



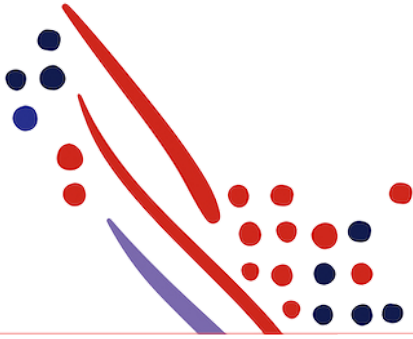
Guide

# Taxable/Reportable Benefits API Guide for ADP Workforce Now

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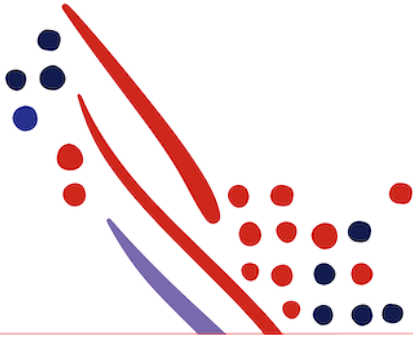
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# About this API

## Summary

The Taxable/Reportable Benefits Application Programming Interface (API) is used to retrieve, add, and change an employee's taxable benefits details.



### Important

The Taxable/Reportable Benefits API can only be used to retrieve, add, and change taxable benefit details for a paid employee in Canada.

## What's New in this Guide?

In this section, we will announce any new revisions to the Taxable Benefits (API) and this guide.

### July 2022

- Updated API endpoints and samples to link to API explorer

### September 2020

- Added a new chapter, [Chapter 5 - Syncing Worker Deductions Using Notifications](#)

### July 2020

- Updated Important notice under the **Required Setup Steps** section in this chapter.
- Updated error scenarios under the **Responses** section in [Chapter 3 - Use Case: Adding a Worker's Taxable Benefits Details](#) and [Chapter 4 - Use Case: Updating a Worker's Taxable Benefits Details](#).
- Removed issues that were fixed under [Chapter 5 - Known Issues and Limitations](#).

## Supported Product Version and Customer Base

This is support for Canadian clients on AutoPay and cross-border clients with Canadian employees.

## Process Overview

The following table illustrates the key data flow steps.

|   | Actor               | Task Description  |
|---|---------------------|---|
| 1 | Client Practitioner | Triggers the API-based data exchange between your application and ADP Workforce Now.  |
| 2 | Your Application    | Retrieves, adds, and updates an employee's Taxable/Reporting Benefits Details by calling the Taxable/Reporting Benefits APIs. |

## Required Setup Steps

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

Taxable Benefits codes can be set-up in the ADP Workforce Now user interface (UI) by selecting **Setup > Validation Tables > Payroll > deductions > Deductions, deposits and fringe benefits > Taxable Benefits**.



### Important

The code should be set as EPR, so it can be assigned as a recurring taxable benefit. If the Deduction Frequency EPR isn't available for the client contact ADP representative, this can be completed in AutoPay by a Client Administrator.

## Chapter 2

# Use Case: Retrieving Worker's Taxable Benefit Details

## Use Case Description

This use case returns the list of taxable benefits assigned for a paid employee.

## API Usage

Please refer [Worker Profile Experience \(WFN\)](#) for API details.

| Method | Uniform Resource Identifier (URI)   | Description  |
|--------|---|--|
| GET    | /hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/reportable-benefits | Retrieves all the taxable benefits assigned to the employee for current pay period.<br><b>Note:</b> <ul style="list-style-type: none"><li>• <b>{associateoid}</b> can be obtained by making hr/v2/workers API call.</li><li>• <b>{assignment-id}</b> can be obtained by making hr/v2/workers API call.<br/>Use <b>itemID</b> under <b>workAssignments</b> of the API response.</li></ul> |

|     |   |  |
|-----|---|--|
| GET | /hr/worker-profile/v1/workers/{associateid}/work-assignments/{assignment-id}/reportable-benefits?\${filter=effectiveDate eq 'YYYY-MM-DD'} | Retrieves all the taxable benefits assigned to the employee for a given effective date.<br><b>Note:</b><br>Effective Date format should be YYYY-MM-DD. |
|-----|---|--|

## Application Scope

The canonical URI corresponding to this 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:

**/hr/wfnService/workerProfileManagement/compensationManagement/reportableBenefits.read**

**/hr/wfnService/workerProfileManagement/compensationManagement/reportableBenefits.change.meta.read**

## Supported Actors

ADP APIs have built-in data entitlement and access control. The response contains data based on the **roleCode** parameter value in an API request. For example, a person could have two roles defined in an ADP application, a practitioner who manages all employees, and an employee. Your application will use the practitioner **roleCode** to request the data as the practitioner and the **roleCode** of the employee.

| Request Parameter<br>roleCode Value | Is Supported (Y/N)? | Usage when Supported  |
|-------------------------------------|---------------------|---|
| Practitioner                        | Y                   | Retrieves all the taxable benefits assigned to the employee for the current pay period. |

## Request Header Parameters

None, in addition to the ADP standard header parameters.

