Worker can manage person image for themselves	**Role:** Manage Person Image **Privilege**: Manage Person Image (Data) **Resource**: Person Image
	A Contingent Worker can view person image for themselves	**Role:** Manage Person Image **Privilege**: View Person Image (Data) **Resource**: Person Image
Person Life Event	A Contingent Worker can manage person life event for themselves	**Role:** Employee Enrollment **Privilege**: Manage Person Life Event (Data) **Resource**: Person Life Event
Person Name	A Contingent Worker can change person name for themselves	**Role:** Manage Person Name **Privilege**: Change Person Name (Data) **Resource**: Person Name
Person National Identifier	A Contingent Worker can view person national identifier for themselves	**Role:** Person National Identifier View **Privilege**: View Person National Identifier (Data) **Resource**: Person National Identifier
Person Phone	A Contingent Worker can manage person phone for themselves	**Role:** Person Communication Methods Management **Privilege**: Manage Person Phone (Data) **Resource**: Person Phone
	A Contingent Worker can view person phone for work phone numbers and private phone	**Role:** Person Communication Methods View **Privilege**: View Person Phone (Data) **Resource**: Person Phone

Business Object	Policy Description	Policy Store Implementation
	numbers granted to the user for persons in their person and assignment security profile	
Person Plan Accrual	A Contingent Worker can view accrual plan balance for people and assignments in their person and assignment security profile	**Role:** View Accrual Type Absence Plan Balance **Privilege**: View Accrual Plan Balance (Data) **Resource**: Person Plan Accrual
	A Contingent Worker can view accrual plan balance for themselves	**Role:** View Accrual Type Absence Plan Balance **Privilege**: View Accrual Plan Balance (Data) **Resource**: Person Plan Accrual
Plan Beneficiary Designation	A Contingent Worker can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Plan Beneficiary Designation
Portrait Private Note	A Contingent Worker can manage portrait private note for themselves	**Role:** Contingent Worker **Privilege**: Manage Portrait Private Note (Data) **Resource**: Portrait Private Note
Position	A Contingent Worker can choose position for positions in their position security profile	**Role:** Compare HCM Information **Privilege**: Choose Position (Data) **Resource**: Position
		Role: Contingent Worker **Privilege**: Choose Position (Data) **Resource**: Position
Primary Care Provider	A Contingent Worker can define plan primary care provider for themselves	**Role:** Employee Enrollment **Privilege**: Define Plan Primary Care Provider (Data) **Resource**: Primary Care Provider
Public Person	A Contingent Worker can choose public person for all workers in the enterprise	**Role:** Procurement Requester **Privilege**: Choose Public Person (Data) **Resource**: Public Person
	A Contingent Worker can choose public person for persons and assignments in their person and assignment security profile	**Role:** Contingent Worker **Privilege**: Choose Public Person (Data) **Resource**: Public Person
	A Contingent Worker can search person deferred for persons and assignments in their person and assignment security profile	**Role:** Access Person Gallery **Privilege**: Search Person Deferred (Data) **Resource**: Public Person
	A Contingent Worker can view person deferred for persons and assignments in their person and assignment security profile	**Role:** Use User Details Service **Privilege**: View Person Deferred (Data) **Resource**: Public Person
	A Contingent Worker can view worker contact portrait card for themselves	**Role:** View Portrait Contact Card **Privilege**: View Worker Contact Portrait Card (Data) **Resource**: Public Person
Requisition	A Contingent Worker can manage requisition for themselves for the business units for which they are authorized	**Role:** Procurement Requester **Privilege**: Manage Requisition (Data) **Resource**: Business Unit
		Role: Requisition Self Service User **Privilege**: Manage Requisition (Data) **Resource**: Business Unit

Business Object	Policy Description	Policy Store Implementation
	A Contingent Worker can manage requisition for themselves for the financial business unit associated with their primary assignment	**Role:** Requisition Self Service User **Privilege**: Manage Requisition (Data) **Resource**: Business Unit
Salary	A Contingent Worker can view worker compensation portrait card for themselves	**Role:** View Compensation Details for Worker **Privilege**: View Worker Compensation Portrait Card (Data) **Resource**: Salary
Talent Profile	A Contingent Worker can edit person career planning for themselves	**Role:** Edit Person Career Planning **Privilege**: Edit Person Career Planning (Data) **Resource**: Talent Profile
	A Contingent Worker can edit person skills and qualifications for themselves	**Role:** Edit Person Skills and Qualifications **Privilege**: Edit Person Skills and Qualifications (Data) **Resource**: Talent Profile
	A Contingent Worker can match talent profile person for themselves	**Role:** Workforce Profile Worker **Privilege**: Match Talent Profile Person (Data) **Resource**: Talent Profile
	A Contingent Worker can view person career planning for people and assignments in their public person and assignment security profile	**Role:** View Person Career Planning **Privilege**: View Person Career Planning (Data) **Resource**: Talent Profile
	A Contingent Worker can view person skills and qualifications for people and assignments in their public person and assignment security profile	**Role:** View Person Skills and Qualifications **Privilege**: View Person Skills and Qualifications (Data) **Resource**: Talent Profile
	A Contingent Worker can view talent profile model for jobs in their job security profile	**Role:** Workforce Profile Worker **Privilege**: View Talent Profile Model (Data) **Resource**: Talent Profile
	A Contingent Worker can view talent profile person for themselves	**Role:** Workforce Profile Worker **Privilege**: View Talent Profile Person (Data) **Resource**: Talent Profile
Talent Profile Item	A Contingent Worker can view talent profile item worker for themselves	**Role:** Workforce Profile Worker **Privilege**: View Talent Profile Item Worker (Data) **Resource**: Talent Profile Item
Time Record Group Summary	A Contingent Worker can manage time cards for themselves	**Role:** Worker Time Card Entry **Privilege**: Manage Time Cards (Data) **Resource**: Time Record Group Summary
Total Compensation Statement	A Contingent Worker can view total compensation statement already generated for themselves	**Role:** View Total Compensation Statements **Privilege**: View Total Compensation Statement Already Generated (Data) **Resource**: Total Compensation Statement
Trading Community Org Address Email Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address Email Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address

Business Object	Policy Description	Policy Store Implementation
		Email Contact Preference
Trading Community Org Address Phone Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address Phone Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address Phone Contact Preference
Trading Community Organization Address Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Address Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Address Contact Preference
Trading Community Organization Email Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Email Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Email Contact Preference
Trading Community Organization Party	A Contingent Worker can view trading community organization for all organizations in the enterprise	**Role:** Expense Entry **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
		Role: Payables Invoice Inquiry **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
		Role: Payee Bank Account Management **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
		Role: Procurement Requester **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
Trading Community Organization Phone Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization

Business Object	Policy Description	Policy Store Implementation
	preferences not of type legal.	Phone Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Phone Contact Preference
Trading Community Party	A Contingent Worker can view trading community contact for all trading community persons in the enterprise except contacts created by partners.	**Role:** Procurement Requester **Privilege**: View Trading Community Contact (Data) **Resource**: Trading Community Party
	A Contingent Worker can view trading community person for all people in the enterprise	**Role:** Expense Entry **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Payables Invoice Inquiry **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Payee Bank Account Management **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Procurement Requester **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
	A Contingent Worker can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	**Role:** Expense Entry **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Procurement Requester **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
	A Contingent Worker can view trading community person for all resources in the enterprise	**Role:** Expense Entry **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Procurement Requester **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
Trading Community Person Address Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Address Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Address Contact Preference
Trading Community Person Address Phone	A Contingent Worker can manage trading community	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
Contact Preference	legal contact preference for all trading community contact preferences not of type legal.	Contact Preference (Data) **Resource**: Trading Community Person Address Phone Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Address Phone Contact Preference
Trading Community Person Email Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Email Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Email Contact Preference
Trading Community Person Phone Contact Preference	A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Phone Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Phone Contact Preference
Trading Community Relationship	A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise	**Role:** Procurement Requester **Privilege**: View Trading Community Relationship (Data) **Resource**: Trading Community Relationship
	A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners	**Role:** Procurement Requester **Privilege**: View Trading Community Relationship (Data) **Resource**: Trading Community Relationship
		Role: Requisition Self Service User **Privilege**: View Trading Community Relationship (Data) **Resource**: Trading Community Relationship
User Role	A Contingent Worker can self request roles for themselves	**Role:** Manage My Account **Privilege**: Self Request Roles (Data) **Resource**: User Role
	A Contingent Worker can view own account details for themselves	**Role:** Manage My Account **Privilege**: View Own Account Details (Data) **Resource**: User Role
Variable Compensation Allocation	A Contingent Worker can manage variable compensation allocation by worker for themselves	**Role:** Manage Personal Compensation **Privilege**: Manage Variable Compensation Allocation by Worker (Data) **Resource**: Variable Compensation Allocation
Work Relationship	A Contingent Worker can submit resignation for themselves	**Role:** Submit Resignation **Privilege**: Submit Resignation (Data) **Resource**: Work Relationship
	A Contingent Worker can view employment information	**Role:** View Employment Information Summary

Business Object	Policy Description	Policy Store Implementation
	summary for themselves	**Privilege**: View Employment Information Summary (Data) **Resource**: Work Relationship
Worker	A Contingent Worker can choose worker for people and assignments in their person and assignment security profile	**Role:** Contingent Worker **Privilege**: Choose Worker (Data) **Resource**: Worker
	A Contingent Worker can compare worker employment information for themselves	**Role:** Compare HCM Information **Privilege**: Compare Worker Employment Information (Data) **Resource**: Worker
	A Contingent Worker can review worker availability for themselves	**Role:** View Portrait Availability Card **Privilege**: Review Worker Availability (Data) **Resource**: Worker

Abstract Role: Employee

Identifies the person as an employee.

Duties

Duties assigned directly and indirectly to the abstract role **Employee**

Duty Role	Description
Attachments User	UCM application role for access to attachments using the integrated user interface or the standalone product.
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web catalog. The role allows authoring within Business Intellgence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Business Intelligence Consumer	A role required to allow reporting from Business Intellgence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.
CRM Stage Write	Allows uploading CRM content to stage area on content server
Canadian Employee	Allows an employee within a CA legal employer to access CA specific tasks.
Employee Enrollment	Manages employee enrollments.
Expense Entry	Creates and updates expense items and expense reports.
FSCM Load Interface Administration	Manages load interface file for import
Item Inquiry	Queries and views items in the enterprise.
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.
Payee Bank Account Management	Manages supplier bank accounts and other payment details.
Performance Management Worker	Adds content to rate to performance document and evaluates self.
Person Communication Methods Management	Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait.
Person Communication Methods View	Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait.
Person National Identifier View	Grants access to persons to view national identifier.
Portrait Current and Completed Tasks	Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests.
Procurement Analysis Currency Preference	This role is used to get the supported currencies in Procurement and Spend Analysis module.
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.
Requester Analysis	Duty role with limited access to view and analyze procurement cycle times related to requisitions processing within the Requisition BU that requester belongs to
Requisition Business Unit Data Security	This role is used for Requisition Business Unit data security in the data warehouse
Requisition Self Service User	Manages requisitions including creating, searching, and viewing

Duty Role	Description
	requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.
Requisition Viewing	View requisition and associated documents.
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.
Time and Labor Worker	Reports time as a worker.
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.
View Secured Custom Help	Views custom help containing the security lookup value Secured.
Worker Time Card Entry	Reports time by time card, as a worker.
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.

Role Hierarchy

Roles inherited directly and indirectly by the abstract role **Employee**

Inherited Roles
Employee
Access Person Gallery
Access Portrait Payslip
Access Portrait Personal Payment Method
Attachments User
CRM Stage Write
Business Intelligence Consumer
Canadian Employee
Change Person Address
Change Person Marital Status
Compare HCM Information
Edit Person Career Planning
Edit Person Skills and Qualifications
Employee Enrollment
Expense Entry
Business Intelligence Consumer
Payee Bank Account Management
FSCM Load Interface Administration
Indian Employee Portrait Gallery
Maintain Absence Records
Manage My Account
Manage Performance Goal by Worker
Manage Person Citizenship
Manage Person Disability by Worker
Manage Person Documentation by Worker
Manage Person Driver License
Manage Person Ethnicity
Manage Person Image
Manage Person Name
Manage Person Passport
Manage Person Religion
Manage Person Visa or Permit
Manage Personal Compensation
Manage Personal Payment Method

Inherited Roles
Manage Worker Information Sharing
Payee Bank Account Management
FSCM Load Interface Administration
Performance Management Worker
View Performance Summary
Person Communication Methods Management
Person Communication Methods View
Person National Identifier View
Portrait Benefits
Portrait Current and Completed Tasks
Print Worker Portrait
Procurement Requester
Business Intelligence Applications Worker
Business Intelligence Applications Analysis
Payables Invoice Inquiry
Receiving Management Requester
Item Inquiry
Requester Analysis
Business Intelligence Authoring
Procurement Analysis Currency Preference
Requisition Business Unit Data Security
Requisition Self Service User
Requisition Viewing
Payables Invoice Inquiry
Transaction Entry with Budgetary Control
Business Intelligence Consumer
Social Connection Worker
Submit Resignation
Time and Labor Worker
Worker Time Card Entry
US Employee Portrait Gallery
Use User Details Service
View Accrual Type Absence Plan Balance
View Chinese Accounts
View Compensation Details for Worker
View Employment Information Summary
View Payslip
View Person Career Planning
View Person Skills and Qualifications
View Portrait Availability Card
View Portrait Contact Card
View Portrait Personal Information Card
View Portrait User Account Details Card
View Secured Custom Help
View Total Compensation Statements
Workforce Profile Worker

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the abstract role **Employee**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Access Portrait Payslip	Grants access to a person's own payslip in the

Aggregate Privilege	Description
	portrait.
Access Portrait Personal Payment Method	Grants access to a person's payment methods in the portrait.
Change Person Address	Grants access to persons to manage their own address data.
Change Person Marital Status	Grants access to a person to manage their own marital status and related data.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Indian Employee Portrait Gallery	Allows an employee within an Indian legal employer to submit their tax investment declaration.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage My Account	Manages worker roles.
Manage Performance Goal by Worker	Manages worker's own performance goals.
Manage Person Citizenship	Grants access to persons to manage their own citizenship.
Manage Person Disability by Worker	Allows worker to manage their own disability information.
Manage Person Documentation by Worker	Grants access to persons to manage their own document data.
Manage Person Driver License	Grants access to persons to manage their own driver licenses.
Manage Person Ethnicity	Grants access to persons to manage their own ethnicity.
Manage Person Image	Manages Person Image
Manage Person Name	Maintains persons' name related attributes.
Manage Person Passport	Grants access to persons to manage their own passports.
Manage Person Religion	Grants access to persons to manage their own religion.
Manage Person Visa or Permit	Grants access to persons to manage their own visas and permits.
Manage Personal Compensation	Manages contributions made toward savings and contribution type plans.
Manage Personal Payment Method	Manages payment methods used to pay a person and defines how the payments are split if multiple payment methods are specified.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Portrait Benefits	Views benefits data for a worker in the portrait.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Submit Resignation	Allows worker to submit their own resignation.
Use User Details Service	Creates or updates users during person synchronizations.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Chinese Accounts	Allows an employee within a Chinese legal employer to view their PHF and social insurance account numbers.
View Compensation Details for Worker	Views compensation data for a worker.
View Employment Information Summary	Grants access to view a worker's employment

Aggregate Privilege	Description
	information summary.
View Payslip	Views payslips.
View Performance Summary	Allows viewing of workers performance summary information.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Personal Information Card	Grants access to a person's own personal and employment information in the portrait.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Total Compensation Statements	Views generated total compensation statements for individuals within their security profile.

