

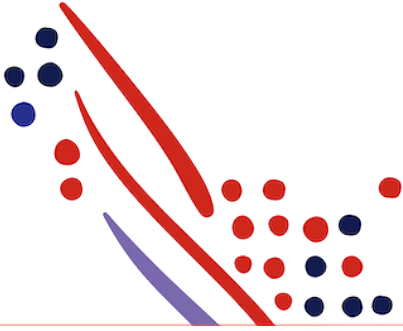


Guide

Pay Data Input API Guide for iHCM UK (pilot)

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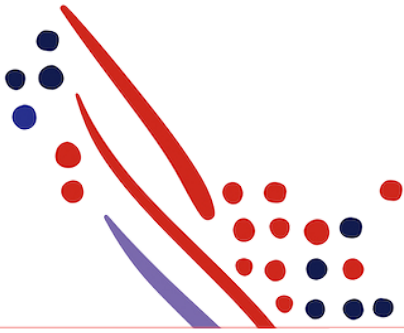


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About this API

Summary

The UK Pay Data Management API Guide for ADP iHCM describes how your application can make one-time changes to payroll, such as input variable earnings, for associates in the ADP iHCM 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.

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 | Send pay data inputs by associate(s) to ADP iHCM based on your application requirement. |
| 3 | ADP iHCM | Evaluates the mandatory data and consumer's option as a marketplace user. |
| 4 | ADP iHCM | Return a response. |
| 5 | Client Practitioner | Verify the Information in ADP iHCM. |

Required Setup Steps

You will need to use valid earning code setup for the payroll company.

To check which one are valid you can go to the following page in the ADP iHCM application:

Setup - Payroll - Earnings

Postman Collection

Postman allows you to import a collection of APIs, created by others, so you can try them out. For more information on Postman see [ADP Marketplace ESI - Event Notifications](#)

Before You Begin

ADP iHCM UK payroll engine currently supports the following pay data input APIs:

- Add variable pay data for a payroll run (ie. overtime hours)

Note: The payload size must not exceed 100 pay data inputs per request. Requests with payloads that exceed this limit will be rejected.

Data Entitlement

Is important to consider that the API results are bound to the consumers rights and population.

Every consumer is part of a population where rights are defined to access associates data. If the request is being made for an associate that doesn't belong to the population then an error response will be returned.

Chapter 2

Use Case: Add or replace additional pay data for a payroll run

Use Case Description

Pay data inputs added will be considered additional amounts by the ADP iHCM UK Payroll engine.

For all pay data input events that are successfully added, a corresponding unique identifier will be returned in the response body (output/payDataInput/itemID). In the case where a replacement of pay data input is required, this identifier is used to identify the pay data inputs for replacement.

For replacements, all pay data inputs added under the original request are deleted and replaced with the new valid pay data inputs provided in the request body.

Regarding payload size, the recommendation is to send a maximum of 100 pay data inputs per request. Requests with payloads that exceed this limit will be rejected.

API Usage

| Method | Uniform Resource Identifier (URI) | Description | GitHub Sample Response Payload |
|--------|-------------------------------------------|---------------------------------------------------|---------------------------------------------------------------------------|
| POST | /events/payroll/v1/pay-data-input.add | Add pay data inputs for a variable pay data batch | Successful request Successful response |
| POST | /events/payroll/v1/pay-data-input.replace | Replace existing pay data inputs | Successful request |

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 these use cases:

`/payroll/payrollManagement/payrollProcessing/payDataInputManagement/pay-data-input.add`

`/payroll/payrollManagement/payrollProcessing/payDataInputManagement/pay-data-input.replace`

Request End Point Parameters

There are no request end point parameters.

Request Header Information

There are no request header parameters, in addition to the ADP standard header parameters.

Supported OData Query Options

There is no support for OData parameters.

Data Dictionary

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

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

Responses

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

| Uniform Resource Identifier (URI) | Response Code | Response Condition | GitHub Sample Response Payload |
|-------------------------------------------|--------------------------|------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| /events/payroll/v1/pay-data-input.add | 200 OK (Success) | Indicates the application was able to save all pay data inputs (success). | Successful request Successful response |
| /events/payroll/v1/pay-data-input.add | 200 OK (PartiallyFailed) | Indicates there were some pay data inputs that could not be processed, and others were saved successfully. | Partially failed request Partially failed response |
| /events/payroll/v1/pay-data-input.add | 400 Bad Request (Failed) | Indicates all pay data inputs could not be processed. | Failed request Failed response |
| /events/payroll/v1/pay-data-input.add | 403 Forbidden (Failed) | Indicates the consumer doesn't have rights to the payroll group. | Unauthorised request Unauthorised response |
| /events/payroll/v1/pay-data-input.replace | 200 OK (Success) | Indicates the application was able to replace & save all pay data inputs (success). | Successful request Successful response |
| /events/payroll/v1/pay-data-input.replace | 200 OK (PartiallyFailed) | Indicates there were some pay data inputs that could not be processed, and others were saved successfully. | Partially failed request Partially failed response |
| /events/payroll/v1/pay-data-input.replace | 400 Bad Request (Failed) | Indicates all pay data inputs could not be processed. | Failed request Failed response |
| /events/payroll/v1/pay-data-input.replace | 404 - Not Found (Failed) | Indicates all pay data inputs could not be processed because the given itemID was not found. | Not Found request Not Found response |

