



Guide

Worker Hire API Guide for ADP Vantage HCM

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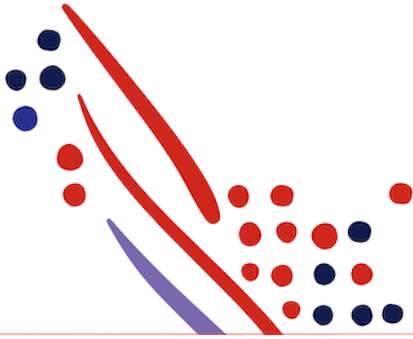


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About the API

Summary

The Worker Hire API posts a new hire into ADP Vantage HCM UI. A successful post request results in a new employee record.

What's New in this Guide?

In this section, revisions to the Worker Hire Event API and this guide will be announced.

July 2021

Added notes in data dictionary section for baseRemunerations under Chapter 2: Adding New Hire Details into ADP Vantage HCM

Required Setup Steps

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

For example, Job codes can be set-up in the ADP Vantage user interface (UI) by selecting **Setup > Field Definitions & Mappings > Setup Information > Company > Job Codes**.

Process Overview

The following table shows a typical Business-to-Business (B2B) application integration flow for the Worker Hire Event API.

	Actor	Task Description
1	Client Practitioner	Configures each new hire for a Worker Hire Event API supported template.
2	Client Practitioner	Triggers the API-based data exchange between your application and ADP Vantage HCM.
3	Your application	Sends new hire details using the New Hire API.
4	Payroll Practitioner	Verifies the Information in the ADP Vantage user interface (UI) by selecting People > Person Information > Express Profile .

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 [Making Your First API Call Using Postman](#).

To download API collections for the Worker Hire API from the ADP GitHub library and import them to Postman, go to [Worker Hire Event Postman Collection](#).

Chapter 2

Use Case: Adding New Hire Details into ADP Vantage HCM

Use Case Description

A success request results in an employee with the **Active** status and details are added into **People > Person Information > Express Profile** in the ADP Vantage HCM UI.

API Usage

Method	Uniform Resource Identifier (URI)	Description	GitHub Sample Request Payload	GitHub Sample Response Payload
GET	/events/hr/v1/worker.hire/meta	Returns new hire API metadata.	NA	worker.hire-meta-http-200-response.json
POST	/events/hr/v1/worker.hire	Posts a new hire information into ADP Vantage HCM.	worker.hire-http-201-request.json	worker.hire-http-201-response.json

Application Scope

The canonical URI corresponding to the Worker Hire 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/workerInformationManagement/workerManagement/lifecycleManagement/worker.hire

Supported Actors

Request Parameter roleCode Value	Is Supported (Y/N)?	Usage
Practitioner	Y	Adds a new hire into ADP Vantage HCM. This results in employee creation with a status of Active .

Request Header Parameters

There are no Request Header Parameters in addition to the ADP standard header parameters.

Sequence of Interactions

1. Your consumer application makes a request for **/events/hr/v1/worker.hire/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 **/events/hr/v1/worker.hire** request.
3. Your consumer application makes a **/events/hr/v1/worker.hire** request the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application concerning the details of **/events/hr/v1/worker.hire**

Use Case Description

A success request results in an employee with the **Active** status and details are added into **People > Person Information > Express Profile** in the ADP Vantage HCM UI.

API Usage

Method	Uniform Resource Identifier (URI)	Description	GitHub Sample Request Payload	GitHub Sample Response Payload
GET	/events/hr/v1/worker.hire/meta	Returns new hire API metadata.	NA	worker.hire-meta-http-200-response.json
POST	/events/hr/v1/worker.hire	Posts a new hire information into ADP Vantage HCM.	worker.hire-http-201-request.json	worker.hire-http-201-response.json

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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 **/events/hr/v1/worker.hire** request.
3. Your consumer application makes a **/events/hr/v1/worker.hire** request the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application concerning the details of **/events/hr/v1/worker.hire**

Data Dictionary

The New Hire API exposes ADP Vantage HCM data displayed in the ADP Vantage HCM UI by selecting **People > Job Activities > New Hire > Active New Hires > Select a Template > Start New Hire**.

