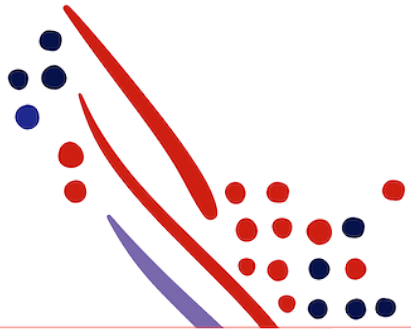
Guide

Worker Management API Guide for ADP iHCM

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Workers > associateOID

Workers > workerID

Workers > workerDates

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Workers > person

Workers > person>customFieldGroup - Client Defined Fields

Note: The entitlement whitelisting could be done either completely the custom field group level or the fields under the specific data type (Date field,code field. etc). Also it is suggested not to include any personal sensitive data as part of client defined fields as there is no entitlement specifically for CDF.

Workers > person/legalName

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Chapter 1

About this API

Summary

The Worker Management API Guide for ADP iHCM 2 describes how your application can access and manage information about workers in the ADP iHCM 2 application. It helps you to determine which use case best meets your business needs. It also guides you through the implementation of each use case.

A worker is a person who performs duties and responsibilities for an organization. In that capacity, a worker fills one or more positions through a work assignment. For a given work assignment, a worker is related to the organization as an employee or contractor.

What's New in this Guide?

In this section, we will announce any new revisions to the Worker Management Application Programming Interface (API) and this guide.

August 2022

- New Section for Use Case: Updating Data for a Worker

July 2023

- Additional Event notification for Worker Dates - Original Hire Date Change (Continous service date)

February 2024

- Additional API added to Use Case: Updating Data for a Worker
    - Continuous Service Date
    - Date of Join Change

July 2024

- Additional message to confirm AOID is a mandatory requirement for Use Case: Updating Data for a Worker

November 2024

- Included additional remuneration details for UK context
- Added Grade field for UK context
- Automatic standard pay included for UK context

February 2025

- Added Pay period reate amount in the Base remuneration for UK context

April 2025

- Added Print on payslip indicator for UK context under custom field indicator
- Included additional remuneration details for NL context
- Client defined fields (CDF) included for both UK and NL

July 2025:

- Included the Corporate ID field for SSO clients if the data is available in the field. Applicable for UK context.
- Updated the respond code from 204 to 200 for the use case of no data to send.

Januray 2026:

- The issue with incorrect picklist values has been resolved. Whenever a picklist description is changed, the GET Worker response will now consistently return the updated, accurate values. Applicable for both UK and NL contexts.
- Included the Contract end dates 4,5 and 6 in the response if the data is available in the fields. Applicable for NL context.

Process Overview

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

	Actor	Task Description
1	Client Practitioner	Trigger the API-based data exchange between your application and ADP iHCM 2.
2	Your application	Retrieve worker information details based on your needs.
3	Your application	Retrieve event notifications and make updates in your system according to your needs so the data is synchronized between your application and ADP iHCM 2.
4	Your application	Send worker updates to ADP iHCM 2 as your application collects the updates.
5	Client Practitioner	Verify the Information in ADP iHCM 2.

Required Setup Steps

There are no required setup steps.

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.

To download API collections for the Worker Management API from the ADP GitHub library and import them to Postman, go to Worker Management Postman Collection.

Before You Begin

ADP provides a comprehensive set of worker APIs to stay in synch with an ADP application and do the following:

- •Retrieve worker information.
- •Retrieve worker information change notifications.

The amount of data retrieved by your application may vary based on the:

- target ADP system
- ADP system configuration
- agreement we have reached regarding which information we will send via the API

ADP provides an API to discover the fields available from the target ADP system. Additionally, API controls are in place allowing you to select or filter the requested data based on your needs.

Chapter 2

Use Case: Retrieving Full Worker Information

Before You Begin

Full worker information commonly requested includes the following:

- Name
- Address
- Communication profile
- Birth date
- Government IDs
- Hire dates
- Work status
- Work assignment information, such as the following:
    - Job title
    - Pay information
    - Manager/reports to information

API Usage

Method	Uniform Resource Identifier (URI)	Description	API Explorer Sample Response Payload
GET	/hr/v2/workers	Requests the list of all available workers the requester is authorized to view.	All Workers GB.json
GET	/hr/v2/workers/{associate-oid} **Note:** We are aware that not all employees in iHCM have an associateOID. In this scenario, idValue from workerID can be supplied to retrieve an employee's details.	Requests a single worker the requester is authorized to view.	Retrieve-single-associate-details-http-200-response.json

Application Scope

The canonical URI corresponding to the API needs to be added in the Consumer Application Registry (CAR) for the subscription following which a user can access this API and make successful API calls.

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

/hr/workerInformationManagement/workerManagement/workerProfileManagement /worker.read

Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData).

Query String Option	Description	Example
$top	Requests the number of items in the queried collection to be included in the result.	/hr/v2/workers?$top=100
$skip	Specifies the number of items in the queried collection to be skipped and not included in the result.	/hr/v2/workers?$top=100&$skip=100
$filter	Filters a collection of resources addressed by a request URL. Only items for which the expression evaluates to true are included in the response.	/hr/v2/workers? $filter=workers/person/genderCode/codeValue eq 'Male'

Sequence of Interactions

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

1. Your consumer application makes a request for an initial collection of workers to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with a collection of workers.
3. Your consumer application makes a request for a subsequent collection of workers to the ADP API endpoint.
4. The ADP API endpoint responds to your consumer application with a collection of workers.

Your consumer application repeats steps 3 and 4 until a until an empty workers array is returned.

Data Dictionary

See Appendix A: Data Dictionary on page for data retrieval.

Note: All listed fields are supported for this use case.

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

Response Code	Response Condition	API ExplorerSample Response Payload
200 OK	Retrieves list of works with details.	Retrieve-all-workers-details-http-200-response.json
200 OK	Retrieves single worker details.	Retrieve-single-associate-details-http-200-response.json
200 OK	Retrieve the work response using **$top** and $**skip** parameters.	Retrieve-all-workers-details-using $top and $Skip-200-response.json
200 OK	Verify the following filter query for list of employees who were born after a given date **Example** /hr/v2/workers?$filter=workers/person/birthdate gt Date'1992-01-05'	Worker-with-filter-person-birthdate-http-200-response.json
200 OK	When pagination reaches the end of the page **Example** /hr/v2/workers?$Skip=201&$Top=100	Empty body

Employees can be retrieved via the GET worker API when the "Stop external processing" flag is set to **False** or **Null**. To appear in the GET API, this flag must be **False** or **Null**.

When a new starter is added through the UI or the API, the flag is initially set to **True**, which prevents the employee from appearing in the GET API. Once the necessary fields for the new starter are completed—either through the UI or additional API updates—the flag is changed to **False**, allowing the employee to be retrieved via the GET API.

During data import into iHCM (such as during the implementation or data migration phase), if the "stop external processing" flag is not included in the import and it is not a required field, it defaults to **Null**. Since **Null** values are also returned by the GET API, imported employees without this field completed will still be retrievable via the API, even if their details are incomplete.

