



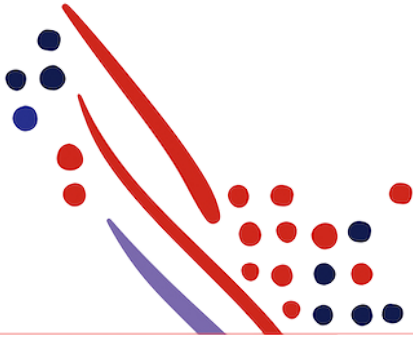
Guide

Benefit Spending Account Enrollment API Guide (HROpen) for ADP Workforce Now

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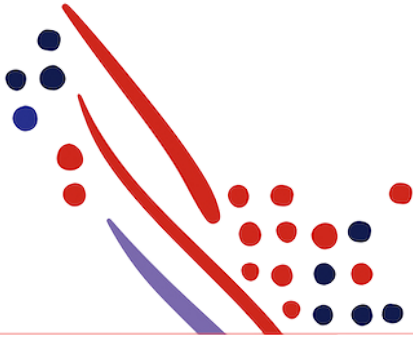


Table of Contents

Chapter 1

About the API

Summary

What's New in this Guide?

September 2022

December 2020

November 2020

July 2020

March 2020

Supported Product Version and Customer Base

Process Overview

Required Setup Steps

Chapter 2

Event Notifications

Chapter 3

Use Case: Getting Spending Account Enrollment Details

Use Case Description

API Usage

Application Scope

Request Header Parameters

Supported OData Query Options

Data Dictionary

Responses

Chapter 4

Frequently asked questions(FAQs)

Question 1: What are the dependencies of benefit account enrollment APIs.

Question 2: Does this API return enrollment details of employees who are enrolled into plans created from ADP WorkForce Now UI under Setup > Benefits > Plan Setup .

Question 3: Are event notifications supported for employee Benefit enrollments?

Chapter 5

Known Issues and Limitations

Issue 1: Benefit Spending Account Enrollment API dependencies.

Impacted APIs

Issue Description

Suggested Work around

Issue 2: API is showing unmasked data without access permissions given by the ADP Workforce Now client practitioner

Impacted APIs

Issue Description

Suggested Work around

Issue 3: Non-spending account enrollments data is not provided

Impacted APIs

Issue Description

Suggested Work around

Issue 4: Get response shows both active and inactive dependent details

Impacted APIs

Suggested Work around

Issue 5: No error message is shown when the filter parameter is not used in the URI

Impacted APIs

Issue Description

Suggested Work around

Impacted APIs

Issue Description

Suggested Work around

About the API

Summary

The Benefit Spending Account Enrollments Application Programming Interface (API) provides external benefits providers to retrieve employee's benefits enrollment data.

This API provides enrollment data of only those employees who are enrolled in the following plans provided by external benefits providers (plans created using [Benefit spending account plan API](#)).

- Parking
- Transit
- MedicalFSA
- Limited Purpose FSA
- Dependent Care FSA

This API also provides worker demographics, employee, dependents, and position information of an employee along with the benefits enrollment data for an employee.

What's New in this Guide?

In this section, revisions to the Benefit Spending Account Enrollments API and this guide will be announced.

September 2022

- Updated API endpoints and samples to link to API explorer.

December 2020

- Updated Summary section in this chapter.
- Updated Required setup steps section under this chapter.
- Added [Chapter 4: Frequently asked Questions \(FAQs\)](#)
- Updated "Issue 1" under [Chapter 5: Known Issues and Limitations](#).

November 2020

Updated Required Setup Steps section in this chapter with an important Note.

July 2020

Updated the table under [Chapter 2 - Event Notifications](#).

March 2020

Added an HTML version of this guide to the API Developer Resources site along with a downloadable PDF.

Supported Product Version and Customer Base

The Benefit Spending Account Plan API is used by external benefit providers conforming to the HR Open industry standards, and is available for workers in the United States.