Schema Location	Field Name in ADP Vantage HCM UI	Is it Required (Y/N)?	Notes
/eventReasonCode	Not Displayed	N	Reason for Hire
/eventReasonCode/codeValue	Reason	N	
/worker/workerID/idValue	Employee ID	Y	
/worker/person/governmentIDs	Not Displayed	N	Government ID (SSN/SIN)
/worker/person/governmentIDs/nameCode	Not Displayed	N	
/worker/person/gove	SSN	N	

rnmentIDs/nameCode /codeValue			
/worker/person/gove rnmentIDs/idValue	Social Security Number	Y	
/worker/person/gove rnmentIDs/statusCod e	Not Displayed	N	
/worker/person/gove rnmentIDs/statusCod e/codeValue	Applied for SSN	N	
/worker/person/legal Name	Not Displayed	Y	Name
/worker/person/legal Name/givenName	First	Y	
/worker/person/legal Name/middleName	Middle	N	
/worker/person/legal Name/familyName1	Last	Y	
/worker/person/legal Name/formattedName	Legal Name	N	
/worker/person/legal Name/preferredSaluta tions	Not Displayed	N	
/worker/person/legal Name/preferredSaluta tions/salutationCode/l ongName	Prefix	N	
/worker/person/legal Name/generationAffix Code/longName	Suffix	N	
/worker/person/legal Name/titleAffixCodes	Not Displayed	N	
/worker/person/legal Name/titleAffixCodes /affixCode/longName	Former Title	N	
/worker/person/prefe rredName	Not Displayed	N	Known As
/worker/person/prefe rredName/givenName	First	N	
/worker/person/prefe rredName/middleNam e	Middle	N	
/worker/person/prefe rredName/familyName 1	Last	N	

/worker/person/preferredName/formattedName	Name	N	
/worker/person/formerNames	Not Displayed	N	
/worker/person/formerNames/familyName1	Former Name	N	
/worker/person/legalAddress	Not Displayed	Y	Home Address
/worker/person/legalAddress/lineOne	Address Line 1	Y	
/worker/person/legalAddress/lineTwo	Address Line 2	N	
/worker/person/legalAddress/cityName	City	Y	
/worker/person/legalAddress/postalCode	ZIP		
/worker/person/legalAddress/countryCode	Country	Y	
/worker/person/legalAddress/countrySubdivisionLevel1	State	Y	
/worker/person/legalAddress/countrySubdivisionLevel1/codeValue	State	Y	
/worker/person/legalAddress/countrySubdivisionLevel2/longName	County	N	
/worker/person/legalAddress/lineThree	Address Line 3	N	Address Line 3, 4 and 5 will be available in UI only if the country is other than US and Canada
/worker/person/legalAddress/lineFour	Address Line 4	N	
/worker/person/legalAddress/lineFive	Address Line 5	N	
/worker/person/otherPersonalAddresses	Not Displayed	N	Mailing Address
/worker/person/otherPersonalAddresses/lineOne	Address Line 1	Y	
/worker/person/otherPersonalAddresses/lineTwo	Address Line 2	N	

/worker/person/other PersonalAddresses/cityName	City	Y	
/worker/person/other PersonalAddresses/postalCode	ZIP		
/worker/person/other PersonalAddresses/countryCode	Country	Y	
/worker/person/other PersonalAddresses/countrySubdivisionLevel1	State	Y	
/worker/person/other PersonalAddresses/countrySubdivisionLevel1/codeValue	State	Y	
/worker/person/other PersonalAddresses/lineThree	Address Line 3	N	Address Line 3, 4 and 5 will be available in UI only if the country is other than US and Canada
/worker/person/other PersonalAddresses/lineFour	Address Line 4	N	
/worker/person/other PersonalAddresses/lineFive	Address Line 5	N	
/worker/person/other PersonalAddresses/sameAsAddressIndicator	Same as home address?	Y	This indicator is used to support the ability to say that one address is the same as the home address.
/worker/person/communication/emails	Not Displayed	N	
/worker/person/communication/emails/emailUri	Personal Email	N	
/worker/person/communication/landlines	Not Displayed	N	
/worker/person/communication/landlines/nameCode	Not Displayed	Y	
/worker/person/communication/landlines/nameCode/codeValue	Home-Phone	Y	
/worker/person/communication/landlines/countryDialing	Country Code	N	
/worker/person/communication/landlines/formattedNumber	Phone Number	Y	