Chapter 3

Use Case: Retrieving an Employee's Base Remuneration Information

Before you begin

Note: Base Remuneration is not included in the Full Worker Information by default. Due to the nature and sensitivity of this information, please contact your ADP Marketplace representative to arrange entitlement.

API Usage

Method	Uniform Resource Identifier	Description	API Explorer Sample Response Payload
GET	/hr/v2/workers	If authorized to view, this requests the list of all available workers, inclusive of base remuneration information.	All Workers WithBaseRemuneration GB.json

Application Scope

Please refer to section entitled, "Use Case: Retrieving Full Worker Information."

Note: When a worker has more than one work assignment, only the current active work assignment will return base remuneration values. If a worker has multiple active work assignments, the base remuneration is returned for the work assignment with the most recent effective date.

Sequence of Interactions

Please refer to section entitled, "Use Case: Retrieving Full Worker Information."

Supported OData Query Options

Please refer to section entitled, "Use Case: Retrieving Full Worker Information."

Data Dictionary

See Appendix A: Data Dictionary on page for data retrieval.

Note: All listed fields are supported for this use case.

Responses

Please refer to section entitled, "Use Case: Retrieving Full Worker Information."

Chapter 4

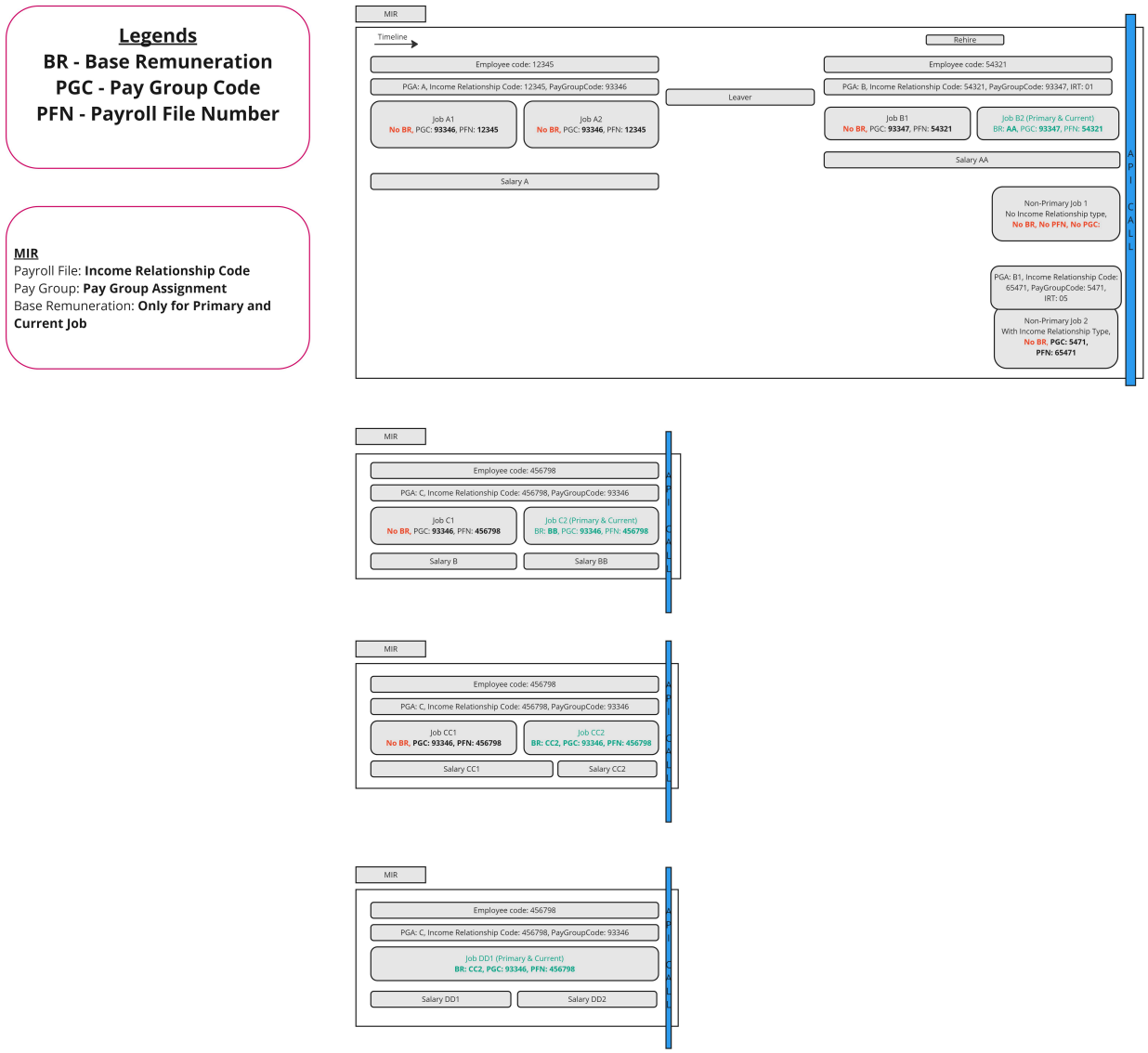
Use Case: Retrieving an Employee's Payroll File Number and Pay Group Code

- **Payroll File Number** is taken from **Income Relationship Code**
- **Pay Group Code** is taken from **Pay Group Assignment Code**
- **Base Remuneration** information will be taken from Payroll data and applicable only for **Primary and Current Job**
- All Work Assignment contracts will have Payroll File number and Pay Group Code other than below exception.

Exception:

- No Payroll File Number and Pay Group Code will be shown for Non-Primary Contract with No Income Relation Type.
- No Base Remuneration will be shown for Non-Primary Contract.

API Explorer Sample Response Payload
NL PayrollFileNumber and PayGroupCode Current Employee Response.json NL PayrollFileNumber and PayGroupCode Leaver Employee Response.json NL PayrollFileNumber and PayGroupCode Rehire Employee Response.json



Chapter 5

Use Case: Retrieving Basic Worker Demographic Information

Before You Begin

Full worker information commonly requested includes the following:

- Name
- Address
- Communication profile
- Hire dates
- Work status
- Work assignment information, such as the following:
    - Job title
    - Manager/reports to information
    - Grade
    - Earnings information (Additional remuneration)

Use Case Description

If it is not necessary to exchange sensitive personal data you can implement the Worker Demographics API to access the following data: Employee data and employment data without government ID, address, Date of Birth, Date of death.

Note: Base Remuneration is not included in the Full Worker Information by default. Due to the nature and sensitivity of this information, please contact your ADP Marketplace representative to arrange entitlement.

The following data is excluded when you use the Worker Demographic API:

Personally Identifiable Information:

- Birth Date
- Government ID number (such as social security number)
- Address

Sensitive Personal Information (SPI):

- Payroll Number/code
- Identity Documents
- Base Remuneration

API Usage

Method	Uniform Resource Identifier (URI)	Description	API Explorer Sample Response Payload
GET	/hr/v2/worker-demographics	Requests the list of all available worker demographics that the requester is authorized to view.	workers-v2-demographics-all-workers-http-200-response.json
GET	/hr/v2/ worker-demographics /{associate-oid} **Note:** We are aware that not all employees in iHCM have an associateOID. In this scenario, idValue from workerID can be supplied to retrieve an employee's details.	Returns a worker demographic.	workers-v2-demographics-single-worker-http-200-response.json

Application Scope

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

/hr/workerInformationManagement/workerManagement/workerProfileManagement /workerDemographic.read

Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData).

