



Guide

Worker Rehire API Guide for ADP Workforce Now

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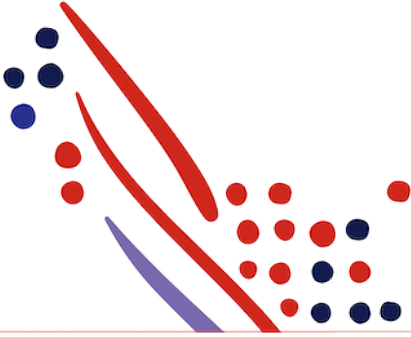


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About this API

Summary

The Worker Rehire API Hires an employee who has **previously worked** for your organization.



Note

Worker Rehire API is now supported for WorkforceNow Next Generation (WorkforceNow cloud).

What's New in this Guide?

This is the initial version of the Worker Rehire API Guide for ADP Workforce Now. In this section, we will announce any new revisions to the Worker Rehire API and this guide.

February 2022

Updated API endpoints and samples to link to API explorer

Supported Product Version and Customer Base

The Worker Rehire API is available for United States (U.S.), Canada and Cross Border ADP Workforce Now clients.

Required Setup Steps

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

Record	ADP Workforce Now
Rehire Reason	Setup > Tools > Validation Tables > Employment Profile > Status > Status Change Reasons

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	Sends new hire details using the New Rehire API.

Chapter 2

Use Case: Rehiring an employee

Use Case Description

This use case rehires an employee in to **ADP Workforce now**

[Workers - Lifecycle Management](#)

Application Scope

The canonical URI corresponding to the Worker rehire 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.rehire`

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 roleCode Value	Is Supported (Y/N)?	Usage
Practitioner	Y	Adds a rehire details of an employee into ADP Workforce Now as a Practitioner.

Request Header Parameters

None, in addition to the ADP standard header parameters.

Sequence of Interactions

1. Your consumer application makes a request to the ADP API endpoint for **`/events/hr/v1/worker.rehire/meta`**.
2. The ADP API endpoint responds to your consumer application with the meta payload, for making the New Rehire feature call.
3. Your consumer application makes a request with the payload to the ADP API endpoint for the **`/events/hr/v1/worker.rehire`** API.

4. The ADP API endpoint responds to the consumer application with the processing result.

Data Dictionary

The Client Practitioner can manage data controls in the ADP Workforce Now user interface (UI) by selecting **Process > HR > Hire/Rehire > GO TO REHIRE** or **People > Employment > Employment Profile > Status**

Schema Location	Field Name in ADP WorkForce Now	Is it Required in the Request Payload (Y/N)?	Notes
/effectiveDateTime	Not Displayed	Y	
/worker/associateOID	Not Displayed	Y	
/worker/workerDates/rehireDate	Rehire Date	Y	
/worker/workerStatus	Not Displayed	Y	
/worker/workerStatus/reasonCode	Not Displayed	Y	
/worker/workerStatus/reasonCode/codeValue	Rehire Reason	Y	
/worker/workAssignment	Not Displayed	Y	
/worker/workAssignment/positionID	Position ID	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
201 Created	Rehire an employee	NA
201 Created	Rehire an employee [where employee has two positions and both are in terminated]	NA
400 Bad Request	Rehire an employee [where employee has two positions in which one position is Terminated]	<pre>"userMessage": { "messageTxt": "The employee cannot be rehired because he or she has an Active or On Leave position." }</pre>
400 Bad Request	Rehire an employee with invalid reason code	<pre>"userMessage": { "messageTxt": "statusReasonCode/codeValue is invalid." }</pre>

400 Bad Request	Rehire an employee with invalid positionID	"userMessage": { "messageTxt": "positionID is invalid." }
400 Bad Request	Rehire an employee with invalid rehireDate	"userMessage": { "messageTxt": "The date must be between 01/01/1900 and 12/31/2199." }
400 Bad Request	Rehire an employee with invalid associateOID	"userMessage": { "messageTxt": "associateOID is invalid." }

Not supported fields through API

Schema Location	Field Name
Process > HIRE > Hire/Rehire	Add notes here (if needed)
Process > HIRE > Hire/Rehire	Drag Files here

Chapter 3

Use Case: Synchronizing Rehire details Using Notifications

Use Case Description

ADP applications trigger notifications when data is updated. Your application could subscribe interested notifications to synchronize up the data. See the [ADP Event APIs and Event Notification Guide](#) for more information about ADP Notifications.

See [All You Need to Know about Processing Notification Messages for ADP Workforce Now](#) for more information about the ADP Workforce Now Notification schema mapping.

Supported Notifications

The following lists all the supported notifications and the canonical IDs to be added to your ADP Marketplace Consumer Application.

[Workers - Lifecycle Management](#)



Note

Event notification is supported when an employee is **re-hired** either through API or ADP Workforce Now UI

Known Issues and Limitations

USxxxxx: Rehire API response fields is different for Canada and cross border client compare to US client and empty values for all fields under workAssignment.

Impacted APIs

Method	URI	roleCode Value
POST	/events/hr/v1/worker.rehire	practitioner

Issue Description

1. Rehire API response for Canada and cross border client is not having below fields compared to US client API response. Refer GitHub sample response under API usage section in Chapter 2.

```
"workAssignment": {  
  "assignmentCostCenters": [],  
  "workerGroups": [],  
  "occupationalClassifications": [],  
  "industryClassifications": [],  
  "positionID": "94N004553",  
  "homeOrganizationalUnits": [],  
  "assignedOrganizationalUnits": [],  
  "assignedWorkLocations": [],  
  "additionalRemunerations": [],  
  "reportsTo": [],  
  "customCountryInputs": [],  
  "links": []  
}
```

2. In the above response all the field values are [] under **workAssignment**.

Suggested Workaround

There is no workaround available.