/worker/person/com munication/mobiles	Not Displayed	N	
/worker/person/com munication/mobiles/n ameCode	Not Displayed	Y	
/worker/person/com munication/mobiles/n ameCode/codeValue	Personal Cell	Y	
/worker/person/com munication/mobiles/c ountryDialing	Country Code	N	
/worker/person/com munication/mobiles/f ormattedNumber	Phone Number	Y	
/worker/person/com munication/faxes	Not Displayed	N	
/worker/person/com munication/faxes/nam eCode	Not Displayed	Y	
/worker/person/com munication/faxes/nam eCode/codeValue	Home Fax	Y	
/worker/person/com munication/faxes/cou ntryDialing	Country Code	N	
/worker/person/com munication/faxes/for mattedNumber	Fax Number	Y	
/worker/person/com munication/pagers	Not Displayed	N	
/worker/person/com munication/pagers/na meCode	Not Displayed	Y	
/worker/person/com munication/pagers/na meCode/codeValue	Pager	Y	
/worker/person/com munication/pagers/co untryDialing	Country Code	N	
/worker/person/com munication/pagers/ex tension	Pin	N	
/worker/person/com munication/pagers/for mattedNumber	Pager Number	Y	
/worker/person/raceC ode	Not Displayed	N	

/worker/person/raceCode/codeValue	Race/Ethnicity	N	
/worker/person/genderCode	Not Displayed	Y	
/worker/person/genderCode/codeValue	Gender	Y	
/worker/person/maritalStatusCode	Not Dsplayed	Y	
/worker/person/maritalStatusCode/codeValue	Marital Status	Y	
/worker/person/maritalStatusCode/effectiveDate	Marital Status Date	N	
/worker/person/birthDate	Birth Date	Y	
/worker/person/highestEducationLevelCode	Not Dispalyed	N	
/worker/person/highestEducationLevelCode/codeValue	Highest Educational Level	N	
/worker/person/disabledIndicator	Disabled	Y	
/worker/person/disabilityIdentificationDeclaredIndicator	Not Displayed	N	
/worker/person/militaryClassificationCodes	Not Displayed	N	
/worker/person/militaryClassificationCodes/codeValue	Military Status	N	
/worker/person/militaryStatusCode	Not Displayed	N	
/worker/person/militaryStatusCode/codeValue	Protected Veteran Status	N	
/worker/person/militaryDischargeDate	Military Discharge Date	N	
/worker/workerStatus/statusCode	Not Displayed	Y	
/worker/workerStatus/statusCode/codeValue	Status	Y	
/worker/businessCommunication/emails	Not Displayed	N	

/worker/businessCommunication/emails/emailUri	Work Email	N	
/worker/businessCommunication/landlines	Not Displayed	N	
/worker/businessCommunication/landlines/nameCode	Not Displayed	Y	
/worker/businessCommunication/landlines/nameCode/codeValue	Office	Y	
/worker/businessCommunication/landlines/countryDialing	Country Code	N	
/worker/businessCommunication/landlines/formattedNumber	Phone Number	Y	
/worker/businessCommunication/landlines/extension	Ext	N	
/worker/businessCommunication/mobiles	Not Displayed	N	
/worker/businessCommunication/mobiles/nameCode	Not Displayed	Y	
/worker/businessCommunication/mobiles/nameCode/codeValue	Work Cell	Y	
/worker/businessCommunication/mobiles/countryDialing	Country Code	N	
/worker/businessCommunication/mobiles/formattedNumber	Phone Number	Y	
/worker/businessCommunication/faxes	Not Displayed	N	
/worker/businessCommunication/faxes/nameCode	Not Displayed	Y	
/worker/businessCommunication/faxes/nameCode/codeValue	Work Fax	Y	
/worker/businessCommunication/faxes/countryDialing	Country Code	N	
/worker/businessCommunication/faxes/formattedNumber	Fax Number	Y	

