



Guide

# Additional Remuneration API Guide for iHCM UK

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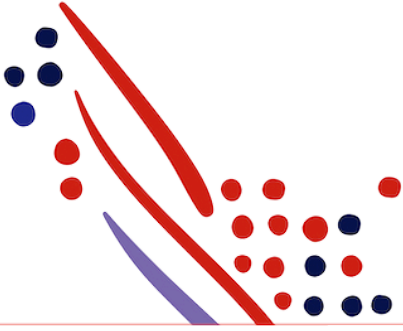
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# About this API

## Process Overview

The following table shows how your data connector application would be used by a client.

If you need to create or update information of the Additional Remuneration API:

|   | Actor               | Task Description   |
|---|---------------------|--|
| 1 | Client Practitioner | Trigger the API-based data exchange between your application and ADP iHCM.   |
| 2 | Your application    | Provide the required data in your request within the Applicant Onboard V2 API.                                     |
| 3 | ADP iHCM            | Verifies the information in ADP iHCM   |
| 4 | ADP iHCM            | Creates the relevant employee within the pre-starter zone and returns a confirm response with an applicant ID      |
| 5 | ADP iHCM            | Updates the relevant employee within the pre-starter zone and returns a confirm response based on the applicant ID |

## What's New in this guide - Expected Go LIVE Date 30th July 2023

In this section we will announce any new revisions to the Additional Remuneration API Guide.

|   | Date       | Description | Section   |
|---|------------|-------------|---|
| 1 | 01/07/2023 | Creation    |   |
| 2 | April 2025 | Update      | Following iHCM process to move a worker from one pay group to a new pay group with a specific effective date and adding a new earning using /events/hr/v1/worker.work-assignment.additional-remuneration.add API, Then This new earning will be allocated to the new payroll profile with the correct effective date. |

## Postman Collection

Postman allows you to import a collection of APIs, created by others, so you can try them out. For more information on Postman, see [Making Your First API Call Using Postman](#).

## Before You Begin

ADP provides a comprehensive set of Onboarding APIs to ensure your application is synchronised with iHCM when the below actions are applied:

- Data entitlement is agreed and set
- Allow External System Onboarding Parameter must be activated
- NGUX Onboarding Module must be activated
- NGUX User Management must be activated
- Templates are allocated in iHCM

- Valid AOIDs are provided
- Valid Applicant IDs are provided ("resourceID")

**POST APIs are current supported for UK & NL**

The amount of data posted by your application may vary based on the target ADP system and the ADP system configurations. Additionally, API controls are in place allowing you to select or filter the requested data based on your needs.

## Summary

This API will allow you to create/update a earnings for a current employee in iHCM Application.

**Note:** This API will support only the earnings in the iHCM.

**Update in April 2025:**

Following iHCM process to move a worker from one pay group to a new pay group with a specific effective date and adding a new earning using /events/hr/v1/worker.work-assignment.additional-remuneration.add API, Then This new earning will be allocated to the new payroll profile with the correct effective date.

## Chapter 2

# Use Case: Synchronizing additional remunerations pay data with iHCM UK

## Use Case Description

The Additional Remunerations API is used to synchronize **additional remunerations** pay data of the clients' system with iHCM UK: for a specific Work Assignment, a value for an additional Remuneration can be offered to the API, which will process the correct data and return information on the success of the update.

**Note:** Only one additional remuneration could be added/updated per request. Multiple earnings cannot be processed in one request.

API Usage

| Method | Type    | Context | Use Case   | Uniform Resource Identifier (URI)                                   | API Explorer Sample Request/ Response Payload             |
|--------|---------|---------|--|---|---|
| POST   | .add    | UK      | When you want to add an additional Remuneration for a specific work assignment to iHCM UK as now stored in your local system             | /events/hr/v1/worker.work-assignment.additional-remuneration.add    | <a href="#">Add Additional Remuneration Sample</a>        |
| POST   | .change | UK      | When you want to update / modify an additional Remuneration for a specific work assignment to iHCM UK as now stored in your local system | /events/hr/v1/worker.work-assignment.additional-remuneration.change | <a href="#">Change Additional Remuneration API Sample</a> |

## Application Scope

The canonical URI corresponding to the API needs to be added in the Consumer Application Registry (CAR) for the subscription after which a user can access this API and make successful calls. Please note that the /meta calls do not have to be registered separately.

The following canonical need to be added to your application scope to enable this use case:

/hr/workerInformationManagement/workAssignmentManagement/workAssignmentManagement/worker.workAssignment.additionalRemuneration.add

## Supported OData Query Options

There is no support for OData parameters.

## Data Entitlements

It is important to keep in mind that the API results are bound to the consumer's rights and population. Every consumer is part of a population where the consumer has the right to access associate's data. If the request is being made for an associate that does not belong to the population, then an error response will be returned.

## Sequence of Interactions

Perform the following sequence of interactions to retrieve full worker information for a collection of workers:

1. Your consumer application makes a request to the ADP API endpoint to Post the Pay data information to synchronize.
2. The ADP API endpoint responds to your consumer application with information about the successfully synchronized data and errors concerning data that could not be synchronized.

## Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development. For more information, see [API Common exceptions and Tips for Handling](#).

The API call should target valid Fields, that is, valid columns, for the values to update, passing values with acceptable lengths and numbers of decimals for remunerations met, using only one event for every call. If these conditions are not met, Messages as shown in the appendix *Validations performed* will be included in the result.

