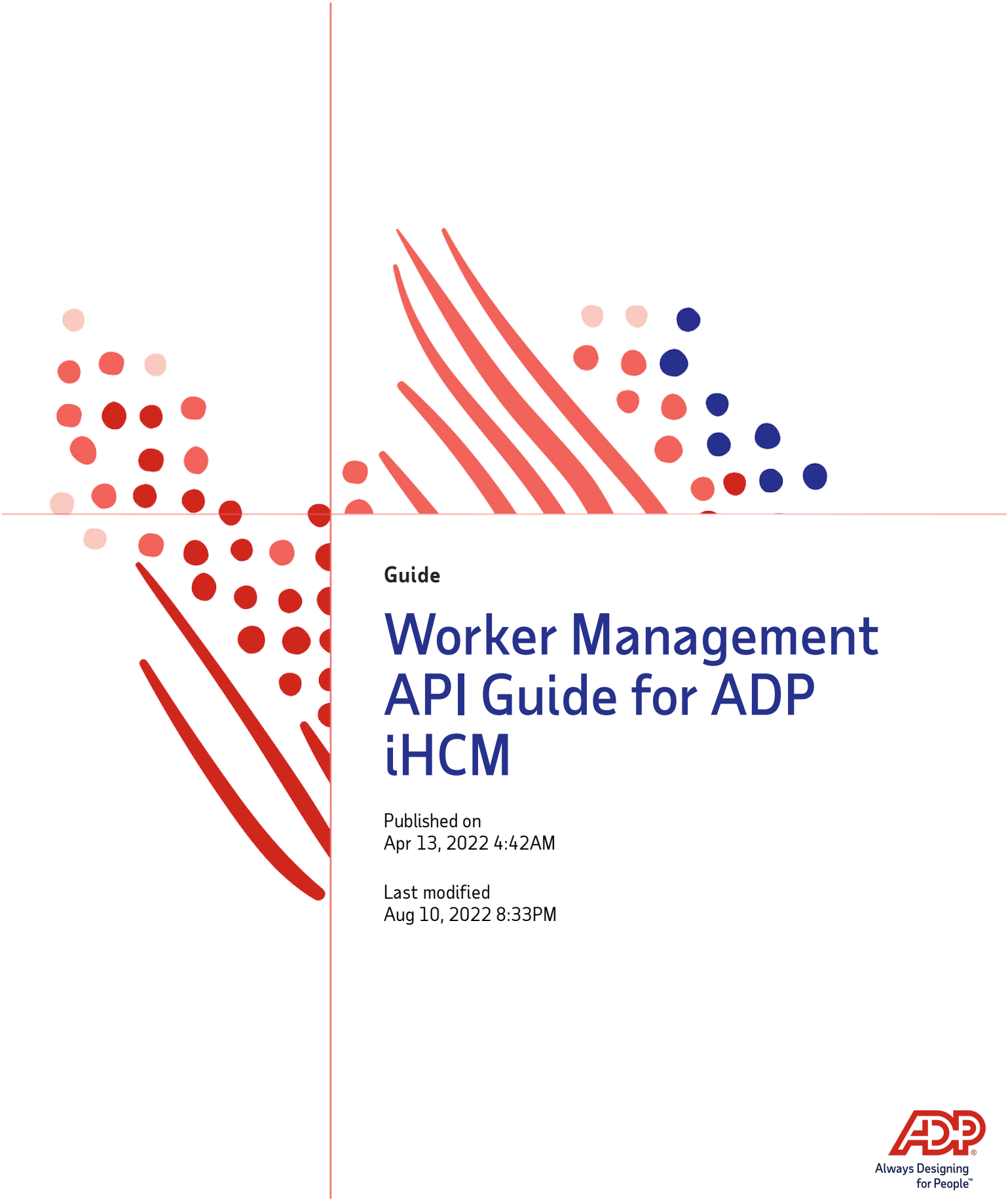


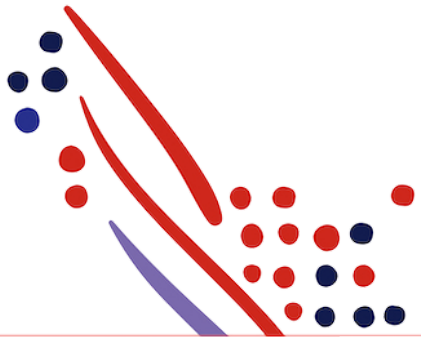
Guide

Worker Management API Guide for ADP iHCM

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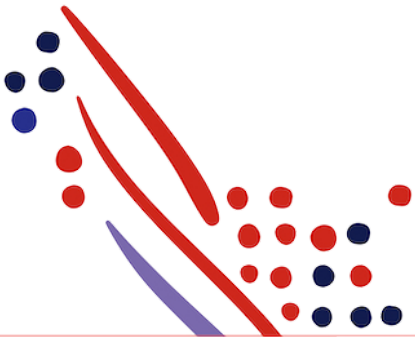


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Chapter 1

About this API

Summary

The Worker Management API Guide for ADP iHCM 2 describes how your application can access and manage information about workers in the ADP iHCM 2 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.

A worker is a person who performs duties and responsibilities for an organization. In that capacity, a worker fills one or more positions through a work assignment. For a given work assignment, a worker is related to the organization as an employee or contractor.

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.
2	Your application	Retrieve worker information details based on your needs.
3	Your application	Retrieve event notifications and make updates in your system according to your needs so the data is synchronized between your application and ADP iHCM 2.
4	Your application	Send worker updates to ADP iHCM 2 as your application collects the updates.
5	Client Practitioner	Verify the Information in ADP iHCM 2.

Required Setup Steps

There are no required setup steps.

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 Management API from the ADP GitHub library and import them to Postman, go to Worker Management Postman Collection.

Before You Begin

ADP provides a comprehensive set of worker APIs to stay in synch with an ADP application and do the following:

- •Retrieve worker information.
- •Retrieve worker information change notifications.

The amount of data retrieved by your application may vary based on the:

- target ADP system
- ADP system configuration
- agreement we have reached regarding which information we will send via the API

ADP provides an API to discover the fields available from the target ADP system. Additionally, API controls are in place allowing you to select or filter the requested data based on your needs.

Chapter 2

Use Case: Retrieving Full Worker Information

