

People and Money system

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GH Administrators Guide- How to Perform GH Refreshes

Please make sure you refer to the <u>Guide for Guaranteed Hours</u> for background information on the end-to-end process and off system steps

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Guaranteed Hours Contracts

When a Guaranteed Hours (GH) employee is recruited, has an additional post or has been transferred or re-hired, their minimum guarantee of hours for the initial GH period is specified in their contract of employment. Therefore, there is no need to use this GH refresh process if the employee has a new GH contract, additional post or has been transferred or re-hired.

GH employees are normally recruited on a Fixed Term Contract basis, although some areas of the university do recruit GH employees on an open-ended contract.

GH administrators cannot action the GH Refresh steps in the People and Money system, if the GH employee's Fixed Term Contract has expired. The Fixed Term Contract must be extended (where appropriate) **before the GH refresh action** is completed in the GH app. It is important to extend the fixed term contract **prior to its expiration**, otherwise the employee may have their employment terminated and then have to re-hired. If the employee needs to be re-hired because the fixed term contract was allowed to expire, then the GH employee will need to provide all their joining information again including Right to Work documents, a new contract will need to be generation and they will have to complete their on-boarding steps (like providing bank details and P45s). This will require extra administration for all parties and may delay the GH employee being paid.

Therefore, it is vitally important that line managers, School/Department administrators and GH administrators monitor and take action to extend fixed term contract end dates well in advance. Line managers/ SDAs can view the fixed term end date using the Redundancy report issued by HR operations monthly or by reviewing the All Staff Report in the HR reports app at any time. Fixed Term contracts can be extended by Line managers and School/Department administrators using the Change assignment app in People and Money. GH administrator system access means they cannot undertake this task themselves but can see the projected end date within the GH app.

Line managers/ SDAs must process a contract extension **prior** to the GH administrator adding the updated GH start and end dates, GH refresh hours and Number of Hours period in the GH app in People and Money. Follow the Change Assignment process for each individual as per the <u>Guide to Job Changes</u>. Please ensure you provide the EUCLID immigration screenshot and Semester Term Dates for Tier 4 Students in the Justification for Change section of your request.

The GH employee must always have a current GH period within People and Money. The Guaranteed Hours period is typically an academic year or a calendar year or matches the length of a fixed-term contract. GH period is managed in two ways:

- There is a "GH refresh" at the end of each GH period and the employee is notified in writing about the minimum number of hours to be guaranteed for the following GH period or
- The GH period is the same as the duration of the employee's fixed-term contract, therefore no GH refresh is required if the contract ends without further extension.

The GH Refresh process is used to guarantee a minimum number of hours for a GH assignment for the forthcoming GH period. The result of the GH refresh process is that GH employees will receive a letter issued directly from the system to the

employee's 'work' email address, guaranteeing that they will be offered a certain number of hours over a defined period.

The GH Refresh is processed by the GH Administrator, via the Guaranteed Hours app in People and Money. For information on the wider process, including the management of all colleagues on Guaranteed Hours contracts and other off system steps, please refer to the <u>Guide to Guaranteed Hours</u>

You must process a contract extension **prior** to adding the updated GH start and end dates, GH refresh hours and Number of Hours period in the GH app in People and Money. Follow the Change Assignment process for each individual as per the <u>Guide to Job Changes</u>. Please ensure you provide the EUCLID immigration screenshot and Semester Term Dates for Tier 4 Students in the Justification for Change section of your request.

If there is a reason for not guaranteeing hours over the forthcoming GH period, GH Administrators can update GH details for the GH assignment via the Refresh screen, indicating the reason for no hours. GH Administrators can also terminate GH assignments via the Refresh screen.

If the GH employee has been offered a fractional contract, following the contract review, but chose not to accept the offer and remain on a GH contract, GH Administrators should send a Service Request using the category Guaranteed Hours for HR Operations to update this information in People and Money.

Data for all GH assignments is updated in the Guaranteed Hours App every 2 hours. As the data is live, GH Administrators can perform GH Refreshes at any time of year, in line with business needs.

In Brief...

