



Guide

Worker Terminate API Guide for ADP iHCM

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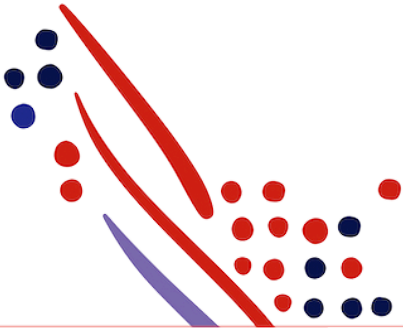


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About this API

Summary

The Worker Terminate Application Programming Interface (APIs) is used to terminate a worker in ADP iHCM.

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	Your Application	Retrieve worker information details based on your needs.

What's New in this guide

In this section we will announce any new revisions to the Worker Terminate API Guide.

	Date	Description	Section
1	16/07/2023	Creation	

Before You Begin

ADP provides the Work Terminate API to ensure your application can synchronize its worker data with iHCM.

- Terminate a Worker
- Cancele Termination of a Worker
- Modify Termination information of a Worker

Supported OData Query Options

There is no support for OData parameters.

Sequence of interactions

The following are the steps to modify work assignment details for a specific employee.:

1. Your consumer application requests to the ADP API endpoint to POST the work assignment modify.
2. The ADP API endpoint responds to your consumer application according to the event.
3. Your consumer application requests to the ADP API endpoint to GET the response

Data Dictionary

See Appendix : Data Dictionary for Use Case

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](#).

Chapter 2

Use Case: Terminate a Worker

Use Case Description

The Workers - Worker Terminate API is used terminate an employee and close contract and related information.

API Usage

Method	Uniform Resource Identifier (URI)	Description	GitHub Sample Request / Response Payload
POST	/events/hr/v1/worker.terminate	Terminate an Employee	

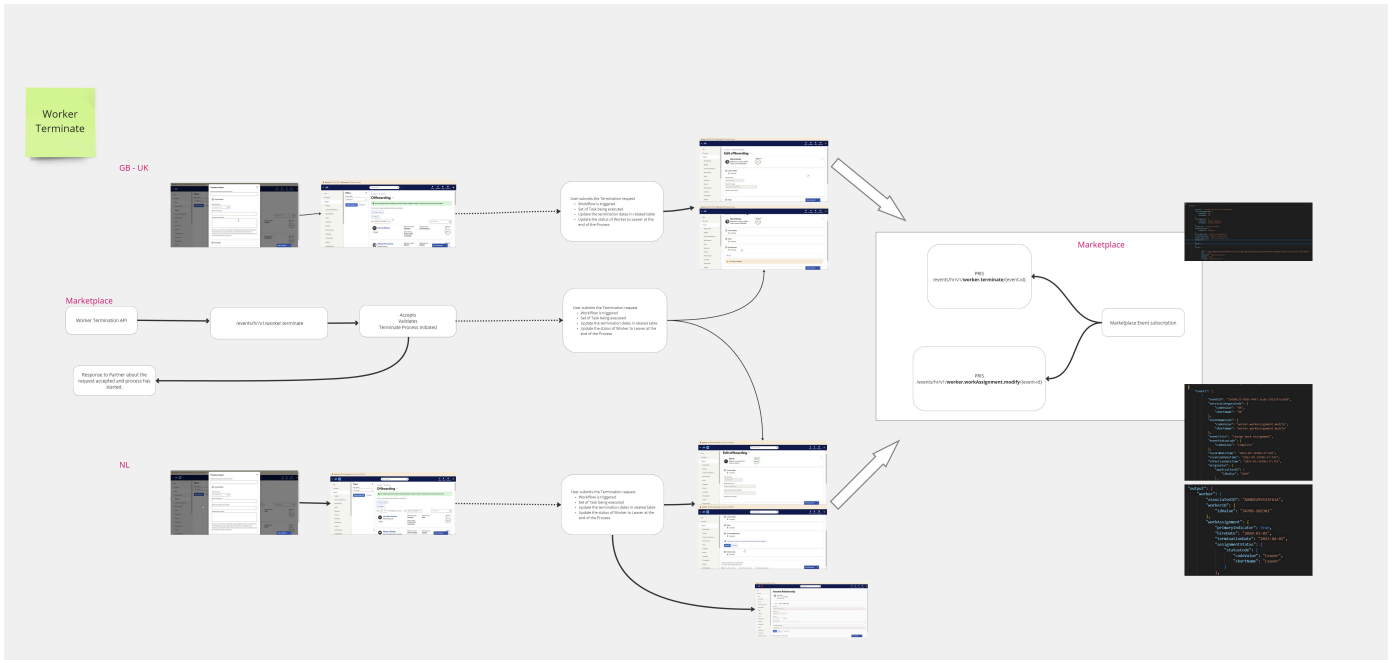
Application Scope

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/lifecycleManagement/worker.terminate

Note: The completion of the Termination and Cancel process can only be confirmed through PRIS events. Attached the image for working process of Termination.



Data Dictionary

See Appendix : Data Dictionary for Use Case

Chapter 3

Use Case: Cancel Termination of a Worker

Use Case Description

The Workers - Worker Terminate Cancel API is used cancel a termination process which is initiated previously.

API Usage

Method	Uniform Resource Identifier (URI)	Description	GitHub Sample Request / Response Payload
POST	/events/hr/v1/worker-termination.cancel	Cancel Termination of an Employee	

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/lifecycleManagement/worker-termination.cancel

Data Dictionary

See Appendix : Data Dictionary for Use Case

Chapter 4

Use Case: Modify Termination Information a Worker

In order to modify a Termination details, you need to first Cancel the Termination process and re-initiate the Worker Terminate API again.

Chapter 5

Use Case: Synchronizing Work Assignment Details Using Notifications

Your application should subscribe to and process the following event change notifications to synchronize data in the event of a data change in the ADP system. The changes described in the following table trigger event notification messages for the Workers - Worker Terminate API.

Terminate a Worker

API and Event Type	GITHUB Sample Payload

Cancel Termination of a Worker

API and Event Type	GITHUB Sample Payload

Modify Termination of a Worker

API and Event Type	GITHUB Sample Payload

Chapter 6

appendix: Data Dictionary

Chapter 7

Use Case: The one when I want Meta Information about the

Termination API

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 & NL	API to obtain the metadata for employee Termination	/events/hr/v1/worker.terminate/metadata	API Explorer for - Worker Termination Meta