Before You Begin

Full worker information commonly requested includes the following:

- Name
- Address
- Communication profile
- Birth date
- Government IDs
- Hire dates
- Work status
- Work assignment information, such as the following:
    - Job title
    - Pay information
    - Manager/reports to information

API Usage

Method	Uniform Resource Identifier (URI)	Description	GitHub Sample Response Payload
GET	/hr/v2/workers	Requests the list of all available workers the requester is authorized to view.	All_Workers_WithoutBaseRemuneration_GB.json
GET	**/hr/v2/workers/{associate-oid}** **Note:** We are aware that not all employees in iHCM have an associateOID. In this scenario, idValue from workerID can be supplied to retrieve an employee's details.	Requests a single worker the requester is authorized to view.	Retrieve-single-associate-details-http-200-response.json

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:

/hr/workerInformationManagement/workerManagement/workerProfileManagement /worker.read

Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData).

Query String Option	Description	Example
$top	Requests the number of items in the queried collection to be included in the result.	/hr/v2/workers?$top=100
$skip	Specifies the number of items in the queried collection to be skipped and not included in the result.	/hr/v2/workers?$top=100&$skip=100
$filter	Filters a collection of resources addressed by a request URL. Only items for which the expression evaluates to true are included in the response.	/hr/v2/workers?$filter=workers/person/genderCode/codeValue eq 'Male'

Sequence of Interactions

The following are the sequence of interactions to retrieve full worker information for a collection of workers:

1. Your consumer application makes a request for an initial collection of workers to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with a collection of workers.
3. Your consumer application makes a request for a subsequent collection of workers to the ADP API endpoint.
4. The ADP API endpoint responds to your consumer application with a collection of workers.