GH Refresh

- 1. Access the GH Refresh screen
- 2. Click on the **Action** button next to the assignment for which you want to guarantee hours
- 3. From the Action to be Taken menu select "GH Refresh"
- 4. From the HR Action field select "GH Refresh"
- 5. From the HR Action Reason field select "GH Refresh"
- 6. The **GH Start** date is auto populated to begin the day after the previous GH period. Do not overwrite this start date, as it will result in a failed transaction and impact on reporting.
- 7. Enter the new **GH End** date
- 8. Enter the number of **Guaranteed Hours** allocated to the assignment
- 9. Select the applicable Number of Hours Period from the menu
- 10. If required, enter supporting text in the Comments field
- 11. Click Submit

For detailed guidance, see the <u>next section</u>.

Update to GH Details

- 1. Access the GH Refresh screen
- 2. Click on the **Action** button next to the assignment for which you want to record that no hours will be guaranteed
- 3. From the Action to be Taken menu select "Update to GH Details"
- 4. From the **HR Action** field select "Update to GH Details"
- 5. From the HR Action Reason field select "Update to GH Details"
- 6. The **GH Start** date is auto populated to begin the day after the previous GH period
- 7. Enter the new **GH End** date
- 8. Select the applicable **Reason for No Hours** from the menu
- 9. If required, enter supporting text in the **Comments** field

10. Click Submit

For detailed guidance, see the <u>next section</u>.

Terminations

There are 2 options within the module to choose from when you wish to terminate a GH assignment:

Termination: to be used if the employee has only one assignment and they are leaving the University.

Where an employee has multiple assignments in the same school or department and they are leaving both on the same day, the termination should be processed via the Termination app by the Line manager or School/ Department Administrator and not via the GH app.

End Assignment: to be used if you wish to end one assignment, where an employee holds multiple assignments

Termination:

- 1. Access the GH Refresh screen
- 2. Click on the **Action** button next to the assignment for the employee you want to terminate
- 3. From the Action to be Taken menu select "Termination"
- 4. From the **HR Action** field select the appropriate option
- 5. From the **HR Action Reason** field select the appropriate option
- 6. Enter the **Termination Date**
- 7. Enter the Notification Date
- 8. Select the applicable HESA Reason for End of Contract from the menu
- 9. Select the HESA Location After Leaving
- 10. Select the **HESA Activity After Leaving**
- 11. If required, enter supporting text in the **Comments** field
- 12. Click Submit

For detailed guidance, see the <u>next section</u>.

End Assignment:

- 1. Access the GH Refresh screen
- 2. Click on the Action button next to the assignment you want to end
- 3. From the Action to be Taken menu select "End of Assignment"
- 4. From the **HR Action** field select the applicable "End Assignment" option
- 5. From the HR Action Reason field select the applicable option
- 6. Enter the **Assignment End** date
- 7. Select the applicable HESA Reason for End of Contract from the menu
- 8. If required, enter supporting text in the **Comments** field
- 9. Click Submit

For detailed guidance, see the <u>next section</u>.

In Depth

To Access the GH Refresh Screen:

1. From the Home page, click the **Guaranteed Hours** tab.

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	Good morning, Dor W	ilson!				
	Me My Team My Client Groups	Guaranteed Hours	Sales Service Help Desk	Tools	`	
	QUICK ACTIONS APP	s				
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2. Click the **Guaranteed Hours** app.

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	Me My Team	Guaranteed Hours	Service	Help Desk	Tools	Industry Solutions	Others	_ >			
	APPS										
	Guaranteed Hours	+									

3. After a few moments, the Guaranteed Hours App opens in a separate tab. Click the **GH Refresh** button in the navigation bar on the left.



The GH Refresh screen opens and displays data for all GH employees' assignments in your area of responsibility. By default, the report will sequence the data by GH End Date, with the GH assignment which needs to be actioned soonest at the top of the list.

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		C	E481	481	Ria French	Professor	Fixed Term	Guaranteed Hours	-		College of Arts,Humanities & Social Sciences	School of Economics	Economics	-
		C	E46	46	David Martin	Demonstrator	Open Ended	Guaranteed Hours	-	-	College of Arts,Humanities & Social Sciences	School of Economics	Economics	
		C	E273	273	Simon Ghtest	Demonstrator	*	Guaranteed Hours	-	-12	College of Science and Engineering	School of Informatics	Alan Turing Institute	-
	(0	E394	394	Rachel Houston	Teacher	Fixed Term	Guaranteed Hours	8	. 1 2	College of Arts, Humanities & Social Sciences	School of Economics	Economics	
		C	E391	391	Ryan Wood	Lecturer	Fixed Term	Guaranteed Hours	8	12	College of Arts, Humanities & Social Sciences	Edinburgh College of Art	History of Art	
		C	E388	388	Vanessa Person	Lecturer	Open Ended	Guaranteed Hours	۰	10	College of Arts, Humanities & Social Sciences	Edinburgh College of Art	History of Art	
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4. Click on the Action button next to the applicable assignment

On this screen there are various actions that can be carried out against an assignment. These are:

- GH Refresh
- Update to GH Details
- Termination
- End of Assignment

GH Refresh

1. In the GH Refresh Action window, click on the **Action to be Taken** down arrow and select **GH Refresh** from the menu.



