

## **Original Hire – STUDENT WAGE with TERMINATION (OHSWAG)**

**The following actions are required to hire an employee in Banner HR:**

1. Create a Person Record in SPAIDEN.
2. Check NBI JLST to see if the assignment will be an original or current hire and check the previous suffixes, if applicable.
3. Create the employee record and job record using NOAEPAF.

This Electronic Personnel Action Form (EPAF) type is used when you are hiring a student wage employee and already know the end date. There are equivalent categories for non-student wage and work study. Student wage employees are different from wage employees in that they are individuals whose primary affiliation with Mason is the pursuit of a degree. Students may or may not qualify for the FICA exemption depending upon enrollment levels as defined in University Policy 2222.

**NOTE:** Sensitive information, such as names, G numbers, and Social Security numbers, is not included in this manual. Please keep in mind that in the live Banner Application all G numbers consist of the letter G followed by 8 digits. If you have any questions about the format of any fields in this manual, please contact the Office of HR & Payroll at (703) 993-2600.

## Navigation Shortcuts



Function	Pull-down Menu Option	Shortcut	Toolbar Icon
Save or Commit	File/Save	F10	1
Rollback	File/Rollback	Shift + F7	2
Select	File/Select	Shift + F3	3
Insert Record	Record/Insert	F6	4
Delete Record	Record/Remove	Shift + F6	5
Previous Record	Record/Previous	Up Arrow	6
Next Record	Record/Next	Down Arrow	7
Previous Block	Block/Previous	Ctrl + Page Up	8
Next Block	Block/Next	Ctrl + Page Down	9
Enter Query	Query/Enter	F7	10
Execute Query	Query/Execute	F8	11
Cancel Query	Query/Cancel	Ctrl + Q	12
Print	File/Print	Shift + F8	13
Exit	File/Exit	Ctrl + Q	14
Next Field	Field/Next	Tab	none
Previous Field	Field/Previous	Shift + Tab	none
List of Values	Help/List	F9	none
Show Keys	Show Shortcut Keys	Ctrl + F1	none

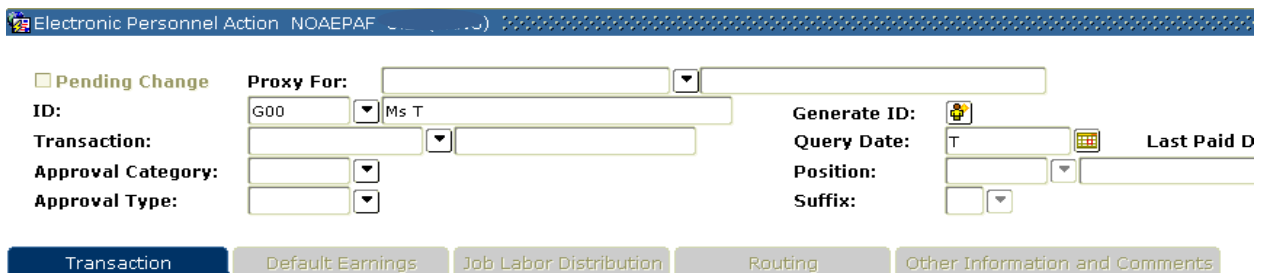
## Step by Step Instructions

Before beginning with this manual, be sure that the employee in question has a SPAIDEN record. Refer to the “Entering a New Employee into SPAIDEN” manual for assistance.

1. Type **NOAEPAF** in text box and click **Enter** to begin the EPAF process.

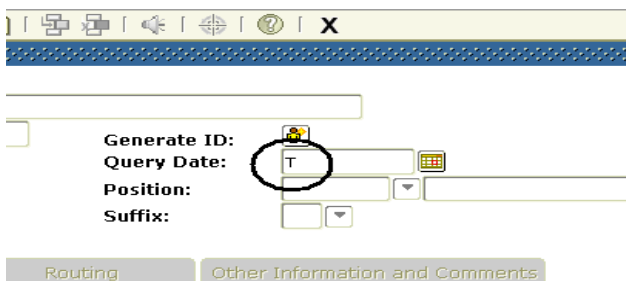



2. This screen auto-populates with the last person for which you were making entries, so be sure to verify you want to enter an assignment for this person. Enter the correct G number in the ID field.



