SUMMARY
This job aid outlines the process and workflow of loading an Edit Position Restrictions action in Workday. This job aid applies to Faculty, Other Academic, Professional/ Unclassified, Classified, Transient, Wages as Earned (WAE), and Non-Employee positions.

EDIT POSITION RESTRICTIONS

1. In the Workday search bar, type the supervisor’s name for the area the position is housed in, then click Enter.
2. Select and click the supervisor’s name option that contains the subtitle “Supervisory Organization”. Under the Staffing or Unavailable to Fill tabs, locate the position you would like to edit.
3. Next to the position, click on the brick icon, hover over Position Restrictions, and select Edit Position Restrictions.
4. In the Position Change Reason field, select the appropriate reason for the Edit Position Restrictions request. Below is a chart that lists each Reason and when it should be used:

<table>
<thead>
<tr>
<th>Reason</th>
<th>Used For</th>
</tr>
</thead>
<tbody>
<tr>
<td>Update Position for Posting</td>
<td>Editing a position that became vacant to be advertised for filling. Also used for editing positions that will be linked to an Evergreen job requisition.</td>
</tr>
<tr>
<td>Update Position Title &amp; Job Criteria - No Posting</td>
<td>Editing the job posting title and other position criteria to match the budget line after an employee’s job changes. A posting is not required since the job is filled.</td>
</tr>
<tr>
<td>Temporary Additional Job</td>
<td>Editing a position that will be used as an additional job for a worker.</td>
</tr>
</tbody>
</table>

5. In the Job Posting Title area, type the job title.
6. Complete the Hiring Restrictions sub-tab following the steps below:
   a. Determine the Availability Date (when the position is available to fill). You can use the date you are editing the position. If future-dated, the position will not be accessible until that date.
   b. Enter the Earliest Hire Date. You can also use the date you are editing the position.
   c. Select Job Family based on job profile.
   d. Type in the Job Profile name.
   e. For the Special Instructions section, type in any special instructions for the applicants. For example, attach three professional references, cover letter, or a copy of transcripts when applying.
   f. For the Job Description section, type in the job duties and qualifications (minimum, preferred, special, physical, and if needed, any required licenses or certifications) for the position. For Classified positions, confirm the job specifications are correct by referring to the Civil Service website. The Civil Service website link to the appropriate job specification must be included in the Job Description section for all Classified position requests. Please also include any required test scores needed for Classified positions.
   g. In the Location field, type the appropriate campus work location.
   h. For Time Type, select if the position is full-time or part-time.
   i. For Worker Type, select Employee.
   j. For Worker Sub-Type, select the appropriate employee type.
k. For **Default Weekly Hours**, always enter 40.

l. Enter the **Scheduled Weekly Hours** the position will be working (full-time = 40). The FTE will automatically populate once the Default and Scheduled Weekly Hours are filled.

m. Under **Attachments**, attach a copy of the job description.

7. Click **Submit**.

**NEXT STEP: PROVIDE JOB REQUISITION INFORMATION**

1. For Reason, select either Administrative, New Position, or Replacement. See further explanation below:
   a. Select **Administrative > Non-Competitive**; No Recruiting Required for positions that have a direct hire waiver that has been approved or if advertising will be delayed.
   b. Select **New Position > Position Previously Did Not Exist** when the department is requesting additional staff.
   c. Select **Replacement > Employee Has Resigned or Transferred** when the previous incumbent has resigned or transferred. Use the text box to identify the employee that has resigned or transferred from this position.
   d. Select **Replacement > Employee Terminated** when the previous incumbent was involuntarily terminated. Use the text box to identify the employee that terminated from this position.

2. For Recruiting Instructions, select from one of five options:
   a. Select **Post Internally and Externally** when advertising to LSU employees and the public.
   b. Select **Post Internally Only** when there is an approved waiver to advertise to LSU employees or department employees only.
   c. Select **Posting Not Required** when there is an approved waiver to not advertise or if hiring from an evergreen requisition.
   d. Select **Post to Waiver Site** when there is an approved waiver to not advertise.
   e. Select **No Posting at this Time** if you do not want the position to be posted yet.