Additional fields are displayed to complete.

								Cancel Save	Submit
Employee Number ↑=	Name	Assignment Number	Job Title	Job Grade	GH Start	GH End	Guaranteed Hours	Number of Hours Perio	d
394	Rachel Houston	E394	Teacher	UE06	01-MAR-2021	31-JUL-2021	0	-	
Action to be Taken: GH Refresh	~								
HR Action:	\checkmark	HR Action Reason:		~					
GH Start: 01-AUG-2021	Ē	GH End:							
Guaranteed Hours:		Number of Hours Period	Ŀ	~					
Comment:									

- 2. From the **HR Action** field select "GH Refresh".
- 3. From the HR Action Reason field select "GH Refresh".
- 4. The **GH Start** date is auto populated to begin the day after the previous GH period (i.e. the day after the previous GH End date). Do not overwrite this date as it will result in a failed transaction.
- 5. Enter the new **GH End** date. This will typically be a calendar year from the start date, or match the end of the Fixed Term Contract date, but you can create a GH period of any length, according to your business needs. The format required is DD-MON-YEAR.
- 6. Click into the **Guaranteed Hours** field and enter the number of hours allocated to the assignment.
- 7. Select the applicable **Number of Hours Period** from the menu. See below for more details.

frac

Number of Hours Period will have an impact on the wording that goes into the letter that is automatically issued to the employee.

They should be used in the following scenarios:

- Per Year/EveryYear-OverDura/FTC The minimum hours to be guaranteed are to be the same for each GH Period, for the full duration of the fixed term employment contract related to that assignment.
- Over Period of Current GHC Minimum hours to be guaranteed for full duration of contract e.g. over the 2 year fixed term contract.
- Over Period of Current FTC Minimum hours to be guaranteed for full duration of the current fixed term contract
- Per Year The minimum hours to be guaranteed for one GH Period.
- Per Year, Every Year The minimum hours to be guaranteed are to be the same minimum hours for each GH Period, indefinitely (usually used for open-ended assignments).

8. If required, enter supporting text in the **Comments** field.

GH Refresh Action									C
								Cancel Save Sub	bmit
Employee Number ↑=	Name	Assignment Number	Job Title	Job Grade	GH Start	GH End	Guaranteed Hours	Number of Hours Period	
394	Rachel Houston	E394	Teacher	UE06	01-MAR-2021	31-JUL-2021	0	-	
GH Status: Saved Action to be Taken: GH Refresh									
HR Action: GH Refresh	~	HR Action Reason: GH Refresh		~					
GH Start: 01-AUG-2021	⊞	GH End: 31-JUL-2022		⊞					
Guaranteed Hours: 100		Number of Hours Period Per Year, Every Year	l: r	~					
Comment: Confirm 100 is is the corre	ct No. of hours.								

- 9. If you are ready to submit the action, jump to step 12 to continue.
- 10. If you are not ready to submit, click **Save** and the action will be saved until you are ready to submit it.

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ලි Reports >				Number of												
භි Admin >	GH Start	GH End	Guaranteed Hours	Hours Period	Reason for No Hours	Comment	GH Status	Previous GH Status	Interface Status	Interface Messages	Submitted By	Submitted Date	Approved By	Approved Date	Rejected By	Rej: D
	01- JAN- 2022	01- JUN- 2022			Maternity Leave/Shared Parental Leave		Submitted	Saved	٠	0	Eleanor Jenkins	19-MAY- 2021 14:36				
									٠	0					-	
	01- AUG- 2021	31- JUL- 2022	100	Per Year, Every Year	-	Confirm 100 is the correct No. of hours.	Saved	Entered in HCM	•	0	-	-	-	-	-	
	-			-	-	-	Failed	Failed	•	6	Eleanor Jenkins	05-APR- 2021 10:32	Eleanor Jenkins	05-APR- 2021 10:45		
	-					-	Submitted	Saved	•	0	Eleanor Jenkins	21-MAY- 2021 09:55				
	-		-			-	-		•	0	-		-			
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11. To open a saved action, click the **Action** button next to the applicable employee and make the required amendments.