Your consumer application repeats steps 3 and 4 until a until an empty workers array is returned.

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.

Response Code	Response Condition	GitHub Sample Response Payload
200 OK	Retrieves list of works with details.	Retrieve-all-workers-details-http-200-response.json
200 OK	Retrieves single worker details.	Retrieve-single-associate-details-http-200-response.json
200 OK	Retrieve the work response using **$top** and $**skip** parameters.	Retrieve-all-workers-details-http-200-response.json
200 OK	**Verify the following filter query for list of employees who were born after a given date** **Example** /hr/v2/workers?$filter=workers/person/birthdate gt Date'1992-01-05'	Worker-with-filter-person-birthdate-http-200-response.json
200 OK	**When pagination reaches the end of the page** **Example** **/hr/v2/workers?$Skip=201&$Top=100**	Empty body

Chapter 3

Use Case: Retrieving an Employee's Base Remuneration Information

Before you begin

Note: Base Remuneration is not included in the Full Worker Information by default. Due to the nature and sensitivity of this information, please contact your ADP Marketplace representative to arrange entitlement.

API Usage

Method	Uniform Resource Identifier	Description	GitHub Sample Response Payload
GET	/hr/v2/workers	If authorized to view, this requests the list of all available workers, inclusive of base remuneration information.	All_Workers_WithBaseRemuneration_GB.json

Application Scope

Please refer to section entitled, "Use Case: Retrieving Full Worker Information."

Note: When a worker has more than one work assignment, only the current active work assignment will return base remuneration values. If a worker has multiple active work assignments, the base remuneration is returned for the work assignment with the most recent effective date.

Sequence of Interactions

Please refer to section entitled, "Use Case: Retrieving Full Worker Information."

Supported OData Query Options

Please refer to section entitled, "Use Case: Retrieving Full Worker Information."

Data Dictionary

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

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

Responses

Please refer to section entitled, "Use Case: Retrieving Full Worker Information."

Chapter 4

Use Case: Retrieving Basic Worker Demographic Information

Before You Begin

Full worker information commonly requested includes the following:

- Name
- Address
- Communication profile
- Hire dates
- Work status
- Work assignment information, such as the following:
    - Job title
    - Manager/reports to information

Use Case Description

If it is not necessary to exchange sensitive personal data you can implement the Worker Demographics API to access the following data: Employee data and employment data without government ID, address, Date of Birth, Date of death.

Note: Base Remuneration is not included in the Full Worker Information by default. Due to the nature and sensitivity of this information, please contact your ADP Marketplace representative to arrange entitlement.

The following data is excluded when you use the Worker Demographic API:

Personally Identifiable Information:

- Birth Date
- Government ID number (such as social security number)
- Address

Sensitive Personal Information (SPI):

- Payroll Number/code
- Identity Documents
- Base Remuneration

API Usage

Method	Uniform Resource Identifier (URI)	Description	GitHub Sample Response Payload
GET	/hr/v2/worker-demographics	**Requests the list of all available worker demographics that the requester is** authorized to view.	workers-v2-demographics-all-workers-http-200-response.json
GET	**/hr/v2/ worker-demographics /{associate-oid}** **Note:** We are aware that not all employees in iHCM have an associateOID. In this scenario, idValue from workerID can be supplied to retrieve an employee's details.	Returns a worker demographic.	workers-v2-demographics-single-worker-http-200-response.json

Application Scope

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

/hr/workerInformationManagement/workerManagement/workerProfileManagement /workerDemographic.read

Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData).