Query String Option	Description	Example
$top	Requests the number of items in the queried collection to be included in the result.	/hr/v2/worker-demographics?$top=100
$skip	Specifies the number of items in the queried collection to be skipped and not included in the result.	/hr/v2/worker-demographics?$top=100&$skip=100
$filter	Filters a collection of resources addressed by a request URL. Only items for which the expression evaluates to true are included in the response.	/hr/v2/worker-demographics?$filter=workers/person/genderCode/codeValue eq 'Male'

Sequence of Interactions

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

1. Your consumer application makes a request for an initial collection of workers to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with a collection of workers.
3. Your consumer application makes a request for a subsequent collection of workers to the ADP API endpoint.
4. The ADP API endpoint responds to your consumer application with a collection of workers.

Your consumer application repeats steps 3 and 4 until a until an empty workers array is returned.

Data Dictionary

See Appendix A: Data Dictionary on page for data retrieval.

Note: All listed fields are supported for this use case.

Responses

Response Code	Response Condition	API Explorer Sample Response Payload
200 OK	Retrieves list of works with details.	workers-v2-demographics-all-workers-http-200-response.json
200 OK	Retrieves single worker details.	workers-v2-demographics-single-worker-http-200-response.json
204 OK	When pagination reaches the end of the page.	Empty body

Chapter 6

Use Case: Retrieving an Employee's Photo

The Worker Photo API is used to fetch an employee's photo.

API Usage

Method	Uniform Resource Identifier (URI)	Description	API Explorer Sample Response Payload
GET	/hr/v2/workers/{aoid}/worker-images/photo Note : WorkerId can be used where AOID is not present Valid accept header values are : */* Image/*	Gets an employee's photo	Retrieve-single-associate-details-with-photo-http-200-response.json

Chapter 7

Use Case: Supported Event Notifications

Your application should subscribe to, and process the following event change notifications to synchronise data in the event of a data change in the ADP system.

Org Management MUST be activated/In use (Please discuss with ADP for understanding)*

*** How and when these pre-requisites can be actioned will be determined as part of the technical feasibility study completed by ADP and discussed and planned with you.**

Triggers when	Application Scope	Event Type	API Explorer Sample Response Payload	Notes
An employee is joining or re-joining the company	/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.hire.read	worker.hire	event-notification-worker-hire.read-http-200-response.json	
An employee is leaving the company OR Any change is made to information related to an employee leaving. For example if their leaving date or reason for leaving is changed, *this* event gets fired again **Note:** worker.workerTerminationDate.change is not supported	/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.terminate.read	worker.terminate	event-notification-worker-terminate.read-http-200-response.json	
Employee leaves the Company for a different reason. 1. Terminate Cancel 2. Terminate	/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.terminate.read	worker.terminate	event-notification-worker-terminate.read-http-200-response.json	
Hire a Candidate they have already exists as leaver.		worker.hire	event-notification-worker-hire.read-http-200-response.json	Worker Hire event with Status as Rehire
A change is made to an employee's name	/hr/workerInformationManagement/workerManagement/associateManagement/worker.legalName.change.read	worker.legalName.change	event-notification-worker-legalname-change.read-http-200-response.json	

Triggers when	Application Scope	Event Type	API Explorer Sample Response Payload	Notes
Employee's address is added or changed Employee's address is deleted Note: In order to view employee's legal / communication address, use this event instead with "deliveryPoint=True" worker.legalAddress.change is not supported	/hr/workerInformationManagement/workerManagement/addressManagement/worker.personalAddress.change.read /hr/workerInformationManagement/workerManagement/addressManagement/worker.personalAddress.remove.read	worker.personalAddress.change worker.personalAddress.remove	event-notification-worker-personaladdress-change.read-http-200-response.json event-notification-worker-personaladdress-remove.read-http-200-response.json	
Employee's personal email address is added or changed Employee's personal email address is deleted	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.remove.read	worker.personalCommunication.email.change worker.personalCommunication.email.remove	event-notification-worker-personalcommunication-email-change.read-http-200-response.json event-notification-worker-personalcommunication-email-remove.read-http-200-response.json	
Employee's personal mobile telephone number is added or changed. Employee's personal mobile telephone number is deleted.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.remove.read	worker.personalCommunication.mobile.change worker.personalCommunication.mobile.remove	event-notification-worker-personalcommunication-mobile-change.read-http-200-response.json event-notification-worker-personalcommunication-mobile-remove.read-http-200-response.json	
Employee's work email address is added or changed. .	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.email.change.read	worker.businessCommunication.email.change	event-notification-worker-businesscommunication-email-change.read-http-200-response.json	
Employee's work telephone number is added or changed. Employee's work telephone number is deleted.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.remove.read	worker.businessCommunication.landline.change worker.businessCommunication.landline.remove	event-notification-worker-businesscommunication-landline-change.read-http-200-response.json event-notification-worker-businesscommunication-	

Triggers when	Application Scope	Event Type	API Explorer Sample Response Payload	Notes
			landline-remove.read-http-200-response.json	
Employee's work mobile number is added or changed. Employee's work mobile number is deleted.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.mobile.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.mobile.remove.read	worker.businessCommunication.mobile.change worker.businessCommunication.mobile.remove	event-notification-worker-businesscommunication.mobile-change.read-http-200-response.json event-notification-worker-businesscommunication.mobile-remove.read-http-200-response.json	
Employee's gender recorded in iHCM 2 is changed.	/hr/workerInformationManagement/workerManagement/associateManagement/worker.gender.change.read	worker.gender.change	event-notification-worker-gender-change.read -http-200-response.json	
Employee's marital status is changed.	/hr/workerInformationManagement/workerManagement/associateManagement/worker.maritalStatus.change.read	worker.maritalStatus.change	event-notification-worker-maritalstatus-change.read -http-200-response.json	
Employee's retirement date is added or changed.	/hr/workerInformationManagement/workerDateManagement/retirementDateManagement/worker.workerRetirementDate.change.read	worker.workerRetirementDate.change	event-notification-worker-retirementdate-change.read -http-200-response.json	
Employee's continuous service date is added or changed. An employee's continuous service date may not be the same as their date of joining. For example, if they have joined your organisation when the organisation they worked for was acquired by your organisation.	/hr/workerInformationManagement/workerDateManagement/originalHireDateManagement/worker.workerOriginalHireDate.change.read	worker.workerOriginalHireDate.change	event-notification-worker-originalhiredate-change.read -http-200-response.json	
• An employee's job details are changed, • A new job is added to an employee's record, • An existing job record is deleted, • An employee's date of join is changed because they have left, and then been rehired.	/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify.read	worker.workAssignment.modify	event-notification-worker-workassignment-modify.read-http-200-response.json	
Employee's birth date is changed	/hr/workerInformationManagement/workerManagement/associateManagement/worker.birthdate.change.read	worker.birthdate.change	event-notification-worker-birthdate-change.read-http-200-response.json	
Employee's Government identifiers / Identity Documents change such as a national identity number or a Social Security Number (SSN). **Note:** worker.identity-document.change is not supported.	/hr/workerInformationManagement/workerManagement/associateManagement/worker.governmentID.change.read	worker.governmentId.change	event-notification-worker-governmentID-change.read-http-200-response.json event-notification-worker-governmentID	

Triggers when	Application Scope	Event Type	API Explorer Sample Response Payload	Notes
			-remove.read-http-200-response.json	

Notes: The PRIS event template needs to be selected in order to retrieve the updated fields when calling back the GET event url. Although a custom partner template is currently selected, it is applicable only for the Marketplace APIs, as the Schema differs between the PRIS and marketplace. For PRIS change events, the respective event template must be used.