An action with the GH Status of "Saved" can be opened, edited, or submitted by any of the GH Administrators in your area of responsibility if required.

12. Click the **Submit** button and the action is submitted in the system.

H Refresh Action									
								Cancel	Save Sub
Employee Number 1 Name	Assignment Number	Job Title	Job Grade	GH Start	GH Fnd	Guaranteed Hours	Number of Hours Period		
394 Rachel Houston	E394	Teacher	UED6	01-MAR-2021	31-JUL-2021	0	•		

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GII Start	GII End	Guaranteed Hours	Number of Hours Period	Reason for No Hours	Comment	GH Status	Previous GH Status	Interface Status	Interface Messages	Submitted By	Submitted Date	Approved By	Approved Date	Rejected By	Hejt D
01 JAN- 2022	01 JUN- 2022			Matemity Leave/Shared Parental Leave	-	Submitted	Savesl	٠	0	Eleanor Jenkins	19-MAY- 2021 14:36	-		-	
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01- AUG- 2021	31- JUL- 2022	100	Per Year, Lvery Year	-	-	Submitted	Saved	٠	U		-	Dur Wilson	26-M/\Y- 2021 09:50	-	
						Failed	Failed	•	6	Eleanor Jenkins	05-APR- 2021 10:32	Eleanor Jenkins	05-APR- 2021 10:45		
-		-				Submitted	Saved	•	0	Eleanor Jenkins	21-MAY- 2021 09:55	-			

If the employee is not on a Tier 4 or Student visa, the transaction will be auto approved. If the employee is on one of these visa types, it will have to be approved by HR.

If auto-approved, the GH Status is updated to "Approved." Once approved by HR this will also happen.

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6H tart	GH End	Guaranteed Hours	Number of Hours Period	Reason for No Hours	Comment	GH Status	Previous GH Status	Interface Status	Interface Messages	Submitted By	Submitted Date	Approved By	Approved Date	Rejected By	Reje D
01- NN- 022	01- JUN- 2022		-	Maternity Leave/Shared Parental Leave		Submitted	Saved	•	0	Eleanor Jenkins	19-MAY- 2021 14:36		-	-	
			-				-	•	0						
)1- JG- 121	31- JUL- 2022	100	Per Year, Every Year	-	-	Approved	Saved	•	0	-		Dor Wilson	26-MAY- 2021 09:50	-	
			-	-		Failed	Failed	•	6	Eleanor Jerkins	05-APR- 2021 10:32	Eleanor Jenkins	05-APR- 2021 10:45	-	
					-	Submitted	Saved	•	0	Eleanor Jenkins	21-MAY- 2021 09:55		-		

Following approval (either automatic or by HR), the GH Status of the action is updated to "Interfaced" - this could take up to 2 hours to show.

The following morning a GH refresh letter is issued from the system direct to the employee's 'work' email address to confirm the new minimum guaranteed offer of hours. Details of the letter can be found in the Guide to Guaranteed Hours. The GH refresh letter will automatically be stored in the Employee Sharepoint. School and Department Administrators have access to the Employee Sharepoint. Line managers and GH Administrators do not have access.

Once the entire refresh process has been completed (normally after 2 hours), the details of the 'old' and new GH periods will appear on the 'GH Periods' report.

Update to GH Details

In exceptional circumstances, an employee may be unable to work, and it has been agreed that they will not be offered any hours for a period of time, for example if they will be off work sick long term or are on maternity leave. 'Update to GH Details' can be used to record that no hours will be guaranteed over a specified period.

1. In the GH Refresh Action window, click on the **Action to be Taken** down arrow and select **Update to GH Details** from the menu.

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හි Admin	280	-	E280	Demonstrator	UE03	01-JUN- 2020	31-DEC- 2020	243	Over Period of Current GHC		Department	Di
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Additional fields are displayed to complete.