Privileges

Privileges granted to duties of the abstract role **Employee**.

Granted Role	Granted Role Description	Privilege
Canadian Employee	Allows an employee within a CA legal employer to access CA specific tasks.	Manage Canadian Personal Tax Credits
		View Canadian End of Year Tax Form
Employee	Identifies the person as an employee.	Absence Entry Using Calendar
		Access Competition Page
		Access FUSE Directory Page
		Access FUSE Performance and Career Planning Page
		Access FUSE Personal Information Page
		Access FUSE Time Page
		Access Oracle Taleo Recruiting Cloud Service
		Access Tap Application
		Approve Transactions
		Create Product Idea
		Enter Project Unprocessed Expenditure Batch
		Launch Oracle Social Network
		Manage Development Goal
		Manage Favorite Colleagues
		Manage Goal Management Notifications
		Manage Mentorship
		Manage My Contact

Granted Role	Granted Role Description	Privilege
		Information Mobile
		Manage My Documents Mobile
		Manage My Personal Information Mobile
		Manage My Portrait Work Area
		Manage My Wellness
		Manage Performance Goal
		Manage Product Idea
		Manage Reputation Overview
		Manage Reputation Scores
		Manage Social Roles
		Record and View Issue
		Report Time by Web Clock
		Review Product Ideas
		View Notification Details
		View Performance Goal
		View Team Schedule
		View Time by Calendar
Employee Enrollment	Manages employee enrollments.	Define Benefit Participant Enrollment Result
		Elect Benefits
		Maintain Plan Beneficiary Designation
		Maintain Primary Care Provider
		Review Benefit Participant Enrollment Result
Expense Entry	Creates and updates expense items and expense reports.	Manage Bank Account for Expense Reimbursement
		Manage Expense Report
		Review Expense Reimbursement
FSCM Load Interface Administration	Manages load interface file for import	Load File to Interface
		Load Interface File for Import
		Manage File Import and Export
		Transfer File
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment
		Manage Item Catalog
		Manage Item Global Search
		Manage Trading Partner Item Reference
		View Item
		View Item Organization Association
		View Item Relationship
Payables Invoice Inquiry	Views Oracle Fusion Payables invoices.	View Payables Invoice
Payee Bank Account Management	Manages supplier bank accounts and other payment details.	Import Supplier Bank Accounts
		Manage External Payee Payment Details

Granted Role	Granted Role Description	Privilege
		Manage Third Party Bank Account
		View Third Party Bank Account
Performance Management Worker	Adds content to rate to performance document and evaluates self.	Create Performance Document by Worker
		Print Performance Document
		Provide Performance Evaluation Feedback
		Select Feedback Participants
		Track Participant Feedback Status
		View Performance Information on Worker Dashboard
Procurement Requester	Prepares requisitions for themselves.	Cancel Purchase Order as Procurement Requester
		Change Purchase Order as Procurement Requester
Receiving Management Requester	Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.	Correct Self-Service Receiving Receipt
		Create Self-Service Receiving Receipt
		Manage Inventory Transfer Order
		Manage Self-Service Receiving Receipt Return
		Monitor Self-Service Receiving Receipt Work Area
		Review Inbound Shipment Details
		Review Receiving Receipt Summary
		Review Self-Service Receiving Receipt
		View Purchase Order
		View Receiving Receipt Notification
		View Requisition
Requisition Self Service User	Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.	Create Requisition with Changes to Deliver-to Location
		Create Requisition with Noncatalog Requests
		Create Requisition with One Time Location
		Get Internal Transfer Requesting Organization Price
		Manage Inventory Transfer Order
		Manage Requisition
		View Requisition

Granted Role	Granted Role Description	Privilege
Requisition Viewing	View requisition and associated documents.	Review Inbound Shipment Details
		Review Receiving Transaction History
		View Purchase Order as Procurement Requester
		View Requisition
		View Supplier Negotiation
Social Connection Worker	Performs all Oracle Fusion Social Connection employee duties.	Add Someone to Social Group
		Create Social Group
		Invite Social Connection
		Invite Someone to Social Group
		Link Social Group
		Manage Kudos
		Manage Message Board
		Manage Social Bookmarks
		Manage Social Connections
		Manage Social Group
		Manage Social Self-descriptive Information
		Unlink Social Group
		View Activity Stream
		View Related Social Groups
Time and Labor Worker	Reports time as a worker.	Access FUSE Time Page
		Access Time Work Area
		Report Time by Calendar
		View Team Schedule
		View Time by Calendar
Transaction Entry with Budgetary Control	Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.	Check Funds
		Reserve Funds
		Review Budget Impact
		Review Budget Period Statuses
		Review Budgetary Control Balances
		Review Budgetary Control Transactions
		Transfer Budget Balances to Budget Cubes Continuously
		View Funds Available Balances
US Employee Portrait Gallery	Allows an employee within a US legal employer to access US specific tasks.	Update US W-4
		View US End of Year Tax Form
		View US End-of-Year 1095-C Form
Worker Time Card Entry	Reports time by time card, as a worker.	Create Time Card
		Manage Time Cards by Worker
		Search Time Cards
Workforce Profile Worker	Performs workforce profile duties as an employee or contingent worker.	Define Talent Profile
		Define Talent Profile Item
		Manage Model Talent

Granted Role	Granted Role Description	Privilege
		Profile
		Manage Person Talent Profile
		Manage Talent Profile Interest List
		Match Talent Profile
		Update Talent Profile Item
		View Talent Profile

Data Security Policies

Data security policies and their enforcement across analytics application for the abstract role **Employee**

Business Object	Policy Description	Policy Store Implementation
Application Attachment	An Employee can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	**Role:** Procurement Requester **Privilege**: Delete Application Attachment **Resource**: Application Attachment
	An Employee can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier	**Role:** Procurement Requester **Privilege**: Read Application Attachment **Resource**: Application Attachment
	An Employee can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	**Role:** Procurement Requester **Privilege**: Read Application Attachment **Resource**: Application Attachment
	An Employee can update application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables	**Role:** Procurement Requester **Privilege**: Update Application Attachment **Resource**: Application Attachment
Application Reference Territory	An Employee can choose application reference territory for countries in their country security profile	**Role:** Change Person Marital Status **Privilege**: Choose Application Reference Territory (Data) **Resource**: Application Reference Territory
Beneficiary Organization	An Employee can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Beneficiary Organization
Benefit Covered Dependent	An Employee can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Benefit Covered Dependent
Benefit Participant Enrollment Action	An Employee can view worker benefits portrait card for	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card

Business Object	Policy Description	Policy Store Implementation
	themselves	(Data) **Resource**: Benefit Participant Enrollment Action
Benefit Participant Enrollment Result	An Employee can review benefit participant enrollment result for themselves	**Role:** Employee Enrollment **Privilege**: Review Benefit Participant Enrollment Result (Data) **Resource**: Benefit Participant Enrollment Result
	An Employee can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Benefit Participant Enrollment Result
Benefit Participant Rate	An Employee can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Benefit Participant Rate
Benefit Relation	An Employee can manage benefit relation for themselves	**Role:** Employee Enrollment **Privilege**: Manage Benefit Relation (Data) **Resource**: Benefit Relation
Cash Advance Approval Note	An Employee can manage expense report approval note for themselves	**Role:** Expense Entry **Privilege**: Manage Expense Report Approval Note (Data) **Resource**: Cash Advance Approval Note
Corporate Card Transaction Dispute Note	An Employee can manage expense for themselves	**Role:** Expense Entry **Privilege**: Manage Expense (Data) **Resource**: Corporate Card Transaction Dispute Note
Expense	An Employee can manage expense for themselves	**Role:** Expense Entry **Privilege**: Manage Expense (Data) **Resource**: Expense
Expense Report	An Employee can manage expense report for themselves	**Role:** Expense Entry **Privilege**: Manage Expense Report (Data) **Resource**: Expense Report
Expense Report Approval Note	An Employee can manage expense report approval note for themselves	**Role:** Expense Entry **Privilege**: Manage Expense Report Approval Note (Data) **Resource**: Expense Report Approval Note
HR Job	A Employee can choose hr job for all jobs in the enterprise	**Role:** Employee **Privilege**: Choose HR Job (Data) **Resource**: HR Job
Help Topic	An Employee can view secured custom help content for all secured help content they are authorized	**Role:** View Secured Custom Help **Privilege**: View Secured Custom Help Content **Resource**: Help Topic
Idea	A Employee can manage idea where they are a member of the idea team	**Role:** Employee **Privilege**: Manage Product Idea (Data) **Resource**: Idea
	A Employee can review idea where they are a member of the idea team	**Role:** Employee **Privilege**: Review Product Idea (Data) **Resource**: Idea
Item	A Employee can maintain item for the items they have access to in item and inventory	**Role:** Employee **Privilege**: Maintain Item Asset Maintenance Group (Data)

Business Object	Policy Description	Policy Store Implementation
	organizations	**Resource**: Item
		Role: Employee **Privilege**: Maintain Item Attribute (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Basic (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Costing Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item General Planning Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Inventory Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Invoicing Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Lead Times Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item MRP and MPS Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Order Management Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Pack (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item People (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Physical Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Primary Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Process Manufacturing Group (Data) **Resource**: Item
		Role: Employee

Business Object	Policy Description	Policy Store Implementation
		Privilege: Maintain Item Purchasing Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Receiving Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Revision (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Service Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Structure (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Structure Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Web Option Group (Data) **Resource**: Item
		Role: Employee **Privilege**: Maintain Item Work in Process Group (Data) **Resource**: Item
	A Employee can view item for the items they have access to in item and inventory organizations	**Role:** Employee **Privilege**: View Item Attribute (Data) **Resource**: Item
		Role: Employee **Privilege**: View Item Basic (Data) **Resource**: Item
		Role: Employee **Privilege**: View Item Pack (Data) **Resource**: Item
		Role: Employee **Privilege**: View Item Structure (Data) **Resource**: Item
Item Catalog	A Employee can administrator item catalog for the catalogs they have access to	**Role:** Employee **Privilege**: Administrate Catalog (Data) **Resource**: Item Catalog
	A Employee can maintain item catalog for the catalogs they have access to	**Role:** Employee **Privilege**: Maintain Catalog (Data) **Resource**: Item Catalog
	A Employee can view item catalog for the catalogs they have access to	**Role:** Employee **Privilege**: View Catalog (Data) **Resource**: Item Catalog
Item Category	A Employee can maintain item category for the categories they have access to	**Role:** Employee **Privilege**: Maintain Category (Data) **Resource**: Item Category
	A Employee can view item category for the categories they	**Role:** Employee **Privilege**: View Category (Data)

Business Object	Policy Description	Policy Store Implementation
	have access to	**Resource**: Item Category
Payment Card	An Employee can view employee credit card for any employee corporate cards in the enterprise	**Role:** Payee Bank Account Management **Privilege**: View Employee Credit Card (Data) **Resource**: Payment Card
Payroll Archive Information	An Employee can view worker payslip portrait card for themselves	**Role:** Access Portrait Payslip **Privilege**: View Worker Payslip Portrait Card (Data) **Resource**: Payroll Archive Information
Payroll Personal Deduction	An Employee can manage canadian personal tax credits for themselves if they are employed by a ca legal employer	**Role:** Canadian Employee **Privilege**: Manage Canadian Personal Tax Credits (Data) **Resource**: Payroll Personal Deduction
	An Employee can update US W-4 for themselves if they are employed by a US legal employer	**Role:** US Employee Portrait Gallery **Privilege**: Update US W-4 (Data) **Resource**: Payroll Personal Deduction
	An Employee can view canadian end of year tax form for themselves if they are employed by a ca legal employer	**Role:** Canadian Employee **Privilege**: View Canadian End of Year Tax Form (Data) **Resource**: Payroll Personal Deduction
	An Employee can view chinese accounts for themselves if they are employed by a chinese legal employer	**Role:** View Chinese Accounts **Privilege**: View Chinese Accounts (Data) **Resource**: Payroll Personal Deduction
	An Employee can view indian tax investment declaration for themselves if they are employed by an indian legal employer	**Role:** Indian Employee Portrait Gallery **Privilege**: View Indian Tax Investment Declaration **Resource**: Payroll Personal Deduction
	An Employee can view us end of year tax form for themselves if they are employed by a us legal employer	**Role:** US Employee Portrait Gallery **Privilege**: View US End of Year Tax Form (Data) **Resource**: Payroll Personal Deduction
Payroll Relationship	An Employee can manage payroll person process results for themselves	**Role:** View Payslip **Privilege**: Manage Payroll Person Process Results (Data) **Resource**: Payroll Relationship
	An Employee can manage payroll relationship for themselves	**Role:** Manage Personal Payment Method **Privilege**: Manage Payroll Relationship (Data) **Resource**: Payroll Relationship
	An Employee can view payroll relationship for themselves	**Role:** Manage Personal Payment Method **Privilege**: View Payroll Relationship (Data) **Resource**: Payroll Relationship
	An Employee can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security	**Role:** View Payslip **Privilege**: View Person Payroll Process Results (Data) **Resource**: Payroll Relationship