Chapter 8

Use Case: Updating Data for a Worker

API Usage

The below tables list the data you can update through single POST APIs and where you can find this data in iHCM:-

- ADP iHCM Path list the navigation path within ADP iHCM.
- ADP iHCM Field – Lists the field where you can use the API to perform an insert, update, and/or delete operation using the POST method.
- Application Scope – Lists the canonical ID.
- API and Event Type – Lists the endpoint for the request.
- AOID is a mandtory requirement
- Sample Payloads and Responses – Provides the location where the samples can be viewed.
- Notes - Key information on data behaviour and data instructions

ADP iHCM Path	ADP iHCM Field	Application Scope	API and Event Type	Sample Payloads and Responses	Notes
People/Employee Details/Personal	Gender	/hr/workerInformationManagement/workerManagement/associateManagement/worker.gender.change	/events/hr/v1/worker.gender.change	API Explorer for Workers - Biological Data Management	1) Code Value and Short name is Mandatory and must match iHCM (See Appendix for default gender table) 2) Space " " will be accepted but will error in the iHCM screen - Advice is NOT to provide a space 3) AOID is Mandatory
People/Employee Details/Personal	Marital Status	/hr/workerInformationManagement/workerManagement/associateManagement/worker.maritalStatus.change	/events/hr/v1/worker.marital-status.change	API Explorer for Workers - Demographic Data Management	1) Code Value and Short name is Mandatory and must match iHCM (See Appendix for default gender table) 2) Space " " will be accepted but will error in the iHCM screen - Advice is NOT to provide a space 3) AOID is Mandatory
People/Employee Details/Personal	Place of Birth	/events/data/output/worker/person/birthPlace/cityName	/events/hr/v1/worker.birth-place.change	API Explorer for Workers - Demographic Data Management	AOID is Mandatory
People/Employee Details/Personal	Country of Birth	/events/data/transform/worker/person/birthPlace/countryCode	/events/hr/v1/worker.birth-place.change	API Explorer for Workers - Demographic Data Management	NL Only Max 2 characters AOID is Mandatory

ADP iHCM Path	ADP iHCM Field	Application Scope	API and Event Type	Sample Payloads and Responses	Notes
People/Employee Details/Contact	Work Email	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.email.change	/events/hr/v1/worker.business-communication.email.change	API Explorer for Workers - Business Communication Management	1) Over 258 Characters will be truncated 2) AOID is Mandatory
People/Employee Details/Contact	Work Telephone + Work Extention	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.change	/events/hr/v1/worker.business-communication.landline.change	API Explorer for Workers - Business Communication Management	AOID is Mandatory
People/Employee Details/Contact	Work Telephone + Work Extention	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.remove	/events/hr/v1/worker.business-communication.landline.remove	API Explorer for Workers - Business Communication Management	AOID is Mandatory
People/Employee Details/Contact	Home Telephone	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.change	/events/hr/v1/worker.personal-communication.landline.change	API Explorer for Workers - Personal Communication Managemen	AOID is Mandatory
People/Employee Details/Contact	Home Telephone	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.remove	/events/hr/v1/worker.personal-communication.landline.remove	API Explorer for Workers - Personal Communication Managemen	AOID is Mandatory
People/Employee Details/Contact	Personal Email	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.change	/events/hr/v1/worker.personal-communication.email.change	API Explorer for Workers - Personal Communication Management	AOID is Mandatory This API can be used to Add or Change
People/Employee Details/Contact	Personal Email	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.remove	/events/hr/v1/worker.personal-communication.email.remove	API Explorer for Workers - Personal Communication Managemen	AOID is Mandatory
People/Employee Details/Contact	Mobile Telephone	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.change	/events/hr/v1/worker.personal-communication.mobile.change	API Explorer for Workers - Personal Communication Managemen	AOID is Mandatory
People/Employee Details/Contact	Mobile Telephone	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.remove	/events/hr/v1/worker.personal-communication.mobile.remove	API Explorer for Workers - Personal Communication Managemen	AOID is Mandatory
People/Employee Details/Contact	Work Mobile Telephone	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.mobile.change	/events/hr/v1/worker.business-communication.mobile.change	API Explorer for Workers - Business Communication Management	AOID is Mandatory
People/Employee Details/Contact	Work Mobile Telephone	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.mobile.remove	/events/hr/v1/worker.business-communication.mobile.remove	API Explorer for Workers - Business Communication Management	AOID is Mandatory

ADP iHCM Path	ADP iHCM Field	Application Scope	API and Event Type	Sample Payloads and Responses	Notes
People/Employee Details/Name	Worker Legal Name	/hr/workerInformationManagement/workerManagement/associateManagement/worker.legalName.change	/events/hr/v1/worker.legal-name.change	API Explorer for Workers - Demographic Data Management	AOID is Mandatory familyName2 (Maiden Name) is for UK only
People/EmployeeDetails/Dates	Continuous Service Date	/hr/workerInformationManagement/workerDateManagement/originalHireDateManagement/worker.workerOriginalHireDate.change	/events/hr/v1/worker.worker-original-hire-date.change	API Explorer for Workers - Dates Management	AOID is Mandatory
People/EmployeeDetails/Dates	Date of Join Change	/hr/workerInformationManagement/workerDateManagement/rehireDateManagement/worker.workerRehireDate.change	/events/hr/v1/worker.worker-rehire-date.change	API Explorer for Workers - Dates Management	This date should not be provided if a payroll has already been processed (Please discuss this change with your ADP Payroll Representive) AOID is Mandatory

Chapter 9

Use Case: Retrieving Table Code Lists

The Codelist APIs allows your application to retrieve a list of codes from a validation table so it can be used for insert and update operations. These APIs will always return all the records.

Note: Filters are not supported on these APIs.

