7 Inheritance

Throughout iTrent, you will see references to inherited values. Inheritance is used to allow information to be applied at a high level within the organisation and then it is defaulted down through its related structures, down to position level.

Inheritance enables the contract teams to create posts with certain values that are inherited through to the position. Where details have been amended for an individual employee at position level – for example a full time employee arranges to work part time – the post will retain the original value and this will be re-inherited when the position is vacated.

There are a number of items that can be inherited through iTrent, including:

- Addresses, Contacts and Location

- Terms and Conditions

- Grades

- Patterns (e.g. working patterns)

- Hours

- Payroll elements

- Payment details

- End Dates

Inheritance items are accessed through the relevant details form from Unit, Post or Position.

Each inheritable item is shown with a symbol to show whether the value has been inherited or has been overridden:

Inherited Value

Overridden Value

Where inherited items are overridden, it is very important to be aware of the impact this can have on other areas of the organisation structure and the information that is attached to it.