Query String Option	Description	Example
$top	Requests the number of items in the queried collection to be included in the result.	/hr/v2/worker-demographics?$top=100
$skip	Specifies the number of items in the queried collection to be skipped	/hr/v2/worker-demographics?$top=100&$skip=100

	and not included in the result.	
$filter	Filters a collection of resources addressed by a request URL. Only items for which the expression evaluates to true are included in the response.	/hr/v2/worker-demographics? ? $filter=workers/person/genderCode/codeValue eq 'Male'

Sequence of Interactions

The following are the sequence of interactions to retrieve full worker information for a collection of workers:

1. Your consumer application makes a request for an initial collection of workers to the ADP API endpoint.
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3. Your consumer application makes a request for a subsequent collection of workers to the ADP API endpoint.
4. The ADP API endpoint responds to your consumer application with a collection of workers.

Your consumer application repeats steps 3 and 4 until a until an empty workers array is returned.

Data Dictionary

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

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

Responses

Response Code	Response Condition	GitHub Sample Response Payload
200 OK	Retrieves list of works with details.	workers-v2-demographics-all-workers-http-200-response.json
200 OK	Retrieves single worker details.	workers-v2-demographics-single-worker-http-200-response.json
204 OK	When pagination reaches the end of the page.	Empty body

Chapter 5

Use Case: Retrieving an Employee's Photo

The Worker Photo API is used to fetch an employee's photo.

API Usage

Method	Uniform Resource Identifier (URI)	Description	GitHub Sample Response Payload
GET	**/hr/v2/workers/{aoid}/worker-images/photo** **Note :** **WorkerId can be used where AOID is not present** **Valid accept header values are :** ***/*** Image/*	Gets an employee's photo	Retrieve-single-associate-details-with-photo-http-200-response.json

Chapter 6

Use Case: Supported Event Notifications

Your application should subscribe to, and process the following event change notifications to synchronise data in the event of a data change in the ADP system.

Triggers when	Application Scope	Event Name	GitHub Sample Response Payload
An employee is joining or re-joining the company	/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.hire.read	worker.hire	event-notification-worker-hire.read-http-200-response.json
An employee is leaving the company OR Any change is made to information related to an employee leaving. For example if their leaving date or reason for leaving is changed, this event gets fired again **Note:** worker.workerTerminationDate.change is not supported	/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.terminate.read	worker.terminate	event-notification-worker-terminate.read-http-200-response.json
A change is made to an employee's name	/hr/workerInformationManagement/workerManagement/associateManagement/worker.legalName.change.read	worker.legalName.change	event-notification-worker-legalname-change.read-http-200-response.json
Employee's address is added or changed Employee's address is deleted	**/hr/workerInformationManagement/workerManagement/addressManagement/worker.personalAddress.change.read**	**worker.personalAddress.change** **worker.personalAddress.remove**	**event-notification-worker-personaladdress-change.read-http-200-response.json**

Note: In order to view employee's legal / communication address, use this event instead with "deliveryPoint=True" worker.legalAddress.change is not supported	/hr/workerInformationManagement/workerManagement/addressManagement/worker.personalAddress.remove.read		event-notification-worker-personaladdress-remove.read-http-200-response.json
Employee's personal email address is added or changed Employee's personal email address is deleted	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.email.remove.read	worker.personalCommunication.email.change worker.personalCommunication.email.remove	event-notification- worker-personalcommunication-landline-change.read-http-200-response.json event-notification-worker-personalcommunication-landline-remove.read -http-200-response.json
Employee's personal mobile telephone number is added or changed. Employee's personal mobile telephone number is deleted.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.personalCommunication.mobile.remove.read	worker.personalCommunication.mobile.change worker.personalCommunication.mobile.remove	event-notification-worker-personalcommunication-mobile-change.read -http-200-response.json event-notification-worker-personalcommunication-mobile-remove.read -http-200-response.json
Employee's work email address is added or changed. Employee's work email address is deleted.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.email.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.email.remove.read	worker.personalCommunication.mobile.change worker.personalCommunication.mobile.remove	event-notification-worker-personalcommunication-mobile-change.read -http-200-response.json event-notification-worker-personalcommunication-mobile-remove.read -http-200-response.json
Employee's work email address is added or changed. Employee's work email address is deleted.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.email.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.email.remove.read	worker.businessCommunication.email.change worker.businessCommunication.email.remove	event-notification-worker-businesscommunication-email-change.read -http-200-response.json event-notification- worker-businesscommunication.mobile-remove.read-http-200-response
Employee's work telephone number is added or changed. Employee's work telephone number is deleted.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.change.read /hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.landline.remove.read	worker.businessCommunication.landline.change worker.businessCommunication.landline.remove	event-notification-worker-businesscommunication-landline-change.read-http-200-response.json event-notification-worker-businesscommunication-landline-remove.read-http-200-response.json
Employee's work mobile number is added or changed.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.mobile.change.read	worker.businessCommunication.mobile.change	event-notification- worker-businesscommunication.mobile-change.read-http-200-response.json