Name	Note	URI	API Explorer Sample Response Payload
Department	Where the level of the Organisation structure = 1	/codelists/hr/v3/worker-management/departments/esi/1	Retrieve-all-Department list-http-200-response.json
Job Title	These APIs return the same information in different formats	/hr/v1/organization-jobs /codelists/hr/v3/worker-management/job-titles/esi/1	Retrieve-all-organization-jobs-http-200-response.json Retrieve-all-organization-jobs-titles-http-200-response.json
Location		/codelists/hr/v3/worker-management/locations/esi/1	Retrieve-all-organization-locations-http-200-response.json
Organisation structure	Returns information about the organisation structure including names of the units, levels and parents/relationship between units These APIs return the same information in different formats	/core/v1/organization-departments /codelists/hr/v3/worker-management/business-units/esi/1	Retrieve-all-departments-jobs-http-200-response.json Retrieve-all-Business-units-one-http-200-response.json

Chapter 10

Use Case: Retrieving Workers using OData Filters

This section describes the list of OData filters supported in Worker API.

Field	Example
Worker Id	?$filter=workers/workerID/idValue eq '1900'
Status Code	?$filter=workers/workerStatus/statusCode/codeValue eq 'Current'
Reason Code	?$filter=workers/workerStatus/reasonCode/codeValue eq 'L5'
Legal Name > Familyname1	?$filter=workers/person/legalName/familyName1 eq 'Elliot'
Legal Name > Familyname2	?$filter=workers/person/legalName/familyName2 eq 'Johnson'
Legal Name > Givenname	?$filter=workers/person/legalName/givenName eq 'Peter'
Legal Name > Nickname	?$filter=workers/person/legalName/nickName eq 'Pete'
Legal Name > Formattedname	?$filter=workers/person/legalName/formattedName eq 'Andrew Clayton'
Salutation Code	?$filter=workers/person/legalName/preferredSalutations/salutationCode/codeValue eq 'Mrs'
Gender Code	?$filter=workers/person/genderCode/codeValue eq 'Male'
Marital Status	?$filter=workers/person/maritalStatusCode/codeValue eq 'M'
Citizenship Country Code	?$filter=workers/person/citizenshipCountryCodes/codeValue eq 'British'
Communication > Landlines > Formatted Number	?$filter=workers/person/communication/landlines/formattedNumber eq '01618378718'
Communication > Mobiles > Formatted Number	?$filter=workers/person/communication/mobiles/formattedNumber eq '07893876378'
Business Communication > Emails > Email URI	?$filter=workers/businessCommunication/emails/emailUri eq 'demo468@adp.com'
Work Assignments > Payoll Group Code	?$filter=workers/workAssignments/payrollGroupCode eq 'AD002'

Chapter 11

Appendixes

Appendix A: Data Dictionary

The data dictionary provides the schema resource to application user interface field mapping.

Workers > associateOID

Canonical Field	Label
/workers/associateOID	

Workers > workerID

Canonical Field	Label
/workers/workerID/idValue	Reference number

Workers > alternateIDs

Canonical Field	Description	iHCM Field	Notes
/workers/alternateIDs[]/idValue	CORPORATEID		Applicable only for UK. This will be in response only if there is a data
/workers/alternateIDs[]/schemeCode/codeValue		Static Value CORPORATEID	
/workers/alternateIDs[]/schemeCode/shortName		Static Value CORPORATE ID	

Workers > workerDates

Canonical Field	Description	iHCM Field	Notes
/workers/workerDates/retirementDate	Retirement Date		
/workers/workerDates/terminationDate	Date of Leaving		
/workers/workerDates/expect	Date of Leaving		

Canonical Field	Description	iHCM Field	Notes
edTerminationDate			
/workers/workerDates/adjustedServiceDate	Continuous Service Date:		
/workers/workerDates/originalHireDate	Original Hire Date	STARTDATEWITHINGROUP	An Employee can have a Date of Join but they may start a little later for many reasons. This field is to capture the date that Employee originally joins the organization.

Workers > workerStatus

Canonical Field	Label
/workers/workerStatus/statusCode/codeValue /workers/workerStatus/statusCode/shortName	Status

Workers > person

Canonical Field	Description	iHCM Field	Notes
/workers/person/birthDate	Date of Birth		
/workers/person/disabilityPercentage	Percentage of Disability	ITHR_DISABLEPERC	Applicable only for IT
/workers/person/birthPlace/cityName	Place of Birth		
/workers/person/birthPlace/countryCode	Country of Birth		
/workers/person/birthPlace/countrySubdivisionLevel2/codeValue /workers/person/birthPlace/countrySubdivisionLevel2/shortName /workers/person/birthPlace/countrySubdivisionLevel2/subdivisionType	Birth City	CITYOFBIRTH_CITYCODE CITYOFBIRTH_CITYDESCRIPTION CITYOFBIRTH_CITYCODE	
/workers/person/deathDate	Date of Death		
/workers/person/citizenshipCountryCodes/codeValue	Nationality. This field is not applicable to all countries. Please contact ADP for details.		

Canonical Field	Description	iHCM Field	Notes
/workers/person/governmentIDs/idValue /workers/person/governmentIDs/countryCode /workers/person/governmentIDs/nameCode/codeValue /workers/person/governmentIDs/nameCode/shortName /workers/person/governmentIDs/expirationDate	Government issued identity number. The content of this field varies for each country. For example this may be social security number, driver number, or National Insurance number depending on the employee's location.		
/workers/person/identityDocuments/documentID /workers/person/identityDocuments/countryCode /workers/person/identityDocuments/typeCode/codeValue /workers/person/identityDocuments/typeCode/shortName /workers/person/identityDocuments/expirationDate	Government issued identity number. The content of this field varies for each country. For example this may be social security number, driver number, or National Insurance number depending on the employee's location.		
/workers/person/maritalStatusCode/codeValue /workers/person/maritalStatusCode/shortName	Marital Status		
/workers/person/genderCode/codeValue /workers/person/genderCode/shortName	Gender		
/workers/person/otherPersonalAddresses/buildingNumber	This field is only applicable to employees located in the Netherlands.		
/workers/person/otherPersonalAddresses/lineOne	Address Line 1		
/workers/person/otherPersonalAddresses/lineTwo	Address Line 2		
/workers/person/otherPersonalAddresses/lineThree	Address Line 3		
/workers/person/otherPersonalAddresses/cityName	Town/City		
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/codeValue /workers/person/otherPersonalAddresses/countryS	County This field is only applicable to employees located in the UK.		