Business Object	Policy Description	Policy Store Implementation
	profile	
Performance Document	An Employee can view performance summary for themselves	**Role:** View Performance Summary **Privilege**: View Performance Summary (Data) **Resource**: Performance Document
Performance Goal	An Employee can manage performance goal by worker for themselves	**Role:** Manage Performance Goal by Worker **Privilege**: Manage Performance Goal by Worker (Data) **Resource**: Performance Goal
Person	A Employee can report person for themselves	**Role:** Employee **Privilege**: Report Person (Data) **Resource**: Person
	An Employee can change person address for themselves	**Role:** Change Person Address **Privilege**: Change Person Address (Data) **Resource**: Person
	An Employee can change person marital status for themselves	**Role:** Change Person Marital Status **Privilege**: Change Person Marital Status (Data) **Resource**: Person
	An Employee can compare person for themselves	**Role:** Compare HCM Information **Privilege**: Compare Person (Data) **Resource**: Person
	An Employee can manage person citizenship for themselves	**Role:** Manage Person Citizenship **Privilege**: Manage Person Citizenship (Data) **Resource**: Person
	An Employee can manage person driver license for themselves	**Role:** Manage Person Driver License **Privilege**: Manage Person Driver License (Data) **Resource**: Person
	An Employee can manage person ethnicity for themselves	**Role:** Manage Person Ethnicity **Privilege**: Manage Person Ethnicity (Data) **Resource**: Person
	An Employee can manage person passport for themselves	**Role:** Manage Person Passport **Privilege**: Manage Person Passport (Data) **Resource**: Person
	An Employee can manage person religion for themselves	**Role:** Manage Person Religion **Privilege**: Manage Person Religion (Data) **Resource**: Person
	An Employee can manage person visa or permit for themselves	**Role:** Manage Person Visa or Permit **Privilege**: Manage Person Visa or Permit (Data) **Resource**: Person
	An Employee can manage worker public portrait for themselves	**Role:** View Portrait Personal Information Card **Privilege**: Manage Worker Public Portrait (Data) **Resource**: Person
	An Employee can print worker portrait for themselves	**Role:** Print Worker Portrait **Privilege**: Print Worker Portrait (Data) **Resource**: Person
	An Employee can share worker information for themselves	**Role:** Manage Worker Information Sharing **Privilege**: Share Worker Information (Data) **Resource**: Person
	An Employee can view us end-of-year 1095-c form for themselves if they are	**Role:** US Employee Portrait Gallery **Privilege**: View US End-of-Year 1095-C Form (Data)

Business Object	Policy Description	Policy Store Implementation
	employed by a us legal employer	**Resource**: Person
	An Employee can view worker availability portrait card for themselves	**Role:** View Portrait Availability Card **Privilege**: View Worker Availability Portrait Card (Data) **Resource**: Person
	An Employee can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile	**Role:** Portrait Current and Completed Tasks **Privilege**: View Worker Current and Completed Tasks Portrait Card (Data) **Resource**: Person
	An Employee can view worker current and completed tasks portrait card for themselves	**Role:** Portrait Current and Completed Tasks **Privilege**: View Worker Current and Completed Tasks Portrait Card (Data) **Resource**: Person
	An Employee can view worker personal and employment portrait card for themselves	**Role:** View Portrait Personal Information Card **Privilege**: View Worker Personal and Employment Portrait Card (Data) **Resource**: Person
Person Absence Entry	An Employee can maintain self service absence record for people and assignments in their person and assignment security profile	**Role:** Maintain Absence Records **Privilege**: Maintain Self Service Absence Record (Data) **Resource**: Person Absence Entry
	An Employee can maintain self service absence record for themselves	**Role:** Maintain Absence Records **Privilege**: Maintain Self Service Absence Record (Data) **Resource**: Person Absence Entry
Person Address	An Employee can manage person private address details for themselves	**Role:** View Portrait Personal Information Card **Privilege**: Manage Person Private Address Details (Data) **Resource**: Person Address
Person Assignment	A Employee can choose person assignment for persons and assignments in their person and assignment security profile	**Role:** Employee **Privilege**: View Person Assignment (Data) **Resource**: Person Assignment
Person Communication Method	An Employee can manage person communication method for themselves	**Role:** Person Communication Methods Management **Privilege**: Manage Person Communication Method (Data) **Resource**: Person Communication Method
	An Employee can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile	**Role:** Person Communication Methods View **Privilege**: View Person Communication Method (Data) **Resource**: Person Communication Method
Person Contact Relationship	An Employee can manage person contact details for themselves	**Role:** View Portrait Personal Information Card **Privilege**: Manage Person Contact Details (Data) **Resource**: Person Contact Relationship
	An Employee can manage person private contact details for themselves	**Role:** View Portrait Personal Information Card **Privilege**: Manage Person Private Contact Details (Data) **Resource**: Person Contact Relationship

Business Object	Policy Description	Policy Store Implementation
Person Disability	An Employee can manage person disability for themselves	**Role:** Manage Person Disability by Worker **Privilege**: Manage Person Disability (Data) **Resource**: Person Disability
Person Documentation	An Employee can manage person documentation for document types in their document types security profile for themselves	**Role:** Manage Person Documentation by Worker **Privilege**: Manage Person Documentation (Data) **Resource**: Person Documentation
Person Email	An Employee can manage person email for themselves	**Role:** Person Communication Methods Management **Privilege**: Manage Person Email (Data) **Resource**: Person Email
	An Employee can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile	**Role:** Person Communication Methods View **Privilege**: View Person Email (Data) **Resource**: Person Email
Person Image	An Employee can manage person image for themselves	**Role:** Manage Person Image **Privilege**: Manage Person Image (Data) **Resource**: Person Image
	An Employee can view person image for themselves	**Role:** Manage Person Image **Privilege**: View Person Image (Data) **Resource**: Person Image
Person Life Event	An Employee can manage person life event for themselves	**Role:** Employee Enrollment **Privilege**: Manage Person Life Event (Data) **Resource**: Person Life Event
Person Name	An Employee can change person name for themselves	**Role:** Manage Person Name **Privilege**: Change Person Name (Data) **Resource**: Person Name
Person National Identifier	An Employee can view person national identifier for themselves	**Role:** Person National Identifier View **Privilege**: View Person National Identifier (Data) **Resource**: Person National Identifier
Person Phone	An Employee can manage person phone for themselves	**Role:** Person Communication Methods Management **Privilege**: Manage Person Phone (Data) **Resource**: Person Phone
	An Employee can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	**Role:** Person Communication Methods View **Privilege**: View Person Phone (Data) **Resource**: Person Phone
Person Plan Accrual	An Employee can view accrual plan balance for people and assignments in their person and assignment security profile	**Role:** View Accrual Type Absence Plan Balance **Privilege**: View Accrual Plan Balance (Data) **Resource**: Person Plan Accrual
	An Employee can view accrual plan balance for themselves	**Role:** View Accrual Type Absence Plan Balance **Privilege**: View Accrual Plan Balance (Data) **Resource**: Person Plan Accrual
Personal Payment Method	An Employee can manage payroll relationship for legislative data groups in their	**Role:** Manage Personal Payment Method **Privilege**: Manage Payroll Relationship (Data) **Resource**: Personal Payment Method

Business Object	Policy Description	Policy Store Implementation
	legislative data group security profile	
	An Employee can manage personal payment method for themselves	**Role:** Manage Personal Payment Method **Privilege**: Manage Personal Payment Method (Data) **Resource**: Personal Payment Method
	An Employee can view payroll relationship for legislative data groups in their legislative data group security profile	**Role:** Manage Personal Payment Method **Privilege**: View Payroll Relationship (Data) **Resource**: Personal Payment Method
	An Employee can view worker payment method portrait card for themselves	**Role:** Access Portrait Personal Payment Method **Privilege**: View Worker Payment Method Portrait Card (Data) **Resource**: Personal Payment Method
Plan Beneficiary Designation	An Employee can view worker benefits portrait card for themselves	**Role:** Portrait Benefits **Privilege**: View Worker Benefits Portrait Card (Data) **Resource**: Plan Beneficiary Designation
Portrait Private Note	A Employee can manage portrait private note for themselves	**Role:** Employee **Privilege**: Manage Portrait Private Note (Data) **Resource**: Portrait Private Note
Position	A Employee can choose position for positions in their position security profile	**Role:** Employee **Privilege**: Choose Position (Data) **Resource**: Position
	An Employee can choose position for positions in their position security profile	**Role:** Compare HCM Information **Privilege**: Choose Position (Data) **Resource**: Position
Primary Care Provider	An Employee can define plan primary care provider for themselves	**Role:** Employee Enrollment **Privilege**: Define Plan Primary Care Provider (Data) **Resource**: Primary Care Provider
Public Person	A Employee can choose public person for persons and assignments in their person and assignment security profile	**Role:** Employee **Privilege**: Choose Public Person (Data) **Resource**: Public Person
	An Employee can choose public person for all workers in the enterprise	**Role:** Procurement Requester **Privilege**: Choose Public Person (Data) **Resource**: Public Person
	An Employee can search person deferred for persons and assignments in their person and assignment security profile	**Role:** Access Person Gallery **Privilege**: Search Person Deferred (Data) **Resource**: Public Person
	An Employee can view person deferred for persons and assignments in their person and assignment security profile	**Role:** Use User Details Service **Privilege**: View Person Deferred (Data) **Resource**: Public Person
	An Employee can view worker contact portrait card for themselves	**Role:** View Portrait Contact Card **Privilege**: View Worker Contact Portrait Card (Data) **Resource**: Public Person
Requisition	An Employee can manage requisition for themselves for the business units for which they are authorized	**Role:** Procurement Requester **Privilege**: Manage Requisition (Data) **Resource**: Business Unit **Role:** Requisition Self Service User

Business Object	Policy Description	Policy Store Implementation
		Privilege: Manage Requisition (Data) **Resource**: Business Unit
	An Employee can manage requisition for themselves for the financial business unit associated with their primary assignment	**Role:** Requisition Self Service User **Privilege**: Manage Requisition (Data) **Resource**: Business Unit
Salary	An Employee can view worker compensation portrait card for themselves	**Role:** View Compensation Details for Worker **Privilege**: View Worker Compensation Portrait Card (Data) **Resource**: Salary
Talent Profile	An Employee can edit person career planning for themselves	**Role:** Edit Person Career Planning **Privilege**: Edit Person Career Planning (Data) **Resource**: Talent Profile
	An Employee can edit person skills and qualifications for themselves	**Role:** Edit Person Skills and Qualifications **Privilege**: Edit Person Skills and Qualifications (Data) **Resource**: Talent Profile
	An Employee can match talent profile person for themselves	**Role:** Workforce Profile Worker **Privilege**: Match Talent Profile Person (Data) **Resource**: Talent Profile
	An Employee can view person career planning for people and assignments in their public person and assignment security profile	**Role:** View Person Career Planning **Privilege**: View Person Career Planning (Data) **Resource**: Talent Profile
	An Employee can view person skills and qualifications for people and assignments in their public person and assignment security profile	**Role:** View Person Skills and Qualifications **Privilege**: View Person Skills and Qualifications (Data) **Resource**: Talent Profile
	An Employee can view talent profile model for jobs in their job security profile	**Role:** Workforce Profile Worker **Privilege**: View Talent Profile Model (Data) **Resource**: Talent Profile
	An Employee can view talent profile person for themselves	**Role:** Workforce Profile Worker **Privilege**: View Talent Profile Person (Data) **Resource**: Talent Profile
Talent Profile Item	An Employee can view talent profile item worker for themselves	**Role:** Workforce Profile Worker **Privilege**: View Talent Profile Item Worker (Data) **Resource**: Talent Profile Item
Time Record Group Summary	An Employee can manage time cards for themselves	**Role:** Worker Time Card Entry **Privilege**: Manage Time Cards (Data) **Resource**: Time Record Group Summary
Total Compensation Statement	An Employee can view total compensation statement already generated for themselves	**Role:** View Total Compensation Statements **Privilege**: View Total Compensation Statement Already Generated (Data) **Resource**: Total Compensation Statement
Trading Community Org Address Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address Email Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
		Contact Preference (Data) **Resource**: Trading Community Org Address Email Contact Preference
Trading Community Org Address Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role**: Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address Phone Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address Phone Contact Preference
Trading Community Organization Address Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Address Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Address Contact Preference
Trading Community Organization Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Email Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Email Contact Preference
Trading Community Organization Party	An Employee can view trading community organization for all organizations in the enterprise	**Role:** Expense Entry **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
		Role: Payables Invoice Inquiry **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
		Role: Payee Bank Account Management **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
		Role: Procurement Requester **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
Trading Community Organization Phone	An Employee can manage trading community legal	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
Contact Preference	contact preference for all trading community contact preferences not of type legal.	Contact Preference (Data) **Resource**: Trading Community Organization Phone Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Phone Contact Preference
Trading Community Party	An Employee can view trading community contact for all trading community persons in the enterprise except contacts created by partners.	**Role:** Procurement Requester **Privilege**: View Trading Community Contact (Data) **Resource**: Trading Community Party
	An Employee can view trading community person for all people in the enterprise	**Role:** Expense Entry **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Payables Invoice Inquiry **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Payee Bank Account Management **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Procurement Requester **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
	An Employee can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	**Role:** Expense Entry **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Procurement Requester **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
	An Employee can view trading community person for all resources in the enterprise	**Role:** Expense Entry **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
		Role: Procurement Requester **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
Trading Community Person Address Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Address Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Address Contact Preference

Business Object	Policy Description	Policy Store Implementation
Trading Community Person Address Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Address Phone Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Address Phone Contact Preference
Trading Community Person Email Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Email Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Email Contact Preference
Trading Community Person Phone Contact Preference	An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Entry **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Phone Contact Preference
		Role: Requisition Self Service User **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Phone Contact Preference
Trading Community Relationship	An Employee can view trading community relationship for all trading community relationships in the enterprise	**Role:** Procurement Requester **Privilege**: View Trading Community Relationship (Data) **Resource**: Trading Community Relationship
	An Employee can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners	**Role:** Procurement Requester **Privilege**: View Trading Community Relationship (Data) **Resource**: Trading Community Relationship
		Role: Requisition Self Service User **Privilege**: View Trading Community Relationship (Data) **Resource**: Trading Community Relationship
Trading Partner Item	A Employee can administrate trading partner item for the competitor trading partner item types they have access to	**Role:** Employee **Privilege**: Administrate Competitor Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can administrate trading partner item for the customer trading partner item types they have access to	**Role:** Employee **Privilege**: Administrate Customer Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can administrate trading partner item for the manufacturer trading partner item types they have access to	**Role:** Employee **Privilege**: Administrate Manufacturer Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can administrate	**Role:** Employee