/worker/workAssignment/hireDate	Hire Date	Y	
/worker/workAssignment/seniorityDate	Job Sr Date	N	
/worker/workAssignment/assignedOrganizationalUnits	Not Displayed	Y	
/worker/workAssignment/assignedOrganizationalUnits/typeCode	Not Displayed	Y	
/worker/workAssignment/assignedOrganizationalUnits/typeCode/codeValue	Department or Payroll Department Number	Y	
/worker/workAssignment/assignedOrganizationalUnits/nameCode	Not Displayed	Y	
/worker/workAssignment/assignedOrganizationalUnits/nameCode/codeValue	Not Displayed	Y	
/worker/workAssignment/geographicPayDifferentialCode	Not Displayed	N	
/worker/workAssignment/geographicPayDifferentialCode/codeValue	Geographic Differential	N	
/worker/workAssignment/legalEntityID	Company	Y	
/worker/workAssignment/homeOrganizationalUnits	Not Displayed	N	
/worker/workAssignment/homeOrganizationalUnits/typeCode/codeValue	Not Displayed	N	
/worker/workAssignment/homeOrganizationalUnits/nameCode	Not Displayed	N	
/worker/workAssignment/homeOrganizationalUnits/nameCode/codeValue	Company or Cost Number	N	
/worker/workAssignment/homeWorkLocation/nameCode	Not Displayed	Y	
/worker/workAssignment/homeWorkLocation	Work Location	Y	

on/nameCode/codeValue			
/worker/workAssignment/jobCode	Not Displayed	Y	
/worker/workAssignment/jobCode/codeValue	Job Title	Y	
/worker/workAssignment/assignedWorkLocations	Not Displayed	Y	
/worker/workAssignment/assignedWorkLocations/nameCode	Not Displayed	Y	
/worker/workAssignment/assignedWorkLocations/nameCode/codeValue	Work Location	Y	
/worker/workAssignment/assignmentTermCode	Not Displayed	Y	
/worker/workAssignment/assignmentTermCode/codeValue	Regular/Temp	Y	
/worker/workAssignment/workLevelCode	Not Displayed	N	
/worker/workAssignment/workLevelCode/codeValue	Full-Time/Part Time	N	
/worker/workAssignment/bargainingUnit/bargainingUnitCode	Not Displayed	N	
/worker/workAssignment/bargainingUnit/bargainingUnitCode/codeValue	Bargaining Unit	N	
/worker/workAssignment/bargainingUnit/seniorityDate	Bargaining Unit Seniority Date	N	
/worker/workAssignment/laborUnion/laborUnionCode	Not Displayed	N	
/worker/workAssignment/laborUnion/laborUnionCode/codeValue	Union Code	N	
/worker/workAssignment/laborUnion/seniorityDate	Union Seniority Date	N	
/worker/workAssignment	Not Displayed	Y	

ent/baseRemuneration			
/worker/workAssignment/baseRemuneration/recordingBasisCode	Not Displayed	Y	
/worker/workAssignment/baseRemuneration/recordingBasisCode/codeValue	Compensation Frequency	Y	Based on recordingBasisCode, the RateAmount should be passed
/worker/workAssignment/baseRemuneration/annualRateAmount/amountValue	Annual	N	Used when recordingBasisCode is sent "A" (Annually)
/worker/workAssignment/baseRemuneration/hourlyRateAmount/amountValue	Hourly	N	Used when recordingBasisCode is sent "H" (Hourly)
/worker/workAssignment/baseRemuneration/dailyRateAmount/amountValue	Not Displayed	N	Used when recordingBasisCode is sent "D" (Daily)
/worker/workAssignment/baseRemuneration/weeklyRateAmount/amountValue	Not Displayed	N	Used when recordingBasisCode is sent "W" (Weekly)
/worker/workAssignment/baseRemuneration/biweeklyRateAmount/amountValue	Not Displayed	N	Used when recordingBasisCode is sent "B" (Biweekly)
/worker/workAssignment/baseRemuneration/semiMonthlyRateAmount/amountValue	Not Displayed	N	Used when recordingBasisCode is sent "S" (Semi-monthly)
/worker/workAssignment/baseRemuneration/monthlyRateAmount/amountValue	Monthly	N	Used when recordingBasisCode is sent "M" (Monthly)
/worker/workAssignment/baseRemuneration/payPeriodRateAmount/currencyCode	Currency	N	
/worker/workAssignment/annualBenefitBaseRate/amountValue	Annual Benefits Base Rate	N	
/worker/workAssignment/payScaleCode/codeValue	Salary Plan	N	
/worker/workAssignment/remunerationBasisCode	Not Displayed	Y	
/worker/workAssignment	Pay Type	Y	