Canonical Field	Description	iHCM Field	Notes
ubdivisionLevel1/shortName			
/workers/person/otherPersonalAddresses/countryCode	County/Region/Province		
/workers/person/otherPersonalAddresses/postalCode	Postal Code/Zip Code		
/workers/person/otherPersonalAddresses/streetName	Avenue, Square, Street etc This field is only applicable to employees located in Spain.		
/workers/person/otherPersonalAddresses/deliveryPoint	Use this as primary communication address		
/worker/person/otherPersonalAddresses/customIndicators/indicatorValue	PrintOnPayslip Indicator		This will set to "True"if any of the address is enabled for Print on payslip. Applicable for UK. **Note**: In case, POP flag is enabled for correspondence address then, the indicator will be shown on both Other personal and legal address as per the current behavior of retrieving the address.
/worker/person/otherPersonalAddresses/customIndicators[]/nameCode/codeValue		Default to PrintOnPayslip	
/worker/person/otherPersonalAddresses/customIndicators[]/nameCode/shortName		Default to Print On Payslip	
/workers/person/legalAddress/lineOne	Address Line 1		
/workers/person/legalAddress/lineTwo	Address Line 2		
/workers/person/legalAddress/lineThree	Address Line 3		
/workers/person/legalAddress/cityName	Town/City		
/workers/person/legalAddress/countrySubdivisionLevel1/codeValue /workers/person/legalAddress/countrySubdivisionLevel1/shortName	County This field is only applicable to employees located in the UK.		
/workers/person/legalAddresses/countryCode	County/Region/Province		

Canonical Field	Description	iHCM Field	Notes
/workers/person/legalAddresses/postalCode	Postal Code/Zip Code		
/worker/person/legalAddress/customIndicators/indicatorValue	PrintOnPayslip Indicator		This will set to "True"if any of the address is enabled for Print on payslip. Applicable for UK.
/worker/person/legalAddress/customIndicators[]/nameCode/codeValue		Default to PrintOnPayslip	
/worker/person/legalAddress/customIndicators[]/nameCode/shortName		Default to Print On Payslip	
/workers/person/ethnicityCode/codeValue /workers/person/ethnicityCode/shortName	This field is only applicable to employees located in the UK.		
/workers/Person/CustomFieldGroup/DateFields/DateValue /workers/Person/CustomFieldGroup/DateFields/NameCode/ShortName /workers/Person/CustomFieldGroup/DateFields/NameCode/LongName	Date first Employment	DATEOFSTARTINGFIRSTEMPLOYMENT Default to "DateFirstEmployment" Default to "Date first Employmen"	
/workers/Person/CustomFieldGroup/CodeFields/CodeValue /workers/Person/CustomFieldGroup/CodeFields/ShortName /workers/Person/CustomFieldGroup/CodeFields/NameCode/CodeValue /workers/Person/CustomFieldGroup/CodeFields/NameCode/ShortName		TERMINATIONTYPE TERMINATIONTYPE_DISPLAYVALUE TERMINATIONTYPE TERMINATION TYPE	
workers/person/customFieldGroup/dateFields/dateValue	CONTRACTSIGNDATE		
workers/person/customFieldGroup/dateFields/nameCode/longName		Static value "CONTRACT SIGN DATE"	
workers/person/customFieldGroup/dateFields/nameCode/shortName		static value "CONTRACT SIGN DATE"	

Canonical Field	Description	iHCM Field	Notes
workers/person/customFieldGroup/dateFields/dateValue	NLHR_ENDDATECONTRACT1		
workers/person/customFieldGroup/dateFields/nameCode/longName		static value "END DATE CONTRACT 1"	
workers/person/customFieldGroup/dateFields/nameCode/shortName		static value "END DATE CONTRACT 1"	
workers/person/customFieldGroup/dateFields/dateValue	NLHR_ENDDATECONTRACT2		
workers/person/customFieldGroup/dateFields/nameCode/longName		static value "END DATE CONTRACT 2"	
workers/person/customFieldGroup/dateFields/nameCode/shortName		static value "END DATE CONTRACT 2"	
workers/person/customFieldGroup/dateFields/dateValue	NLHR_ENDDATECONTRACT3		
workers/person/customFieldGroup/dateFields/nameCode/longName		static value "END DATE CONTRACT 3"	
workers/person/customFieldGroup/dateFields/nameCode/shortName		static value "END DATE CONTRACT 3"	

Workers > person>customFieldGroup - Client Defined Fields

Canonical Field	Label	Notes
worker/person/customFieldGroup/stringFields[]/nameCode/codeValue	The field name provided in UI will be retrieved.	Similar to String fields, Client Defined fields will also retrieve under dateFields numberFields
worker/person/customFieldGroup/stringFields[]/nameCode/shortName	The field name provided in UI will be retrieved.	Similar to String fields, Client Defined fields will also retrieve under dateFields numberFields
worker/person/customFieldGroup/stringFields[]/stringValue	The data in the field will be retrieved	Similar to String fields, Client Defined fields will also retrieve under dateFields numberFields

worker/person/customFieldGroup/ stringFields[]/categoryCode/code Value	This is default to CDF	We could differentiate the normal custom fields and client defined fields using this "CDF" value

Note: The entitlement whitelisting could be done either completely the custom field group level or the fields under the specific data type (Date field,code field. etc).
Also it is suggested not to include any personal sensitive data as part of client defined fields as there is no entitlement specifically for CDF.

Workers > person/legalName

Canonical Field	Label
/workers/person/legalName/preferredSalutations/salutationCode/codeValue	Title
/workers/person/legalName/nickName	Known As
/workers/person/legalName/givenName	First Name
/workers/person/legalName/initial	Initial (NL Only)
/workers/person/legalName/middleName	Middle Name
/workers/person/legalName/familyName1	Last Name
/workers/person/legalName/formattedName	Full Name
/workers/person/legalName/familyName2	Maiden Name

Workers > businessCommunication

Canonical Field	Label
/workers/businessCommunication/emails/emailUri	Work Email
/workers/businessCommunication/landlines/formattedNumber	Work Telephone
/workers/businessCommunication/mobiles/formattedNumber	Work Mobile Telephone
/workers/businessCommunication/landlines/extension	Work Extension

Workers > person/communication

Canonical Field	Label
/workers/person/communication/emails/emaillUri	Personal Email
/workers/person/communication/mobiles/formattedNumber	Mobile Telephone
/workers/person/communication/landlines/formattedNumber	Home Telephone

Workers > workAssignments

Canonical Field	Description	iHCM Field	Notes
/workers/workAssignments/primaryIndicator	Primary Job		
/workers/workAssignments/hireDate	Date of Join		
/workers/workAssignments/ itemID	Work Assignment ID		
/workers/workAssignments/workerTypeCode/shortName /workers/workAssignments/workerTypeCode/longName	Permanent/Temporary		
/workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue /workers/workAssignments/homeOrganizationalUnits/nameCode/shortName	Build an array of all the structure items as assigned in Job Details. Organisation Structure Organisation Level Organisation Unit		For the Assigned Home Organization Unit, when a child-level organizational unit is selected, the API returns the complete organizational hierarchy, including all parent levels
/workers/workAssignments/homeWorkLocation/address/countryCode /workers/workAssignments/homeWorkLocation/nameCode/codeValue /workers/workAssignments/homeWorkLocation/nameCode/shortName	Counyry code Location code Location (Lookup value)		 Codelist API can be used to retrive the values Codelist API can be used to retrive the values

Canonical Field	Description	iHCM Field	Notes
/workers/workAssignments/payrollGroupCode	Pay Group Code		
/workers/workAssignments/payrollFileNumber	Employee Code		
/workers/workAssignments/jobCode/codeValue	Job Title		
/workers/workAssignments/jobTitle	Personal Job Title		
/workers/workAssignments/fullTimeEquivalenceRatio	FTE		
/workers/workAssignments/terminationDate /workers/workAssignments/expectedTerminationDate	Date of Leaving		
/workers/workAssignments/assignmentCostCenters/costCenterID	Cost Centre		For UK, the Cost Center data returned by the API includes values from both the Job Details section and the Labour Allocation records, where Labour Allocation data is available.
/workers/workAssignments/assignmentCostCenters/costCenterPercentage	This field is only applicable to employees located in Italy.		
/workers/workAssignments/reportsTo/reportsToWorkerName/formattedName /workers/workAssignments/reportsTo/reportsToWorkerName/givenName /workers/workAssignments/reportsTo/reportsToWorkerName/familyName1	Full name of the person the employee reports. First name of the person the employee reports. Last name of the person the employee reports.		
/workers/workAssignments/reportsTo/reportsToRelationshipCode/codeValue /workers/workAssignments/reportsTo/reportsToRelationshipCode/shortName	The employee's relationship with the person above. In iHCM this may be 'Reports to' (manager) or supervisor as a static value. Approvals for requests such as leave requests are sent to the person recorded as 'Reports to'. The supervisor field is for recording only. An employee may have both a 'Reports to' and a supervisor.		

