

## Cascade HR Integration datasheet:



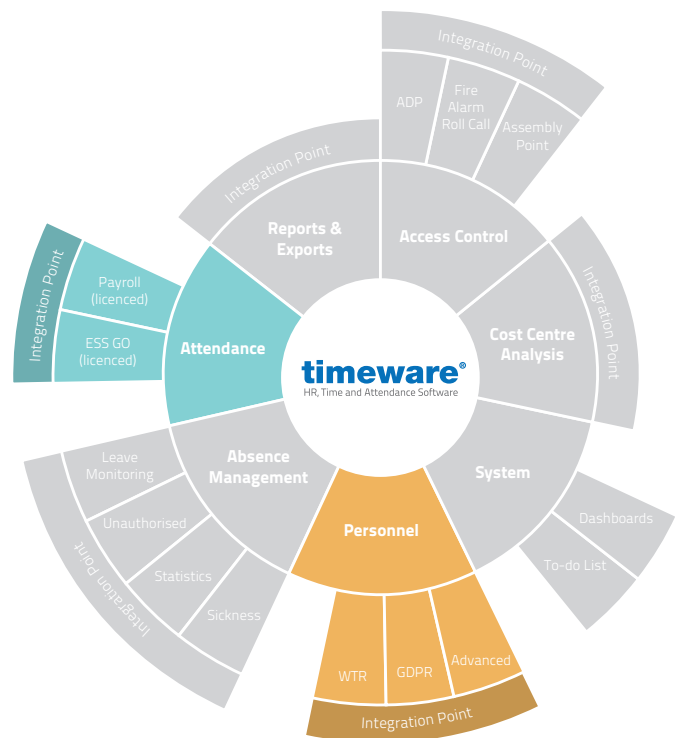
### Cascade HR

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.



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## timeware®/Cascade HR integration functions

**timeware® Personnel**

Find: Personnel

Search for: 
◀ ▶ 🔍

Search through: Employee ID ▼

Search type: Contains ▼

Drag a column header here to group by that column.

Employee ID ▲	Payroll	First Name	Last Name	Known As
746	LVP1734	Caitlin	Benson	Benson, Caitlin
747	AGY747	Joe	Williams	Williams, Joe
748	MAN4962	Alexander	Bird	Bird, Alexander
749	BIR3265	Paige	Moss	Moss, Paige
750	AGY750	Emma	Nixon	Nixon, Emma
751	MAN2703	Adam	Higgins	Higgins, Adam
752	BIR2790	Henry	O'Connor	O'Connor, Henry
753	BIR4146	Harley	Ellis	Ellis, Harley
754	MAN4708	Kieran	Houghton	Houghton, Kieran
755	LVP3584	Tyler	Kennedy	Kennedy, Tyler
756	BIR1808	Alisha	Pope	Pope, Alisha
757	BIR2460	Archie	Fox	Fox, Archie
758	BIR4145	Konstanty	Krupa	Krupa, Konstanty
2921	4543545	Paul	Bannister	Bannister, Paul
2945	LVP4067	Dave	Webb	Webb, Dave
2949	PW3	William	Shakespeare	Shakespeare, Wil
2954	4	Matt	Sage	Sage, Matt
2956	5	Johnno	Bairstow	Bairstow, Johnno

## Cascade HR Employees

[illegible]

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

**timeware® Absences**

19	20	21	22	23	24	25	26	27	28	29	30
26	27	28	29	30	31						
May 2022					June 2022					July	
W	T	F	S	S	M	T	W	T	F	S	S
				1			1	2	3	4	5
4	5	6	7	8	6	7	8	9	10	11	12
11	12	13	14	15	13	14	15	16	17	18	19
18	19	20	21	22	20	21	22	23	24	25	26
25	26	27	28	29	27	28	29	30			
September 2022					October 2022					November	
W	T	F	S	S	M	T	W	T	F	S	S
	1	2	3	4					1	2	
7	8	9	10	11	3	4	5	6	7	8	9
14	15	16	17	18	10	11	12	13	14	15	16
21	22	23	24	25	17	18	19	20	21	22	23
28	29	30			24	25	26	27	28	29	30
					31						
W...	Close										

## Cascade HR Absences

The screenshot shows the IRIS Cascade application interface. At the top, there's a navigation bar with the IRIS logo and 'Cascade' text. Below this is a menu bar with options like 'Home', 'People', 'Training', 'Resources', 'Recruitment', 'Workflows', 'Admin', and 'Reports'. The main content area is titled 'Book Holiday for (23509197) Vicky Bennetts'. It features a calendar view for the year 2023, with months from January to December. The calendar shows dates with various highlights: red for booked holidays, yellow for available dates, and grey for unavailable dates. A sidebar on the left contains navigation links for 'Search', 'All Workbooks', 'My Workbooks', 'JEL Tools', 'My Tools', 'My Availability', 'My Resources', and 'My Recruitments'. The bottom of the screen shows a Windows taskbar with several open applications.

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.

## 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

## 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