Business Object	Policy Description	Policy Store Implementation
	trading partner item for the supplier trading partner item types they have access to	**Privilege**: Administrate Supplier Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can maintain trading partner item for the competitor items they have access to	**Role:** Employee **Privilege**: Maintain Competitor Item (Data) **Resource**: Trading Partner Item
	A Employee can maintain trading partner item for the competitor trading partner item types they have access to	**Role:** Employee **Privilege**: Maintain Competitor Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can maintain trading partner item for the customer items they have access to	**Role:** Employee **Privilege**: Maintain Customer Items (Data) **Resource**: Trading Partner Item
	A Employee can maintain trading partner item for the customer trading partner item types they have access to	**Role:** Employee **Privilege**: Maintain Customer Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can maintain trading partner item for the manufacturer items they have access to	**Role:** Employee **Privilege**: Maintain Manufacturer Item (Data) **Resource**: Trading Partner Item
	A Employee can maintain trading partner item for the manufacturer trading partner item types they have access to	**Role:** Employee **Privilege**: Maintain Manufacturer Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can maintain trading partner item for the supplier items they have access to	**Role:** Employee **Privilege**: Maintain Supplier Item (Data) **Resource**: Trading Partner Item
	A Employee can maintain trading partner item for the supplier trading partner item types they have access to	**Role:** Employee **Privilege**: Maintain Supplier Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can view trading partner item for the competitor items they have access to	**Role:** Employee **Privilege**: View Competitor Item (Data) **Resource**: Trading Partner Item
	A Employee can view trading partner item for the competitor trading partner item types they have access to	**Role:** Employee **Privilege**: View Competitor Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can view trading partner item for the customer items they have access to	**Role:** Employee **Privilege**: View Customer Item (Data) **Resource**: Trading Partner Item
	A Employee can view trading partner item for the customer trading partner item types they have access to	**Role:** Employee **Privilege**: View Customer Trading Partner Items (Data) **Resource**: Trading Partner Item
	A Employee can view trading partner item for the manufacturer items they have access to	**Role:** Employee **Privilege**: View Manufacturer Item (Data) **Resource**: Trading Partner Item
	A Employee can view trading partner item for the	**Role:** Employee **Privilege**: View Manufacturer Trading Partner

Business Object	Policy Description	Policy Store Implementation
	manufacturer trading partner item types they have access to	Items (Data) **Resource**: Trading Partner Item
	A Employee can view trading partner item for the supplier items they have access to	**Role:** Employee **Privilege**: View Supplier Item (Data) **Resource**: Trading Partner Item
	A Employee can view trading partner item for the supplier trading partner item types they have access to	**Role:** Employee **Privilege**: View Supplier Trading Partner Items (Data) **Resource**: Trading Partner Item
User Role	An Employee can self request roles for themselves	**Role:** Manage My Account **Privilege**: Self Request Roles (Data) **Resource**: User Role
	An Employee can view own account details for themselves	**Role:** Manage My Account **Privilege**: View Own Account Details (Data) **Resource**: User Role
Variable Compensation Allocation	An Employee can manage variable compensation allocation by worker for themselves	**Role:** Manage Personal Compensation **Privilege**: Manage Variable Compensation Allocation by Worker (Data) **Resource**: Variable Compensation Allocation
Work Relationship	An Employee can submit resignation for themselves	**Role:** Submit Resignation **Privilege**: Submit Resignation (Data) **Resource**: Work Relationship
	An Employee can view employment information summary for themselves	**Role:** View Employment Information Summary **Privilege**: View Employment Information Summary (Data) **Resource**: Work Relationship
Worker	A Employee can choose worker for people and assignments in their person and assignment security profile	**Role:** Employee **Privilege**: Choose Worker (Data) **Resource**: Worker
	An Employee can compare worker employment information for themselves	**Role:** Compare HCM Information **Privilege**: Compare Worker Employment Information (Data) **Resource**: Worker
	An Employee can review worker availability for themselves	**Role:** View Portrait Availability Card **Privilege**: Review Worker Availability (Data) **Resource**: Worker

Abstract Role: Line Manager

Identifies the person as a line manager.

Duties

Duties assigned directly and indirectly to the abstract role **Line Manager**

Duty Role	Description
Absence Management Transaction Analysis	Analyzes Workforce absences transactional information
Absence and Leave Accrual Analysis	This duty role is used for analyzing employee historical and future planned absence trends and employee leave accrual balances
Business Intelligence Applications Analysis	Business Intelligence Applications Analysis Generic Duty
Business Intelligence Authoring	An author of Business Intellgence reports as presented in the web catalog. The role allows authoring within Business Intellgence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.
Career Development Transaction Analysis	Analyzes Career Development transactional information
Compensation Analysis	This duty role is used for analyzing employee salary, salary range penetration and the correlation of pay and performance
Compensation Transaction Analysis	Analyzes Compensation transactional information
Contingent Worker Addition	Adds contingent workers.
Documents of Record Transaction Analysis	Analyzes Documents of Records transactional information
Employee Data Security	This role is used for Employee dimension data security in the data warehouse
Employee Expense Business Unit Data Security	This role is used for Employee Expense Business Unit data security in the data warehouse
Employee Hire	Hires employees.
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.
Financial Analysis Currency Preference	This role is used to get the supported currencies in Financial Analysis module.
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager
Human Resources Analysis Currency Preference	This role is used get the supported currencies in Human Resources Analysis module.
Line Manager Expense Analysis	BI Duty role for Line Managers to review and analyze team expenses. This duty role includes visibility to employee expenses, credit card expenses, and expense violation data. For managers with multiple reporting levels, the ability to drill down along the employee hierarchy is provided
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.
Link User Name to Person	Creates a new user name or links an existing user name for a person.
Manage User Account	Manages user roles.
Nonworker Addition	Adds nonworkers.
Pending Worker Addition and Hire	Adds and hires pending workers.
Performance Management Line Manager	Views performance documents from line manager dashboard.
Procurement Analysis Currency	This role is used to get the supported currencies in Procurement and

Duty Role	Description
Preference	Spend Analysis module.
Supervisor Hierarchy Data Security	This role is used for Supervisor Hierarchy data security in the data warehouse
Time and Labor Transaction Analysis	Analyzes Time and Labor transactional information.
Vacancy Transaction Analysis	Analyses Vacancy Transactional Information.
Workforce Deployment Analysis	This duty role is used for analyzing headcount staffing, employee turnover, workforce diversity, internal mobility and employee performance
Workforce Model Plan Line Manager	Manages workforce model plans, including creating and editing the plans.
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.
Workforce Scheduling Transaction Analysis	Analyses workforce scheduling transactional information
Workforce Transaction Analysis	Analyzes Workforce transactional information

Role Hierarchy

Roles inherited directly and indirectly by the abstract role **Line Manager**

Inherited Roles
Line Manager
Absence Management Transaction Analysis
Business Intelligence Authoring
Absence and Leave Accrual Analysis
Business Intelligence Authoring
Employee Data Security
Human Resources Analysis Currency Preference
Supervisor Hierarchy Data Security
Access Person Gallery
Business Intelligence Applications Worker
Business Intelligence Applications Analysis
Career Development Transaction Analysis
Change Worker Location
Change Worker Manager
Change Worker Working Hour
Compare HCM Information
Compensation Analysis
Business Intelligence Authoring
Employee Data Security
Human Resources Analysis Currency Preference
Supervisor Hierarchy Data Security
Compensation Transaction Analysis
Business Intelligence Authoring
Contingent Worker Addition
Create Succession Plan for Worker
Create Work Relationship
Documents of Record Transaction Analysis
Edit Person Career Planning
Edit Person Skills and Qualifications
Employee Hire
Expense Approval
Goal Management Line Manager
Line Manager Expense Analysis
Business Intelligence Authoring

Inherited Roles
Employee Expense Business Unit Data Security
Financial Analysis Currency Preference
Procurement Analysis Currency Preference
Line Manager Workforce Compensation Management
Link User Name to Person
Maintain Absence Records
Manage Direct Report
Manage Individual Compensation
Manage Performance Goal by Manager
Manage Person Documentation
Manage Person Identifiers for External Applications
Manage Salaries
Manage Schedules and Exceptions Assignment
Manage Succession Plan Candidate
Manage User Account
Link User Name to Person
Manage Vacancy
Manage Worker Checklist
Manage Worker Information Sharing
Manage Workforce Compensation Budgets by Line Manager
Nonworker Addition
Pending Worker Addition and Hire
Performance Management Line Manager
View Performance Summary
Print Worker Portrait
Promote Worker
Report Manager Transaction Dashboard
Submit a Payroll Flow
Terminate Work Relationship
Time and Labor Transaction Analysis
Transfer Worker
Vacancy Transaction Analysis
View Accrual Type Absence Plan Balance
View Compensation Details for Worker
View Compensation History
View Employment Information Summary
View Person Career Planning
View Person Skills and Qualifications
View Portrait Availability Card
View Portrait Contact Card
View Portrait Employment Information Card
View Portrait User Account Details Card
View Succession Plan
View Talent Ratings
View Workforce Predictions as Line Manager
Workforce Deployment Analysis
Business Intelligence Authoring
Employee Data Security
Human Resources Analysis Currency Preference
Supervisor Hierarchy Data Security
Workforce Model Plan Line Manager
View Salary Data Only
Workforce Profile Line Manager
Workforce Scheduling Transaction Analysis
Workforce Transaction Analysis
Business Intelligence Authoring

Aggregate Privileges

Aggregate Privileges assigned directly and indirectly to the abstract role **Line Manager**

Aggregate Privilege	Description
Access Person Gallery	Searches worker deferred data and views the portrait page.
Change Worker Location	Changes persons' locations.
Change Worker Manager	Changes persons' managers.
Change Worker Working Hour	Changes the working hours of persons.
Compare HCM Information	Compares workers, jobs, positions, and any combinations of these objects.
Create Succession Plan for Worker	Create succession plans.
Create Work Relationship	Adds work relationships to persons.
Edit Person Career Planning	Allows editing the Person Career Planning.
Edit Person Skills and Qualifications	Allows editing the Person Skills and Qualifications.
Maintain Absence Records	Allows workers to enter, update and delete their absence records.
Manage Direct Report	Manages direct reports.
Manage Individual Compensation	Privilege to manage individual compensation awards for workers within the user's security profile.
Manage Performance Goal by Manager	Manages performance goals of subordinates.
Manage Person Documentation	Manages documents.
Manage Person Identifiers for External Applications	Manages person identifiers for external applications.
Manage Salaries	Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer.
Manage Schedules and Exceptions Assignment	Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist.
Manage Succession Plan Candidate	Manages succession plan candidates.
Manage Vacancy	Allows management of vacancies.
Manage Worker Checklist	Manages checklist definitions.
Manage Worker Information Sharing	Shares own employment information with line managers or external parties.
Manage Workforce Compensation Budgets by Line Manager	Manages compensation budgets by distributing and publishing budgets to lower manager.
Print Worker Portrait	Grants access to the portrait maintenance duties for the portrait cards.
Promote Worker	Promotes persons.
Report Manager Transaction Dashboard	Reports Manager Transaction Dashboard
Submit a Payroll Flow	Submits new payroll flows.
Terminate Work Relationship	Terminates work relationships.
Transfer Worker	Transfers persons.
View Accrual Type Absence Plan Balance	Allows workers to view balances of the accrual type absence plans.
View Compensation Details for Worker	Views compensation data for a worker.
View Compensation History	Provides access to view compensation history for workers within the users security profile.
View Employment Information Summary	Grants access to view a worker's employment information summary.
View Performance Summary	Allows viewing of workers performance summary

Aggregate Privilege	Description
	information.
View Person Career Planning	Allows viewing of the Person Career Planning.
View Person Skills and Qualifications	Allows viewing of the Person Skills and Qualifications.
View Portrait Availability Card	Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.
View Portrait Contact Card	Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.
View Portrait Employment Information Card	Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist.
View Portrait User Account Details Card	Views the User Account Details card in the Person Gallery.
View Salary Data Only	Views salary data embedded or used in non-compensation product pages or processes.
View Succession Plan	Views succession plans.
View Talent Ratings	Grants access to view the talent ratings.
View Workforce Predictions as Line Manager	Allows Line Manager to view worker predictions.

Privileges

Privileges granted to duties of the abstract role **Line Manager**.

