timeware®
HR, Time and Attendance Software

ON PREMISE SOFTWARE
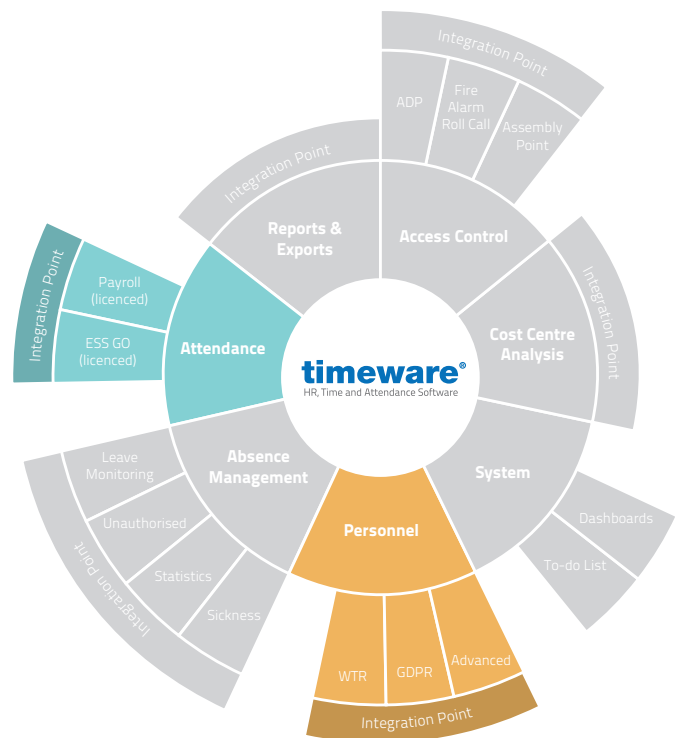
Cascade HR Integration datasheet:

Cascade

Cascade HR

IRIS Cascade HRi is a comprehensive Human Resource Management (HRM) system designed to simplify and centralise all core HR and payroll functions. Built as a cloud-based solution, it delivers everything from recruitment and onboarding to absence and performance management, enabling HR teams to automate time-consuming administrative tasks and provide strategic data insights at the push of a button.

timeware®/Cascade HR Integration overview

timeware® has developed an integration that sits seamlessly between timeware® Professional and Cascade HR. This integration eliminates 'duplicate entry' and allows employee, personnel details and approved leave information created in Cascade HR to be passed directly to timeware®. Users of Cascade HR and timeware® Professional will see the two systems operating seamlessly, with one providing advanced HR features and the other providing robust yet flexible time management solution.

The API integration enables seamless synchronisation between the two systems, allowing employee records to be transferred effortlessly and ensuring that absences recorded in Cascade HR are automatically reflected in timeware® Absences.

Integrated Management System

ISO 9001: 2015
ISO 27001: 2022

Citation ISO Certification

REGISTERED

Certificate No: 491342025

CYBER ESSENTIALS PLUS

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www.timeware.co.uk
support@timeware.co.uk
+44 (0) 1706 658222

timeware®/Cascade HR integration functions

timeware® Personnel

Cascade HR Employees

The API integration enables full control of the transfer direction between timeware® Personnel and Cascade HR Employees.

timeware® Absences

Cascade HR Absences

The API integration enables control of the transfer of Cascade HR Absences to timeware® Absences.

Annual licence

The Cascade HR integration is enabled by an annual licence.

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Technical

Executed by the Event Agent.

Integration frequency determined during configuration.

Employee integration and absence integration operate independently.

Employees

The integration will transfer the fields listed below from new employees records in Cascade HR to the corresponding fields in new employee records in timeware® personnel.

CascadeHR Field	timeware® Field
First Name	First Name
Last Name	Last Name
Organization Email	Email
Payroll	Paylink
Date Of Birth	Date Of Birth
Employment Start Date	Date Started With Company
Personal Email	Home Email
Gender	Sex
3 Hierachy levels	timeware® grouping determined through command line
Leave Date	Employee Status set to 'Leaver' and date of termination set

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Technical

Absences

All absences are processed through the 'Absence Engine'. This is a service within the script that calculates all entitlement and interrelated data necessary for integration into timeware®.

In Cascade HR, Absences can be set to Half or Full days; paid or unpaid. This requires a tabsence_ref record to be created for each, if used.

The integration will transfer the fields listed below from new absence records in Cascade HR to the corresponding fields in new absence records in timeware® absence managemnet.

Cascade HR Field	timeware® Field
Absence Reason	Absence Reason
Request Date	Called
Start Date	Absence From
End Date	Absence To
Absence Status	Authorisation
	Authorisation Finalised (set to true)
	Authorisation User Id (set to -1 'System')
	Restrict From (set to 1899/12/30 00:00:00)
	Restrict To (set to 1899/12/30 00:00:00)
	Restrict Duration (set to 1899/12/30 00:00:00)
	Force Absence (set to false)
	Force Absence Timepot (set to -1)
	Force Absence Duration (set to 1899/12/30 00:00:00)
	Require Update (set to true so absence displays correctly in timeware®)
Comments	Memo