3. Enter the current date in the *Query Date* field and press **Tab**.


(Shortcuts- if you type the letter **T** and press **tab**, today’s date will be entered.)




4. Enter the appropriate *Approval Category*; select OHSWAT for Original Hire, Student Wage w/ Term Date. By clicking the  icon next to *Approval Category* field, the list of acceptable values is displayed. For example, if we are hiring an employee who has not worked for GMU before, the appropriate *Approval Category* is **OH%** for Original Hire, followed by their employee type, SWAT, (CH% for current hire). Notice that the description of the action is listed after the text field.

NOTE: **OHWGTD** is the category for non-student wage with termination and **OHWSTD** is the category for work study with termination. If you use either of those categories, be sure to use the correct position prefix.

5. The **Approval Type** is auto-populated according to the **Approval Category** selected.

6. Press both CONTROL and PAGE DOWN or click the  **NEXT BLOCK icon** to access the next fields. For original hires, there should be **no** data in the Current Value field. If information appears under Current Value, **stop** and begin again as a current hire. Some information in the **New Value** fields will auto-populate. Most of this information will not need to be changed.

Transaction			
Default Earnings		Job Labor Distribution	
Routing			
Other Information and Comments			
Applied Status	Field Name	Current Value	New Value
<input type="checkbox"/>	Employee Class Code		SW
<input type="checkbox"/>	Home COAS		1
<input type="checkbox"/>	Home Organization		
<input type="checkbox"/>	Distribution Orgn		
<input type="checkbox"/>	District Code		FX
<input type="checkbox"/>	Current Hire Date		
<input type="checkbox"/>	I9 Form Indicator		R
<input type="checkbox"/>	I9 Date		
<input type="checkbox"/>	I9 Expiration Date		
<input type="checkbox"/>			

- A. **Employee Class Code** – This will automatically populate with **SW**. It cannot be changed.
- B. **Home COAS** (chart of accounts) – This will auto-populate. It cannot be changed.
- C. **Home Organization** – Enter the organization number that corresponds to the organization that is paying this person. This is a required field.
- D. **Distribution Organization** – Enter the same value as for the **Home Organization**. It is a required field.
- E. **District Code** – Enter the campus on which the employee will be located. The field will default to **FX** (Fairfax) but it can be changed. This is a required field.
  - a. To change, use the down arrow to highlight the field and select the  under “New Value.” A box will pop up with a list of Mason locations. Select the appropriate location and double click.

Transaction	Default Earnings	Job Labor Distribution	Routing	Other Information and Comments
-------------	------------------	------------------------	---------	--------------------------------

Applied Status	Field Name	Current Value	New Value
<input type="checkbox"/>	Employee Class Code		SW
<input type="checkbox"/>	Home COAS		1
<input type="checkbox"/>	Home Organization		XXXXXXXX
<input type="checkbox"/>	Distribution Orgn		XXXXXXXX
<input type="checkbox"/>	District Code		FX
<input type="checkbox"/>	Current Hire Date		10-JUN-2010
<input type="checkbox"/>	I-9 Form Indicator		R
<input type="checkbox"/>	I-9 Date		10-JUN-2010
<input type="checkbox"/>	I-9 Expiration Date		

**District/Division Code Validation (GTVDICD)**

Find: %

Code	Description	Activity Date
AR	Arlington Campus	14-NOV-2001
FC	Fairfax City	04-SEP-2002
FX	Fairfax Campus	14-NOV-2001
HE	Herndon (CIT)	10-DEC-2002
LC	Loudoun County Site	25-APR-2005
NE	Internet	10-DEC-2002
OC	Off-campus/Other	14-NOV-2001
PW	Prince William Campus	14-NOV-2001
RAK	Ras-Al-Khaimah-United Arab Em	09-JUN-2006