ent/remunerationBasi sCode/codeValue			
/worker/workAssignm ent/payScaleCode	Pay Period	N	
/worker/workAssignm ent/payGradeCode	Not Dsplayed	N	
/worker/workAssignm ent/payGradeCode/co deValue	Salary Grade	N	
/worker/workAssignm ent/payGradeStepCod e	Not Displayed	N	
/worker/workAssignm ent/payGradeStepCod e/codeValue	Salary Step	N	
/worker/workAssignm ent/nextPayGradeSte pDate	Next Step Date	N	
/worker/workAssignm ent/occupationalClassi fications	Not Displayed	N	
/worker/workAssignm ent/occupationalClassi fications/nameCode	Not Dsplayed	Y	
/worker/workAssignm ent/occupationalClassi fications/nameCode/c odeValue	Exclude from EEO Report	Y	
/workAssignment/wa geLawCoverage/cover ageCode/codeValue	FLSA Status	N	
/worker/workAssignm ent/officerTypeCode	Not Displayed	N	
/worker/workAssignm ent/officerTypeCode/ codeValue	Officer Code	N	
/worker/workAssignm ent/managementPosit ionIndicator	Manager Role	N	
/worker/workAssignm ent/payrollFileNumber	File Number	N	Payroll File Number is a required field, if Auto Assign File Number is disabled for the paygroup in ADP Vantage HCM UI Setup > Field Definitions & Mappings > Setup Information > Company > Paygroups > Select pay group XXX > Settings.
/worker/workAssignm ent/payrollGroupCode	Pay Group	Y	
/worker/workAssignm	Standard Hours	Y	

ent/standardHours/hoursQuantity			
/worker/workAssignment/standardPayPeriodHours/hoursQuantity	Payroll Standard Hours	N	
/worker/workAssignment/stockOwnerIndicator	Owns 5% or more of the company	N	
/worker/workAssignment/jobTitle	Business Title	N	
/worker/workAssignment/workerTypeCode	Not Displayed	N	
/worker/workAssignment/workerTypeCode/codeValue	Employee Classification	N	
/worker/workAssignment/workShiftCode	Not Displayed	N	
/worker/workAssignment/workShiftCode/codeValue	Shift Qualifier	N	
/worker/workAssignment/reportsTo	Not Displayed	Y	
/worker/workAssignment/reportsTo/reportsToRelationshipCode/codeValue	Not Displayed	Y	
/worker/workAssignment/reportsTo/workerID/idValue	Reports To	Y	
/worker/workAssignment/reportsTo/workerID/idValue	Secondary Manager	N	
/worker/workAssignment/additionalRemunerations	Not Displayed	N	
/worker/workAssignment/additionalRemunerations/typeCode	Not Displayed	N	
/worker/workAssignment/additionalRemunerations/typeCode/codeValue	Additional Rate Types	N	
/worker/workAssignment/additionalRemunerations/rate/amountValue	Hourly Rate	N	
/worker/workAssignment/additionalRemuneration	Not Displayed	N	

ns/associatedRateQualifiers			
/worker/workAssignment/additionalRemuneration/associatedRateQualifiers/itemID	Not Displayed	N	
/worker/workAssignment/additionalRemuneration/associatedRateQualifiers/qualifierObjectCode	Not Displayed	N	
/worker/workAssignment/customFieldGroup/stringFields	Not Displayed	N	Status Flags/Custom Areas
/worker/workAssignment/customFieldGroup/stringFields/nameCode	Not Displayed	N	
/worker/workAssignment/customFieldGroup/stringFields/nameCode/codeValue	Custom Area	N	
/worker/workAssignment/customFieldGroup/dateFields	Not Displayed	N	
/worker/workAssignment/customFieldGroup/dateFields/nameCode	Not Displayed	N	
/worker/workAssignment/customFieldGroup/dateFields/nameCode/codeValue	Custom Dates	N	
/worker/workAssignment/customFieldGroup/codeFields	Not Displayed	N	
/worker/workAssignment/customFieldGroup/codeFields/nameCode	Not Displayed	N	
/worker/workAssignment/customFieldGroup/codeFields/nameCode/codeValue	Status Flags	N	

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](#).