## Other Supported Parameters

| Parameter Name       | Required (Y/N)? | Usage  | Value             | Sample                                    |
|----------------------|-----------------|--|-------------------|---|
| <b>effectiveDate</b> | N               | Gets the record based on the date passed in the request. | <b>YYYY-MM-DD</b> | ?\${filter=effectiveDate eq 'YYYY-MM-DD'} |

## Sequence of Interactions

1. Your consumer application makes a request to the ADP API endpoint to GET Taxable Benefits for a worker.
2. The ADP API endpoint responds to your consumer application with single worker Taxable Benefits information.

## Data Dictionary

The fields listed in the following table can be found in the ADP Workforce Now UI by selecting **People > Pay > Pay Profile > Taxable Benefits**.

| Schema Location                         | Field Name                  |
|---|-----------------------------|
| associateOID                            | Not Displayed               |
| workerID/id                             | Not Displayed               |
| workAssignmentID                        | Not Displayed               |
| reportableBenefits/earningCode          | <b>Taxable Benefit Code</b> |
| reportableBenefits/earningCode/code     |                             |
| reportableBenefits/earningAmount/amount | <b>Benefit Amount</b>       |
| reportableBenefits/inactiveIndicator    | <b>Active</b>               |
| reportableBenefits/effectiveDate        | <b>Effective On</b>         |

## 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](#).

Please refer [Worker Profile Experience \(WFN\)](#) for API details.

| Response Code | Condition                          | messageTxt | Tips to Handle                             |
|---------------|------------------------------------|------------|--|
| 200 OK        | Retrieves all the taxable benefits |            | The data in the response will be displayed |

|                 |   |   |   |
|-----------------|---|---|---|
|                 | successfully, without passing the effective date.                               |   | respective to current pay period.                                       |
| 200 OK          | Successful response when the past effective date is passed as filter parameter. |   |   |
| 200 OK          | Successful response when future effective date is passed as filter parameter.   |   |   |
| 400 Bad Request | When the Associate Object ID (AOID) is invalid.                                 | "userMessage": {<br>"messageTxt": "associate<br>OID is invalid."<br>}     | The AOID can be retrieved from the workers API call.                    |
| 400 Bad Request | When the <b>workAssignmentID</b> is invalid.                                    | "userMessage": {<br>"messageTxt": "workAssign<br>mentID is invalid."<br>} | The <b>workAssignmentID</b> can be retrieved from the workers API call. |

### Chapter 3

## Use Case: Adding Worker's Taxable Benefit Details

### Use Case Description

This use case adds taxable benefits details for a paid employee on a given effective date.

### API Usage

Please refer [Worker Profile Experience \(WFN\)](#) for API details.

| Method | Uniform Resource Identifier (URI)  | Description   |
|--------|--|---|
| POST   | /hr/worker-profile/v1/workers/<br>{associateoid}/work-assignments/{assignment-id}/reportable-<br>benefits      | Adds Taxable Benefit details for an employee.<br><b>Note:</b> <ul style="list-style-type: none"> <li>The <b>{associateoid}</b> can be obtained by making hr/v2/workers API call.</li> <li>The <b>{assignment-id}</b> can be obtained by making hr/v2/workers API call.</li> </ul> Use <b>itemID</b> under <b>workAssignments</b> of the API response. |
| GET    | /hr/worker-profile/v1/workers/<br>{associateoid}/work-assignments/{assignment-id}/reportable-<br>benefits/meta | Returns event metadata information.   |

### Application Scope

The following canonical needs to be added to your application scope to enable this use case:

**/hr/wfnService/workerProfileManagement/compensationManagement/  
reportableBenefits.add**

**/hr/wfnService/workerProfileManagement/compensationManagement/  
reportableBenefits.change.meta.read**

## Supported Actors

| Request<br>Parameter<br>roleCode Value | Is Supported (Y/N)? | Usage when Supported                         |
|--|---------------------|--|
| Practitioner                           | Y                   | Adds an employee's taxable benefits details. |

## 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}/reportable-benefits/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 **POST /hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/reportable-benefits** request.
3. Your consumer application makes a **/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/reportable-benefits POST** 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}/reportable-benefits**.

