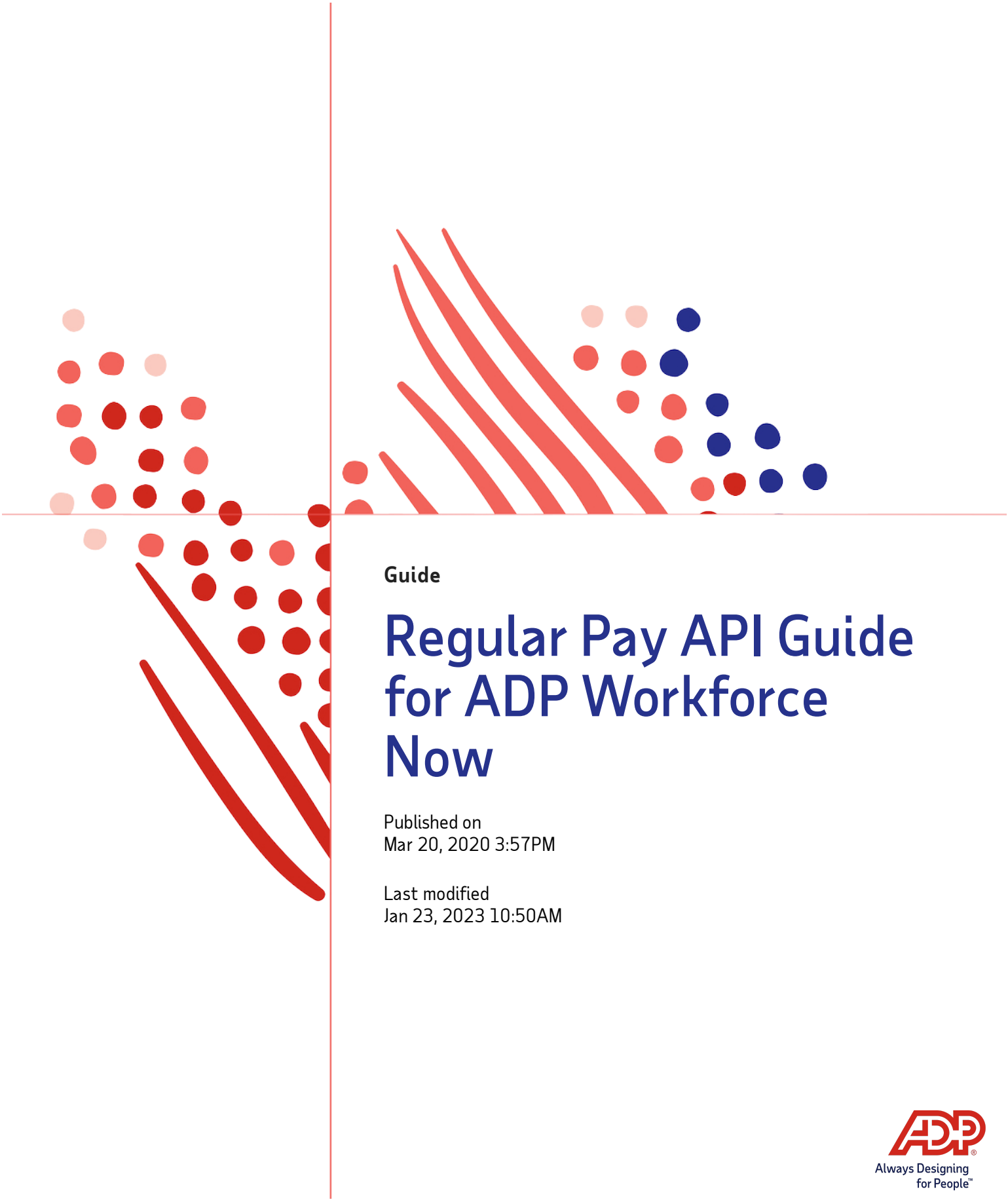


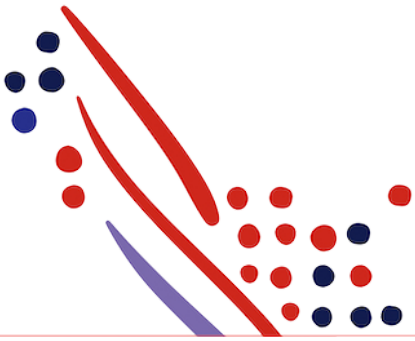
Guide

Regular Pay API Guide for ADP Workforce Now

Published on
Mar 20, 2020 3:57PM

Last modified
Jan 23, 2023 10:50AM

Always Designing for People™



ADP Copyright Information

ADP, the ADP logo, and Always Designing for People are trademarks of ADP, Inc.