Response Code	Condition	messageTxt	GitHub Sample Request Payload	GitHub Sample Response Payload	Tips to Handle
201 Created	Request is processed successfully.	NA	worker.hire-http-201-request.json	worker.hire-http-201-response.json	Refer to the payload values for creating a proper request.
201 Created	Request payload with minimum required fields.	NA	worker.hire-http-201-with-minimum-required-fields-request.json	worker.hire-http-201-with-minimum-required-fields-response.json	Payload contains minimum required fields to create a new hire
201 Created	New Hire without passing OtherPersonalAddress in the request.	NA	worker.hire-http-201-without-otherPersonalAddress-request.json	worker.hire-http-201-without-otherPersonalAddress-response.json	Personal Address can be added using <code>/events/hr/v1/worker.personal-address.add</code> API Worker Management API Guide for ADP Vantage HCM - 2020#UseCase:Updatingworker%E2%80%99sPersonalAddress
201 Created	New Hire using International PayGroup .	NA	worker.hire-http-201-international-paygroup-request.json	worker.hire-http-201-international-paygroup-response.json	Refer to the payload values for creating a proper request.
400 Bad Request	When incorrect SSN Number is passed in the request.	"messageTxt": "You have entered a Social Security Number in an incorrect format. Format must be: 999-99-9999."	worker.hire-http-400-ssn-number-incorrect-format-request.json	worker.hire-http-400-ssn-number-incorrect-format-response.json	
400 Bad Request	When the same SSN Number is used for New Hire .	"messageTxt": "You have entered a Social Security Number/Federal EIN/ITIN already used by Employee ID XXXXXX. Review the matching employees and correct entry errors."	worker.hire-http-400-same-ssn-number-used-for-new-hire-request.json	worker.hire-http-400-same-ssn-number-used-for-new-hire-response.json	
400 Bad Request	When Birth Date isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Personal Data-Birthdate)."	worker.hire-http-400-birth-date-left-blank-request.json	worker.hire-http-400-birth-date-left-blank-response.json	
400 Bad Request	When the Birth Date passed in the request is later than today's date.	"messageTxt": "You have entered a birth date that is later than today's date."	worker.hire-http-400-birthDate-later-than-today's-date-request.json	worker.hire-http-400-birthDate-later-than-today's-date-response.json	
400 Bad Request	When invalid Hire	"messageTxt": "The	worker.hire-http-400-	worker.hire-http-400-	

	Date is passed in the request.	date you entered is invalid. Enter a valid date (JOB-Effective Date)."	invalid-hireDate-request.json	invalid-hireDate-response.json	
400 Bad Request	When payrollGroup Code isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Job Data-Pay Group)."	worker.hire-http-400-payroll-GroupCode-left-blank-request.json	worker.hire-http-400-payroll-GroupCode-left-blank-response.json	
400 Bad Request	When invalid Gender code is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Personal Data-Gender. Select a valid value from the list provided."	worker.hire-http-400-invalid-genderCode-request.json	worker.hire-http-400-invalid-genderCode-response.json	
400 Bad Request	When Given Name isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Personal Data-First Name)."	worker.hire-http-400-given-name-left-blank-request.json	worker.hire-http-400-given-name-left-blank-response.json	
400 Bad Request	When familyName1 isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Personal Data-Last Name)."	worker.hire-http-400-family-name1-left-blank-request.json	worker.hire-http-400-family-name1-left-blank-response.json	
400 Bad Request	When formattedName isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Personal Data-Name)."	worker.hire-http-400-formattedName-left-blank-request.json	worker.hire-http-400-formattedName-left-blank-response.json	
400 Bad Request	When incorrect formattedName is passed in the request.	"messageTxt": "You have entered the name in an incorrect format (- Name). The format must be [last name] [suffix],[prefix] [first name]. Alphanumeric characters, spaces, periods, hyphens, and apostrophes are accepted. Note that spaces are not allowed between the suffix, comma, and prefix."	worker.hire-http-400-formattedName-incorrect-format-request.json	worker.hire-http-400-formattedName-incorrect-format-response.json	
400 Bad Request	When Address Line 1 isn't passed in request.	"messageTxt": "You must enter a value in the required field (Employee Personal Data-Address (Line 1))."	worker.hire-http-400-legal-address1-left-blank-request.json	worker.hire-http-400-legal-address1-left-blank-response.json	
400 Bad Request	When city isn't passed in request.	"messageTxt": "You must enter a value in the required field (Employee Personal Data-City)."	worker.hire-http-400-legal-address-city-left-blank-request.json	worker.hire-http-400-legal-address-city-left-blank-response.json	
400 Bad Request	When countrySubdiv	"messageTxt": "You	worker.hire-http-400-	worker.hire-http-400-	