Validation

Validations performed on the Pay Data Input Add API input:

| Condition | Error |
|-----------------------------|---------------------------------------|
| Pay group code is specified | "payrollGroupCode must be specified." |

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pay group code exists | "Invalid payrollGroupCode {payrollGroupCode}." |
| Requestor has appropriate access to pay group? | "The requestor is not authorized to access payrollGroupCode {payrollGroupCode}." |
| Payee is specified (either AssociateOID or Payee ID) | "Payee must be specified." |
| Payee exists | "Invalid payee {associateOID/payeeID}." |
| Requestor has appropriate access to payee? | "The requestor is not authorized to access payee {associateOID/payeeID}." |
| Payee exists in the pay group. | "Invalid payee {associateOID/payeeID}. The payee is not assigned to payrollGroupCode {payrollGroupCode}." |
| Payee is valid for the pay period. <ul style="list-style-type: none"> • Payroll profile is effective in the pay period. • Tax detail record is effective for the whole pay period. • NI detail record is effective for the whole pay period. | "Invalid payee {associateOID/payeeID}. The payee is not valid for the pay period." |
| Pay period is specified (Pay Period Start Date and Pay Period End Date) | "Invalid pay input for payee {associateOID/payeeID} - pay period must be specified for payee {associateOID/payeeID}." |
| Pay period exists | "Invalid pay period {payPeriodStartDate} - {payPeriodStartDate} for payee {associateOID/payeeID}." |
| Pay period is not closed | "Invalid pay period {payPeriodStartDate} - {payPeriodStartDate} (not open) for payee {associateOID/payeeID}." |
| Pay period PDE cut off date not exceeded | "Invalid pay period {payPeriodStartDate} - {payPeriodStartDate} (exceeded cut off date) for payee {associateOID/payeeID}." |
| Earning Transaction Date is a valid date | "Invalid earnedPayPeriodStartDate {earnedPayPeriodStartDate} for payee {associateOID/payeeID} earningCode {earningCode}." |
| The payee must have started prior to Earning Transaction Date | "Invalid earnedPayPeriodStartDate {earnedPayPeriodStartDate} (employment must have started before this date) for payee {associateOID/payeeID} earningCode {earningCode}." |
| The payee must not have left have prior to Earning Transaction Date: When quantity is specified. | "Invalid earnedPayPeriodStartDate {earnedPayPeriodStartDate} (payee left before this date) for payee {associateOID/payeeID} earningCode {earningCode}." |
| The payee must not have left have prior to Earning Transaction Date: When paying whole amount. | "Payee {associateOID/payeeID} left before earnedPayPeriodStartDate {earnedPayPeriodStartDate} earningCode {earningCode}." |
| Earning Code is specified | "Invalid earning input for payee {associateOID/payeeID} - earningCode must be specified." |
| Earning Code exists (for Company) | "Invalid earningCode {earningCode} for payee {associateOID/payeeID}." |
| If the company earning is a restricted type, verify earning is applicable for assignment. | "Invalid earningCode {earningCode} (restricted use) for payee {associateOID/payeeID}." |

| | |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Earning is active in pay period | "Invalid earningCode {earningCode} (inactive in pay period) for payee {associateOID/payeeID}." |
| Earning goal met | WARNING "earningCode {earningCode} earning goal met for payee {associateOID/payeeID}." |
| Earning Code is not assigned at paygroup | WARNING "earningCode {earningCode} is not assigned payrollGroupCode {payrollGroupCode}" |
| Earning Quantity or Earning Rate are specified | "Invalid earning input for payee {associateOID/payeeID} - numberOfHours or rateValue must be specified." |
| Earning Quantity has a maximum of 4 decimal places | "Invalid numberOfHours (maximum of 4 decimal places) for payee {associateOID/payeeID} earningCode {earningCode}." |
| If Earning Quantity is present: it has a maximum of 6 decimal places. | "Invalid rateValue (maximum of 6 decimal places) for payee {associateOID/payeeID} earningCode {earningCode}." |
| Else Earning Rate (to pay this whole amount): it has a maximum of 2 decimal places. | "Invalid rateValue (maximum of 2 decimal places when paying whole amount) for payee {associateOID/payeeID} earningCode {earningCode}." |
| Payroll processing in progress (e.g. calculating) | "Pay period {payPeriodStartDate} - {payPeriodStartDate} temporarily unavailable (payroll processing in progress) for payee {payeeID}." |
| Payroll processing is complete (e.g. period paid/committed) | "Invalid pay period {payPeriodStartDate} - {payPeriodStartDate} (payroll processing is complete) for payee {payeeID}." |