Canonical Field	Description	iHCM Field	Notes
/workers/workAssignments/reportsTo/workerID/idValue	Employee Reference Number		
/workers/workAssignments/jobCode/effectiveDate /workers/workAssignments/terminationDate	Job Start Date Job End Date		
/workers/workAssignments/standardHours/hoursQuantity /workers/workAssignments/standardHours/unitCode/codeValue /workers/workAssignments/standardHours/unitCode/shortName	Contracted Hours	WPORDINARYWEEKLYHOURS AVERAGEWEEKLYHOURS	In the case of Variable, the data will be retrieved from this field. If fixed, the data will be retrieved from the Work Pattern settings based on the selected Work Pattern.
/workers/workAssignments/legalEntityID	Company code and Name	Other Countries: COMPANYREFNO - COMPANYNAME IT: MNLCR_CODE - MNLCR_COMPANYCODENAME	
/workers/workAssignments/workLevelCode/codeValue /workers/workAssignments/workLevelCode/shortName		Other Countries: FULLPARTTIME IT: MNLCR_PTFTTYPEVALUE_MNLCR_CODE Other Countries: FULLPARTTIME_DISPLAYVALUE IT: MNLCR_PTFTTYPEVALUE_MNLCR_PARTTIME FULLTIME	
/workers/workAssignments/assignmentStatus/statusCode/codeValue /workers/workAssignme		STATUS STATUS_DISPL	

Canonical Field	Description	iHCM Field	Notes
nts/assignmentStatus/statusCode/shortName		AYVALUE	
/workers/workAssignments/assignmentStatus/reasonCode/codeValue /workers/workAssignments/assignmentStatus/reasonCode/shortName		Other Countries: STARTCOMPANYREASONCODE IT: MNLCR_REASONACTIVE Other Countries: STARTCOMPANYREASONCODE_DISPLAYVALUE IT: MNLCR_REASONACTIVE_DISPLAYVALUE	
/workers/workAssignments/workerGroups/nameCode/codeValue /workers/workAssignments/workerGroups/nameCode/shortName		MNLCR_LEVEL MNLCR_DESCRIPTION	Applicable only for IT
/workers/workAssignments/workerGroups/groupCode/codeValue /workers/workAssignments/workerGroups/groupCode/shortName		MNLCR_LEVEL MNLCR_DESCRIPTION	Applicable only for IT
/workers/workAssignments/occupationalClassifications/nameCode/codeValue /workers/workAssignments/occupationalClassifications/nameCode/shortName		MNLCR_CODE MNLCR_DESCRIPTION	Applicable only for IT
/workers/workAssignments/occupationalClassifications/classificationCode/codeValue /workers/workAssignments/occupationalClassifications/classificationCode/shortName		MNLCR_CODE MNLCR_DESCRIPTION	Applicable only for IT
/workers/workAssignments/bargainingUnit/bargainingUnitCode/codeValue /workers/workAssignments/bargainingUnit/bargainingUnitCode/shortName		MNLCR_CODE MNLCR_DESCRIPTION	Applicable only for IT

Canonical Field	Description	iHCM Field	Notes
/workers/workAssignments/seniorityDate	Seniority Date	MNLCR_SENIORITY	
/workers/workAssignments/workArrangementCode/codeValue /workers/workAssignments/workArrangementCode/shortName	Work Arrangement Code	MNLCR_CODE MNLCR_DESCRIPTION	
/workers/WorkAssignments/CustomFieldGroup/AmountFields/AmountValue /workers/WorkAssignments/CustomFieldGroup/AmountFields/NameCode/CodeValue /workers/WorkAssignments/CustomFieldGroup/AmountFields/NameCode/ShortName /workers/WorkAssignments/CustomFieldGroup/AmountFields/NameCode/LongName	Salary Amount	ANNUALPAY Default to "SALAMOUNT" Default to "Salary Amount" CURRENCY_CODE	
/workers/WorkAssignments/CustomFieldGroup/CodeFields/NameCode/CodeValue /workers/WorkAssignments/CustomFieldGroup/CodeFields/NameCode/ShortName /workers/WorkAssignments/CustomFieldGroup/CodeFields/CodeValue /workers/WorkAssignments/CustomFieldGroup/CodeFields/ShortName	Salary Pay Frequency Code	Default to "SALFRQCODE" Default to "Salary Pay Frequency Code" PAYPERIOD PAYPERIOD_DISPLAYVALUE	
/workers/WorkAssignments/CustomFieldGroup/CodeFields/NameCode/CodeValue /workers/WorkAssignments/CustomFieldGroup/CodeFields/NameCode/ShortName /workers/WorkAssignments/CustomFieldGroup/CodeFields/CodeValue /workers/WorkAssignments/CustomFieldGroup/CodeFields/ShortName		Default to "SALFRQCODE" Default to "Salary Pay Frequency Code" PAYFREQDESC	
/workers/WorkAssignments/CustomFieldGroup/CodeFields/NameCode/CodeValue /workers/WorkAssignments/CustomFieldGroup/CodeFields/NameCode/ShortName /workers/WorkAssignments/CustomFieldGroup/C		NLCON_SALARISPERIODE NLCON_SALARISPERIODE_DISPLAYVALUE	

Canonical Field	Description	iHCM Field	Notes
odeFields/CodeValue /workers/WorkAssignments/CustomFieldGroup/CodeFields/ShortName		Default to "SALFRQCODE" Default to "Salary Pay Frequency Code"	
/workers/WorkAssignments/CustomFieldGroup/NumberFields/NameCode/CodeValue /workers/WorkAssignments/CustomFieldGroup/NumberFields/NameCode/ShortName /workers/WorkAssignments/CustomFieldGroup/NumberFields/NumberValue		Default to "SALPDNUM" Default to "Salary Period Number" ITHR_NUMBEROFMONTHS Default to "Hours per period"	Applicable only for NL
/workers/WorkAssignments/CustomFieldGroup/AmountFields/AmountValue /workers/WorkAssignments/CustomFieldGroup/AmountFields/NameCode/CodeValue /workers/WorkAssignments/CustomFieldGroup/AmountFields/NameCode/ShortName		NLCON_BEDRAGSALARIS Default to "SALAMOUNT" Default to "Salary Amount"	
workers/workAssignments/customFieldGroup/stringFields/nameCode/codeValue	Employment Type code value	Static value "Employment type"	Applicable only for NL
workers/workAssignments/customFieldGroup/stringFields/stringValue	Employment Type value		Applicable only for NL
worker/workAssignment/payGradeCode/codeValue	Grade of an employee	GRADE	Applicable only for UK. It is a lookup field

Workers > baseRemuneration

Canonical Field	Label	Notes
/workers/workAssignments/baseRemuneration/recordingBasisCode/codeValue /workers/workAssignments/baseRemuneration/recordingBasisCode/shortName	Describes how the remuneration is recorded e.g. hourly, daily, weekly, Monthly etc.	