	isionLevel1 isn't passed in the request.	must enter at least Address (Line 1), City, State/Province, and ZIP/Postal Code."	countrySubdivisionLevel1-left-blank-request.json	countrySubdivisionLevel1-left-blank-response.json	
400 Bad Request	When Postal Code isn't passed in the request.	"messageTxt": "You must enter at least Address (Line 1), City, State/Province, and ZIP/Postal Code."	worker.hire-http-400-postal-code-left-blank-request.json	worker.hire-http-400-postal-code-left-blank-response.json	
400 Bad Request	When invalid Postal Code is passed in the request.	"messageTxt": "U.S. ZIP code is incorrect. Enter the ZIP code in one of the following formats: 99999, 99999-9999, or 999999999 (Employee Personal Data-Postal/Zip)."	worker.hire-http-400-invalid-postal-code-request.json	worker.hire-http-400-invalid-postal-code-response.json	
400 Bad Request	When invalid workLocation is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data-Reporting Location. Select a valid value from the list provided."	worker.hire-http-400-invalid-work-location-request.json	worker.hire-http-400-invalid-work-location-response.json	
400 Bad Request	When invalid maritalStatusCode is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Personal Data-Marital Status. Select a valid value from the list provided."	worker.hire-http-400-invalid-marital-status-request.json	worker.hire-http-400-invalid-marital-status-response.json	
400 Bad Request	When invalid assignedOrganizationalUnits is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data-Department ID. Select a valid value from the list provided."	worker.hire-http-400-invalid-assignedOrganizationalUnits-request.json	worker.hire-http-400-invalid-assignedOrganizationalUnits-response.json	
400 Bad Request	When invalid jobCode is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data-Job Code. Select a valid value from the list provided."	worker.hire-http-400-invalid-jobCode-request.json	worker.hire-http-400-invalid-jobCode-response.json	
400 Bad Request	When invalid assignmenttermcode is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data-Regular/Temporary. Select a valid value from the list provided."	worker.hire-http-400-invalid-assignmenttermcode-request.json	worker.hire-http-400-invalid-assignmenttermcode-response.json	
400 Bad Request	When workLevelCode isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Job Data-Full/Part Time)."	worker.hire-http-400-worklevelcode-left-blank-request.json	worker.hire-http-400-worklevelcode-left-blank-response.json	

400 Bad Request	When remunerationBasisCode isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Job Data- Employee Type)."	worker.hire-http-400-remunerationBasisCode-left-blank-request.json	worker.hire-http-400-remunerationBasisCode-left-blank-response.json	
400 Bad Request	When recordingBasisCode isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Job Data- Compensation Frequency)."	worker.hire-http-400-recordingBasisCode-left-blank-request.json	worker.hire-http-400-recordingBasisCode-left-blank-response.json	
400 Bad Request	When reports-to-id isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Job Data- Reports To Manager ID)."	worker.hire-http-400-reports-to-id-left-blank-request.json	worker.hire-http-400-reports-to-id-left-blank-response.json	
400 Bad Request	When payPeriodRateAmount isn't passed in the request.	"messageTxt": "You must enter a value in the required field (Employee Job Data- Currency Code)."	worker.hire-http-400-currencyCode-left-blank-request.json	worker.hire-http-400-currencyCode-left-blank-response.json	
400 Bad Request	When payrollfileNumber is n't passed in the request.	"messageTxt": "File number is required. Enter a unique file number for this employee."	worker.hire-http-400-payroll-fileNumber-left-blank-request.json	worker.hire-http-400-payroll-fileNumber-left-blank-response.json	Payroll File Number is a required field, if Auto Assign File Number is disabled for the paygroup in ADP Vantage HCM UI Setup > Field Definitions & Mappings > Setup Information > Company > Paygroups > Select pay group XXX > Settings.
400 Bad Request	When same payrollfileNumber is passed in the request.	"messageTxt": "Unable to register new hire. File number is required. Enter a unique file number for this employee."	worker.hire-http-400-same-payroll-fileNumber-request.json	worker.hire-http-400-same-payroll-fileNumber-response.json	Auto Assign File Number is disabled for the paygroup in ADP Vantage HCM UI
400 Bad Request	When invalid payScalecode is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data-Salary Administration Plan. Select a valid value from the list provided."	worker.hire-http-400-invalid-payScalecode-request.json	worker.hire-http-400-invalid-payScalecode-response.json	
400 Bad Request	When invalid legalEntityID is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data- Company. Select a valid value from the list provided."	worker.hire-http-400-invalid-legalEntityID-request.json	worker.hire-http-400-invalid-legalEntityID-response.json	
400 Bad Request	When invalid bargainingUnitCode	"messageTxt": "You have entered an	worker.hire-http-400-invalid-	worker.hire-http-400-invalid-	