Employee's work mobile number is deleted.	/hr/workerInformationManagement/workerManagement/communicationManagement/worker.businessCommunication.mobile.remove.read	worker.businessCommunication.mobile.remove	event-notification-worker-businesscommunication.mobile-remove.read-http-200-response.json
Employee's gender recorded in iHCM 2 is changed.	/hr/workerInformationManagement/workerManagement/associateManagement/worker.gender.change.read	worker.gender.change	event-notification-worker-gender-change.read -http-200-response.json
Employee's marital status is changed.	/hr/workerInformationManagement/workerManagement/associateManagement/worker.maritalStatus.change.read	maritalStatus.change	event-notification-worker-maritalstatus-change.read -http-200-response.json
Employee's retirement date is added or changed.	/hr/workerInformationManagement/workerDateManagement/retirementDateManagement/worker.workerRetirementDate.change.read	workerRetirementDate.change	event-notification-worker-retirementdate-change.read -http-200-response.json
Employee's continuous service date is added or changed. An employee's continuous service date may not be the same as their date of joining. For example, if they have joined your organisation when the organisation they worked for was acquired by your organisation.	/hr/workerInformationManagement/workerDateManagement/terminationDateManagement/worker.workerOriginalHireDate.change.read	worker.workerOriginalHireDate.change	event-notification- worker-originalhiredate-change.read -http-200-response.json
• An employee's job details are changed, • A new job is added to an employee's record, • An existing job record is deleted, • An employee's date of join is changed because they have left, and then been rehired.	/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify.read	worker.workAssignment.modify	event-notification-worker-workassignment-modify.read-http-200-response.json
Employee's birth date is changed	/hr/workerInformation Management/ workerManagement/ associate Management/ worker.birthdate.change	worker.birthDate.change	event-notification-worker-birthdate-change.read-http-200-response.json
Employee's Government	**/hr/workerInformation Management/ workerManagement/ associate**	worker.governmentID.change	**event-notification-worker-governmentID -change.read-http-200-**

identifiers / Identity Documents change such as a national identity number or a Social Security Number (SSN). **Note:** worker.identity-document.change is not supported.	Management/ worker.governmentID.change		response.json event-notification-worker-governmentID -remove.read-http-200-response.json

Chapter 7

Use Case: Retrieving Table Code Lists

The Codelist APIs allows your application to retrieve a list of codes from a validation table so it can be used for insert and update operations. These APIs will always return all the records.

Note: Filters are not supported on these APIs.