## Data Dictionary

The fields listed in the following table can be found in the ADP Workforce Now UI by selecting **People > Pay > Pay Profile > Taxable Benefits**.

| Schema                         | Field Name                  | Is it Required in the Request<br>Payload (Y/N)? |
|--------------------------------|-----------------------------|---|
| reportableBenefits/earningCode | <b>Taxable Benefit Code</b> | Y   |
| reportableBenefits/earningCode |                             |   |

|  |                       |   |
|--|-----------------------|---|
| ngCode/codeList  |                       |   |
| reportableBenefits/earningCode/codeList/listItems/code |                       |   |
| reportableBenefits/earningAmount/amount                | <b>Benefit Amount</b> | Y |
| reportableBenefits/inactiveIndicator                   | <b>Active</b>         | Y |
| reportableBenefits/effectiveDate                       | <b>Effective On</b>   | Y |

## 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](#).

Please refer [Worker Profile Experience \(WFN\)](#) for API details.

| Response Code   | Condition   | messageTxt  | Tips to Handle   |
|-----------------|---|---|--|
| Response Code   | Condition   | messageTxt  | Tips to Handle   |
| 201 Created     | Adds a Taxable Benefit in active status for an employee.            | NA  |  |
| 201 Created     | Adds a Taxable Benefit in inactive status for an employee.          | NA  | Earning amount is not required when the taxable benefit is added in inactive status. |
| 400 Bad Request | While adding Taxable Benefit with invalid earning code.             | "userMessage": {<br>"messageTxt": "Inactive / Invalid Deduction code for Reportable Benefits : 1234"<br>} | Make sure to pass valid earning code. This can be obtained from meta event data.     |
| 400 Bad Request | While adding Taxable Benefit without passing earning code.          | "userMessage": {<br>"messageTxt": "Deduction code is required for Reportable Benefits"<br>}               |  |
| 400 Bad Request | While adding Taxable Benefit without passing earning Amount.        | "userMessage": {<br>"messageTxt": "Required deduction amount for Reportable Benefits"<br>}                |  |
| 400 Bad Request | While adding Taxable Benefit without passing <b>effectiveDate</b> . | "userMessage": {<br>"messageTxt": "Effective Date unavailable for reportable benefits"<br>}               |  |

|                 |  |   |   |
|-----------------|--|---|---|
|                 |  | : null"<br>}  |   |
| 400 Bad Request | When the AOID is invalid.  | "userMessage": {<br>"messageTxt": "associate<br>OID is invalid."<br>}                                   |   |
| 400 Bad Request | When the <b>workAssignmentID</b> is invalid.                               | "userMessage": {<br>"messageTxt": "workAssign<br>mentID is invalid."<br>}                               |   |
| 400 Bad Request | While adding Taxable Benefit without<br>passing <b>inactiveIndicator</b> . | "userMessage": {<br>"messageTxt": "Inactive I<br>ndicator unavailable for reportable bene<br>fits"<br>} |   |
| 400 Bad Request | While adding Taxable Benefit with<br>invalid <b>effectiveDate</b> format.  | "userMessage": {<br>"messageTxt": " Invalid for<br>mat for Effective Date: 20-07-2020"<br>}             | Effective Date should be passed in the<br>following format.<br><br>'YYYY-MM-DD' |

## Chapter 4

# Use Case: Updating Worker's Taxable Benefit Details

## Use Case Description

This use case updates taxable benefits details for a paid employee on the specified effective date.

## API Usage

Please refer [Worker Profile Experience \(WFN\)](#) for API details.

| Method | Uniform Resource Identifier (URI)  | Description  |
|--------|--|--|
| PUT    | /hr/worker-profile/v1/workers/<br>{associateoid}/work-assignments/{assignment-id}/reportable-<br>benefits      | Adds an employee's Taxable Benefits details.<br><b>Note:</b> <ul style="list-style-type: none"> <li><b>{associateoid}</b> can be obtained by making hr/v2/workers API call.</li> <li><b>{assignment-id}</b> can be obtained by making hr/v2/workers API call.<br/>Use <b>itemID</b> under <b>workAssignments</b> of the API response.</li> </ul> |
| GET    | /hr/worker-profile/v1/workers/<br>{associateoid}/work-assignments/{assignment-id}/reportable-<br>benefits/meta | Returns event metadata information.  |

## Application Scope

The following canonical needs to be added to your application scope to enable this use case:

**/hr/wfnService/workerProfileManagement/compensationManagement/  
reportableBenefits.change**

**/hr/wfnService/workerProfileManagement/compensationManagement/  
reportableBenefits.change.meta.read**

## Supported Actors

| Request<br>Parameter<br>roleCode Value | Is Supported (Y/N)? | Usage when Supported                            |
|--|---------------------|---|
| Practitioner                           | Y                   | Updates an employee's taxable benefits details. |

## 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}/reportable-benefits/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}/reportable-benefits** request.
3. Your consumer application makes a **/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/reportable-benefits PUT** request to the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application about the details of **/hr/worker-profile/v1/workers/{associateoid}/work-assignments/{assignment-id}/reportable-benefits**.