Find    OK    Cancel


Queue Status:

- F. **Current Hire Date** – Enter the employee’s start date.
- G. **I-9 Form Indicator** – This field must be populated with a value to indicate that the employer has received the I-9. This is a required field. The only acceptable values for this field are:
  - a. **R (received)** - Indicates that the I-9 was completed **prior** to the employee beginning work and that the employee is either a US Citizen or a Permanent Resident
  - b. **T (temporary)** - Indicates that the I-9 was completed and certified by OIPS **prior** to the employee beginning work and that the employee is a Non-Immigrant eligible to work in the United States.
- H. **I-9 Date** – Enter the date the I-9 is completed and/or certified by OIPS. This is a required field.
- I. **I-9 Expiration** – Enter the date **only if the I-9 field is T** (temporary). If the employee is a US Citizen or Permanent Resident, the I-9 expiration date field should be blank. This field will only be completed if the employee is a Non-Immigrant eligible to work in the United States. The completed Form I-9 will be provided by the employee after meeting with the Office of International Programs & Services.

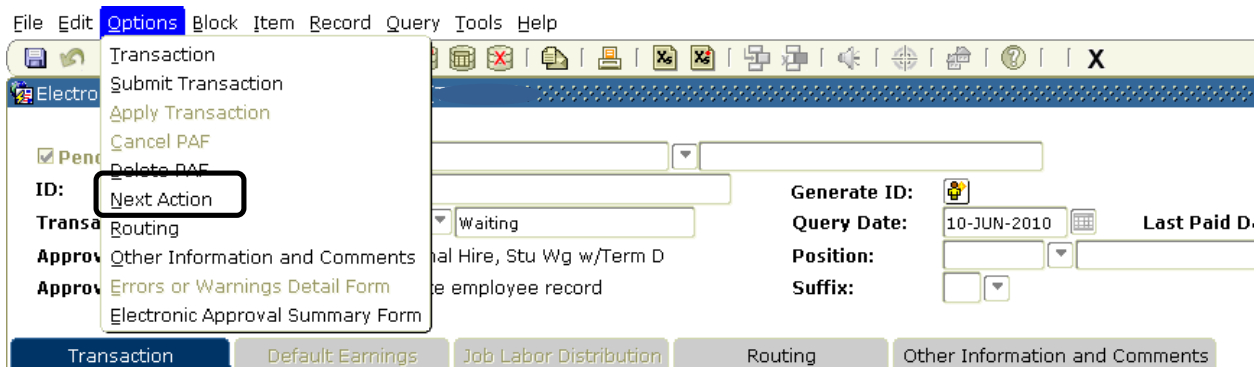
Transaction	Default Earnings	Job Labor Distribution	Routing	Other Information and Comments
-------------	------------------	------------------------	---------	--------------------------------

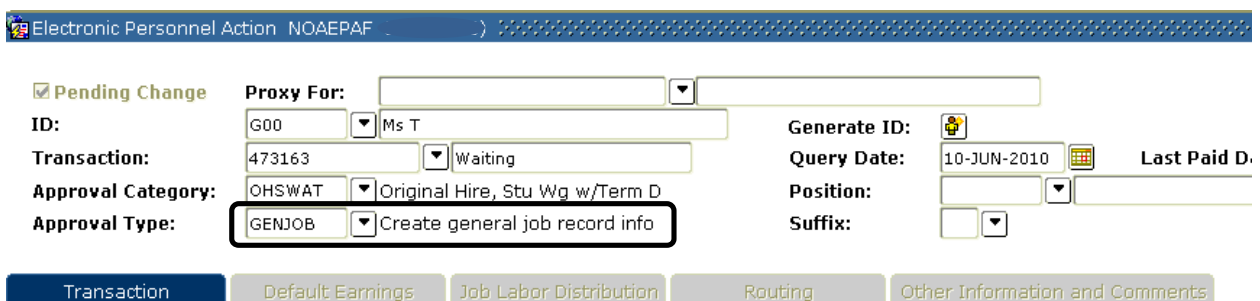
Applied Status	Field Name	Current Value	New Value
<input type="checkbox"/>	Employee Class Code		SW
<input type="checkbox"/>	Home COAS		1
<input type="checkbox"/>	Home Organization		XXXXXXXX
<input type="checkbox"/>	Distribution Orgn		XXXXXXXX
<input type="checkbox"/>	District Code		FX
<input type="checkbox"/>	Current Hire Date		10-JUN-2010
<input type="checkbox"/>	I-9 Form Indicator		R
<input type="checkbox"/>	I-9 Date		10-JUN-2010
<input type="checkbox"/>	I-9 Expiration Date		