	is passed in the request.	invalid value for Employee Job Data-Bargaining Unit. Select a valid value from the list provided."	bargainingUnitCode-request.json	bargainingUnitCode-response.json	
400 Bad Request	When invalid laborUnionCode is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data-Union Code. Select a valid value from the list provided."	worker.hire-http-400-invalid-laborUnionCode-request.json	worker.hire-http-400-invalid-laborUnionCode-response.json	
400 Bad Request	When invalid geographicPayDifferentialCode is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data-Geographic Differential ID. Select a valid value from the list provided."	worker.hire-http-400-invalid-geographicPayDifferentialCode-request.json	worker.hire-http-400-invalid-geographicPayDifferentialCode-response.json	
400 Bad Request	When invalid Status flagCode is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Genl Employment Data-Flag 1. Select a valid value from the list provided."	worker.hire-http-400-invalid-status-flagCode-request.json	worker.hire-http-400-invalid-status-flagCode-response.json	

Chapter 3

Non-supported Fields

The table below list the fields that can't be updated by this API.

Schema Location	Field Name	
People > Employment > Job Information > Job	Security Clearance	
People > Employment > Job Information > Job Dates	Acquisition Date	
People > Employment > Job Information > Job Dates	Probation Date	
People > Employment > Job Information > Job Dates	Civil Service Date	
People > Employment > Job Information > Job Dates	Hire Time	

People > Employment > Job Information > Compensation	Variable Plan
People > Employment > Job Information > Compensation	Splits
People > Employment > Job Information > Payroll	Payroll Title
People > Employment > Job Information > Payroll	Clock Number
People > Employment > Job Information > Payroll	Data Control
People > Employment > Job Information > Payroll	Pay Statement Message
People > Employment > Job Information > Payroll	Overtime Rate Factor
People > Employment > Job Information > Additional Info	Client Defined Fields
People > Employment > Job Information > Additional Info	Expanded Client Defined Fields

Chapter 4

Supported Event Notifications

Your application should subscribe to and process the following event change notifications to synchronize data in the event of a data change in the ADP system. The changes described in the following table trigger event notification messages for Worker Hire.

Changes that will Trigger a Notification	Application Scope	eventNameCode Value	GitHub Sample Response Payload
1. When a worker is hired using /events/hr/v1/worker.hire .	/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.hire.eventNotify.subscribe	worker.hire	worker-hire-event-notification-http-200-response.json

2. When a worker is hired through ADP Vantage HCM.			
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Chapter 5

Known Issues and Limitations

ISSUE 1: Improper error messages for Worker Hire Event API validation failures

Impacted APIs

Method	URI	roleCode
POST	/events/hr/v1/worker.hire	practitioner

Issue Description

Worker Hire Event API (**worker.hire**) is not generating the exact error message when not passing the Hire Date in the request payload and the partner application doesn't understand the issue.

Error message due to Hire Date validation failure:

```
"processMessages": [
{
"userMessage": {
"codeValue": "2-116",
"messageTxt": "Error in program at: FUNCLIB_HR.SAL_ADMIN_PLAN - FieldChange\nAn invalid parameter has been encountered for a function - AddToDate.1. Try ag
}
"processMessages": [
{
"userMessage": {
"codeValue": "15-4",
"messageTxt": "An error has occurred which requires that this panel be canceled. A previous error message has been displayed showing an error from which the pa
}
}
```

API should throw the proper error message when there is a failure in validation.

Suggested Workaround

There are no workarounds available.

Last updated: Aug 2, 2021