Human Capital Management: *Streamline Guide*

Rehiring an Employee

This guide lists only the steps for rehiring an employee, without a contract, in HCM.

For more detailed instructions, or to hire an employee on a contract, refer to the *Hiring an Employee Step-by-Step Guide*.

Before you begin, you will need:

- The national ID or employee ID of an employee you are rehiring.
- A position that has already been created, funded, and approved. For information about creating a position, refer to *Creating a Position with Funding Step-by-Step Guide*.
- If the employee applied for the position, make sure their application has been dispositioned to Hired status in the ATS.
- Effective date, which will be the rehire date.

To rehire an employee:

1. From the HCM Community Users dashboard, click **Transaction Launch Page**.
2. Enter identifiable information, such as Empl ID, Last Name, or Social Security number.
3. From the **Search Option** list, select **Hire/Rehire/Additional Job**.
4. Click **Search**. ATS Applicants and HCM Data listings display results of the search.

   Former employees may have more than one Terminated Employment Record in the HCM Data listing.
5. If the person has an applicant record, select it from **ATS Applicants**.
6. From the HCM Data, select the checkbox corresponding to the **Rehire** Template Action of the person you want to rehire. If the employee has more than one terminated employment record, select **Empl Record 0**.
7. Click **Submit**. A message appears, asking if this is a contract employee.
8. Select **No**.
9. Select the **Job Effective Date**. (Hire Date)
10. Select a **Reason Code**. (Rehire)
11. Click **Continue**. The Enter Transaction Information appears. The Personal Data tab displays personal information provided by the ATS (if applicable), or from the selected employee record.
12. Review the personal information and update if necessary.
13. Click the **Pos and Job Infor** tab.

14. From the **Position Number** field, type the position number or select it from the lookup. When you tab off the field, or select it from the lookup, HCM populates default information from Position data.

    Notes:

    - A position **must** be in an Approved status to complete a template-based transaction (TBT).
    - If the position information default values are not correct, stop and click **Save as Draft**. You can then update the position. Once the position is approved, you can then complete this transaction.

15. If needed, select an **Officer Code**. The default is **None**.
16. If needed, select a **Pay Group**. The default is based on the most common pay groups by job code and is editable.
17. From the **Employee Type**, click the lookup and select either **H** (Hourly) or **S** (Salaried).
18. Select **Compensation Frequency**.
19. Select **Comp Rate Code**. This value defaults based on Compensation Frequency.
20. Type a **Compensation Rate** that is correct for the employee type.
21. If needed, add other components of pay. Must have at least one and can have up to three.
22. If needed, type or select an **Appointment End Date** that can be used for reporting purposes.
23. In the **Comments** section, type any necessary notes. When this hire transaction is approved, these comments populate Job Notes in Job Data.
24. If needed, attach documents.
    a. Click **Add Attachment**.
    b. In **Attachment Title** field, type a name for this document, such as Offer Letter.
    c. Click **Add** .
    d. Click **Choose File**.
    e. Select a file and click **Open**.
    f. Click **Upload**.
25. Click **Save and Submit for Approval**. A message appears with the TBT Request ID. Make a note of the request ID so you can find information about its status later.
26. Click **OK** from the message box. A Further Processing Required page appears.
27. Click **OK**.