Name	Note	URI	GitHub Sample Response Payload
Department	Where the level of the Organisation structure = 1	/codelists/hr/v3/worker-management/departments/esi/1	Retrieve-all-organization-unit-http-200-response.json
Job Title	These APIs return the same information in different formats	**/hr/v1/organization-jobs** /codelists/hr/v3/worker-management/job-titles/esi/1	**Retrieve-all-organization-jobs-http-200-response.json** Retrieve-all-organization-jobs-titles-http-200-response.json
Location		/codelists/hr/v3/worker-management/locations/esi/1	Retrieve-all-organization-locations-http-200-response.json
Organisation structure	**Returns information about the organisation structure including names of the units, levels and parents/relationship between units** These APIs return the same information in different formats	**/core/v1/organization-departments** **/codelists/hr/v3/worker-management/business-units/esi/1**	**Retrieve-all-departments-jobs-http-200-response.json** Retrieve-all-organization-level-one-http-200-response.json

Chapter 8

Appendixes

Appendix A: Data Dictionary

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

Workers > associateOID

Canonical Field	Label
/workers/associateOID	

Workers > workerID

Canonical Field	Label
/workers/workerID/idValue	Reference number

Workers > workerDates

Canonical Field	Label
/workers/workerDates/retirementDate	Retirement Date
/workers/workerDates/terminationDate	Date of Leaving
/workers/workerDates/expectedTerminationDate	Date of Leaving
/workers/workerDates/adjustedServiceDate	Continuous Service Date:

Workers > workerStatus

Canonical Field	Label
/workers/workerStatus/statusCode/codeValue	Status

/workers/workerStatus/statusCode/shortName	

Workers > person

Canonical Field	Label
/workers/person/birthDate	Date of Birth
/workers/person/birthPlace/cityName	Place of Birth
/workers/person/birthPlace/countryCode	Country of Birth
/workers/person/deathDate	Date of Death
/workers/person/citizenshipCountryCodes/codeValue	**Nationality.** This field is not applicable to all countries. Please contact ADP for details.
/workers/person/governmentIDs/idValue **/workers/person/governmentIDs/countryCode** **/workers/person/governmentIDs/nameCode/codeValue** **/workers/person/governmentIDs/nameCode/shortName** /workers/person/governmentIDs/expirationDate	**Government issued identity number.** The content of this field varies for each country. For example this may be social security number, driver number, or National Insurance number depending on the employee's location.
/workers/person/identityDocuments/documentID **/workers/person/identityDocuments/countryCode** **/workers/person/identityDocuments/typeCode/codeValue** **/workers/person/identityDocuments/typeCode/shortName** /workers/person/identityDocuments/expirationDate	**Government issued identity number.** The content of this field varies for each country. For example this may be social security number, driver number, or National Insurance number depending on the employee's location.
/workers/person/maritalStatusCode/codeValue	**Marital Status**

/workers/person/maritalStatusCode/shortName	
/workers/person/otherPersonalAddresses/buildingNumber	This field is only applicable to employees located in the Netherlands.
/workers/person/otherPersonalAddresses/lineOne	Address Line 1
/workers/person/otherPersonalAddresses/lineTwo	Address Line 2
/workers/person/otherPersonalAddresses/lineThree	Address Line 3
/workers/person/otherPersonalAddresses/cityName	Town/City
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/codeValue **/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/shortName**	**County** This field is only applicable to employees located in the UK.
/workers/person/otherPersonalAddresses/countryCode	County/Region/Province
/workers/person/otherPersonalAddresses/postalCode	Postal Code/Zip Code
/workers/person/otherPersonalAddresses/streetName	**Avenue, Square, Street etc** This field is only applicable to employees located in Spain.
/workers/person/otherPersonalAddresses/deliveryPoint	Use this as primary communication address
/workers/person/legalAddress/lineOne	Address Line 1
/workers/person/legalAddress/lineTwo	Address Line 2
/workers/person/legalAddress/lineThree	Address Line 3
/workers/person/legalAddress/cityName	Town/City
/workers/person/legalAddress/countrySubdi	**County** This field is only applicable to employees located in the UK.

visionLevel1/codeValue /workers/person/legalAddress/countrySubdivisionLevel1/shortName	
/workers/person/legalAddresses/countryCode	County/Region/Province
/workers/person/legalAddresses/postalCode	Postal Code/Zip Code
/workers/person/ethnicityCode/codeValue /workers/person/ethnicityCode/shortName	This field is only applicable to employees located in the UK.