Granted Role	Granted Role Description	Privilege
Contingent Worker Addition	Adds contingent workers.	Add Contingent Worker
		Create User
		Renew Placement
Employee Hire	Hires employees.	Create User
		Hire Employee
		Rehire Employee
Expense Approval	Approves expense reports of Oracle Fusion Expenses users.	Approve Expense Report
		Approve Travel Authorization or Cash Advance
Goal Management Line Manager	Goal Management Line Manager - inherited by Line Manager	Assign Development Goal to Groups of Workers
		Manage Development Goal
		Manage Development Goal in Goal Library
		Manage Development Goal of Other Workers
		Manage Performance Goal
		Manage Performance Goals of Others
		View Development Goal
Line Manager	Identifies the person as a line manager.	Absence Entry Using Calendar
		Access FUSE Hiring Page
		Access FUSE My Team Page
		Access FUSE Team Talent

Granted Role	Granted Role Description	Privilege
		Page
		Access Oracle Taleo Recruiting Cloud Service
		Access Tap Application
		Access Time Work Area
		Analytical view of team's compliance violations
		Analyze Team Compensation
		Approve Individual Compensation Award
		Approve Salary Updates
		Assign Performance Goal to Groups of Workers
		Change Manager Mobile
		Create and Update Competition
		Manage Goal Management Notifications
		Manage Outstanding Corporate Card Transaction
		Manage Performance Goal
		Manage Questionnaires
		Manage Questions
		Manage Salary Mobile
		Manage Social Network Connections
		Manage Talent Review Content
		Manage Team Compensation
		Manage Team Compliance Violations List View
		Manage Team Reputation Scores List View
		Manage Team Reputation Tasks
		Manager Suggest Mentorship Relationships
		Manager's View of Employee's Reputation Scores
		Manager's View of Employee's Social Roles
		New Person Work Area As Line Manager
		Perform Performance Evaluations Mobile
		Promote Worker Mobile
		Run Talent Profile Summary Report
		Search and Review Skills
		Use Assignment Status Type Service
		Use Position lookup Service

Granted Role	Granted Role Description	Privilege
		View Employee Social Connections
		View Team Compliance Outlier Reports
		View Team Reputation Outlier Reports
		View Team Reputation Scores Analytic View
Line Manager Workforce Compensation Management	Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.	Allocate Compensation Person Rate by Line Manager
		Approve and Submit Compensation Allocation by Line Manager
		Assign Compensation Performance Rating by Line Manager
		Award Compensation Promotion by Line Manager
		Create Compensation Distribution Model for Allocation by Line Manager
		Export Compensation Allocation Details to Spreadsheet by Line Manager
		Generate Compensation Allocation Statements by Line Manager
		Print Performance Document
		Run Group Compensation Line Manager Reports by Line Manager
		View Worker Performance Management Document
Link User Name to Person	Creates a new user name or links an existing user name for a person.	Create User Name
		Link User Account
		Send User Name Request to LDAP
Manage User Account	Manages user roles.	Copy Personal Data to LDAP
Nonworker Addition	Adds nonworkers.	Create Person Nonworker
		Create User
Pending Worker Addition and Hire	Adds and hires pending workers.	Add Worker Pending Hire
		Correct Oracle Taleo Recruiting Candidate Import Errors
		Edit Pending Worker
		Hire Pending Worker
Performance Management Line Manager	Views performance documents from line manager dashboard.	Approve Worker Performance Document
		Cancel Worker Performance Document by Manager
		Change Participant Due

Granted Role	Granted Role Description	Privilege
		Date by Manager
		Complete Worker Performance Document by Manager
		Create Performance Document by Manager
		Delete Worker Performance Document by Manager
		Print Performance Document
		Reopen Performance Document by Manager
		Reset Worker Performance Evaluation Status by Manager
		Restore Performance Document by Manager
		Select Feedback Participants
		Track Participant Feedback Status
		Transfer Performance Document by Manager
		View Performance Information on Manager Dashboard
		View Performance Information on Worker Dashboard for Manager
		View Performance and Potential
Workforce Model Plan Line Manager	Manages workforce model plans, including creating and editing the plans.	Manage Workforce Model Plan as Line Manager
Workforce Profile Line Manager	Performs workforce profile duties as a line manager.	Define Talent Profile
		Define Talent Profile Item
		Manage Model Talent Profile
		Manage Person Talent Profile
		Manage Talent Profile Interest List
		Match Talent Profile
		Update Talent Profile Item
		View Talent Profile

Data Security Policies

Data security policies and their enforcement across analytics application for the abstract role **Line Manager**

Business Object	Policy Description	Policy Store Implementation
Application Reference Territory	A Line Manager can choose application reference territory for countries in their country security profile	**Role:** Line Manager **Privilege**: Choose Application Reference Territory (Data)

Business Object	Policy Description	Policy Store Implementation
		Resource: Application Reference Territory
Applied Cash Advance	A Line Manager can view applied cash advance for the employees for whom they are responsible	**Role:** Line Manager **Privilege**: View Employee Expense (Data) **Resource**: Applied Cash Advance
Assignment Grade	A Line Manager can choose assignment grade for all grades in the enterprise	**Role:** Line Manager **Privilege**: Choose Assignment Grade (Data) **Resource**: Assignment Grade
	A Line Manager can report assignment grade for all grades in the enterprise	**Role:** Absence Management Transaction Analysis **Privilege**: Report Assignment Grade (Data) **Resource**: Assignment Grade
		Role: Career Development Transaction Analysis **Privilege**: Report Assignment Grade (Data) **Resource**: Assignment Grade
		Role: Compensation Transaction Analysis **Privilege**: Report Assignment Grade (Data) **Resource**: Assignment Grade
		Role: Time and Labor Transaction Analysis **Privilege**: Report Assignment Grade (Data) **Resource**: Assignment Grade
		Role: Vacancy Transaction Analysis **Privilege**: Report Assignment Grade (Data) **Resource**: Assignment Grade
		Role: Workforce Transaction Analysis **Privilege**: Report Assignment Grade (Data) **Resource**: Assignment Grade
Assignment Grade Ladder	A Line Manager can report assignment grade ladder for all grades in the enterprise	**Role:** Absence Management Transaction Analysis **Privilege**: Report Assignment Grade Ladder (Data) **Resource**: Assignment Grade Ladder
		Role: Compensation Transaction Analysis **Privilege**: Report Assignment Grade Ladder (Data) **Resource**: Assignment Grade Ladder
		Role: Vacancy Transaction Analysis **Privilege**: Report Assignment Grade Ladder (Data) **Resource**: Assignment Grade Ladder
		Role: Workforce Transaction Analysis **Privilege**: Report Assignment Grade Ladder (Data) **Resource**: Assignment Grade Ladder
Assignment Grade Rate	A Line Manager can report assignment grade rate for all grades in the enterprise	**Role:** Absence Management Transaction Analysis **Privilege**: Report Assignment Grade Rate (Data) **Resource**: Assignment Grade Rate
		Role: Compensation Transaction Analysis **Privilege**: Report Assignment Grade Rate (Data) **Resource**: Assignment Grade Rate

Business Object	Policy Description	Policy Store Implementation
		Role: Vacancy Transaction Analysis **Privilege**: Report Assignment Grade Rate (Data) **Resource**: Assignment Grade Rate
		Role: Workforce Transaction Analysis **Privilege**: Report Assignment Grade Rate (Data) **Resource**: Assignment Grade Rate
Business Unit	A Line Manager can choose business unit for business units in their organization security profile	**Role:** Line Manager **Privilege**: Choose Business Unit Organization (Data) **Resource**: Business Unit
Cash Advance	A Line Manager can view cash advance for the employees for whom they are responsible	**Role:** Line Manager **Privilege**: View Employee Expense (Data) **Resource**: Cash Advance
Compensation Allocation	A Line Manager can allocate compensation person rate by line manager for subordinates in their person and assignment security profile	**Role:** Line Manager Workforce Compensation Management **Privilege**: Allocate Compensation Person Rate by Line Manager (Data) **Resource**: Compensation Allocation
	A Line Manager can approve and submit compensation allocation by line manager for subordinates in their person and assignment security profile	**Role:** Line Manager Workforce Compensation Management **Privilege**: Approve and Submit Compensation Allocation by Line Manager (Data) **Resource**: Compensation Allocation
	A Line Manager can report compensation allocation for subordinates in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Compensation Allocation (Data) **Resource**: Compensation Allocation
Compensation History	A Line Manager can view compensation history for subordinates in their person and assignment security profile	**Role:** View Compensation History **Privilege**: View Compensation History (Data) **Resource**: Compensation History
Compensation Note	A Line Manager can manage compensation note for public compensation notes for subordinates in their person and assignment security profile and for private compensation notes that they own	**Role:** Line Manager Workforce Compensation Management **Privilege**: Manage Compensation Note (Data) **Resource**: Compensation Note
Compensation Promotion	A Line Manager can award compensation promotion by line manager for subordinates in their person and assignment security profile	**Role:** Line Manager Workforce Compensation Management **Privilege**: Award Compensation Promotion by Line Manager (Data) **Resource**: Compensation Promotion
Compensation Stock Grant	A Line Manager can report compensation stock grant for subordinates in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Compensation Stock Grant (Data) **Resource**: Compensation Stock Grant
	A Line Manager can view compensation stock grant by line manager for subordinates in their person and assignment security profile	**Role:** Line Manager Workforce Compensation Management **Privilege**: View Compensation Stock Grant by Line Manager (Data) **Resource**: Compensation Stock Grant
Corporate Card	A Line Manager can view	**Role:** Line Manager

Business Object	Policy Description	Policy Store Implementation
Transaction	corporate card transaction for the employees for whom they are responsible	**Privilege**: Manage Outstanding Corporate Card Transaction (Data) **Resource**: Corporate Card Transaction
Department	A Line Manager can choose department for departments in their organization security profile	**Role:** Line Manager **Privilege**: Choose Department (Data) **Resource**: Department
	A Line Manager can report department for departments in their organization security profile	**Role:** Absence Management Transaction Analysis **Privilege**: Report Department (Data) **Resource**: Department
		Role: Career Development Transaction Analysis **Privilege**: Report Department (Data) **Resource**: Department
		Role: Compensation Transaction Analysis **Privilege**: Report Department (Data) **Resource**: Department
		Role: Time and Labor Transaction Analysis **Privilege**: Report Department (Data) **Resource**: Department
		Role: Vacancy Transaction Analysis **Privilege**: Report Department (Data) **Resource**: Department
		Role: Workforce Transaction Analysis **Privilege**: Report Department (Data) **Resource**: Department
Expense	A Line Manager can view expense for the employees for whom they are responsible	**Role:** Line Manager **Privilege**: View Employee Expense (Data) **Resource**: Expense
Expense Report	A Line Manager can view expense report for the employees for whom they are responsible	**Role:** Line Manager **Privilege**: View Employee Expense (Data) **Resource**: Expense Report
Expense Report Approval Note	A Line Manager can manage expense report approval note for the employees for whom they are responsible	**Role:** Expense Approval **Privilege**: Manage Expense Report Approval Note (Data) **Resource**: Expense Report Approval Note
HR Document Type	A Line Manager can report document type for document types in their document type security profile	**Role:** Documents of Record Transaction Analysis **Privilege**: Report Document Type (Data) **Resource**: HR Document Type
HR Job	A Line Manager can choose hr job for all jobs in the enterprise	**Role:** Line Manager **Privilege**: Choose HR Job (Data) **Resource**: HR Job
	A Line Manager can report hr job for all jobs in the enterprise	**Role:** Absence Management Transaction Analysis **Privilege**: Report HR Job (Data) **Resource**: HR Job
		Role: Career Development Transaction Analysis **Privilege**: Report HR Job (Data) **Resource**: HR Job
		Role: Compensation Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
		Privilege: Report HR Job (Data) **Resource**: HR Job
		Role: Time and Labor Transaction Analysis **Privilege**: Report HR Job (Data) **Resource**: HR Job
		Role: Vacancy Transaction Analysis **Privilege**: Report HR Job (Data) **Resource**: HR Job
		Role: Workforce Transaction Analysis **Privilege**: Report HR Job (Data) **Resource**: HR Job
Legal Employer	A Line Manager can choose legal employer for legal employers in their organization security profile	**Role:** Line Manager **Privilege**: Choose Legal Employer (Data) **Resource**: Legal Employer
Legislative Data Group	A Line Manager can choose legislative data group for legislative data groups in their legislative data group security profile	**Role:** Line Manager **Privilege**: Choose Legislative Data Group (Data) **Resource**: Legislative Data Group
Location	A Line Manager can choose location for all locations in the enterprise	**Role:** Line Manager **Privilege**: Choose Location (Data) **Resource**: Location
	A Line Manager can report location for all locations in the enterprise	**Role:** Absence Management Transaction Analysis **Privilege**: Report Location (Data) **Resource**: Location
		Role: Career Development Transaction Analysis **Privilege**: Report Location (Data) **Resource**: Location
		Role: Compensation Transaction Analysis **Privilege**: Report Location (Data) **Resource**: Location
		Role: Time and Labor Transaction Analysis **Privilege**: Report Location (Data) **Resource**: Location
		Role: Vacancy Transaction Analysis **Privilege**: Report Location (Data) **Resource**: Location
		Role: Workforce Transaction Analysis **Privilege**: Report Location (Data) **Resource**: Location
Payroll Checklist	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	**Role:** Submit a Payroll Flow **Privilege**: View Payroll Flow (Data) **Resource**: Payroll Checklist
Payroll Checklist Annotation	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile	**Role:** Submit a Payroll Flow **Privilege**: View Payroll Flow (Data) **Resource**: Payroll Checklist Annotation
Payroll Definition	A Line Manager can choose payroll definition for payrolls	**Role:** Line Manager **Privilege**: Choose Payroll (Data)

Business Object	Policy Description	Policy Store Implementation
	in their payroll security profile	**Resource**: Payroll Definition
Payroll Flow Definition	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	**Role:** Submit a Payroll Flow **Privilege**: View Payroll Flow (Data) **Resource**: Payroll Flow Definition
Payroll Flow Definition Parameter	A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile	**Role:** Submit a Payroll Flow **Privilege**: View Payroll Flow (Data) **Resource**: Payroll Flow Definition Parameter
Pending Worker Import Error	A Line Manager can correct oracle taleo recruiting candidate import errors for subordinates in their person and assignment security profile	**Role:** Pending Worker Addition and Hire **Privilege**: Correct Oracle Taleo Recruiting Candidate Import Errors (Data) **Resource**: Pending Worker Import Error
Performance Document	A Line Manager can create performance document for subordinates in their person and assignment security profile	**Role:** Performance Management Line Manager **Privilege**: Create Performance Document (Data) **Resource**: Performance Document
	A Line Manager can manage performance document for subordinates in their person and assignment security profile	**Role:** Performance Management Line Manager **Privilege**: Manage Performance Document (Data) **Resource**: Performance Document
	A Line Manager can view performance summary for subordinates in their person and assignment security profile	**Role:** View Performance Summary **Privilege**: View Performance Summary (Data) **Resource**: Performance Document
Performance Goal	A Line Manager can manage development goal for subordinates in their person security profile	**Role:** Goal Management Line Manager **Privilege**: Manage Development Goal (Data) **Resource**: Performance Goal
	A Line Manager can manage performance goal by manager for subordinates in their person security profile	**Role:** Manage Performance Goal by Manager **Privilege**: Manage Performance Goal by Manager (Data) **Resource**: Performance Goal
	A Line Manager can manage performance goal for subordinates in their person and assignment security profile	**Role:** Goal Management Line Manager **Privilege**: Manage Performance Goal (Data) **Resource**: Performance Goal
	A Line Manager can report career development for subordinates in their person and assignment security profile	**Role:** Career Development Transaction Analysis **Privilege**: Report Career Development (Data) **Resource**: Performance Goal
Person	A Line Manager can add pending worker for subordinates in their person and assignment security profile	**Role:** Pending Worker Addition and Hire **Privilege**: Add Pending Worker (Data) **Resource**: Person
	A Line Manager can add person for subordinates in their person and assignment security profile	**Role:** Line Manager **Privilege**: Add Pending Worker (Data) **Resource**: Person