7. Once you have entered information, click the **F10** button or the  icon to save.

- To access the next field, select **Next Action** from the **Options** menu.

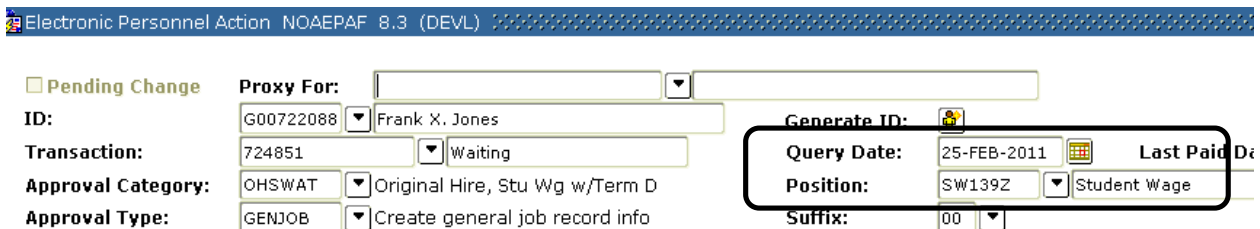


- You can now begin to create a job record. You will notice that the **Approval Type** has changed to **GENJBF** (create general job record for a fixed term).



- The next step is to enter the position number. You can reach this field by using the TAB key. The prefix for all student wage positions is **SW**. **If you do not know what position number to use, go to the “Pooled Position Lookup Form” under Employee Self-Service in PatriotWeb.**

- Press **TAB**, and then enter the **Suffix** (the suffix will be 00 for new employees).



- Press Control-Page Down to reach the next field.

**WARNING:** Once you press **Control+ Page Down** to reach the next fields, the position number cannot be changed. To delete or void the transaction at this time, go to **OPTIONS** then select **Delete PAF**.

- At this stage, a transaction number will auto-populate. Write down the transaction number! If you take a break and return to the EPAF later, the quickest way to find the EPAF is by searching on the **NOAEPAF** form with the number. The **Transaction Status** indicates where the transaction is in the process. A transaction that has not been submitted will have a status of **Waiting**.

Pending Change    Proxy For:

ID: G00    Ms T    Generate ID:

Transaction: 473163    Waiting    Query Date: 10-JUN-2010    Last Paid D

Approval Category: UNSWA1    Original Hire, Stu Wg w/Term D    Position: SW130Z    Student Wage

Approval Type: GENJOB    Create general job record info    Suffix: 00

Transaction    Default Earnings    Job Labor Distribution    Routing    Other Information and Comments

14. You will now be able to view additional fields. Some information in the **New Value** fields will auto-populate. Most of this information will not need to be changed. If information appears under the **Current Value** fields, **stop**. This means the position number and suffix combination have been used before. This is no longer an Original Hire EPAF. Delete the transaction and use the Current Hire training manual to hire this employee.

Applied Status	Field Name	Current Value	New Value
<input type="checkbox"/>	Employee Class Code		
<input type="checkbox"/>	Jobs Effective Date		
<input type="checkbox"/>	Personnel Date		
<input type="checkbox"/>	Job Begin Date		
<input type="checkbox"/>	Timesheet Orgn		
<input type="checkbox"/>	Hours per Day		4
<input type="checkbox"/>	Regular Rate		
<input type="checkbox"/>	Hours per Pay		40
<input type="checkbox"/>	Title		
<input type="checkbox"/>	FTE		0

These fields should be blank.

