

Effective Date: 1/11/05

Outbound Interface Record Layout						SAP Data Source			
Field Name	Desc	Length	Start Position	Functional Notes/Calculation/Translation	Value Table Reference	Table/Infotype	Field Name	Desc	Comments
Payscale Type	CHAR, 2	2	1		Pay Structure	T510/T710	TRFAR/SLTYP	Pay Scale/Grade Type	The sector of industry for which collective agreement is valid
Pay scale Area	CHAR, 2	2	3		Pay Structure	T510/T710	TRFGB/SLREG	Pay Scale/Grade Area	The area in which collective agreement is valid.
Pay scale Group	CHAR, 8	8	5		Pay Structure	T510/T710	TRFGR/SLGRP	Pay Scale/Grade Group	Criterion used for grading job evaluation
PAY-RANGE	CHAR, 2	2	13			T510/T710	TRFST/SLLVL	Pay Scale/Grade Level	Defines the salary range within the Pay grade.
Start Date	DATS, 8	8	15	CCYYMMDD		T510/T710	BEGDA	Start Date	
End Date	DATS, 8	8	23	CCYYMMDD		T510/T710	ENDDA	End Date	
Minimum Grade Level	DEC 11.2	14	31	13 digits with implied decimal point (11 left, 2 right), low order sign or blank		T710	SLMIN	Minimum Grade Level	Lower limit of pay grade level. If there is no data, the default values will be spaces.
Maximum grade level	DEC 11.2	14	45	13 digits with implied decimal point (11 left, 2 right), low order sign or blank		T710	SLMAX	Maximum grade level	Upper limit of pay grade level. If there is no data, the default values will be spaces.
PAY-RATE	DEC 11.2	14	59	13 digits with implied decimal point (11 left, 2 right), low order sign or blank		T510	BETRG	Wage type amount for payments	Base rate/Hourly wage for hourly employees. If there is no data, the default values will be spaces.
Pay Type	CHAR, 1	1	73			n/a	n/a	n/a	Derived field. Determines Hourly, Salary, or Annual pay type
			74						