Business Object	Policy Description	Policy Store Implementation
	A Line Manager can compare person for subordinates in their person and assignment security profile	**Role:** Compare HCM Information **Privilege**: Compare Person (Data) **Resource**: Person
	A Line Manager can edit pending worker for subordinates in their person and assignment security profile	**Role:** Pending Worker Addition and Hire **Privilege**: Edit Pending Worker (Data) **Resource**: Person
	A Line Manager can hire pending worker for subordinates in their person and assignment security profile	**Role:** Pending Worker Addition and Hire **Privilege**: Hire Pending Worker (Data) **Resource**: Person
	A Line Manager can print worker portrait for subordinates in their person and assignment security profile	**Role:** Print Worker Portrait **Privilege**: Print Worker Portrait (Data) **Resource**: Person
	A Line Manager can rehire employee for subordinates in their person and assignment security profile	**Role:** Employee Hire **Privilege**: Rehire Employee (Data) **Resource**: Person
	A Line Manager can renew placement for subordinates in their person and assignment security profile	**Role:** Contingent Worker Addition **Privilege**: Renew Placement (Data) **Resource**: Person
	A Line Manager can report person for persons and assignments in their person and assignment security profile	**Role:** Career Development Transaction Analysis **Privilege**: Report Person (Data) **Resource**: Person
		Role: Compensation Transaction Analysis **Privilege**: Report Person (Data) **Resource**: Person
		Role: Documents of Record Transaction Analysis **Privilege**: Report Person (Data) **Resource**: Person
		Role: Time and Labor Transaction Analysis **Privilege**: Report Person (Data) **Resource**: Person
		Role: Workforce Transaction Analysis **Privilege**: Report Person (Data) **Resource**: Person
	A Line Manager can search person for subordinates in their person and assignment security profile	**Role:** Line Manager **Privilege**: Search Person Live (Data) **Resource**: Person
	A Line Manager can share worker information for subordinates in their person and assignment security profile	**Role:** Manage Worker Information Sharing **Privilege**: Share Worker Information (Data) **Resource**: Person
	A Line Manager can view worker availability portrait card for subordinates in their person and assignment security profile	**Role:** View Portrait Availability Card **Privilege**: View Worker Availability Portrait Card (Data) **Resource**: Person
	A Line Manager can view worker employment	**Role:** View Portrait Employment Information Card

Business Object	Policy Description	Policy Store Implementation
	information portrait card for subordinates in their person and assignment security profile	**Privilege**: View Worker Employment Information Portrait Card (Data) **Resource**: Person
Person Absence Entry	A Line Manager can maintain self service absence record for people and assignments in their person and assignment security profile	**Role:** Maintain Absence Records **Privilege**: Maintain Self Service Absence Record (Data) **Resource**: Person Absence Entry
	A Line Manager can maintain self service absence record for themselves	**Role:** Maintain Absence Records **Privilege**: Maintain Self Service Absence Record (Data) **Resource**: Person Absence Entry
Person Address	A Line Manager can report person address for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person Address (Data) **Resource**: Person Address
Person Assignment	A Line Manager can choose person assignment for persons and assignments in their person and assignment security profile	**Role:** Line Manager **Privilege**: View Person Assignment (Data) **Resource**: Person Assignment
	A Line Manager can promote worker for subordinates in their person and assignment security profile	**Role:** Promote Worker **Privilege**: Promote Worker (Data) **Resource**: Person Assignment
	A Line Manager can report person assignment for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person Assignment (Data) **Resource**: Person Assignment
		Role: Workforce Transaction Analysis **Privilege**: Report Person Assignment (Data) **Resource**: Person Assignment
	A Line Manager can search worker for subordinates in their person and assignment security profile	**Role:** Promote Worker **Privilege**: Search Worker (Data) **Resource**: Person Assignment
		Role: Transfer Worker **Privilege**: Search Worker (Data) **Resource**: Person Assignment
	A Line Manager can transfer worker for subordinates in their person and assignment security profile	**Role:** Transfer Worker **Privilege**: Transfer Worker (Data) **Resource**: Person Assignment
Person Checklist	A Line Manager can report person checklist for subordinates in their person and assignment security profile	**Role:** Workforce Transaction Analysis **Privilege**: Report Person Checklist (Data) **Resource**: Person Checklist
Person Communication Method	A Line Manager can report person communication method for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person Communication Method (Data) **Resource**: Person Communication Method
Person Contact	A Line Manager can report person contact for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person Contact (Data) **Resource**: Person Contact
Person Document of Record	A Line Manager can report worker documents of record for	**Role:** Documents of Record Transaction Analysis

Business Object	Policy Description	Policy Store Implementation
	people and assignments in their person assignment security profile and for documents in their document types security profile	**Privilege**: Report Worker Documents of Record (Data) **Resource**: Person Document of Record
Person Documentation	A Line Manager can manage person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile	**Role:** Manage Person Documentation **Privilege**: Manage Person Documentation (Data) **Resource**: Person Documentation
	A Line Manager can search person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile	**Role:** Manage Person Documentation **Privilege**: Search Person Documentation (Data) **Resource**: Person Documentation
Person Driver License	A Line Manager can report driver license for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Driver License (Data) **Resource**: Person Driver License
Person Email	A Line Manager can report person email for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person Email (Data) **Resource**: Person Email
Person Identifier for External Applications	A Line Manager can manage person identifiers for external applications for subordinates in their person and assignment security profile	**Role:** Manage Person Identifiers for External Applications **Privilege**: Manage Person Identifiers for External Applications (Data) **Resource**: Person Identifier for External Applications
Person National Identifier	A Line Manager can report person national identifier for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person National Identifier (Data) **Resource**: Person National Identifier
Person Passport	A Line Manager can report person passport for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person Passport (Data) **Resource**: Person Passport
Person Phone	A Line Manager can report person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person Phone (Data) **Resource**: Person Phone
Person Plan Accrual	A Line Manager can view accrual plan balance for people and assignments in their person and assignment security profile	**Role:** View Accrual Type Absence Plan Balance **Privilege**: View Accrual Plan Balance (Data) **Resource**: Person Plan Accrual
	A Line Manager can view accrual plan balance for themselves	**Role:** View Accrual Type Absence Plan Balance **Privilege**: View Accrual Plan Balance (Data) **Resource**: Person Plan Accrual

Business Object	Policy Description	Policy Store Implementation
Person Type	A Line Manager can choose person type for any person type	**Role:** Manage Vacancy **Privilege**: Choose Person Type (Data) **Resource**: Person Type
	A Line Manager can choose person type for person types in their person type security profile	**Role:** Contingent Worker Addition **Privilege**: Choose Person Type (Data) **Resource**: Person Type
		Role: Employee Hire **Privilege**: Choose Person Type (Data) **Resource**: Person Type
		Role: Nonworker Addition **Privilege**: Choose Person Type (Data) **Resource**: Person Type
		Role: Pending Worker Addition and Hire **Privilege**: Choose Person Type (Data) **Resource**: Person Type
Person Visa	A Line Manager can report person visa for persons and assignments in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Person Visa (Data) **Resource**: Person Visa
Position	A Line Manager can choose position for positions in their position security profile	**Role:** Compare HCM Information **Privilege**: Choose Position (Data) **Resource**: Position
		Role: Line Manager **Privilege**: Choose Position (Data) **Resource**: Position
	A Line Manager can report position for positions in their position security profile	**Role:** Absence Management Transaction Analysis **Privilege**: Report Position (Data) **Resource**: Position
		Role: Career Development Transaction Analysis **Privilege**: Report Position (Data) **Resource**: Position
		Role: Compensation Transaction Analysis **Privilege**: Report Position (Data) **Resource**: Position
		Role: Time and Labor Transaction Analysis **Privilege**: Report Position (Data) **Resource**: Position
		Role: Vacancy Transaction Analysis **Privilege**: Report Position (Data) **Resource**: Position
		Role: Workforce Transaction Analysis **Privilege**: Report Position (Data) **Resource**: Position
Public Person	A Line Manager can choose public person for persons and assignments in their person and assignment security profile	**Role:** Line Manager **Privilege**: Choose Public Person (Data) **Resource**: Public Person
		Role: Workforce Model Plan Line Manager **Privilege**: Choose Public Person (Data) **Resource**: Public Person
	A Line Manager can report public person for persons and assignments in their person and	**Role:** Compensation Transaction Analysis **Privilege**: Report Public Person (Data) **Resource**: Public Person

Business Object	Policy Description	Policy Store Implementation
	assignment security profile	**Role:** Workforce Transaction Analysis **Privilege**: Report Public Person (Data) **Resource**: Public Person
	A Line Manager can view worker contact portrait card for subordinates in their person and assignment security profile	**Role:** View Portrait Contact Card **Privilege**: View Worker Contact Portrait Card (Data) **Resource**: Public Person
Salary	A Line Manager can enter salary details for subordinates in their person and assignment security profile	**Role:** Manage Salaries **Privilege**: Enter Salary Details (Data) **Resource**: Salary
	A Line Manager can report salary for subordinates in their person and assignment security profile	**Role:** Compensation Transaction Analysis **Privilege**: Report Salary (Data) **Resource**: Salary
	A Line Manager can view salary details for people and assignments in their person and assignment security profile	**Role:** View Salary Data Only **Privilege**: View Salary Details (Data) **Resource**: Salary
	A Line Manager can view salary details for subordinates in their person and assignment security profile	**Role:** Manage Salaries **Privilege**: View Salary Details (Data) **Resource**: Salary
	A Line Manager can view worker compensation portrait card for subordinates in their person and assignment security profile	**Role:** View Compensation Details for Worker **Privilege**: View Worker Compensation Portrait Card (Data) **Resource**: Salary
Schedule Assignment	A Line Manager can manage work schedule assignment for persons and assignments in their person and assignment security profile	**Role:** Manage Schedules and Exceptions Assignment **Privilege**: Manage Work Schedule Assignment (Data) **Resource**: Schedule Assignment
	A Line Manager can manage work schedule assignment for subordinates in their person and assignment security profile	**Role:** Manage Schedules and Exceptions Assignment **Privilege**: Manage Work Schedule Assignment (Data) **Resource**: Schedule Assignment
	A Line Manager can report work schedule assignment for subordinates in their person and assignment security profile	**Role:** Workforce Transaction Analysis **Privilege**: Report Work Schedule Assignment (Data) **Resource**: Schedule Assignment
Succession Plan Candidate	A Line Manager can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager	**Role:** Manage Succession Plan Candidate **Privilege**: Manage Succession Plan Candidate (Data) **Resource**: Succession Plan Candidate
	A Line Manager can view succession plan candidate for all public succession plans	**Role:** View Succession Plan **Privilege**: View Succession Plan Candidate (Data) **Resource**: Succession Plan Candidate
	A Line Manager can view succession plan candidate for private succession plans for which they are an administrator	**Role:** View Succession Plan **Privilege**: View Succession Plan Candidate (Data) **Resource**: Succession Plan Candidate

Business Object	Policy Description	Policy Store Implementation
	or a viewer or a candidate manager	
Succession Plan Detail	A Line Manager can add worker to succession plan for subordinates in their person and assignment security profile	**Role:** Manage Succession Plan Candidate **Privilege**: Add Worker to Succession Plan (Data) **Resource**: Succession Plan Detail
	A Line Manager can create succession plan for worker for subordinates in their person and assignment security profile	**Role:** Create Succession Plan for Worker **Privilege**: Create Succession Plan for Worker (Data) **Resource**: Succession Plan Detail
	A Line Manager can view succession plan for all public succession plans	**Role:** View Succession Plan **Privilege**: View Succession Plan (Data) **Resource**: Succession Plan Detail
	A Line Manager can view succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager	**Role:** View Succession Plan **Privilege**: View Succession Plan (Data) **Resource**: Succession Plan Detail
Talent Profile	A Line Manager can edit person career planning for subordinates in their person and assignment security profile	**Role:** Edit Person Career Planning **Privilege**: Edit Person Career Planning (Data) **Resource**: Talent Profile
	A Line Manager can edit person skills and qualifications for subordinates in their person and assignment security profile	**Role:** Edit Person Skills and Qualifications **Privilege**: Edit Person Skills and Qualifications (Data) **Resource**: Talent Profile
	A Line Manager can match talent profile person for subordinates in their person and assignment security profile	**Role:** Workforce Profile Line Manager **Privilege**: Match Talent Profile Person (Data) **Resource**: Talent Profile
	A Line Manager can view talent profile model for jobs in their job security profile	**Role:** Workforce Profile Line Manager **Privilege**: View Talent Profile Model (Data) **Resource**: Talent Profile
	A Line Manager can view talent profile person for subordinates in their person and assignment security profile	**Role:** Workforce Profile Line Manager **Privilege**: View Talent Profile Person (Data) **Resource**: Talent Profile
	A Line Manager can view talent ratings for subordinates in their person and assignment security profile	**Role:** View Talent Ratings **Privilege**: View Talent Ratings (Data) **Resource**: Talent Profile
Talent Profile Item	A Line Manager can view talent profile item manager for subordinates in their person and assignment security profile	**Role:** Workforce Profile Line Manager **Privilege**: View Talent Profile Item Manager (Data) **Resource**: Talent Profile Item
Time Record	A Line Manager can report time and labor for subordinates in their person and assignment security profile	**Role:** Time and Labor Transaction Analysis **Privilege**: Report Time and Labor (Data) **Resource**: Time Record
Trading Community Org Address Email Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Approval **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address Email Contact Preference
Trading Community Org	A Line Manager can manage	**Role:** Expense Approval

Business Object	Policy Description	Policy Store Implementation
Address Phone Contact Preference	trading community legal contact preference for all trading community contact preferences not of type legal.	**Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Org Address Phone Contact Preference
Trading Community Organization Address Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Approval **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Address Contact Preference
Trading Community Organization Email Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Approval **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Email Contact Preference
Trading Community Organization Party	A Line Manager can view trading community organization for all organizations in the enterprise	**Role:** Expense Approval **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
		Role: Line Manager Workforce Compensation Management **Privilege**: View Trading Community Organization (Data) **Resource**: Trading Community Organization Party
Trading Community Organization Phone Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Approval **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Organization Phone Contact Preference
Trading Community Party	A Line Manager can view trading community person for all organizations in the enterprise	**Role:** Line Manager Workforce Compensation Management **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
	A Line Manager can view trading community person for all people in the enterprise	**Role:** Expense Approval **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
	A Line Manager can view trading community person for all people in the enterprise other than sales accounts and sales prospects.	**Role:** Expense Approval **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
	A Line Manager can view trading community person for all resources in the enterprise	**Role:** Expense Approval **Privilege**: View Trading Community Person (Data) **Resource**: Trading Community Party
Trading Community Person Address Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Approval **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Address Contact Preference
Trading Community Person Address Phone	A Line Manager can manage trading community legal	**Role:** Expense Approval **Privilege**: Manage Trading Community Legal

