

Chapter 2

Use Case: Changing an Employee's Regular Pay Details

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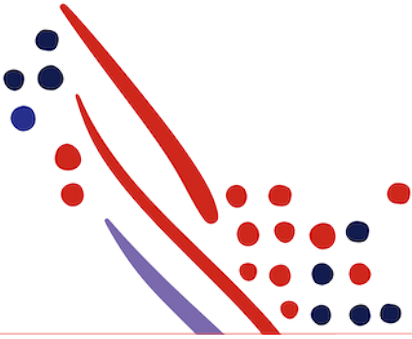
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Use Case: Changing an Employee's Regular Pay Details

Use Case Description

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

API Usage

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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	<code>/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration?effDate=2020-01-14</code>	<code>/hr/wfnService/workerProfileManagement/compensationManagement/baseRemuneration.change</code>
GET	<code>/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/base-remuneration/meta?effDate=2020-01-14</code>	<code>/hr/wfnService/workerProfileManagement/compensationManagement/baseRemuneration.change.meta.read</code>

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 > Employment Profile > Regular Pay	Wage Entity
People > Employment > Employment Profile > Regular Pay	Rate 2