Workers > person/legalName

Canonical Field	Label
/workers/person/legalName/preferredSalutations/salutationCode/codeValue	Title
/workers/person/legalName/nickName	Known As
/workers/person/legalName/givenName	First Name
/workers/person/legalName/initial	Initial (NL Only)
/workers/person/legalName/middleName	Middle Name
/workers/person/legalName/familyName1	Last Name
/workers/person/legalName/formattedName	Full Name
/workers/person/legalName/familyName2	Maiden Name

Workers > businessCommunication

Canonical Field	Label
/workers/businessCommunication/emails/emailUri	**Work Email**
/workers/businessCommunication/landlines/formattedNumber	**Work Telephone**
/workers/businessCommunication/mobiles/formattedNumber	**Work Mobile Telephone**
/workers/businessCommunication/landlines/extension	Work Extension

Workers > person/communication

Canonical Field	Label
/workers/person/communication/emails/emailUri	**Personal Email**
/workers/person/communication/mobiles/formattedNumber	**Mobile Telephone**
/workers/person/communication/landlines/formattedNumber	**Home Telephone**

Workers > workAssignments

Canonical Field	Label
/workers/workAssignments/primaryIndicator	Primary Job
/workers/workAssignments/hireDate	Date of Join
/workers/workAssignments/workerTypeCo	Permanent/Temporary

de/shortName /workers/workAssignments/workerTypeCode/longName	
/workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue /workers/workAssignments/homeOrganizationalUnits/nameCode/shortName	**Build an array of all the structure items as assigned in Job Details.** **Organisation Structure** **Organisation Level** Organisation Unit
/workers/workAssignments/homeWorkLocation/address/countryCode	Location
/workers/workAssignments/payrollGroupCode	Pay Group Code
/workers/workAssignments/payrollFileNumber	Employee Code
/workers/workAssignments/jobCode/codeValue	Job Title
/workers/workAssignments/jobTitle	Personal Job Title
/workers/workAssignments/fullTimeEquivalenceRatio	FTE
/workers/workAssignments/terminationDate /workers/workAssignments/expectedTerminationDate	Date of Leaving
/workers/workAssignments/assignmentCostCenters/costCenterID	Cost Centre
/workers/workAssignments/assignmentCostCenters/costCenterPercentage	This field is only applicable to employees located in Italy.
/workers/workAssignments/reportsTo/reportsToWorkerName/formattedName **/workers/workAssignments/reportsTo/reportsToWorkerName/givenName** **/workers/workAssignments/reportsTo/reportsToWorkerName/middleName** **/workers/workAssignments/reportsTo/reportsToWorkerName/fa**	**Formatted name of the person the employee reports.**

milyName1 /workers/workAssignments/reportsTo/reportsToWorkerName/familyName2	
/workers/workAssignments/reportsTo/reportsToRelationshipCode/codeValue /workers/workAssignments/reportsTo/reportsToRelationshipCode/shortName	The employee's relationship with the person above. In iHCM this may be 'Reports to' (manager) or supervisor. Approvals for requests such as leave requests are sent to the person recorded as 'Reports to'. The supervisor field is for recording only. An employee may have both a 'Reports to' and a supervisor.
/workers/workAssignments/reportsTo/workerID/idValue	Employee Reference Number
/workers/workAssignments/jobCode/effectiveDate /workers/workAssignments/terminationDate	**Job Start Date** Job End Date
/workers/workAssignments/standardHours/hoursQuantity **/workers/workAssignments/standardHours/unitCode/codeValue** /workers/workAssignments/standardHours/unitCode/shortName	Contracted Hours

Workers > baseRemuneration

Canonical Field	Label
/workers/workAssignments/baseRemuneration/recordingBasisCode/codeValue **/workers/workAssignments/baseRemuneration/recordingBasisCode/shortName**	Describes how the remuneration is recorded e.g. hourly, daily, weekly, Monthly etc.
/workers/workAssignments/baseRemuneration/effectiveDate	Annual Salary Effective Date
/workers/workAssignments/baseRemuneration/hourlyRateAmount/nameCode/codeValue	**Hourly salary amount.** **This field is only applicable to the Netherlands.**