- A. **Employee Class Code** – This will automatically populate after the EPAF has been approved. As a New Value, it will appear blank. It cannot be changed.
- B. **Jobs Effective Date** – The date entered must be the employee’s first day of work. This date will determine the first day the employee has access to a time sheet.
- C. Leave **Personnel Date** blank. Once it is applied to the database, the field will auto-populate with the employee’s start date.
- D. **Job Begin Date** – Must be the same as the effective date, the employee’s first day of work.
- E. **Timesheet Orgn** – This number is the label for the timesheet. Enter the organization number that funds the position.
- F. **Hours per Day** – This will automatically populate with **4**. This field will need to be updated according to the number of hours the employee is expected to work per pay period.
- G. **Regular Rate** - Enter the hourly rate the employee is paid. This is a required field.
- H. **Hours per Pay** – This will automatically populate with **40**. This field will need to be updated according to the number of hours the employee is expected to work per pay period. This number should correspond with the **Hours per Day** field. There is a chart online that can assist with this calculation.
- I. **Title** – If left blank, it will default from the position information in Banner. Entering a title is strongly recommended. Please note there is a 30 character limit and you should type the title in directly, do not copy and paste from another source.
- J. **FTE** – This will automatically populate with **0**. This is the default FTE value for a wage employee and cannot be changed.


Applied Status	Field Name	Current Value	New Value
<input checked="" type="checkbox"/>	Hours per Day		8
<input type="checkbox"/>	Regular Rate		
<input type="checkbox"/>	Hours per Pay		40
<input type="checkbox"/>	Title		
<input type="checkbox"/>	FTE		0
<input type="checkbox"/>	Appointment Percent		100
<input type="checkbox"/>	Job Change Reason		NH
<input type="checkbox"/>	Contract Type		P
<input type="checkbox"/>	Salary Encumbrance		0
<input type="checkbox"/>	Time Entry Method		W

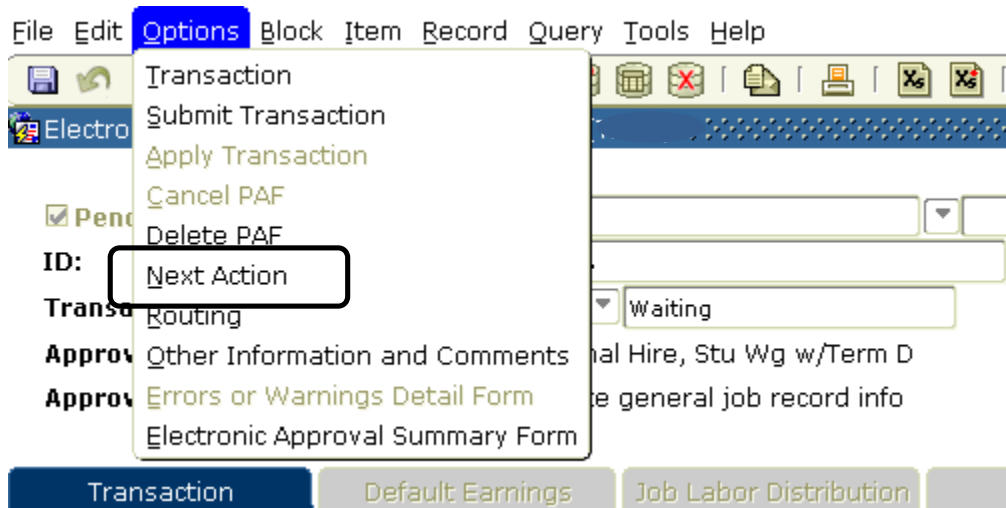
Use the scroll bar to scroll down to additional fields.