Business Object	Policy Description	Policy Store Implementation
Contact Preference	contact preference for all trading community contact preferences not of type legal.	Contact Preference (Data) **Resource**: Trading Community Person Address Phone Contact Preference
Trading Community Person Email Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role**: Expense Approval **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Email Contact Preference
Trading Community Person Phone Contact Preference	A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.	**Role:** Expense Approval **Privilege**: Manage Trading Community Legal Contact Preference (Data) **Resource**: Trading Community Person Phone Contact Preference
User	A Line Manager can create user name for subordinates in their person security profile.	**Role:** Link User Name to Person **Privilege**: Create User Name (Data) **Resource**: User
	A Line Manager can link user account for subordinates in their person security profile.	**Role:** Link User Name to Person **Privilege**: Link User Account (Data) **Resource**: User
User Role	A Line Manager can assign user roles for subordinates in their person and assignment security profile	**Role:** Manage User Account **Privilege**: Assign User Roles (Data) **Resource**: User Role
	A Line Manager can view person account details for subordinates in their person and assignment security profile	**Role:** View Portrait User Account Details Card **Privilege**: View Person Account Details (Data) **Resource**: User Role
Vacancy Requisition	A Line Manager can manage vacancy for subordinates in their person and assignment security profile	**Role:** Manage Vacancy **Privilege**: Manage Vacancy (Data) **Resource**: Vacancy Requisition
	A Line Manager can report vacancy for subordinates in their person and assignment security profile	**Role:** Vacancy Transaction Analysis **Privilege**: Report Vacancy (Data) **Resource**: Vacancy Requisition
	A Line Manager can view vacancy for subordinates in their person and assignment security profile	**Role:** Manage Vacancy **Privilege**: View Vacancy (Data) **Resource**: Vacancy Requisition
Variable Compensation Allocation	A Line Manager can enter variable compensation allocation for subordinates in their person and assignment security profile	**Role:** Manage Individual Compensation **Privilege**: Enter Variable Compensation Allocation (Data) **Resource**: Variable Compensation Allocation
Work Relationship	A Line Manager can terminate work relationship for subordinates in their person and assignment security profile	**Role:** Terminate Work Relationship **Privilege**: Terminate Work Relationship (Data) **Resource**: Work Relationship
	A Line Manager can view employment information summary for subordinates in their person and assignment security profile	**Role:** View Employment Information Summary **Privilege**: View Employment Information Summary (Data) **Resource**: Work Relationship
	A Line Manager can view	**Role:** View Employment Information

Business Object	Policy Description	Policy Store Implementation
	employment information summary for themselves	Summary **Privilege**: View Employment Information Summary (Data) **Resource**: Work Relationship
Worker	A Line Manager can change worker location for subordinates in their person and assignment security profile	**Role:** Change Worker Location **Privilege**: Change Worker Location (Data) **Resource**: Worker
	A Line Manager can change worker manager for subordinates in their person and assignment security profile	**Role:** Change Worker Manager **Privilege**: Change Worker Manager (Data) **Resource**: Worker
	A Line Manager can change worker working hour for subordinates in their person and assignment security profile	**Role:** Change Worker Working Hour **Privilege**: Change Worker Working Hour (Data) **Resource**: Worker
	A Line Manager can choose worker for people and assignments in their person and assignment security profile	**Role:** Line Manager **Privilege**: Choose Worker (Data) **Resource**: Worker
	A Line Manager can compare worker employment information for subordinates in their person and assignment security profile	**Role:** Compare HCM Information **Privilege**: Compare Worker Employment Information (Data) **Resource**: Worker
	A Line Manager can report worker for persons and assignments in their person and assignment security profile	**Role:** Absence Management Transaction Analysis **Privilege**: Report Worker (Data) **Resource**: Worker
	A Line Manager can review worker availability for subordinates in their person and assignment security profile	**Role:** Report Manager Transaction Dashboard **Privilege**: Review Worker Availability (Data) **Resource**: Worker
		Role: View Portrait Availability Card **Privilege**: Review Worker Availability (Data) **Resource**: Worker
	A Line Manager can search worker for persons and assignments in their person and assignment security profile	**Role:** Change Worker Location **Privilege**: Search Worker (Data) **Resource**: Worker
	A Line Manager can search worker for subordinates in their person and assignment security profile	**Role:** Change Worker Manager **Privilege**: Search Worker (Data) **Resource**: Worker
		Role: Change Worker Working Hour **Privilege**: Search Worker (Data) **Resource**: Worker
	A Line Manager can view manager transaction dashboard for subordinates in their person and assignment security profile	**Role:** Report Manager Transaction Dashboard **Privilege**: View Manager Transaction Dashboard (Data) **Resource**: Worker
	A Line Manager can view manager transaction dashboard for themselves	**Role:** Report Manager Transaction Dashboard **Privilege**: View Manager Transaction Dashboard (Data) **Resource**: Worker
Worker Prediction	A Line Manager can view worker prediction for	**Role:** View Workforce Predictions as Line Manager

Business Object	Policy Description	Policy Store Implementation
	subordinates in their person and assignment security profile	**Privilege**: View Worker Prediction (Data) **Resource**: Worker Prediction
Worker Supervisor	A Line Manager can manage direct reports for persons and assignments in their person and assignment security profile	**Role:** Manage Direct Report **Privilege**: Manage Direct Reports (Data) **Resource**: Worker Supervisor
Workforce Model Plan	A Line Manager can create workforce model plan for top managers in their public person security profile	**Role:** Workforce Model Plan Line Manager **Privilege**: Create Workforce Model Plan (Data) **Resource**: Workforce Model Plan
	A Line Manager can manage workforce model plan for plans that they own or for which they are the top manager and have been granted access	**Role:** Workforce Model Plan Line Manager **Privilege**: Manage Workforce Model Plan (Data) **Resource**: Workforce Model Plan

Job Role: Materials Planner

Manages and balances all demand and supply in the supply chain.

Duties

Duties assigned directly and indirectly to the job role **Materials Planner**

Duty Role	Description
Item Inquiry	Queries and views items in the enterprise.
Plan Analysis	Manages and analyzes Supply or Demand Plans
Plan Inputs Reference Data Management	Reviews all reference data entities like items, resources used as input to supply and demand plans
Plan Management	Manages demand and supply plans
Plan Processing	Manages, publishes and releases recommendations of demand and supply plans
Planning Administration	Configures and manages planning set up, data collection and order promising server processes.
Planning Collected Data Management	Manages data collection processes and verifies collected data.
Planning Item Management	Manages items used in demand and supply plans
Planning Resource Management	Manages manufacturing resources used in supply plans

Role Hierarchy

Roles inherited directly and indirectly by the job role **Materials Planner**

Inherited Roles

Materials Planner
    Plan Analysis
    Plan Inputs Reference Data Management
    Plan Management
    Plan Processing
    Planning Administration
    Planning Collected Data Management
        Item Inquiry
    Planning Item Management
    Planning Resource Management

Privileges

Privileges granted to duties of the job role **Materials Planner**.

Granted Role	Granted Role Description	Privilege
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment
		Manage Item Catalog
		Manage Item Global Search
		Manage Trading Partner Item Reference
		View Item
		View Item Organization Association
		View Item Relationship
Materials Planner	Manages and balances all demand and	Monitor Planning Central

Granted Role	Granted Role Description	Privilege
	supply in the supply chain.	Work Area
Plan Analysis	Manages and analyzes Supply or Demand Plans	Compare Planning Scenarios
		Compare Plans
		Copy Planning Measure Data
		Delete Measure Definition
		Delete Planning Graphs
		Delete Planning Tables
		Edit Data in Planning Tables
		Edit Planning Analysis Sets
		Maintain Measure Definition
		Maintain Planning Graphs
		Maintain Planning Tables
		Manage Planning Exceptions
		Manage Planning Graphs
		Manage Product Launch
		Review Clear-to-Build
		Review Demand Planning Data
		Review Pegging Analysis
		Review Plan Summary
		View Measure Definition
		View Planning Analysis Sets
		View Planning Tables
Plan Inputs Reference Data Management	Reviews all reference data entities like items, resources used as input to supply and demand plans	Edit Demand Classes
		Edit Demand Priority Rules
		Edit Planning Calendar Associations
		Edit Planning Calendars
		Edit Planning Simulation Sets
		Edit Supply Network Model
		Export Planning Data
		Load Planning Hierarchies Data
		Load Planning Reference Data
		Load Planning Transaction Data
		Monitor Plan Inputs Work Area
		Receive Data from Trading Partners
		Review Planning Currencies
		Review Planning Currency Conversions
		Review Planning Units of Measure
		Save Changes to Planning Simulation Set
		View Cross-Reference Relationships for Collected

Granted Role	Granted Role Description	Privilege
		Data
		View Demand Classes
		View Demand Priority Rules
		View Planning Calendar Associations
		View Planning Calendars
		View Planning Simulation Sets
		View Supply Network Model
Plan Management	Manages demand and supply plans	Delete Plans
		Edit Plan Options
		Edit Planning Scenarios
		Edit Plans
		Manage Plan Collaboration Spaces
		Manage Scenario Collaboration Spaces
		Save Plan Extract
		View Plan Options
		View Planning Scenarios
		View Plans
Plan Processing	Manages, publishes and releases recommendations of demand and supply plans	Approve Demand Plan
		Compare Orders
		Delete Planning Notes
		Edit Demands and Supplies
		Edit Planning Notes
		Maintain Planning Workflow Processes
		Manage Demand Fulfillment
		Mark Orders for Release
		Monitor Planning Scheduled Processes
		Publish Data to Trading Partners
		Publish Plan Data
		Publish Plan Data to Planning Collaboration
		Release Planning Recommendations
		Run Plan with Snapshot
		Run Plan without Snapshot
		View Demands and Supplies
		View Planning Notes
Planning Administration	Configures and manages planning set up, data collection and order promising server processes.	Administer Planning Security
		Collect Planning Hierarchies Data
		Collect Planning Reference Data
		Collect Planning Transaction Data
		Edit Planning Analytics Configuration

Granted Role	Granted Role Description	Privilege
		Edit Forecasting Profiles
		Edit Planning Exception Sets
		Edit Planning Exceptions Configuration
		Edit Planning Profile Options
		Export Customer Account
		Load Planning Hierarchies Data
		Load Planning Reference Data
		Load Planning Transaction Data
		Manage Material Planner
		Manage My Application Profile Values
		Manage Order Promising Data Collection
		Manage Planning Instance
		Manage Planning Sourcing
		Manage Planning Sourcing Assignment
		Monitor Planning Data Collection Process
		Perform Order Orchestration and Planning Data Collection
		Perform Order Orchestration and Planning Data Load
		Perform Order Promising Server Data Refresh
		Provide Item Cost
		Search Customer Account Site
		Search Trading Community Organization
		View Planning Analytics Configuration
		View Customer Account
		View Customer Account Information
		View Customer Account Site
		View Customer Account Site Use
		View Forecasting Profiles
		View Planning Exception Sets
		View Planning Exceptions Configuration
		View Planning Profile Options
Planning Collected Data Management	Manages data collection processes and verifies collected data.	Manage Order Promising Data Collection

Granted Role	Granted Role Description	Privilege
		Review Order Orchestration Reference Objects
		Review Planning Approved Supplier List
		Review Planning Calendar
		Review Planning Calendar Assignment
		Review Planning Demand
		Review Planning Demand Class
		Review Planning Interlocation Shipping Network
		Review Planning Inventory Reservation
		Review Planning Item
		Review Planning Order Orchestration Reference Object
		Review Planning Supply
		Review Planning Trading Partner
		Review Planning Trading Partner Site
		Review Planning Unit of Measure
Planning Item Management	Manages items used in demand and supply plans	Edit Bills of Resources
		Edit Planning Items
		Edit Planning Product Structures
		Edit Planning Routings
		Edit Planning Supplier Capacity
		Edit Supplier Information
		Review Supply Chain Bill
		View Bills of Resources
		View Planning Items
		View Planning Product Structures
		View Planning Routings
		View Planning Supplier Capacity
		View Supplier Information
Planning Resource Management	Manages manufacturing resources used in supply plans	Edit Aggregate Resource Availability
		Edit Planning Resource Availability
		Edit Planning Resource Requirements
		Edit Planning Resources
		View Aggregate Resource Availability
		View Planning Resource Availability
		View Planning Resource

Granted Role	Granted Role Description	Privilege
		Requirements
		View Planning Resources

Data Security Policies

Data security policies and their enforcement across analytics application for the job role
Materials Planner

Business Object	Policy Description	Policy Store Implementation
Application Objects	A Materials Planner can manage application objects for all value chain planning application objects	**Role:** Planning Administration **Privilege**: Manage Application Objects (Data) **Resource**: Application Objects
Planning Customer	A Materials Planner can edit plans where the users can view, edit and delete plan data related to customers	**Role:** Plan Processing **Privilege**: Edit Plans **Resource**: Planning Customer
Planning Item	A Materials Planner can edit plans where the users can view, edit and delete plan data related to items	**Role:** Plan Processing **Privilege**: Edit Plans **Resource**: Planning Item
Planning Note	A Materials Planner can edit planning notes where the users can view, edit and delete notes on planning entities	**Role:** Plan Processing **Privilege**: Edit Planning Notes **Resource**: Planning Note
Planning Organization Parameter	A Materials Planner can edit plans where the users can view, edit and delete plan data related to organizations	**Role:** Plan Processing **Privilege**: Edit Plans **Resource**: Planning Organization Parameter
Planning Supplier	A Materials Planner can edit plans where the users can view, edit and delete plan data related to suppliers	**Role:** Plan Processing **Privilege**: Edit Plans **Resource**: Planning Supplier

Job Role: Order Promising Manager

Manages commitment of fulfillment dates, allocating scarce supply among competing demands and trading-off service levels with fulfillment costs.