Validations performed on the Pay Data Input Replace API input:

| Condition | Error |
|---------------------------------------------------|------------------------------------------------------------------------------------------------------|
| ItemID is specified | "itemID is mandatory." |
| Item ID exists | "Invalid itemID {itemID}." |
| Item ID has open batches eligible for replacement | "itemID {itemID} is complete and can no longer be replaced." |
| Item ID has unlocked batches | "Pay data batches ({batchDescriptions}) are locked and are temporarily unavailable for replacement." |

Note: The same Pay Data Input Add validations are also executed on the pay data inputs given for a Pay Data Input Replace.

Chapter 3

Use Cases: Meta Schema

Use Case Description

This use case provides guidelines for the data expected to be returned.

Pay Data Input Add Meta

This use case supports the OData \$filter query option. The predicate expression supports the equal (eq) logical operator on the **payrollGroupCode** only. For valid filter expressions, additional pay period & earning information based on the filtered **payrollGroupCode** will be included in the response body.

For unfiltered requests, all available **payrollGroupCode**'s are returned in the response body, but pay period & earning information are omitted for brevity.

Pay Data Input Replace Meta

This use case supports the OData \$filter query option. The predicate expression supports the equal (eq) logical operator on the **itemID** only. For valid filter expressions, additional pay period & earning information based on the filtered **itemID** will be included in the response body.

For unfiltered requests, all available **itemID**'s for the requestor are returned in the response body, but pay period & earning information are omitted for brevity.

API Usage

| Method | Uniform Resource Identifier (URI) | Description | GitHub Sample Response Payload |
|--------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| GET | /payroll/v1/pay-data-input.add/meta | Requests the properties supported when we add a new pay data input. | Response |
| GET | /payroll/v1/pay-data-input.add/meta?\$filter=payrollGroupCode eq 'PG1' | Requests the properties supported when we add a new pay data input. Includes additional pay period & earning information based on the filtered pay group. | Response |
| GET | /payroll/v1/pay-data-input.replace/meta | Requests the properties supported when we replace an existing pay data input. | Response |
| GET | /payroll/v1/pay-data-input.replace/meta?\$filter=itemID eq db71fe2c-3543-4877-9cdf-f4370a2d1643 | Requests the properties supported when we replace an existing pay data input. Includes additional pay period & earning information based on the filtered itemID. | Response |

Chapter 4

Appendixes

Appendix A: Data Dictionary

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

| Canonical Field | Label | Required | Sample Data | Note |
|-------------------------------|----------------|---------------------|---------------------|------|
| eventContext/payrollGroupCode | Pay Group Code | Mandatory (for Add) | "codeValue": "PG01" | |

| Canonical Field | Label | Required | Sample Data | Note |
|-----------------------------------------------------------------------------------------|-------------------------------|-------------------------|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| eventContext/payDataInput/itemID | Item ID | Mandatory (for Replace) | "94171cc3-15be-4b1a-b4e3-5744dd3e5e41" | This identifier is returned from a successful Pay Data Input Add. |
| payeePayInputs/associateOID | Associate OID | Optional | "AOID001" | We are aware that not all employees in iHCM have an associateOID . In this scenario, payeePayInputs/ payeeID can be supplied to identify the associate. |
| payeePayInputs/payeeID | Reference Number | Optional | "EMP002" | Must be provided when associateOID isn't. |
| payeePayInputs/payPeriodStartDate | Pay Period Start Date | Mandatory | "2021-03-01" | |
| payeePayInputs/payPeriodEndDate | Pay Period End Date | Mandatory | "2021-03-31" | |
| payeePayInputs/payrollProfilePayInputs/payInputs/earningInputs/earnedPayPeriodStartDate | Transaction Date | Optional | "2021-03-15" | |
| payeePayInputs/payrollProfilePayInputs/payInputs/earningInputs/earningCode/codeValue | Earning Code | Mandatory | "codeValue": "OVT2.0" | |
| payeePayInputs/payrollProfilePayInputs/payInputs/earningInputs/numberOfHours | Earning Quantity | Optional | "numberOfHours": 10.00 | |
| payeePayInputs/payrollProfilePayInputs/payInputs/earningInputs/rate/rateValue | Earning Rate / Earning Amount | Mandatory | "rateValue": 20.00 | When numberOfHours is specified, this value is mapped to Earning Rate. Otherwise, mapped to Earning Amount. |