Canonical Field	Label	Notes
/workers/workAssignments/baseRemuneration/effectiveDate	Annual Salary Effective Date	
/workers/workAssignments/baseRemuneration/hourlyRateAmount/nameCode/codeValue	Hourly salary amount	This field is only applicable to the Netherlands.
/workers/workAssignments/baseRemuneration/annualRateAmount/amountValue	Annual Salary	Applicable for UK
/workers/workAssignments/baseRemuneration/annualRateAmount/currencyCode	Salary Currency	Applicable for UK
/workers/workAssignments/baseRemuneration/payPeriodRateAmount/amountValue	Salary Amount	Applicable for both UK and NL
/workers/workAssignments/baseRemuneration/payPeriodRateAmount/nameCode/codeValue	Name code value. "SALAMOUNT" static text.	Applicable only for NL
/workers/workAssignments/baseRemuneration/payPeriodRateAmount/nameCode/shortName	Name code description "Salary Amount" static text.	Applicable only for NL
/workers/workAssignments/baseRemuneration/payPeriodRateAmount/currencyCode	Salary Currency	Applicable only for NL
workers/workAssignments/premiumRateMultipliers/rateMultiplier	Part Time Percentage	Applicable only for NL

Workers > additionalRemuneration

Canonical Field	Description	Notes
worker/workAssignment/additionalRemuneration/remunerationMaxRate/amountValue	Annual Limit	Applicable only for UK
worker/workAssignment/additionalRemuneration/remunerationMaxRate/baseMultiplierValue	Remuneration Rate	Applicable only for UK
worker/workAssignment/additionalRemunerations[]/remunerationStatus/shortName	Remuneration status	Applicable only for UK
worker/workAssignment/additionalRemunerations[]/itemID	Item Id (unique one for each earning)	Applicable only for UK
worker/workAssignment/additionalRemunerations[]/effectiveDate	Effective Date	Applicable only for UK
worker/workAssignment/additionalRemunerations[]/effectiveEndDate	Effective End Date	Applicable only for UK

worker/workAssignment/additionalRemunerations[]/nameCode/shortName	Earnings (Lookup)	Note: Codelist API is in progress. Applicable only for UK. The current and future earnings of current payroll profile will be shown.
worker/workAssignment/additionalRemunerations[]/rate/amountValue	Rate	Applicable only for UK
worker/workAssignment/additionalRemunerations[]/nameCode/codeValue	Earning code	Mapping and Retrieval of additional remuneration is based on the specific view provided by NL payroll team. Applicable only for NL
worker/workAssignment/additionalRemunerations[]/nameCode/shortName	Earning Description	Applicable only for NL. Only the current earnings will be retrieved.
worker/workAssignment/additionalRemunerations[]/rate/amountValue	Rate	The data in the amount value in the response is integer which includes (dollar value, hours, kilometers, etc.). Applicable only for NL

Frequently Asked Questions (FAQs)

Question 1: How do I get a list of active employees?
Answer: To get a list of Active employees, use the following filter when completing a worker call:
Example : hr/v2/workers?$filter=workers/workerstatus/statuscode/codevalue eq 'current'

Question 2: How do I get a list of employees who were born after a given date?
Answer: To get a list of all employees who were born after a given date, use the following filter when completing a worker call:
Example : hr/v2/workers?$filter=workers/person/birthdate gt Date'1992-01-05'

Question 3: How I can limit the number of workers returned?
Answer: By default 100 workers are returned (v2/workers). You can limit the number of workers returned by using $top > n, where n is the number of records you want returned.
Example: hr/v2/workers?$skip=0&$top=50

Question 4: If I have more than 100 employees how do I get a list of all employees?
Answer: There is a limit of 100 on the number of workers that are returned. If you specify more than 100 you will get an error.
To get a list of all the workers in your organisation you must make multiple get worker calls:

Fetch 1st set of records (1 to 100)
  hr/v2/workers?$skip=0&$top=100
Fetch 2nd set of records (101 to 200)
  hr/v2/workers?$skip=100&$top=100
Fetch 3rd set of records (201 to 300)
  hr/v2/workers?$skip=200&$top=100
... and so on

Known Issues and Limitations

This section lists all reported and known issues. This is so developers are aware of those issues when using the ADP's APIs. These issues include:

1. Filters are not currently supported on all WorkAssignment fields.

Standard Code List

iHCM 2 use standard code lists for the following canonical fields:

Table for genderCode

Country	Code	Display Value
Germany	D	Divers

Country	Code	Display Value
	M	Männlich
	W	Weiblich
	X	Unbestimmt
Spain	Female	Mujer
	Male	Hombre
GB/ROI	Female	Female
	Male	Male
Italy	Female	Femmina
	Male	Male
Netherlands	Female	Vrouw
	Male	Man
	U	Unknown
	X	Niet gespecificeerd

Table for maritalCode

Country	Code	Display Value
Germany	A	Partner aufgehoben
	G	Geschieden
	L	Ledig
	N	Nicht verheiratet
	T	Getrent
	V	Verheiratet

Country	Code	Display Value
	W	Verwitwet
Spain	D	Divorciado/a
	M	Casado/a
	P	Separado/a
	S	Soltero/a
	W	Viudo/a
GB/ROI	D	Divorced
	M	Married
	P	Separated
	S	Single
	W	Widowed
Italy	7	Tutelato/a
	8	Minore
	9	Stato Libero
	S	Celibe/Nubile
	W	Vedovo/a
	X	Sconosciuto/a
Netherlands	1	Ongehuwd
	2	Gehuwd
	3	Duurzaam gescheiden
	4	Alleenstaand

Country	Code	Display Value
	5	Weduwe
	6	Weduwnaar
	7	Samenwonend
	8	Geregistreerd partnerschap

Table for title

Country	Code	Display Value
Germany	Miss	Frau
	Mr	Herr
Spain	Dr	Dr.
	Miss	Srta.
	Mr	Sr.
	Mrs	Sra.
GB/ROI	Dr	Dr.
	Miss	Miss.
	Mr	Mr.
	Mrs	Mrs.
	Ms	Ms.
Italy	Dr	Dott.
	Miss	Sig.na
	Mr	Sig.
	Mrs	Sig.ra

Country	Code	Display Value
Netherlands	Dr	Dr.
	Miss	Mej.
	Mr	Dhr.
	Mrs	Mevr.
	Ms	Mw.