Duties

Duties assigned directly and indirectly to the job role **Order Promising Manager**

Duty Role	Description
Item Inquiry	Queries and views items in the enterprise.
Order Promising Management	Manages order promising activities, including the scheduling and rescheduling of order fulfillment lines, and reviews data related to promising fulfillment lines.
Plan Inputs Reference Data Management	Reviews all reference data entities like items, resources used as input to supply and demand plans
Planning Administration	Configures and manages planning set up, data collection and order promising server processes.
Planning Collected Data Management	Manages data collection processes and verifies collected data.
Planning Item Management	Manages items used in demand and supply plans
Planning Resource Management	Manages manufacturing resources used in supply plans

Role Hierarchy

Roles inherited directly and indirectly by the job role **Order Promising Manager**

Inherited Roles

Order Promising Manager
    Item Inquiry
    Order Promising Management
    Plan Inputs Reference Data Management
    Planning Administration
    Planning Collected Data Management
        Item Inquiry
    Planning Item Management
    Planning Resource Management

Privileges

Privileges granted to duties of the job role **Order Promising Manager**.

Granted Role	Granted Role Description	Privilege
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment
		Manage Item Catalog
		Manage Item Global Search
		Manage Trading Partner Item Reference
		View Item
		View Item Organization Association
		View Item Relationship
Order Promising Management	Manages order promising activities, including the scheduling and rescheduling	Delete Measure Definition
		Delete Planning Graphs

Granted Role	Granted Role Description	Privilege
	of order fulfillment lines, and reviews data related to promising fulfillment lines.	Delete Planning Tables
		Edit Data in Planning Tables
		Edit Planning Analysis Sets
		Maintain Measure Definition
		Maintain Planning Graphs
		Maintain Planning Tables
		Manage Available-to-Promise Rule
		Manage Planning Allocation Rule
		Manage Planning Exceptions
		Manage Planning Graphs
		Manage Planning Supply Shipment Sets
		Monitor Order Promising Work Area
		Review Plan Summary
		Schedule Fulfillment Line
		View Available-to-Promise Rule
		View Measure Definition
		View Planning Allocation Rule
		View Planning Analysis Sets
		View Planning Sourcing Rule
		View Planning Supply Availability
		View Planning Supply Availability Details
		View Planning Supply Availability Options
		View Planning Tables
		View Supply Allocation Report
		View Supply Availability Report
Plan Inputs Reference Data Management	Reviews all reference data entities like items, resources used as input to supply and demand plans	Edit Demand Classes
		Edit Demand Priority Rules
		Edit Planning Calendar Associations
		Edit Planning Calendars
		Edit Planning Simulation Sets
		Edit Supply Network Model
		Export Planning Data
		Load Planning Hierarchies Data
		Load Planning Reference Data
		Load Planning Transaction Data

Granted Role	Granted Role Description	Privilege
		Monitor Plan Inputs Work Area
		Receive Data from Trading Partners
		Review Planning Currencies
		Review Planning Currency Conversions
		Review Planning Units of Measure
		Save Changes to Planning Simulation Set
		View Cross-Reference Relationships for Collected Data
		View Demand Classes
		View Demand Priority Rules
		View Planning Calendar Associations
		View Planning Calendars
		View Planning Simulation Sets
		View Supply Network Model
Planning Administration	Configures and manages planning set up, data collection and order promising server processes.	Administer Planning Security
		Collect Planning Hierarchies Data
		Collect Planning Reference Data
		Collect Planning Transaction Data
		Edit Planning Analytics Configuration
		Edit Forecasting Profiles
		Edit Planning Exception Sets
		Edit Planning Exceptions Configuration
		Edit Planning Profile Options
		Export Customer Account
		Load Planning Hierarchies Data
		Load Planning Reference Data
		Load Planning Transaction Data
		Manage Material Planner
		Manage My Application Profile Values
		Manage Order Promising Data Collection
		Manage Planning Instance
		Manage Planning Sourcing

Granted Role	Granted Role Description	Privilege
		Manage Planning Sourcing Assignment
		Monitor Planning Data Collection Process
		Perform Order Orchestration and Planning Data Collection
		Perform Order Orchestration and Planning Data Load
		Perform Order Promising Server Data Refresh
		Provide Item Cost
		Search Customer Account Site
		Search Trading Community Organization
		View Planning Analytics Configuration
		View Customer Account
		View Customer Account Information
		View Customer Account Site
		View Customer Account Site Use
		View Forecasting Profiles
		View Planning Exception Sets
		View Planning Exceptions Configuration
		View Planning Profile Options
Planning Collected Data Management	Manages data collection processes and verifies collected data.	Manage Order Promising Data Collection
		Review Order Orchestration Reference Objects
		Review Planning Approved Supplier List
		Review Planning Calendar
		Review Planning Calendar Assignment
		Review Planning Demand
		Review Planning Demand Class
		Review Planning Interlocation Shipping Network
		Review Planning Inventory Reservation
		Review Planning Item
		Review Planning Order Orchestration Reference Object
		Review Planning Supply
		Review Planning Trading

Granted Role	Granted Role Description	Privilege
		Partner
		Review Planning Trading Partner Site
		Review Planning Unit of Measure
Planning Item Management	Manages items used in demand and supply plans	Edit Bills of Resources
		Edit Planning Items
		Edit Planning Product Structures
		Edit Planning Routings
		Edit Planning Supplier Capacity
		Edit Supplier Information
		Review Supply Chain Bill
		View Bills of Resources
		View Planning Items
		View Planning Product Structures
		View Planning Routings
		View Planning Supplier Capacity
		View Supplier Information
Planning Resource Management	Manages manufacturing resources used in supply plans	Edit Aggregate Resource Availability
		Edit Planning Resource Availability
		Edit Planning Resource Requirements
		Edit Planning Resources
		View Aggregate Resource Availability
		View Planning Resource Availability
		View Planning Resource Requirements
		View Planning Resources

Data Security Policies

Data security policies and their enforcement across analytics application for the job role
Order Promising Manager

Business Object	Policy Description	Policy Store Implementation
Application Objects	An Order Promising Manager can manage application objects for all value chain planning application objects	**Role:** Planning Administration **Privilege**: Manage Application Objects (Data) **Resource**: Application Objects

Job Role: Supply Chain Planning Application Administrator

Individual responsible for supply chain planning application administration. Collaborates with supply chain planning application users to maintain consistent application setup, rules, and access.

Duties

Duties assigned directly and indirectly to the job role **Supply Chain Planning Application Administrator**

Duty Role	Description
Item Inquiry	Queries and views items in the enterprise.
Plan Analysis	Manages and analyzes Supply or Demand Plans
Plan Inputs Reference Data Management	Reviews all reference data entities like items, resources used as input to supply and demand plans
Plan Management	Manages demand and supply plans
Plan Processing	Manages, publishes and releases recommendations of demand and supply plans
Planning Administration	Configures and manages planning set up, data collection and order promising server processes.
Planning Collected Data Management	Manages data collection processes and verifies collected data.
Planning Item Management	Manages items used in demand and supply plans
Planning Resource Management	Manages manufacturing resources used in supply plans

Role Hierarchy

Roles inherited directly and indirectly by the job role **Supply Chain Planning Application Administrator**

Inherited Roles

Supply Chain Planning Application Administrator
        Plan Analysis
        Plan Inputs Reference Data Management
        Plan Management
        Plan Processing
        Planning Administration
        Planning Collected Data Management
            Item Inquiry
        Planning Item Management
        Planning Resource Management

Privileges

Privileges granted to duties of the job role **Supply Chain Planning Application Administrator**.

Granted Role	Granted Role Description	Privilege
Item Inquiry	Queries and views items in the enterprise.	Manage Item Attachment
		Manage Item Catalog

Granted Role	Granted Role Description	Privilege
		Manage Item Global Search
		Manage Trading Partner Item Reference
		View Item
		View Item Organization Association
		View Item Relationship
Plan Analysis	Manages and analyzes Supply or Demand Plans	Compare Planning Scenarios
		Compare Plans
		Copy Planning Measure Data
		Delete Measure Definition
		Delete Planning Graphs
		Delete Planning Tables
		Edit Data in Planning Tables
		Edit Planning Analysis Sets
		Maintain Measure Definition
		Maintain Planning Graphs
		Maintain Planning Tables
		Manage Planning Exceptions
		Manage Planning Graphs
		Manage Product Launch
		Review Clear-to-Build
		Review Demand Planning Data
		Review Pegging Analysis
		Review Plan Summary
		View Measure Definition
		View Planning Analysis Sets
		View Planning Tables
Plan Inputs Reference Data Management	Reviews all reference data entities like items, resources used as input to supply and demand plans	Edit Demand Classes
		Edit Demand Priority Rules
		Edit Planning Calendar Associations
		Edit Planning Calendars
		Edit Planning Simulation Sets
		Edit Supply Network Model
		Export Planning Data
		Load Planning Hierarchies Data
		Load Planning Reference Data
		Load Planning Transaction Data
		Monitor Plan Inputs Work Area
		Receive Data from Trading Partners
		Review Planning Currencies
		Review Planning Currency Conversions

Granted Role	Granted Role Description	Privilege
		Review Planning Units of Measure
		Save Changes to Planning Simulation Set
		View Cross-Reference Relationships for Collected Data
		View Demand Classes
		View Demand Priority Rules
		View Planning Calendar Associations
		View Planning Calendars
		View Planning Simulation Sets
		View Supply Network Model
Plan Management	Manages demand and supply plans	Delete Plans
		Edit Plan Options
		Edit Planning Scenarios
		Edit Plans
		Manage Plan Collaboration Spaces
		Manage Scenario Collaboration Spaces
		Save Plan Extract
		View Plan Options
		View Planning Scenarios
		View Plans
Plan Processing	Manages, publishes and releases recommendations of demand and supply plans	Approve Demand Plan
		Compare Orders
		Delete Planning Notes
		Edit Demands and Supplies
		Edit Planning Notes
		Maintain Planning Workflow Processes
		Manage Demand Fulfillment
		Mark Orders for Release
		Monitor Planning Scheduled Processes
		Publish Data to Trading Partners
		Publish Plan Data
		Publish Plan Data to Planning Collaboration
		Release Planning Recommendations
		Run Plan with Snapshot
		Run Plan without Snapshot
		View Demands and Supplies
		View Planning Notes
Planning Administration	Configures and manages planning set up, data collection and order promising server processes.	Administer Planning Security
		Collect Planning Hierarchies Data

Granted Role	Granted Role Description	Privilege
		Collect Planning Reference Data
		Collect Planning Transaction Data
		Edit Planning Analytics Configuration
		Edit Forecasting Profiles
		Edit Planning Exception Sets
		Edit Planning Exceptions Configuration
		Edit Planning Profile Options
		Export Customer Account
		Load Planning Hierarchies Data
		Load Planning Reference Data
		Load Planning Transaction Data
		Manage Material Planner
		Manage My Application Profile Values
		Manage Order Promising Data Collection
		Manage Planning Instance
		Manage Planning Sourcing
		Manage Planning Sourcing Assignment
		Monitor Planning Data Collection Process
		Perform Order Orchestration and Planning Data Collection
		Perform Order Orchestration and Planning Data Load
		Perform Order Promising Server Data Refresh
		Provide Item Cost
		Search Customer Account Site
		Search Trading Community Organization
		View Planning Analytics Configuration
		View Customer Account
		View Customer Account Information
		View Customer Account Site
		View Customer Account Site Use
		View Forecasting Profiles
		View Planning Exception Sets

Granted Role	Granted Role Description	Privilege
		View Planning Exceptions Configuration
		View Planning Profile Options
Planning Collected Data Management	Manages data collection processes and verifies collected data.	Manage Order Promising Data Collection
		Review Order Orchestration Reference Objects
		Review Planning Approved Supplier List
		Review Planning Calendar
		Review Planning Calendar Assignment
		Review Planning Demand
		Review Planning Demand Class
		Review Planning Interlocation Shipping Network
		Review Planning Inventory Reservation
		Review Planning Item
		Review Planning Order Orchestration Reference Object
		Review Planning Supply
		Review Planning Trading Partner
		Review Planning Trading Partner Site
		Review Planning Unit of Measure
Planning Item Management	Manages items used in demand and supply plans	Edit Bills of Resources
		Edit Planning Items
		Edit Planning Product Structures
		Edit Planning Routings
		Edit Planning Supplier Capacity
		Edit Supplier Information
		Review Supply Chain Bill
		View Bills of Resources
		View Planning Items
		View Planning Product Structures
		View Planning Routings
		View Planning Supplier Capacity
		View Supplier Information
Planning Resource Management	Manages manufacturing resources used in supply plans	Edit Aggregate Resource Availability
		Edit Planning Resource Availability
		Edit Planning Resource Requirements

Granted Role	Granted Role Description	Privilege
		Edit Planning Resources
		View Aggregate Resource Availability
		View Planning Resource Availability
		View Planning Resource Requirements
		View Planning Resources

Data Security Policies

Data security policies and their enforcement across analytics application for the job role **Supply Chain Planning Application Administrator**

Business Object	Policy Description	Policy Store Implementation
Application Objects	A Supply Chain Planning Application Administrator can manage application objects for all value chain planning application objects	**Role:** Planning Administration **Privilege**: Manage Application Objects (Data) **Resource**: Application Objects
Planning Customer	A Supply Chain Planning Application Administrator can edit plans where the users can view, edit and delete plan data related to customers	**Role:** Plan Processing **Privilege**: Edit Plans **Resource**: Planning Customer
Planning Item	A Supply Chain Planning Application Administrator can edit plans where the users can view, edit and delete plan data related to items	**Role:** Plan Processing **Privilege**: Edit Plans **Resource**: Planning Item
Planning Note	A Supply Chain Planning Application Administrator can edit planning notes where the users can view, edit and delete notes on planning entities	**Role:** Plan Processing **Privilege**: Edit Planning Notes **Resource**: Planning Note
Planning Organization Parameter	A Supply Chain Planning Application Administrator can edit plans where the users can view, edit and delete plan data related to organizations	**Role:** Plan Processing **Privilege**: Edit Plans **Resource**: Planning Organization Parameter
Planning Supplier	A Supply Chain Planning Application Administrator can edit plans where the users can view, edit and delete plan data related to suppliers	**Role:** Plan Processing **Privilege**: Edit Plans **Resource**: Planning Supplier