GH Refresh Action									(
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Employee Number ↑≞	Name		Assignment Number	Job Title	Job Grade	GH Start	GH End	Guaranteed Hours	Number of Hours Period
280	Territory (E280	Demonstrator	UE03	01-JUN- 2020	31-DEC- 2020	243	Over Period of Current GHC
Action to be Taken: Update to GH Details	~								
HR Action: -		~	HR Action Reason:		~				
GH Start: 01-JAN-2021	Ē	Ē	GH End:	Ē	₫				
Reason for No Hours:	,	~							
Comment:									

- 2. From the HR Action field select "Update to GH Details".
- 3. From the **HR Action Reason** field select "Update to GH Details".
- 4. The **GH Start** date is auto populated to begin the day after the previous GH period (i.e. the day after the previous GH End date).
- 5. Enter the new GH End date.
- 6. Select the applicable **Reason for No Hours** from the menu. There are 3 options within this menu:
 - Maternity Leave/Shared Parental Leave
 - Long Term Sick
 - Suspension of Contract for Agreed Reason
- 7. Selection of any of these options will not feed into any other process such as

maternity or sickness absence. This field is designed to be populated for reporting purposes, and the expectation is that the GH Administrator entering this is doing so because they are aware of another HR process or discussions concerning availability.

8. If required, enter supporting text in the **Comments** field. It is advisable to input as much information as is known about why the employee will not be guaranteed any hours.

								Cancel Save Submit
Employee Number ↑≞	Name	Assignment Number	Job Title	Job Grade	GH Start	GH End	Guaranteed Hours	Number of Hours Period
280	Tenness	E280	Demonstrator	UE03	01-JUN- 2020	31-DEC- 2020	243	Over Period of Current GHC
Action to be Taken: Update to GH Details	~							
IR Action: Update to GH Details	~	HR Action Reason: Update to GH Details	``	~				
5H Start: D1-JAN-2021	Ē	GH End: 31-Dec-2021	Ē	Ð				
teason for No Hours: Long Term Sick	~							
Comment: Dwing to illness								

- 9. If you are ready to submit the action, jump to step 11 to continue.
- 10. If you are not ready to submit, click **Save** and the action will be saved until you are ready to submit it.
- 11. To open a saved action, click the **Action** button next to the applicable employee and make the required amendments

An action with the GH Status of "Saved" can be opened, edited, or submitted by any of the GH Administrators in your area of responsibility if required.

12. Click the **Submit** button and the action is submitted to HR for Approval

Note: No letter is sent to the employee when you do an Update to GH Details.

Terminations

There are 2 options within the module to choose from when you wish to terminate a GH assignment:

Termination: to be used if the employee has only one assignment and they are leaving the University

Where an employee has multiple assignments within the same school or department and they are leaving both on the same day, the termination should be processed via the Termination app by the Line manager or School/ Department Administrator and not via the GH app.

End Assignment: to be used if you wish to end one assignment, where an employee holds multiple assignments

If you are not sure how many assignments an employee holds, click on their name within the Refresh screen and a screen will pop up with details of all their assignments, including any non-GH assignments.

If an employee holds multiple assignments, you will not be able to end the primary one. It may not be possible to know which of an employee's assignments the primary one is. If you attempt to end an assignment and receive an error saying this, you will either need to end the non-primary assignment first (if it is ending), or you will need to contact HR Ops to have the primary assignment switched to a different assignment. You should do this via a Service Request.

Termination:

An error will occur if you attempt to terminate a GH employee who has multiple assignments. You can only use the 'Termination' option if the employee has one assignment only.

1. In the GH Refresh Action window, click on the **Action to be Taken** down arrow and select **Termination** from the menu.

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B Reports	Employee Number ↑≞	Name	Assignment Number	Job Title	Job Grade	GH Start	GH End	Guaranteed Hours	Number of Hours Period	ning		Te
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Additional fields are displayed to complete.

GH Refresh Action									×
									Cancel Save Submit
Employee Number ↑≞	Name	P	Assignment Number	Job Title	Job Grade	GH Start	GH End	Guaranteed Hours	Number of Hours Period
251109	Cameron MacLeod	E2511	109	Teaching Assistant	UE06	30-N OV- 2020	31-AUG- 2024	5	Over Period of Current GHC
Action to be Taken: Termination	~								
HR Action: -		→ HR A -	Action Reason:						
Termination Date:	É	Notif	ification Date:	ŧ	3				
HESA Reason for End of Con	tract:		✓ HESA -	Location After Leaving:			HESA Activ	vity After Leaving:	~
Comment:									

Full explanations of all drop down menu options can be found in the appendix section of the <u>'How to Process Terminations - Manager' guidance</u>. This includes Termination actions and action reasons, as well as an explanation of all HESA codes.

