

Chapter 1

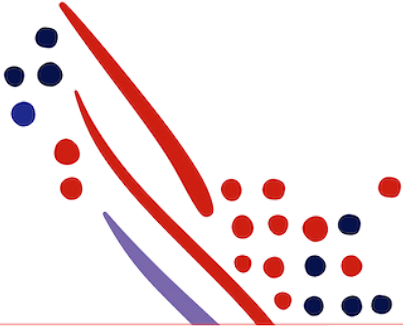
About this API

from Worker Management API Guide for ADP LINK

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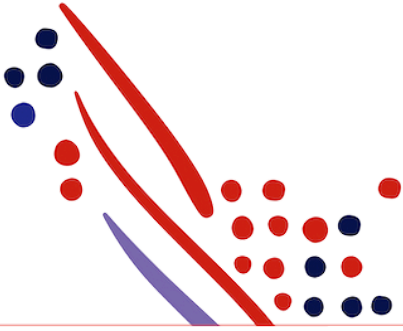
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About this API

Summary

The Worker Management API Guide describes how your application can access and manage information about workers in the 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.

May 2020

First revision of the document

December 2020

Add call back API Worker

March 2022

Updated Gestion Administrative > Signalétique > Adresse fiscale

- Added /events/hr/v1/worker.legal-address.add

Updated Gestion Administrative > Signalétique > Adresse domicile

- Added /events/hr/v1/worker.personal-address.add
- Added /events/hr/v1/worker.personal-address.remove
- Added Use Case: Meta Schemas

Added Use Case: Retrieving the photo of an Employee

Added Use Case: Meta Schemas

Added new data for /hr/v2/workers and /hr/v2/workers/{associate-oid}

Added data in Appendix A: Data Dictionary

- WorkerStatus and his filter like hr/v2/workers?filter=workers/workerStatus/statusCode/codeValue eq 'active'

September 2022

Updated Gestion Administrative > Signalétique > Etat civil

- Added /events/hr/v1/worker.citizenship.add

October 2022

Updated Gestion Administrative > Signalétique > Etat civil

- Added /events/hr/v1/worker.identity-document.change

Added Gestion Administrative > Informations Administratives > Carte de travail

- Added /events/hr/v1/worker.immigration-document.add
- Added /events/hr/v1/worker.immigration-document.change
- Added /events/hr/v1/worker.immigration-document.remove

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 LINK.
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 LINK.
4	Your application	Send worker updates to ADP LINK as your application collects the updates.
5	Client Practitioner	Verify the Information in ADP LINK.

Required Setup Steps

There are no required setup steps.

Postman Validation

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 worker APIs to stay in synch with an ADP application and do the following:

- Retrieve worker information.
- Update worker information.
- Retrieve worker information change notifications.

The amount of data retrieved by your application may vary based on the target ADP system and the ADP system configurations. 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.

Worker Information Types

Basic Worker Demographic Information

If your application requires basic worker demographic information without the Personally Identifiable Information (PII) and Sensitive Personal Information (SPI) data listed in the following tables, ADP provides APIs you can implement to access that information. Worker demographic information commonly requested includes the following:

- Name
- Address
- Communication profile
- Hire date
- Work status
- Work assignment information, such as the following:
 - Job title
 - Manager/reports to information
 - Custom fields

Full Worker Information

If your application requires PII and SPI data, in addition to the information included in Basic Worker Demographic Information, then ADP provides a separate set of APIs you can leverage.

Important

It is recommended you retrieve the minimum amount of worker information needed to meet your business needs.

When possible, leverage Use Case: Retrieving Basic Worker Demographic Information.

Personally, Identifiable Information (PII)

Field Name	Schema Location	Description
Birth Date	/workers/person/birthDate	Specifies the birth date of the person. Follows the ISO-8601:2000 format.

GovernmentID	/workers/person/governmentIDs	Provides the Social Security Number (SSN).
Identity document	/workers/person/identityDocuments	Provides the Social Security Number (SSN).

Sensitive Personal Information (SPI)

Field Name	Schema Location	Description
Base Remuneration	/workers/workAssignments[0]/baseRemuneration	Specifies the base or primary pay, such as salary or wage, associated with a work assignment.
Additional Remunerations	/workers/workAssignments[0]/additionalRemunerations	Provides a list of pay compensations associated to a given work assignment. Additional remuneration includes all other forms of compensation beyond the base pay associated with a given work assignment.