3. For desired duration of advertising, select one of the following options:
   a. Select **Minimum 5 days** for Classified positions only.
   b. Select **Two weeks** for Faculty, Other Academic, Professional/Unclassified, and Classified Positions. Two weeks is the maximum duration a Classified position can be advertised per requisition.
   c. Select **Open Until Filled** for Faculty, Other Academic, and Professional/Unclassified positions that should remain open until the search has concluded.
   d. Select **No Posting at this Time** if there’s an approved waiver, are linking to an Evergreen, or do not want the position to be advertised yet.
   e. Select **Other** to specify a period not mentioned in the options above. A text box will appear to enter how long you’d like the position posted for.

4. Select whether you are willing to consider remote work outside the state of Louisiana for this position.
   a. If yes, please note that positions approved to work remotely outside the state of Louisiana shall be employed through nextSource Workforce Solutions for Employer of Record services, including but not limited to, employment, benefits, payroll, and tax compliance. Positions employed through Employer of Record services will be offered benefits and retirement as applicable through their provider and will not be eligible for state of Louisiana benefits and retirement.

5. List any **external websites or publications** you’d like the job advertised on.

6. If advertising on an external website, provide the **account number** to charge the costs to.
7. Enter the account number to charge background checks to. No charges will be incurred until a candidate is selected and moved through the Background Check step in the Recruiting Module.

8. Select if a Search Committee is needed for this search.

9. If this position should be linked to an Evergreen requisition, provide that Evergreen requisition number.

10. If the position is temporary or fixed-term, provide the compensation actual end date.

11. If there’s any additional information or specific verbiage to include on the requisition or external advertisement, provide the text or attachments.

12. Click Submit.

NEXT STEP: CHANGE ORGANIZATION ASSIGNMENTS

1. Review the Effective Date, Supervisory Organization, Company, and Cost Center that populates for accuracy.
   a. If the Cost Center needs to be corrected, click the pencil icon in the Cost Center section. Click on the prompt icon and type the correct Cost Center number associated with the position.

2. Click Submit.

NEXT STEP: DEFAULT COMPENSATION CHANGE FOR POSITION EVENT

1. Effective Date will automatically populate.

2. The Total Base Pay section information will populate once information is entered into the Salary or Hourly section.

3. Compensation Package, Compensation Grade, and Compensation Grade Profile will automatically populate based on the job profile that was selected for the position.

4. Compensation information will be entered into either the Salary or Hourly section.
   a. Salary – If the position is salaried, enter the salary amount. If the position will have an end date, click on the Additional Details section to add the Actual End Date.
   b. Hourly – if the position is hourly, enter the hourly rate. If the position will have an end date, click on the Additional Details section to add the Actual End Date.

5. Allowance Plans can be added at this step, also, if applicable.

6. Merit Plan will automatically be based on the job profile that was selected for the position.

7. Click Submit.

NEXT STEP: ASSIGN PAY GROUP FOR POSITION RESTRICTIONS EVENT

1. In the Proposed Pay Group field, select the appropriate pay group. A pay group is the group of employees who are paid on the same payroll cycle. Below is a chart that lists each pay group and when it should be used:

<table>
<thead>
<tr>
<th>Pay Group</th>
<th>Used For</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>4-month and 9-month Faculty/Other Academic</td>
</tr>
<tr>
<td>Professional</td>
<td>Salaried Professional/Unclassified, 12-month Faculty/Other Academic, and Graduate Assistants</td>
</tr>
<tr>
<td>Student</td>
<td>Hourly student workers</td>
</tr>
<tr>
<td>Wage</td>
<td>Hourly Professional/Unclassified, Classified, Wages as Earned, and Transients</td>
</tr>
<tr>
<td>Non-Employee</td>
<td>Out-of-state workers employed through nextSource Employer of Record services</td>
</tr>
</tbody>
</table>

2. Click Submit.
WORKDAY WORKFLOW

1. **Edit Position Restrictions**
   - Initiated by HR Analyst

2. **Approval by HR Department Head**

3. **Approval by Compensation Finance Partner**

4. **Create Job Requisition by Recruiter**

5. **Update Custom Objects on Position by HR Comp Partner**

6. **Approval by HR Comp Partner**