- 2. From the **HR Action** field select the appropriate reason.
- 3. From the **HR Action Reason** field select the appropriate option.
- 4. Enter the **Termination Date**.
- 5. Enter the Notification Date.
- 6. Select the applicable **HESA Reason for End of Contract** from the menu.
- 7. Select the HESA Location After Leaving.
- 8. Select the HESA Activity After Leaving.
- 9. If required, enter supporting text in the **Comments** field.
- 10. If you are ready to submit the action, jump to step 13 to continue.
- 11. If you are not ready to submit, click **Save** and the action will be saved until you are ready to submit it
- 12. To open a saved action, click the **Action** button next to the applicable employee and make the required amendments

An action with the GH Status of "Saved" can be opened, edited, or submitted by any of the GH Administrators in your area of responsibility if required.

13. Click the **Submit** button and the action is submitted to HR for Approval

GH Refresh Action										
									Cancel Saw	, s
Employee Number 1	Name	Assignment Number	Job Title	Job Grade	GH Start	GH End	Guaranteed Hours	Number of Hours Period		_
394	Rachel Houston	E394	Teacher	UE06	01-MAR-2021	31-JUL-2021	0			

Note: HR must approve all terminations, so that they can make some essential checks before it is committed to the employee record.

End Assignment:

If an employee has multiple assignments follow the steps below to end one of them.

1. In the GH Refresh Action window, click on the **Action to be Taken** down arrow and select **End of Assignment** from the menu.

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	280	(President)	E280	Demonstrator	0E03	2020	2020	243	Over Period of Current GHC			
	Action to be Taken:	~									Mathematics	
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Additional fields are displayed to complete.

								Cancel Save Submit
Employee Number ↑≞	Name	Assignment Number	Job Title	Job Grade	GH Start	GH End	Guaranteed Hours	Number of Hours Period
30	Transition of Concession	E280	Demonstrator	UE03	01-JUN- 2020	31-DEC- 2020	243	Over Period of Current GHC
ion to be Taken:	~							
d of Assignment								
Action:	~	HR Action Reason:		~				
ignment End:	#							
A Design for first of Co	- tor at							
A Reason for End of Co	ntracta	~						
mment:								

Full explanations of all drop down menu options can be found in the appendix section of the <u>'How to Process Terminations - Manager' guidance</u>. This includes Termination actions and action reasons, as well as an explanation of all HESA codes.

- 2. From the **HR Action** field select the applicable "End Assignment" option.
- 3. From the **HR Action Reason** field select the applicable option.
- 4. Enter the **Assignment End** date.
- 5. Select the applicable **HESA Reason for End of Contract** from the menu.
- 6. If required enter supporting text in the **Comments** field.
- 7. If you are ready to submit the action, jump to step 10 to continue.
- 8. If you are not ready to submit, click **Save** and the action will be saved until you are ready to submit it.
- 9. To open a saved action, click the **Action** button next to the applicable employee and make the required amendments.

An action with the GH Status of "Saved" can be opened, edited, or submitted by any of the GH Administrators in your area of responsibility if required.

10. Click the **Submit** button and the action is submitted to HR for Approval

GH Refresh Action								
Fmployee Number 1	Name	Assignment Number	Job Title	lob Grade	GH Start	GH Fnd	Guaranteed Hours	Number of Hours Period
394	Rachel Houston	E394	Teacher	UED6	01-MAR-2021	31-JUL-2021	0	-
	_		_	_	_	_	_	

Note: HR must approve all endings of assignments, so that they can make some essential checks before it is committed to the employee record.

Glossary

System Report Columns

Column Heading	Description
GH Status	Saved – Changes have been saved and await submission.
	Submitted – Changes have been submitted and await approval
	Rejected – Changes have been rejected. These can be reviewed and resubmitted
	Approved – Changes have been approved and await being interfaced
	Interfaced – Changes have interfaced successfully
	Failed – Something has gone wrong during the interface process
Previous GH Status	If an action has been taken previously, the previous status will be shown (as above).
Interface Status	A circle will display with the colour indicating the interface status once approved:
	Blue – Being processed
	Green – Successfully interfaced
	Red – Failed
	Grey – Not yet interfaced
	Interfaced means that the data has transferred into the core P&M system (since the GH module is a 'bolt on' piece of software)
Interface Messages	Displays the number of messages received when interfaced. Clicking this displays a modal window which provides text explanations of why the interface has error-ed.