### Chapter 3

## Appendices - Remuneration Add / Change

### Appendix [1] - Data Dictionary for .add

| Key   | Description            | Sample value                               | Mandatory |
|---|------------------------|--|-----------|
| event > data > eventContext > worker > associateOID                                       | People ID              | "associateOID":<br>"H4073G9Z62SL2NFN"<br>" | Yes       |
| event > data > transform > workAssignment > additionalRemuneration > effectiveDate        | Effective From Date    | "effectiveDate": "2000-01-05"              | Yes       |
| event > data > transform > workAssignment > additionalRemuneration > effectiveEndDate     | Effective To Date      | "effectiveEndDate":<br>"2000-05-05"        | No        |
| event > data > transform > workAssignment > additionalRemuneration > nameCode > shortName | Description Short Name | Car Allowance                              | Yes       |

|  |                     |           |  |
|--|---------------------|-----------|--|
| event > data > transform > workAssignment > additionalRemuneration > remunerationStatus > shortName            | Status              | Limit met | Yes  |
| event > data > transform > workAssignment > additionalRemuneration > remunerationMaxRate > amountValue         | Annual Limit        | 1001      | When "Status" value is "Limit Met", Annual Limit is Mandatory  |
| event > data > transform > workAssignment > additionalRemuneration > rate > amountValue                        | Period Amount Value | 100       | When Period Amount value is provided, Quantity and Rate is not required.                                     |
| event > data > transform > workAssignment > additionalRemuneration > rate > baseMultiplierValue                | Quantity            | 5         | When Quantity is provided, Period Amount Value is not required. Rate is mandatory when Quantity is provided. |
| event > data > transform > workAssignment > additionalRemuneration > remunerationMaxRate > baseMultiplierValue | Rate                | 500       | When Rate is provided, Period Amount Value is not required. Quantity is mandatory when Rate is provided.     |

Appendix [2] - Data Dictionary for .change

| Key  | Description                       | Sample value                         | Mandatory  |
|--|-----------------------------------|--------------------------------------|--|
| event > data > eventContext > worker > workAssignment > additionalRemuneration > itemID                        | Additional Remuneration Unique Id | b388859a-ffe7-4757-a4fe-e6cc1ce497c1 | Yes.<br>Note: This could be retrieved from GET worker under additional remunerations.                        |
| event > data > transform > workAssignment > additionalRemuneration > effectiveDate                             | Effective From Date               | "effectiveDate":<br>"2000-01-05"     | Yes  |
| event > data > transform > workAssignment > additionalRemuneration > effectiveEndDate                          | Effective To Date                 | "effectiveEndDate":<br>"2000-05-05"  | No   |
| event > data > transform > workAssignment > additionalRemuneration > remunerationStatus > shortName            | Status                            | Limit met                            | Yes  |
| event > data > transform > workAssignment > additionalRemuneration > remunerationMaxRate > amountValue         | Annual Limit                      | 1001                                 | When "Status" value is "Limit Met", Annual Limit is Mandatory  |
| event > data > transform > workAssignment > additionalRemuneration > rate > amountValue                        | Period Amount Value               | 100                                  | When Period Amount value is provided, Quantity and Rate is not required.                                     |
| event > data > transform > workAssignment > additionalRemuneration > rate > baseMultiplierValue                | Quantity                          | 5                                    | When Quantity is provided, Period Amount Value is not required. Rate is mandatory when Quantity is provided. |
| event > data > transform > workAssignment > additionalRemuneration > remunerationMaxRate > baseMultiplierValue | Rate                              | 500                                  | When Rate is provided, Period Amount Value is not required.  |

|  |  |  |  |
|--|--|--|--|
|  |  |  | Quantity is mandatory when Rate is provided. |
|--|--|--|--|

## Chapter 4

# Use Case: The one when I want Meta Information about the APIs in this document

## Description

The Meta data APIs will provide you guidance and key data for you to build the required APIs - please use these along with this document and description on each API

Meta API (Live Date 1st Feb 2025)

## Key Identifiers

| Name            | Data Description   | Example     |
|-----------------|--|-------------|
| dataType        | This identifies the format of the data required                                    | "string"    |
| shortName       | Field Code identifier  |             |
| longName        | Field Description identifier   |             |
| minLength       | This identifies the minimum length required in a field                             | 1           |
| maxLength       | This identifies the maximum length required in a field                             | 200         |
| valueSet        | This will provide you a list of iHCM Standard pick-lists - (ADP Standard)          | Title       |
| dependencyLinks | This will provide you a URL endpoint for a iHCM Client look-up (Client customised) | Cost Center |

## API Usage

- All examples can be found by using the links below.

| Meta APIs |         |  |   |   |
|-----------|---------|--|---|---|
| Method    | Country | Usecase  | Uniform Resource Identifier (URI)                                     | Sample Request & Response   |
| GET       | UK      | API to obtain the metadata for Additional Remuneration.add API | /events/hr/v1/worker.work-assignment.additional-remuneration.add/meta | <a href="#">API Explorer for - Additional Remuneration.add - Meta</a> |

|     |    |   |  |  |
|-----|----|---|--|--|
| GET | UK | API to obtain the metadata for Additional Remuneration.change API | /events/hr/v1/worker.work-assignment.additional-remuneration.change/meta | <a href="#">API Explorer for - Additional Remuneration.change - Meta</a> |
|-----|----|---|--|--|