- K. **Appointment Percent** – This will automatically populate with **100**. It cannot be changed.
- L. **Job Change Reason** – This will automatically populate with **NH** (for new hire). It cannot be changed.
- M. **Contract Type** – This will automatically populate with **P**. It cannot be changed.
- N. **Salary Encumbrance** – This will automatically populate with **0**. It cannot be changed.
- O. **Time Entry Method** – This will automatically populate with **W**. Unless your department enters in timesheets for employees (**D**), do not change this field.


P	Time Entry Method		W
---	-------------------	--	---

Select (P)ayroll TE, (W)eb TE, (D)epartment TE, or (T)hird party TE.

15. Once you have entered information in all the required fields on the **GENJBF** page, click the **F10** button or the  icon to save.
16. To reach the next fields, select **Next Action** from the **Options** menu.




17. Notice that the Approval Type has changed to TERMJB (terminate jobs record).

18. Press CONTROL-PAGE DOWN or click the  **NEXT BLOCK icon** to enter the end date of the assignment.

Applied Status	Field Name	Current Value	New Value
P	Jobs Effective Date		24-AUG-2010
P	Job End Date		24-AUG-2010
P	Job Status		T
P	Job Change Reason		CA

- A. **Jobs Effective Date** – Enter the date of the employee’s **last** day of work. The employee will not be able to access their timesheet after this date.
- B. **Jobs End Date** – This date **must** match the job effective date. This is a required field.
- C. **Job Status**- This will auto-populate with **T** for termination. It cannot be changed.
- D. **Job Change Reason**- This will auto-populate with **CA** (Completion of Appointment). It cannot be changed.

19. Once you have entered information in all the required fields on the **TERMJB** page, click the **F10** button or the  icon to save.

20. Next, enter comments by selecting **Other Information and Comments** from the **Options** menu or select the Tab labeled **Other Information and Comments**.


- A. Enter the name, G number, and the position number of the individual who will approve the timesheet for this person and any other important information pertaining to the transaction. Due to the volume of EPAFs HR must review, the transaction will be returned if you do not include timesheet approval information.
- B. If this position is funded by Sponsored Research, the term length, projected labor amount, and grant number should be entered in the comments field before OSP will approve the EPAF.

Transaction    Default Earnings    Job Labor Distribution    Routing    **Other Information and Comments**

Created Date:       Submitted Date:       Application Date:   
 Originator ID:       Submitter ID:       Applied to Database:

**Comment:**

**Date and Time:**   
**Made By:**

- 21. Once you have entered information in the **Comment** field, click the **F10** button or the  icon to save.
- 22. Next click on the **Routing** tab or select **Routing** from the **Options** menu. This is where you will enter the names of the individuals who will approve the EPAF.

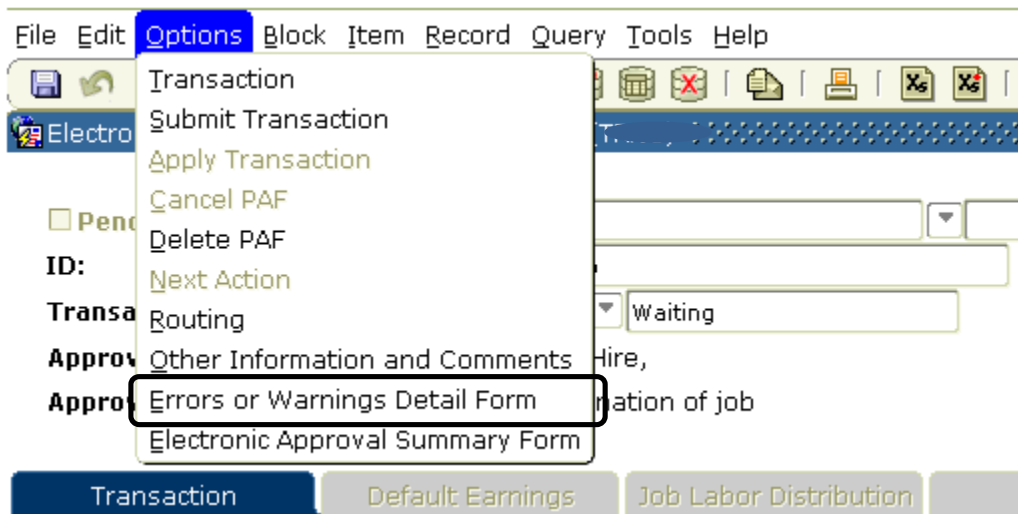
Transaction    Default Earnings    Job Labor Distribution    **Routing**    Other Information and Comments