## Data Dictionary

The fields listed in the following table can be found in the ADP Workforce Now UI by selecting **People > Pay > Pay Profile > Taxable Benefits**.

| Schema<br>Location      | Field Name                  | Is it Required in the Request<br>Payload (Y/N)? |
|-------------------------|-----------------------------|---|
| reportableBenefits/earn | <b>Taxable Benefit Code</b> | Y   |

|  |                       |   |
|--|-----------------------|---|
| ngCode   |                       |   |
| reportableBenefits/earningCode/codeList                |                       |   |
| reportableBenefits/earningCode/codeList/listItems/code |                       |   |
| reportableBenefits/earningAmount/amount                | <b>Benefit Amount</b> | Y |
| reportableBenefits/inactiveIndicator                   | <b>Active</b>         | Y |
| reportableBenefits/effectiveDate                       | <b>Effective On</b>   | Y |

## 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](#).

Please refer [Worker Profile Experience \(WFN\)](#) for API details.

| Response Code   | Condition  | messageTxt   | Tips to Handle   |
|-----------------|--|--|--|
| Response Code   | Condition  | messageTxt   | Tips to Handle   |
| 200 OK          | Updates a Taxable Benefit for an employee                      | NA   |  |
| 200 OK          | Updates the status of Taxable benefit from active to inactive  | NA   | Earning amount is not required when the taxable benefit is updated to inactive status. |
| 400 Bad Request | While updating Taxable Benefit with invalid earning code.      | "userMessage": {<br>"messageTxt": " Inactive / Invalid Deduction code for Reportable Benefits : 1234"<br>} |  |
| 400 Bad Request | While updating Taxable Benefit without passing earning code.   | "userMessage": {<br>"messageTxt": " Deduction code is required for Reportable Benefits "<br>}              |  |
| 400 Bad Request | While updating Taxable Benefit without passing earning Amount. | "userMessage": {<br>"messageTxt": " Required deduction amount for Reportable Benefits "<br>}               |  |

|                 |  |   |  |
|-----------------|--|---|--|
| 400 Bad Request | When the AOID is invalid.  | "userMessage": {<br>"messageTxt": "associate<br>OID is invalid."<br>}                                     |  |
| 400 Bad Request | When the workAssignmentID is invalid.                              | "userMessage": {<br>"messageTxt": "workAssign<br>mentID is invalid."<br>}                                 |  |
| 400 Bad Request | While adding Taxable Benefit without<br>passing effectiveDate.     | "userMessage": {<br>"messageTxt": " Effective<br>Date unavailable for reportable benefits<br>: null"<br>} | Effective Date should be passed in the<br>following format.<br><b>'YYYY-MM-DD'</b> |
| 400 Bad Request | While adding Taxable Benefit with invalid<br>effectiveDate format. | "userMessage": {<br>"messageTxt": " Invalid for<br>mat for Effective Date: 20-07-2020"<br>}               |  |
| 400 Bad Request | While adding Taxable Benefit without<br>passing inactiveIndicator. | "userMessage": {<br>"messageTxt": " Inactive I<br>ndicator unavailable for reportable bene<br>fits"<br>}  |  |

## Chapter 5

# Use Case: Synchronizing Taxable Benefits Using Notifications

ADP applications trigger notifications when data is updated, and your application could subscribe interested notifications to sync up data.

For more information, see the [ADP Event API and Event Notification Guide](#) for more information about ADP Notifications.

important

The following notifications are triggered for both API and ADP WorkForce Now UI changes.

Please refer [Worker Profile Experience \(WFN\)](#) for API details.

| Description   | Scopes to Subscribe   |
|---|---|
| When taxable benefit is added for an employee .   | <b>/hr/wfnService/workerProfileManagement/compensationManagement/reportableBenefits.added.eventNotify.Subscribe</b>   |
| When taxable benefit details are changed for an employee .                                    | <b>/hr/wfnService/workerProfileManagement/compensationManagement/reportableBenefits.changed.eventNotify.Subscribe</b> |
| When a taxable benefit is removed for an employee.  | <b>/hr/wfnService/workerProfileManagement/compensationManagement/reportableBenefits.removed.eventNotify.Subscribe</b> |
| This can be only done through ADP WorkForce Now UI API does not support remove functionality. |   |