Process Overview

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

	Actor	Task Description
1	Client Practitioner	Triggers the API-based data exchange between your application and ADP Workforce Now.
2	Your Application or An external benefit provider	Polls for Event Notifications provided in Event Notifications on page .
3	Client Practitioner	Responds with related Event Notifications along with this Benefit Spending Enrollment API Uniform Resource Locator (URL) in response.
4	Your Application or An external benefit provider	Uses the Uniform Resource Indicator (URI) to Get Benefit Enrollment details along with worker demographics, employee, dependents, and position information of an employee.
5	Client Practitioner	Verifies the information within ADP Workforce Now, under People > Benefits > Enrollments .

Required Setup Steps

1. Verify the external provider exists as a master benefit provider in ADP Workforce Now.
2. Verify the employee is enrolled in the following plans associated with the external benefit provider:
 - o Parking
 - o Transit
 - o Medical FSA
 - o Limited Purpose FSA
 - o Dependent Care FSA
3. Verify your application has subscribed to the canonicals mentioned in [Chapter 2 - Event Notifications](#).

Note:

Before using these APIs ADP WorkForce Now benefits team have steps to go through like, initial kick off, review of their plans and testing in iAT with the partner and test clients before they can use the APIs.

Please reach out to Matt Rollins and Carrier Connections team for information to integrate with ADP WorkForce Now using this API.

Chapter 2

Event Notifications

When generated, the event notifications listed in the following table will show the GET Benefit Spending Account Enrollment API as a part of a notification response body. For example, consider the sample response payload for an event notification (**legalAddress.change**).

For more information on event notifications, see the [ADP Event APIs and Event Notification Guide](#).

Scopes to Subscribe
Scopes to Subscribe
/hr/workerInformationManagement/workerManagement/associateManagement/worker.deceased.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.hire.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.onLeave.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.terminate.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/addressManagement/worker.legalAddress.add.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/addressManagement/worker.legalAddress.change.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.add.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.change.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.add.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.landline.change.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.retire.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.transfer.eventNotify.subscribe
/hr/workerInformationManagement/dependentInformationManagement/dependentManagement/dependent.change.eventNotify.subscribe
/benefits/benefitsManagement/benefitsElectionManagement/benefitsEnrollment/benefitCoverages.enroll.eventNotify.subscribe
/hr/workerInformationManagement/workerManagement/associateManagement/worker.legalName.change.eventNotify.subscribe

```

/hr/workerInformationManagement/workerManagement/associateManagement/worker.birthdate.change.eventNotify.subscribe

/hr/workerInformationManagement/workerManagement/associateManagement/worker.gender.change.eventNotify.subscribe

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.add.eventNotify.subscribe

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.change.eventNotify.subscribe

/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.remove.eventNotify.subscribe

```

Chapter 3

Use Case: Getting Spending Account Enrollment Details

Use Case Description

For a given employee and effective date the Benefit Spending Account Enrollments API returns the list of benefit spending account enrollments in Flexible Spending Account (FSA) plans associated with the external provider.

This API exposes Benefit enrollments found in the ADP Workforce Now user interface (UI) by selecting **People > Benefits > Enrollments**.

Important: Without the filter parameter, the Benefit Spending Account Enrollments API will respond with a 400 Bad Request.

API Usage

For API related information please refer [Spending Account Enrollments \(WFN / HR-Open\)](#) under API Explorer.

Method	URI	Description	Notes
GET	<pre> /benefits/v1/associates/{aoid}/spending-account-enrollments? \$filter=accountBasedCoverage/effectivePeriod/validFrom%20ge%20'YYYY-MM-DD'%20and%20accountBasedCoverage/effectivePeriod/validTo%20le%20'YYYY-MM-DD' </pre>	Get enrollment, demographic, position, dependents(active and inactive) and spending account enrollments data for an employee.	The AOID and a single effective date for validFrom and validTo are generated dynamically in the Event Notification responses.

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:

```

/benefits/benefitsManagement/spendingAccountManagement/workerAccountEnrollmentManagement/enrollments.read

```

Request Header Parameters

Parameter Name	Value	Usage
Accept	application/json;masked=false	To display the unmasked values of Tax ID and Date of Birth .

Supported OData Query Options

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

For more information about OData, see [Introduction to the ADP API Open Data Protocol \(OData\)](#).

Query String	Description	Example	Notes
\$filter	Returns worker demographic, position, and spending account enrollment data for an employee.	? \$filter=accountBasedCoverage/effectivePeriod/validFrom ge '2019-10-01' and accountBasedCoverage/effectivePeriod/validTo eq '2019-10-01'.	Make sure you give both a validFrom and validTo to the same date. The date format should be YYYY-MM-DD .

Data Dictionary

To access the resources listed in the following table, use the information under **Navigation in ADP Workforce Now**.

Schema Location	Navigation in ADP Workforce Now	Section or Field Name in ADP Workforce Now	Note
alternatelds	Not Displayed	Not Displayed	
person/name	People > Personal Information > Personal Profile	Name	
person/communication		Not Displayed	
person/communication/address		Addresses	
person/communication/address/line		Not Displayed	
person/communication/address/extendedLines		Not Displayed	
person/communication/address/countryCode	People > Personal Information > Personal Profile	Addresses	

person/communication/address/countrySubDivisions		Not Displayed	
person/communication/address/ city		Not Displayed	
person/communication/address/ postalCode		Not Displayed	
person/communication/phone/countryDialingCode		Contact	
person/communication/phone/areaDialingCode		Not Displayed	
person/communication/phone/ dialNumber		Not Displayed	
person/communication/phone/ formattedNumber		Not Displayed	
person/communication/phone/ useCode		Not Displayed	
person/communication/email		Not Displayed	
person/communication/email/ address		Not Displayed	
person/communication/email/ useCode		Not Displayed	
person/communication/email/ preference		Not Displayed	
person/legalId	People > Personal Information > Personal Profile	Tax ID	
person/legalId/value		Not Displayed	
person/legalId/description		Not Displayed	
person/birthDate		Demographics	
person/gender		Not Displayed	
person/citizenship		Not Displayed	
person/residenceCountry		Not Displayed	
person/ethnicity		Not Displayed	

person/tobaccoUserIndicator		Not Displayed	
person/identifyingMarks		Tobacco User	
person/race		Not Displayed	Fields that show blank values in the response, which is expected.
person/nationality		Not Displayed	
person/visa		Not Displayed	
person/religion		Not Displayed	
person/legalDocuments		Not Displayed	
person/employmentPermits		Not Displayed	
employee/specialClassifications	People > Employment > Employment Profile	Employment	
employee/id	People > Employment > Employment Profile	Employment	
employee/id/value		Not Displayed	
employee/citizenship		Not Displayed	
employee/residenceCountry		Not Displayed	
employee/ethnicity		Not Displayed	
employeeWorkLifeCycle		Hire Date	
employeeWorkLifeCycle/hire		Not Displayed	
employeeWorkLifeCycle/hire/ originalDate		Not Displayed	
deployment		Employment	
deployment/resourceRelationship Code		Not Displayed	
deployment/organizationIds		Not Displayed	
deployment/job		Not Displayed	
deployment/position		Not Displayed	
deployment/employeeReporting Codes		Corporate Groups	

deployment/specialClassifications		Not Displayed	
deployment/licenses		Not Displayed	
deployment/certifications	People > Employment > Employment Profile	Corporate Groups	
deployment/intervalCode		Not Displayed	
deployment/statusCode		Status	
deployment/statusEffectiveDate		Not Displayed	
rateBasedCoverage	Not Displayed	Not Displayed	
dependents	People > Benefits > Dependents & Beneficiaries	Not Displayed	
dependents/id		Not Displayed	
dependents/id/value		Not Displayed	
dependents/relationshipCode		Relationship	
dependents/person		Not Displayed	
dependents/person/name		Name	
dependents/person/communication/address		Address	
dependents/person/communication/phone		Phone	
dependents/person/communication/email		Email	
dependents/person/communication/web		Web	
dependents/person/birthDate		Date of Birth	
dependents/person/gender	People > Benefits > Dependents & Beneficiaries	Gender	
dependents/citizenship		Not Displayed	
dependents/residenceCountry		Not Displayed	
dependents/ethnicity		Not Displayed	

dependents/tobaccoUserIndicator		Tobacco User	
dependents/identifyingMarks		Not Displayed	Some fields that show blank values in the response, which is expected.
dependents/race		Not Displayed	
dependents/nationality		Not Displayed	
dependents/visa		Not Displayed	
dependents/religion		Not Displayed	
dependents/legalDocuments		Not Displayed	
dependents/employmentPermits		Not Displayed	
accountBasedCoverage	People > Benefits > Enrollments	Consumer Health and Savings Accounts - FSA Health Care	
accountBasedCoverage/ accountBasedProductCode		Not Displayed	
accountBasedCoverage/ effectivePeriod		Not Displayed	
accountBasedCoverage/ electionType		Not Displayed	
accountBasedCoverage/ id		Not Displayed	

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](#).

For API related information please refer [Spending Account Enrollments \(WFN/HR-Open\)](#) under API Explorer.

Response Code	Condition	messageText	Tips to Handle
200 OK	Getting employee enrollment data for a valid effective date.	NA	
200 OK	Gets full masking of the Tax ID and Date of Birth when the practitioner is set with full masking settings.	NA	Use application/json;masked=false to display the unmasked values of Tax ID and Date of Birth .

200 OK	Gets partial masking of Tax ID and Date of Birth when the practitioner is set with partial masking settings.	NA	
400 Bad Request	When the date filter is incorrect or the validFrom and validTo dates are not equal.	{ "type": "ERROR", "code": "BAD_REQUEST", "description": "Invalid Date Filter"}	You can get the benefits enrollment details as of a single effective date. So, make sure you give both validFrom and validTo the same date. For example, ? \$filter=accountBasedCoverage/effectivePeriod/validFrom ge '2019-10-01' and accountBasedCoverage/effectivePeriod/validTo eq '2019-10-01'.
400 Bad Request	When the employee is not enrolled in any spending account plan effective to the dates mentioned.	{ "type": "ERROR", "code": "BAD_REQUEST", "description": "Enrollment Not Found"}	Make sure you give a date for which the data is effective.
400 Bad Request	When no filter is used.	NA	For example, /benefits/v1/associates/{aoi d}/spending-account-enrollments . Important: In this case, the API throws a blank response.

Chapter 4

Frequently asked questions(FAQs)

Question 1: What are the dependencies of benefit account enrollment APIs.

Ans: Please view Issue 1 in [Chapter 5: Known issues and limitations](#).

Question 2: Does this API return enrollment details of employees who are enrolled into plans created from ADP WorkForce Now UI under Setup > Benefits > Plan Setup .

Ans: No, this API can only retrieve enrollment details of employees who are enrolled into plans created by external benefits providers (plans created using Benefit spending account plan APIs).

Please refer [Benefit spending account plan API guide](#) for more details on how to add a spending account plan.

Question 3: Are event notifications supported for employee Benefit enrollments?

Ans: Yes, Refer the following

a)When employees enroll into a plan created via WFN UI - **enrollment event notifications/enrollment API are not supported**

b)Steps to be followed if a partner wants to retrieve employee's enrolment data or event notification related to employee's benefit enrolments.

1. When a partner is ready ADP WorkForce Now benefits team have steps to go through like, initial kick off, review of their plans and testing in iAT with the partner and test clients before they can use the APIs

2. Once this is done partner can create a [Benefit plan using Plan setup API \(/benefits/v1/spending-account-plans\)](#).
3. When an employee enrolls into this benefit plan created using above API, an event notification will get generated.

Condition: Partner should subscribe to

`"/benefits/benefitsManagement/benefitsElectionManagement/benefitsEnrollment/benefitCoverages.enroll.eventNotify.subscribe"`

4. In the event notification response an API URI will be displayed using which partner can get employee's enrolment data.

Chapter 5

Known Issues and Limitations

Issue 1: Benefit Spending Account Enrollment API dependencies.

Impacted APIs

Method	URI	roleCode Value
GET	<code>/benefits/v1/associates/{aoid}/spending-account-enrollments? \$filter=accountBasedCoverage/effectivePeriod/validFrom%20ge%20 'YYYY-MM-DD'%20and%20accountBasedCoverage/effectivePeriod/validTo%20le%20'YYYY-MM-DD'</code>	Practitioner

Issue Description

The Benefit Spending Account Enrollment API `/benefits/v1/workers/{associateOID}/spending-account-enrollment` endpoint is dependent on a few constraints:

1. This API can only retrieve enrollment details of employees who are enrolled into plans created by external benefits providers (plans created using Benefit spending account plan APIs).
2. The Benefit Spending Account Plan API must have been used to create a Benefit Spending Account Plan in ADP Workforce Now for the Benefit Spending Account Enrollment API to recognize the record.
3. The partner's **consumerApplication** must be set up by the ADP Benefits team to use the API.

Suggested Work around

NA

Issue 2: API is showing unmasked data without access permissions given by the ADP Workforce Now client practitioner

Impacted APIs

Method	URI	roleCode Value
GET	/benefits/v1/associates/{aoid}/spending-account-enrollments? \$filter=accountBasedCoverage/effectivePeriod/validFrom%20ge%20 'YYYY-MM-DD'%20and%20accountBasedCoverage/effectivePeriod/validTo%20le%20'YYYY-MM-DD'	Practitioner

Issue Description

Even though there are no access permissions given by the ADP Workforce Now client practitioner to see the unmasked data, the Benefit Spending Account Enrollments API is still showing the unmasked data by passing the **application/json;masked=false** header.

Suggested Work around

NA

Issue 3: Non-spending account enrollments data is not provided

Impacted APIs

Method	URI	roleCode Value
GET	/benefits/v1/associates/{aoid}/spending-account-enrollments? \$filter=accountBasedCoverage/effectivePeriod/validFrom%20ge%20 'YYYY-MM-DD'%20and%20accountBasedCoverage/effectivePeriod/validTo%20le%20'YYYY-MM-DD'	Practitioner

Issue Description

The Benefit Spending Account Enrollment API doesn't provide non-spending account enrollment details. Support for non-spending account enrollments should be provided.

Suggested Work around

NA

Issue 4: Get response shows both active and inactive dependent details

Impacted APIs

Method	URI	roleCode Value
GET	/benefits/v1/associates/{aoid}/spending-account-enrollments? \$filter=accountBasedCoverage/effectivePeriod/validFrom%20ge%20 'YYYY-MM-DD'%20and%20accountBasedCoverage/effectivePeriod/validTo%20le%20'YYYY-MM-DD'	Practitioner

Suggested Work around

NA

Issue 5: No error message is shown when the filter parameter is not used in the URI

Impacted APIs

Method	URI	roleCode Value
GET	/benefits/v1/associates/{aoid}/spending-account-enrollments? \$filter=accountBasedCoverage/effectivePeriod/validFrom%20ge%20 'YYYY-MM-DD'%20and%20accountBasedCoverage/effectivePeriod/validTo%20le%20'YYYY-MM-DD'	Practitioner

Issue Description

When no filter is used in the URI, the Benefit Spending Account API returns a 400 Bad Request with a blank response. For example, **/benefits/v1/associates/{aoid}/spending-account-enrollments**.

Suggested Work around

Make sure to use the API URI as mentioned in API Usage section.

Issue 6: Extra fields in the GET response showing blank values

Impacted APIs

Method	URI	roleCode Value
GET	/benefits/v1/associates/{aoid}/spending-account-enrollments? \$filter=accountBasedCoverage/effectivePeriod/validFrom%20ge%20 'YYYY-MM-DD'%20and%20accountBasedCoverage/effectivePeriod/validTo%20le%20'YYYY-MM-DD'	Practitioner

Issue Description

There are some extra fields in the GET response which are not supported by the API and display blank values.

Suggested Work around

NA