Windows is a registered trademark of the Microsoft Corporation.

All other trademarks are the property of their respective owners.

Copyright © 2023 ADP, Inc. ADP Proprietary and Confidential - All Rights Reserved. These materials may not be reproduced in any format without the express written permission of ADP, Inc.

These materials may not be reproduced in any format without the express written permission of ADP, Inc. ADP provides this publication "as is" without warranty of any kind, either expressed or implied, including, but not limited to, the implied warranties of merchantability or fitness for a particular purpose. ADP is not responsible for any technical inaccurancies or typographical errors which may be contained in this publication. Changes are periodically made to the information herein, and such changes will be incorporated in new editions of this publication. ADP may make improvements and/or changes in the product and/or the programes described in this publication.

Published on
Mar 20, 2020 3:57PM

Last modified
Jan 23, 2023 10:50AM

Table of Contents

Chapter 1

About the API

- Summary
- What's New in this Guide
  - March 2022
  - October 2020
- Supported Product Version and Customer Base
- Required Setup Steps

Chapter 2

Use Case: Changing an Employee's Regular Pay Details

- Use Case Description
- API Usage
- Application Scope
- Supported Actors
- Request Header Parameters
- Sequence of Interactions
- Responses
- Data Dictionary
- Fields that Can't be Updated by this API

Chapter 3

Known Issues and Limitations

- Issue 1: Event notification is not supported
  - Impacted APIs
  - Issue Description
  - Suggested Workaround
- Issue 2: API is giving 200 Success response when invalid PremiumRateFactor is passed in the request
  - Impacted APIs
  - Issue Description
  - Suggested Workaround
- Issue 3: Get meta response is not having any information about reasonCode and there is no code values available for reasonCode field
  - Impacted APIs

Issue Description

Suggested Workaround

Chapter 1

About the API

Summary

The Regular Pay Application Programming Interface (API) is used to change the base remuneration details of an employee.

What's New in this Guide

In this section, we will announce any new revisions to the Regular Pay API and this guide.

March 2022

- Updated API endpoints and samples to link to API explorer

October 2020

- Updated the limitation "Issue 3: Get meta response is not having any information about reasonCode and there is no code values available for reasonCode field" in Chapter 3-Known issues and Limitations

Supported Product Version and Customer Base

This is available for workers in the United States (U.S.).

Required Setup Steps

Clients need to make sure the codes used by your application are added and configured in ADP Workforce Now.

Records	**ADP Workforce Now**
Change Reason	**Setup > Tools > Validation Tables > Employment Profile > Pay Rates > Compensation Change Reasons**

Chapter 2

Use Case: Changing an Employee's Regular Pay Details

Use Case Description

This use case updates the regular pay details like Regular Pay Rate, Amount, and so on for an employee.

API Usage

Worker Profile Experience (WFN)

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:

Method	API	Canonical URI
PUT	**/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration?effDate=2020-01-14**	**/hr/wfnService/workerProfileManagement/compensationManagement/baseRemuneration.change**
GET	/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration/meta?effDate=2020-01-14	**/hr/wfnService/workerProfileManagement/compensationManagement/baseRemuneration.change.meta.read**

Supported Actors

Request Parameter roleCode Value	Usage
Practitioner	Updates a base remuneration details as a practitioner. A system user is considered a practitioner.

Request Header Parameters

None, in addition to the ADP standard header parameters.

Sequence of Interactions

1. Your consumer application makes a request for **/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration/meta** to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with the meta payload. Your consumer application processes the meta payload to validate data included in the payload in step 3 and prompts the user to fix any validation issues. Otherwise, compose the payload for the **PUT /hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration** request.
3. Your consumer application makes a **/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration** request the ADP API endpoint.

4. The ADP API endpoint responds to the consumer application concerning the details of **/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration**.

Responses

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

For more information, see API Common Exceptions and Tips for Handling.