Originator ID:

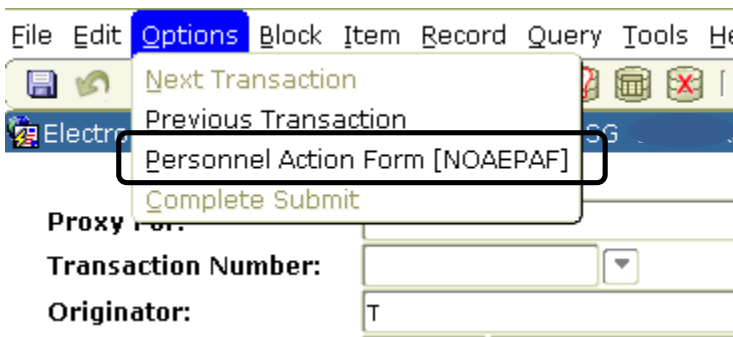
Level Code	Level	User ID	Name	Required Action	Queue Status	Action Date
REQAPP	40	<input type="text"/>	<input type="text"/>	Approval	In Queue	<input type="text"/>
APPLY	90	<input type="text"/>	<input type="text"/>	Apply	In Queue	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

- A. There are two levels required for all Electronic Approvals - **Required Approver** (level REQAPP) and **Applier** (level APPLY). Enter the usernames for the **Required Approver(s)** and **Applier**.
- B. The **Required Approver** is generally the departmental approver.

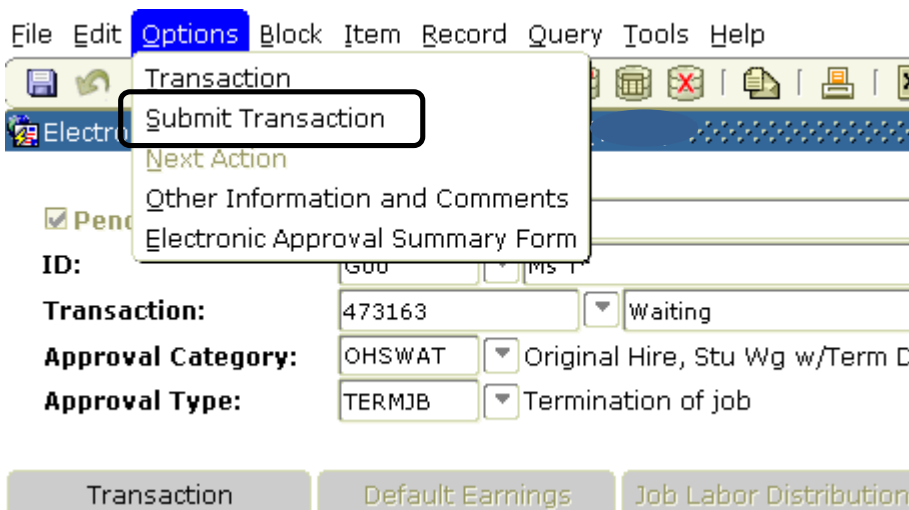




- C. If you need to go back and fix an error, select **Options** from the toolbar and then **Personnel Action Form**. If this is not an available option, click the  icon until it is. Continue to resolve all errors and then click **Save** or the  icon.



- D. Select **Options** from the toolbar and then **Submit Transaction**. If additional errors or warnings exist you will get another screen that outlines the changes you need to make.



- E. Once the screen says “Transaction Submitted,” the EPAF is on its way to the approver. Note that the Transaction Status has changed from Waiting to Pending.

Pending Change

Proxy For:

ID:

Transaction:

Approval Category:

Approval Type: