

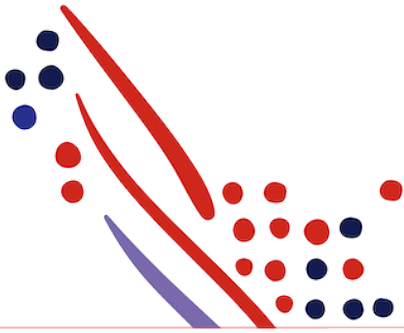
## Chapter 2

# Worker API Guide

from ESI Marketplace API Catalog for ADP  
GlobalView

Published on  
Oct 27, 2022, 06:22 PM

Last modified  
Aug 21, 2023, 11:50 AM



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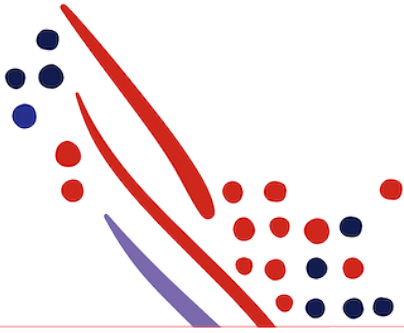
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## Chapter Contents

### Chapter 2

ESI Marketplace API Catalog for ADP GlobalView

# Worker API Guide

## About This API

### Summary

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

### Overview

GlobalView offers APIs to retrieve the demographic and employment data of employees for a particular country. Your application can also retrieve data for individual employees.

### Required Setup Steps

To support the B2B use case, a Communication User (Practitioner) must be created in GlobalView to provide access to the client's worker data. Otherwise, employees must have ADP log-on credentials and SSO must be established to retrieve their own data. Additionally, client set-up of Date Types and the Consumer App set-up must be complete.

### Before You Begin

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

- Retrieve worker information (multiple workers)
- Retrieve worker information (single workers)
- Retrieve worker demographic information (multiple workers)
- Retrieve worker demographic information (single workers)

API controls are in place allowing you to select or filter the requested data based on your needs.

### Exceptions

Terminated work assignments prior to the latest work assignment, i.e. when a worker is transferred between legal entities or rehired on a new Personnel number, are not currently reported.

Concurrent employment, i.e. when a worker has multiple active Personnel numbers in the same country, is not supported by GlobalView.

### 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:

Workers:

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

Worker Demographics:

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

### Sequence of Interactions

The below sequence diagram shows the sequence of actions between client application and GlobalView application.

### Error Message Format

The application returns an error message in a common format which has all the information about the problem. Below is the format of the Error message.

```

{
  "confirmMessage": {
    "confirmMessageID": {
      "idValue": "0f0a4ac0-1eb5-11ed-9848-005056b820c0",
      "schemeName": "confirmMessageID",
      "schemeAgencyName": "GV"
    },
    "createDateTime": "2022-08-17T23:17:30-06:00",
    "requestReceiptDateTime": "2022-08-17T23:17:30-06:00",
    "protocolStatusCode": {
      "codeValue": "404" ----- HTTP Status Code
    },
    "protocolCode": {
      "codeValue": "http"
    },
    "requestStatusCode": {
      "codeValue": "failed"
    },
    "requestMethodCode": {
      "codeValue": "GET" ----- HTTP Verb Used
    },
    "requestLink": {
      "href": "/hr/v2/worker-demographics/E1MJAZBMP6ZPY1E2",
      "rel": "related",
      "method": "GET" ----- HTTP Verb Used
    },
    "resourceMessages": [
      {
        "resourceMessageID": {
          "idValue": "0f0a4ac0-1eb5-11ed-9848-005056b820c0",
          "schemeName": "resourceMessageID",
          "schemeAgencyName": "GV"
        },
        "resourceStatusCode": {
          "codeValue": "failed"
        },
        "processMessages": [
          {
            "processMessageID": {
              "idValue": "0f0a4ac0-1eb5-11ed-9848-005056b820c0",
              "schemeName": "processMessageID",
              "schemeAgencyName": "GV"
            },
            "resourceStatusCode": {
              "codeValue": "failed"
            },
            "messageTypeCode": {
              "codeValue": "error"
            },
            "userMessage": {
              "messageTxt": "No Employee selected for the AOID for further processing"
            }
          }
        ]
      }
    ]
  }
}

```

## Responses

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

Response Code	Response Condition
200 OK	Retrieves multiple workers or individual worker.
400 Bad Request	Bad data. Eg: Invalid ODATA query options: count=trueee
401 Unauthorized	The user is not authorized to access the API or retrieve the requested data
404 Not Found	The resource cannot be found, e.g. an invalid associate-oid
405 Wrong Method	Wrong HTTP method used, e.g. POST instead of GET
415 Unsupported Media Type	The requested media type is not supported

500 Internal Server error	Internal Server error
503 Service Unavailable	The service is not available
504 Gateway Timeout	The request has timed out

### Use Case : Retrieving Multiple Workers Full Information

#### Use Case Description

If it is necessary to exchange sensitive personal data as part of worker API, you should use this API.

#### API Usage

Method	URI	Description
GET	/hr/v2/workers	Requests the data of all available workers the requester is authorized to view.

#### Request Headers

This API needs the below request headers to be provided by the client application.

Header	Description	Required
ADP-Context-ExpressionID	A single 2 character country ISO Code in the format country='XX'	True

Where multiple employees' data is retrieved, only a single country is supported per API call and the ISO code of this country must be provided in the ADP-Context-ExpressionID header.

#### Supported OData Query Options

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

Query	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=workerID eq '123456'
\$count	used to specify the total number criterion. If specified, returns the total number of records available in the system	/hr/v2/workers?\$count=true
\$select	Used to specify the fields that needs to be retrieved. Only the specified fields would be retrieved	/hr/v2/workers?\$select=workerID

The worker API returns a maximum of **100** records in a single request to ensure system performance.

### Data Dictionary

See Appendix A: Data Dictionary for data retrieval.

Note: All listed fields are supported for this use case and fields supporting Filters are marked.

### Use Case: Retrieving Single Worker's Full Information

#### Use Case Description

If it is necessary to exchange sensitive personal data as part of worker API, you should implement this API.

#### API Usage

Method	URI	Description
GET	/hr/v2/workers/{associate-oid}	Requests the details of an individual worker which the requester is authorized to view.

### Request Headers

This API needs the below request headers to be provided by the client application

Header	Description	Required
ADP-Context-ExpressionID	A single 2 character country ISO Code in the format country='XX'	True only when a worker has employment records in multiple countries.

### Data Dictionary

See Appendix A: Data Dictionary for data retrieval.

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

### Use Case: Retrieving Multiple Workers' Demographic Information

#### Use Case Description

If it is not necessary to exchange sensitive personal data as part of worker API, you can implement the Worker Demographics API to access the basic employee data.

#### API Usage

Method	URI	Description
GET	/hr/v2/worker-demographics	Requests the list of all available worker demographics that the requester is authorized to view.

### Request Headers

This API needs the below request headers to be provided by the client application.

Header	Description	Required
ADP-Context-ExpressionID	A single 2 character country ISO Code in the format country='XX'	True

Where multiple employees' data is retrieved, only a single country is supported per API call and the ISO code of this country must be provided in the ADP-Context-ExpressionID header.

### Supported OData Query Options

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

Query	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=workerID eq '04000098'
\$count	used to specify the total number criterion. If specified, returns the total number of records available in the system	/hr/v2/worker-demographics?\$count=true
\$select	Used to specify the fields that needs to be retrieved. Only the specified fields would be retrieved	/hr/v2/worker-demographics?\$select=workerID

The worker demographics API returns a maximum of **100** records in a single request to ensure system performance.

### Data Dictionary

See Appendix A: Data Dictionary for data retrieval.

Note: All listed fields not marked as 'Excluded from Demographics' are supported for this use case and fields supporting Filters are marked.

### Use Case: Retrieving Single Worker's Demographic Information

#### Use Case Description

If it is not necessary to exchange sensitive personal data as part of worker API, you can implement the Worker Demographics API.

#### API Usage

Method	URI	Description
GET	/hr/v2/worker-demographics/{associate-oid}	Requests the list of all available worker demographics that the requester is authorized to view.



## Request Headers

This API needs the below request headers to be provided by the client application

Header	Description	Required
ADP-Context-ExpressionID	A single 2 character country ISO code in the format country='XX'	True when a worker has employment records in multiple countries

## Data Dictionary

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

Note: All listed fields not marked as 'Excluded from Demographics' are supported for this use case and fields supporting Filters are marked.

## Appendix A: Data Dictionary

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

JSON Fields	Data mapping	Data mapping Descriptions	Filter	Excluded from Demogr.
workers/associateOID	Associate Object Id	Unique identifier for the employee across ADP Products	Yes	
workers/businessCommunication/emails/emailUri	E-mail	Business email address saved on Object 0010	Yes	
workers/businessCommunication/emails/itemID				
workers/businessCommunication/emails/nameCode/codeValue	Fixed Value - 0010	This is the data object where the email address is saved		
workers/businessCommunication/emails/nameCode/longName	E-mail	Client Configured Text for the data Object 0010		
workers/businessCommunication/landlines/formattedNumber	Phone Number	Business Landline Number saved on Object 0020	Yes	
workers/businessCommunication/landlines/itemID				
workers/businessCommunication/	Fixed value	This is the data object where Landline Number is saved		

landlines/nameCode/codeValue	- 0020			
workers/businessCommunication/ landlines/nameCode/longName	First telephone number at work	Client Configured Text for the data Object 0020		
workers/businessCommunication/ mobiles/formattedNumber	Phone Number	Business Landline Number saved on Object 0021	Y e s	
workers/businessCommunication/ mobiles/itemID				
workers/businessCommunication/ mobiles/nameCode/codeValue	Fixed value - 0021	This is the data object where Landline Number is saved		
workers/businessCommunication/ mobiles/nameCode/longName	Company Issued Cell	Client Configured Text for the data Object 0021		
workers/person/birthDate	Birth Date			Yes
workers/person/citizenshipCount ryCodes/codeValue	Nationality Code	Country ISO Code associated with Employee Nationality	Y e s	
workers/person/citizenshipCount ryCodes/shortName	Country Descriptio n	Description of the Country based on the ISO Code		
workers/person/communication/e mails/emailUri	E-mail	Personnel email address saved in Object 0030	Y e s	
workers/person/communication/e mails/itemID				
workers/person/communication/e mails/nameCode/codeValue	Fixed value - 0030	This is the data object where Landline Number is saved		
workers/person/communication/e mails/nameCode/longName	Private E- Mail Address	Client Configured Text for the data Object 0030		
workers/person/communication/l andlines/formattedNumber	Phone Number	Personnel Landline Number saved on Object HPHN	Y e s	
workers/person/communication/l andlines/itemID				

workers/person/communication/landlines/nameCode/codeValue	Fixed Value - HPHN	Fixed Value - HPHN, This is the data object where Landline Number is saved		
workers/person/communication/landlines/nameCode/longName	Home Phone	Client Configured Text for the data Object HPHN		
workers/person/communication/mobiles/formattedNumber	Phone Number	Personnel Landline Number saved on Object CELL	Yes	
workers/person/communication/mobiles/itemID				
workers/person/communication/mobiles/nameCode/codeValue	Fixed value - CELL	This is the data object where Landline Number is saved		
workers/person/communication/mobiles/nameCode/longName	Cell Phone	Client Configured Text for the data Object CELL		
workers/person/deathDate	Date in YYYY-MM-DD	Employee Death Date from Date Specifications		
workers/person/deceasedIndicator	X for deceased, blank for not	To Identify if the Employee is Deceased or not		
workers/person/genderCode/codeValue	Blank, 1, 2, 3	Gender Identifier saved in GlobalView	Yes	
workers/person/genderCode/longName	Undeclared Male Female Non-Binary	The above 4 Codes generally corresponds to the 4 values in English but if a client configures a different Language Key these descriptions can vary		
workers/person/legalAddress/buildingNumber	Building Number	Building No associated with Employees Permanent Address, This can also be blank for some countries		
workers/person/legalAddress/cityName	City Name	City Name available in GlobalView for Employee Permanent Address		
workers/person/legalAddress/countryCode	Country ISO Code	ISO Code of Country from Employee Permanent Address	Yes	
workers/person/legalAddress/countrySubdivisionLevel1/codeValue	Sub Division Code	Sub Division Level 1 Code data saved as part of Employee Permanent Address		

workers/person/legalAddress/countrySubdivisionLevel1/longName	State Description	Description of Subdivision Level1 Code from Above		
workers/person/legalAddress/countrySubdivisionLevel1/subdivisionType	Country Dependent	E.g. State, Province, Canton etc.		
workers/person/legalAddress/lineOne	Address Line 1	Address Line 1 from Employee Permanent Address		
workers/person/legalAddress/lineTwo	Address Line 2	Address Line 2 from Employee Permanent Address		
workers/person/legalAddress/nameCode/longName	Fixed value - Permanent Address	Fixed Value Permanent Residence		
workers/person/legalAddress/postalCode	Postal Code	Postal Code from Employee Permanent Address		
workers/person/legalAddress/streetName	Street Name	Street Name from Employee Permanent Address		
workers/person/legalName/familyName1	Last name	Last Name of Employee	Y e s	
workers/person/legalName/familyName2	Second Name	Second Name of Employee	Y e s	
workers/person/legalName/formattedName	First & Last name	First Name & Last Name Combined		
workers/person/legalName/givenName	First Name	First Name of Employee	Y e s	
workers/person/legalName/middleName	Middle Name	Middle Name	Y e s	
workers/person/legalName/nickName	Nickname	Nickname	Y e s	
workers/person/maritalStatusCode/codeValue	0 1 2 3	Marital Status Code with Below code Values in English		

	4 5 6 9 A B C D			
workers/person/maritalStatusCode/effectiveDate	Date in YYYY-MM-DD	Effective Date of Marital Status Change in YYYY-MM-DD		
workers/person/maritalStatusCode/longName	Single Marr. Wid. Div. Cohab. Sep. Unknwn CivUni ExpCou N/VCou Reg.Pa Dm Ptr	Description of Above marital Status		
workers/workAssignments/actualStartDate	Date in YYYY-MM-DD	Actual Start Date of Employee in YYYY-MM-DD based on Date Specifications		
workers/workAssignments/assignedWorkLocations/address/countryCode	Country ISO Code	Work Location Country ISO Code	Y e s	
workers/workAssignments/assignmentCostCenters/costCenterID	Cost Center Identifier	Primary Cost Center assignment of Employee		
workers/workAssignments/assignmentCostCenters/costCenterName	Cost Center Description	Cost Center Description		
workers/workAssignments/assignmentStatus/effectiveDate	Date in YYYY-MM-DD	Current Employee Status effective Date in YYYY-MM-DD		
workers/workAssignments/assignmentStatus/reasonCode/codeValue	Reason Code	Reason Code for Change of Status	Y e s	
workers/workAssignments/assignmentStatus/reasonCode/longName	Description	Description of reason Code		
workers/workAssignments/assignmentStatus/statusCode/codeValue	Employee Status	Employee Status Code		

e	Code			
workers/workAssignments/assignmentStatus/statusCode/longName	Description of Status Code	Description of Status Code		
workers/workAssignments/assignmentTermCode/codeValue	Contract Type Code	Contract Type Code Value	Yes	
workers/workAssignments/assignmentTermCode/longName	Fixed term or Regular	Description of Contract Type, Fixed term or Regular		
workers/workAssignments/bargainingUnit/seniorityDate	Date in YYYY-MM-DD	Seniority Date in YYYY-MM-DD format only if data is available for the Employee		
workers/workAssignments/baseRemuneration/hourlyRateAmount/amountValue	Employee Hourly rate	Hourly rate pay element		Yes
workers/workAssignments/baseRemuneration/hourlyRateAmount/currencyCode	Employee Hourly rate currency			Yes
workers/workAssignments/baseRemuneration/recordingBasisCode/codeValue	Period Parameter	Code Value for Pay Cycle		Yes
workers/workAssignments/baseRemuneration/recordingBasisCode/longName	Period Parameter name	Description of Pay Cycle Code		Yes
workers/workAssignments/expectedStartDate	Date in YYYY-MM-DD	Expected start Date in YYYY-MM-DD format only if data is available for the Employee		
workers/workAssignments/expectedTerminationDate	Date in YYYY-MM-DD	Expected termination Date in YYYY-MM-DD format only if data is available for the Employee		
workers/workAssignments/fullTimeEquivalenceRatio	FTE Ratio	Fulltime equivalence Ratio		
workers/workAssignments/hireDate	Date in YYYY-MM-DD	Hire Date in YYYY-MM-DD based on Date Specification		
workers/workAssignments/homeOrganizationalUnits/itemID				
workers/workAssignments/home	Org Unit	Value of the Org Unit		

OrganizationalUnits/nameCode/codeValue	Code			
workers/workAssignments/homeOrganizationalUnits/nameCode/longName	Description of Org Unit	Description of Org Unit		
workers/workAssignments/homeOrganizationalUnits/typeCode/codeValue	BTRTL GSBER ORGEH VDSK1 WERKS	Fixed values		
workers/workAssignments/homeOrganizationalUnits/typeCode/longName	Personnel Subarea Business Area Organizational Unit Organizational Key Personnel Area	Fixed Values		
workers/workAssignments/itemID				
workers/workAssignments/jobCode/codeValue	Employee Job Code	Job Code	Y e s	
workers/workAssignments/jobCode/longName	Job Description	Job Code Description		
workers/workAssignments/jobTitle	Job Description	Job Code Description		
workers/workAssignments/laborUnion/laborUnionCode/codeValue	Client Configurable Code	Client Configurable Code	Y e s	
workers/workAssignments/laborUnion/laborUnionCode/longName	Client Configurable Value	Client Configurable Value		
workers/workAssignments/laborUnion/seniorityDate	Date in YYYY-MM-DD	Labour Seniority Date only if available for the employee		
workers/workAssignments/legalEntityID	Company Code	Legal Entity or Company Code Value	Y e s	

workers/workAssignments/managementPositionIndicator	true for manager position	is the Employee a Manager		
workers/workAssignments/nextPayGradeStepDate	Date in YYYY-MM-DD	Date when the employee is eligible for Next Grade, only if Data is available		
workers/workAssignments/offerAcceptanceDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only of data is available		
workers/workAssignments/offerExtensionDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only of data is available		
workers/workAssignments/payCycleCode/codeValue	Period Parameter	Code Value for Pay Cycle	Yes	
workers/workAssignments/payCycleCode/longName	Period Parameter name	Description of Pay Cycle Code		
workers/workAssignments/payrollFileNumber	Employee Number	Employee Unique identifying Number in Payroll System	Yes	
workers/workAssignments/payrollGroupCode	Pay Group	Pay Area/ Group Code for the Employee	Yes	
workers/workAssignments/positionID	Position	Position Code	Yes	
workers/workAssignments/positionTitle	Position Name	Position Description		
workers/workAssignments/primaryIndicator	Boolean true	Primary Position Indicator		
workers/workAssignments/remunerationBasisCode/codeValue	Employee Subgroup	Employee Grouping Code	Yes	
workers/workAssignments/remunerationBasisCode/longName	Subgroup Name	Employee Grouping Description		
workers/workAssignments/reportingManagerAssociateObjectID	Associate Object Id	Reporting Manager Associate Object Id		



workers/workAssignments/report sTo/reportsToWorkerName/format tedName	Manager First & Last name	Reporting Manager First & Last name		
workers/workAssignments/report sTo/workerID/idValue	Global ID	Reporting Manager Employee Id in HR SOR		
workers/workAssignments/senior ityDate	Date in YYYY-MM- DD	Date in YYYY-MM-DD only of data is available		
workers/workAssignments/stand ardHours/hoursQuantity	Contracted Hours	Monthly, Weekly, Bi-Weekly or Periodic Hours Contracted for the Employee		
workers/workAssignments/stand ardPayPeriodHours/hoursQuantit y	Contracted Hours	Monthly, Weekly, Bi-Weekly or Periodic Hours Contracted for the Employee		
workers/workAssignments/stand ardPayPeriodHours/unitCode/code Value	Value for Pay Cycle	Code Value for Pay Cycle		
workers/workAssignments/stand ardPayPeriodHours/unitCode/long Name	Period Parameter	Description of Pay Cycle Code		
workers/workAssignments/termi nationDate	Date in YYYY-MM- DD	Termination Date in YYYY-MM-DD		
workers/workAssignments/wageL awCoverage/coverageCode/codeVa lue	Exempt Category or Not	Job Code in Exempt Category or Not		
workers/workAssignments/wageL awCoverage/coverageCode/longNa me	Exempt Non- Exempt	Fixed Value		
workers/workAssignments/workL evelCode/codeValue	FT, PT	Full Time or Part Time Code (FT , PT)	Y es	
workers/workAssignments/workL evelCode/longName	Full Time or Part Time	Full Time or Part Time		
workers/workAssignments/workS hiftCode/codeValue	Work Schedule Code	Work Schedule of the Employee from GlobalView	Y es	
workers/workAssignments/workS hiftCode/longName	Work Schedule	Description of Work Schedule		

	Description			
workers/workAssignments/workerTypeCode/codeValue	Employee Group	Employee Grouping	Yes	
workers/workAssignments/workerTypeCode/longName	Description	Employee Grouping Description		
workers/workerDates/acquisitionDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		
workers/workerDates/adjustedServiceDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		
workers/workerDates/creditedServiceDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		Yes
workers/workerDates/earlyRetirementDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		Yes
workers/workerDates/expectedTerminationDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		Yes
workers/workerDates/firstHireDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		Yes
workers/workerDates/originalHireDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		
workers/workerDates/rehireDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		
workers/workerDates/retirementDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		
workers/workerDates/terminationDate	Date in YYYY-MM-DD	Date in YYYY-MM-DD only if data is available		
workers/workerID/idValue	Global Id of Employee	Unique Identifier of Employee in HRSOR		

workers/workerID/schemeCode/codeValue	Fixed Value EID	Fixed Value EID		
workers/workerID/schemeCode/longName	Value Employee ID	Fixed Value Employee ID		
workers/workerStatus/effectiveDate	Date in YYYY-MM-DD	Effective Date of Current Worker Status		
workers/workerStatus/reasonCode/codeValue	Employee Status reason code	reason Code of Worker Status Change		
workers/workerStatus/reasonCode/longName	Description	Description of reason Code		
workers/workerStatus/statusCode/codeValue	Employee Status Code	Employee Status Code	Yes	
workers/workerStatus/statusCode/longName	Description	Employee Status Code Description		

### Frequently Asked Questions (FAQs)

**Question 1:** How do I get an employee based on email?

**Answer:** Use the following filter when completing a worker call:

hr/v2/worker-demographics?\$filter=/workers/person/communication/emails/emailUri eq 'xyz@adp.com'

**Question 2:** How do I get a list of employees whose last name is "Smith"?

**Answer:** Use the following filter when completing a worker call:

hr/v2/worker-demographics?\$filter=/workers/person/legalName/familyName1 eq 'Smith'

**Question 3:** How I can limit the number of workers returned?

**Answer:** By default 100 employees are returned (hr/v2/worker-demographics). You can limit the number of workers returned by using \$top > n, where n is the number of records you want returned.

**Question 4:** If I have more than 100 employees how do I get a list of all employees?

**Answer:** To get a list of all the employees in your organisation you must make multiple get worker calls:

Fetch 1st set of records (1 to 100)

hr/v2/worker-demographics?\$skip=0&\$top=100

Fetch 2nd set of records (101 to 200)

hr/v2/ worker-demographics?\$skip=100&\$top=100

Fetch 3rd set of records (201 to 300)

hr/v2/ worker-demographics?\$skip=200&\$top=100

... and so on