Chapter 6

Known Issues and Limitations

from Applicant Onboard V2 API Guide for ADP Workforce Now

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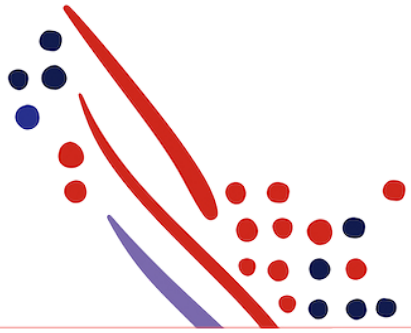

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Known Issues and Limitations

US905487: Fields not supported through the Application Onboard V2 API

Impacted APIs

Method	URI	roleCode Value
POST	/hcm/v2/applicant.onboard	Practitioner
GET	/hcm/v2/applicant.onboard/meta	Practitioner

Issue Description

> **Important**
>
> Custom fields are currently not supported by the Applicant Onboard V2 API.

The fields in the following table aren't supported by the Applicant Onboard V2 API.

Template Applicable	Section	Field Name	Field Description
Applicant Onboard	Tax	Worker's Compensation	
Applicant Onboard	Tax	Employee Type for Qtrly Reporting	Indicates whether the employee lives Full Time or Part Time in the state, and in the State Unemployment Insurance (SUI)/State Disability Insurance (SDI) tax jurisdiction. This status will be included in the Quarterly Wage file where required by state law. It's not used for payroll purposes. If you update the state Employee Type, you should review the SUI/SDI Employee Type to determine if changes are needed.

Template Applicable	Section	Field Name	Field Description
Applicant Onboard	Time & Attendance	Include in Time Summary Payroll	Indicates you need to review a summary of the high-level settings for this pay class.
Applicant Onboard	Time & Attendance	Timeclocks Assigned	Indicates you need to select the time clocks that the employee will use to enter their time, such as In and Out punches.
Applicant Onboard	Time & Attendance	Timeclock Groups Assigned	Indicates you need to select the time clock groups containing multiple time clocks, if your company uses those, and you want individual employees to use more than one time clock. For example, multiple time clocks in one building.
Applicant Onboard	Time & Attendance	Timeclock Restriction Group	Indicates you need to select the **Timeclock Restriction Group** determining the specific period before and after the employee's scheduled In and Out time, during which the employee can record punches.
Applicant Onboard	Time & Attendance	Labor Charge Fields - Department	Indicates you need to enter the Labor Charge fields to specify the employee's default or home labor categories, such as **Department** or **Job**.
Applicant Onboard	Time & Attendance	Labor Charge Fields -TimeZone	Indicates you need to select the **Time Zone** for the candidate. For example: EST (Eastern Standard Time), CST (Central Standard Time), and so on.

WFNHR-14668: The meta for Applicant Onboard V2 shows the wrong schema element for payrollScheduleGroupCode field. The meta returns '/applicantOnboarding/applicantWorkerProfile/payrollScheduleGroupCode'. Instead, its been discovered the correct one is '/applicantOnboarding/applicantPayrollProfile/payrollScheduleGroupCode'

Impacted APIs

Method	URI	roleCode Value
POST	/hcm/v2/applicant.onboard	Practitioner
GET	/hcm/v2/applicant.onboard/meta	Practitioner

F154681: Cannot complete the onboard hire process, which already exists with Status as In Progress

Impacted APIs

Method	URI	roleCode Value
POST	/hcm/v2/applicant.onboard	Practitioner
GET	/hcm/v2/applicant.onboard/meta	Practitioner

Issue Description

This issue comes up when adding a template with the status of InProgress and having required field information. Then, the same template ID, workerID, and file number is used and changes the status to complete with same information provided beforehand.

This adds a new record in the ADP Workforce Now UI.

WFNINDIATW-32357 - There is no validation that happens when assigning a non manager to an employee via the Applicant Onboard V2 API for WFN

Impacted APIs

Method	URI	roleCode Value
POST	/hcm/v2/applicant.onboard	Practitioner
GET	/hcm/v2/applicant.onboard/meta	Practitioner

Issue Description

There is no validation that happens when assigning a non manager to an employee via the Applicant Onboard V2 API for WFN

Work around

This can be done through workforce Now UI.

Limitation:

when I POST to https://api.adp.com/hcm/v2/applicant.onboard/ to create an in-progress applicant and pass a value for recordingBasisCode it always shows up at WFN as "Salary" regardless of what I send. This happens even when I send a nil/blank value for recordingBasisCode.

I've tried this sending "1" (hourly), "4" (daily), "8" (salary), "" (blank), and nil (also blank). In all cases, it shows as "Salary" in the "Regular Pay Rate" field of WFN.

My understanding is that these are the correctly mapped values to be sending for recordingBasisCode:

BASIS_OF_PAY_MAP = {
"daily" => "4",
"hourly" => "1",
"salary" => "8",
}

So I'm not sure if something isn't working right at WFN with these values.

Solution:

If we provide "payPeriodRateAmount" in the payload it will consider the value by default as "salary". To get Hourly/Daily we need to provide "hourlyRateAmount/dailyRateAmount" under baseRemuneration section in the request payload. Please see the below payload request example for hourlyRateAmount. Also you can see the meta information when you provide that particular template code value in the filter condition as like this https://api.adp.com/hcm/v2/applicant.onboard/meta?$filter=meta/applicantOnboarding/onboardingTemplateCode/code eq '15336_7437'

Basis of pay is used for reporting. What determines how the employee is actually being paid is based on what is sent in the baseRemuneration
Daily - /applicantOnboarding/applicantPayrollProfile/baseRemuneration/dailyRateAmount/amount
Hourly - /applicantOnboarding/applicantPayrollProfile/baseRemuneration/hourlyRateAmount/amount
Salary - /applicantOnboarding/applicantPayrollProfile/baseRemuneration/payPeriodRateAmount/amount

HourlyRateAmount:


```
{
"applicantOnboarding":{
"onboardingTemplateCode":{
"code":"15336_7437"
},
"onboardingStatus":{
"statusCode":{
"code":"inprogress"
}
},
"applicantPersonalProfile":{
"governmentIDs":[
{
"id":"533-53-2340",
"nameCode":{
"code":"SSN"
}
}
],
"birthName":{
"givenName":"Testing2",
"familyName":"Testerson"
},
"birthDate":"1991-04-04",
"communication":{
"emails":[
{
"emailUri":"sam@example.com",
"notificationIndicator":true
}
```

```
]
},
"legalAddress":{
"lineOne":"3865 Whistler Road",
"cityName":"Steamboat Springs",
"subdivisionCode":{
"code":"CO"
},
"countryCode":"US",
"postalCode":"80587"
},
"genderCode":{
"code":"F"
},
"preferredName":{
"nickName":"Sam"
}
},
"applicantWorkerProfile":{
"hireDate":"2022-04-01"
},
"applicantTaxProfile":{
"usFederalTaxInstruction":{
"multipleJobIndicator":false,
"federalIncomeTaxInstruction":{
"taxFilingStatusCode":{
"code":"D"
}
}
}
},
"applicantPayrollProfile":{
"payrollGroupCode":"4Y3",
"payCycleCode":{
"code":"S"
},
"baseRemuneration":{
"recordingBasisCode":{
"code":""
},
"hourlyRateAmount":{
"amount":555
}
}
}
}
}
```