/workers/workAssignments/baseRemuneration/annualRateAmount/amountValue	Annual Salary
/workers/workAssignments/baseRemuneration/annualRateAmount/currencyCode	Salary Currency

Frequently Asked Questions (FAQs)

Question 1: How do I get a list of active employees?
Answer: To get a list of Active employees, use the following filter when completing a worker call:
Example : hr/v2/workers?$filter=workers/workerstatus/statuscode/codevalue eq 'current'

Question 2: How do I get a list of employees who were born after a given date?
Answer: To get a list of all employees who were born after a given date, use the following filter when completing a worker call:
Example : hr/v2/workers?$filter=workers/person/birthdate gt Date'1992-01-05'

Question 3: How I can limit the number of workers returned?
Answer: By default 100 workers are returned (v2/workers). You can limit the number of workers returned by using $top > n, where n is the number of records you want returned.
Example: hr/v2/workers?$skip=0&$top=50

Question 4: If I have more than 100 employees how do I get a list of all employees?
Answer: There is a limit of 100 on the number of workers that are returned. If you specify more than 100 you will get an error.
To get a list of all the workers in your organisation you must make multiple get worker calls:

Fetch 1st set of records (1 to 100)
  hr/v2/workers?$skip=0&$top=100
Fetch 2nd set of records (101 to 200)
  hr/v2/workers?$skip=100&$top=100
Fetch 3rd set of records (201 to 300)
  hr/v2/workers?$skip=200&$top=100
... and so on

Known Issues and Limitations

This section lists all reported and known issues. This is so developers are aware of those issues when using the ADP's APIs. These issues include:

1. Filters are not currently supported on WorkAssignment.
2. Base remuneration currently excludes the Netherlands.

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Standard Code List

iHCM 2 use standard code lists for the following canonical fields:

Table for genderCode

Country	Code	Display Value
Germany	D	Divers
	M	Männlich
	W	Weiblich
	X	Unbestimmt
Spain	Female	Mujer
	Male	Hombre
GB/ROI	Female	Female
	Male	Male
Italy	Female	Femmina
	Male	Male
Netherlands	Female	Vrouw
	Male	Man
	U	Unknown
	X	Niet gespecificeerd

Table for maritalCode

Country	Code	Display Value
Germany	A	Partner aufgehoben
	G	Geschieden
	L	Ledig

	N	Nicht verheiratet
	T	Getrent
	V	Verheiratet
	W	Verwitwet
Spain	D	Divorciado/a
	M	Casado/a
	P	Separado/a
	S	Soltero/a
	W	Viudo/a
GB/ROI	D	Divorced
	M	Married
	P	Separated
	S	Single
	W	Widowed
Italy	7	Tutelato/a
	8	Minore
	9	Stato Libero
	S	Celibe/Nubile
	W	Vedovo/a
	X	Sconosciuto/a
Netherlands	1	Ongehuwd
	2	Gehuwd
	3	Duurzaam gescheiden
	4	Alleenstaand
	5	Weduwe
	6	Weduwnaar
	7	Samenwonend
	8	Geregistreerd partnerschap

Table for title

Country	Code	Display Value
Germany	Miss	Frau
	Mr	Herr
Spain	Dr	Dr.
	Miss	Srta.
	Mr	Sr.
	Mrs	Sra.
GB/ROI	Dr	Dr.
	Miss	Miss.
	Mr	Mr.
	Mrs	Mrs.
	Ms	Ms.
Italy	Dr	Dott.
	Miss	Sig.na
	Mr	Sig.
	Mrs	Sig.ra
Netherlands	Dr	Dr.
	Miss	Mej.
	Mr	Dhr.
	Mrs	Mevr.
	Ms	Mw.