Worker Profile Experience (WFN)

Response Code	Condition	messageTxt
200 OK	Update the Regular pay with **"hourlyRateAmount"**.	NA
200 OK	Update the Regular pay with **"dailyRateAmount"**.	NA
200 OK	Update the Regular pay with **"payPeriodRateAmount"(Salary Amount)**.	NA
200 OK	Update the Regular pay with **"payCycleCode"**.	NA
200 OK	Update the Regular pay with **"payCycleCode"** as empty.	NA
200 OK	Update the Regular pay with **"standardHours"**.	NA
200 OK	Update the Regular pay with **"wageLawCoverage"(Set the FLSA Overtime="N" false)**.	NA
200 OK	Update the Regular pay with **"wageLawCoverage"(Set the FLSA Overtime="E" true)**.	NA
200 OK	Update the Regular pay with **"tippedworkerIndicator"** as true.	NA
400 Bad Request	Update the Regular pay with **invalid "hourlyRateAmount"**.	**"userMessage"**: { **"messageTxt"**: "Label not found, missing following key: /baseRemuneration/hourlyRateAmount This value must be in the range: -9999999.9999 to 9999999.9999" }
400 Bad Request	Update the Regular pay with **invalid "dailyRateAmount"**.	**"userMessage"**: { **"messageTxt"**: "Label not found, missing following key: /baseRemuneration/dailyRateAmount This value must be in the range: -9999999.9999 to 9999999.9999" }
400 Bad Request	Update the Regular pay with **invalid "payPeriodRateAmount" (Salary Amount)**.	**"userMessage"**: { **"messageTxt"**: "Label not found, missing following key: /baseRemuneration/payPeriodRateAmount This value must be in the range: -9999999.99 to 9999999.99" }
400 Bad Request	Update the Regular pay with **invalid "payCycleCode"**.	**"userMessage"**: { **"messageTxt"**: "/payCycleCode/code is invalid." }
400 Bad Request	Update the Regular pay with **invalid "standardHours"**.	**"userMessage"**: { **"messageTxt"**: "Label not found, missing following key: /standardHours/hoursQuantity This value must be in the range: 0.01 to 655.35" }

400 Bad Request	Update the Regular pay with **invalid "PremiumRateFactor"**.	
400 Bad Request	Update the Regular pay details for an invalid employee in the API URI.	**"userMessage"**: { **"messageTxt"**: "associateOID is invalid." }
400 Bad Request	Update the Regular pay details with **invalid Work AssignmentID** in the API URI.	**"userMessage"**: { **"messageTxt"**: "workAssignmentID is invalid." }

Data Dictionary

Resources listed in the following table can be accessed in the ADP Workforce Now user interface (UI) by selecting **People > Employment > Employment Profile > Regular Pay.**

Schema Location	Field Name	Is Required (Y/N)	Note
/reasonCode/code	**Reason Code**	Y	
/baseRemuneration/effectiveDate	**Effective Date**	Y	
/baseRemuneration/hourlyRateAmount/amount	**Regular Pay Rate & Amount**	N	
/baseRemuneration/dailyRateAmount/amount	**Regular Pay Rate & Amount**	N	
/baseRemuneration/payPeriodRateAmount/amount	**Regular Pay Rate & Amount**	N	
/payCycleCode	**Pay Frequency**	Y	
/premiumRateFactor/unitCode	**Premium Rate Factors**	Y	
/standardHours/hoursQuantity	**Standard Hours**	Y	
/tippedWorkerIndicator	**Tipped Employee**	Y	
/wageLawCoverage/coverageCode	**Use FLSA Overtime**	Y	

Fields that Can't be Updated by this API

Schema Location	Field Name
People > Employment	**Wage Entity**

> Employment Profile > Regular Pay	
People > Employment > Employment Profile > Regular Pay	**Rate 2**

Chapter 3

Known Issues and Limitations

Issue 1: Event notification is not supported

Impacted APIs

Method	URI	roleCode Value
PUT	/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration	Practitioner

Issue Description

When a change is made to the Regular Pay details of an associate, either through the PUT "/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration" API or ADP Workforce Now, event notifications are not generated.

Suggested Workaround

There are no workarounds available.

Issue 2: API is giving 200 Success response when invalid PremiumRateFactor is passed in the request

Impacted APIs

Method	URI	roleCode
PUT	/hr/worker-profile/v1/workers/{associateoid}/work-	Practitioner

	assignments/{assignment-id}/base-remuneration	

Issue Description

When an invalid PremiumRateFactor is passed in the request payload, the Regular Pay API is giving a 200 OK response instead of 400 Bad Request.

Suggested Workaround

There are no workarounds available

Issue 3: Get meta response is not having any information about reasonCode and there is no code values available for reasonCode field

Impacted APIs

Method	URI	roleCode Value
GET	/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration/meta	Practitioner

Issue Description

Get meta response is not giving any information regarding the reasonCode and its code values, which is provided in the request payload.

Suggested Workaround

Use get "/events/hr/v1/worker.work-assignment.base-remuneration.change/meta" API to retrieve the code values for reasonCode