Guide

Worker Termination API Guide for ADP Workforce Now

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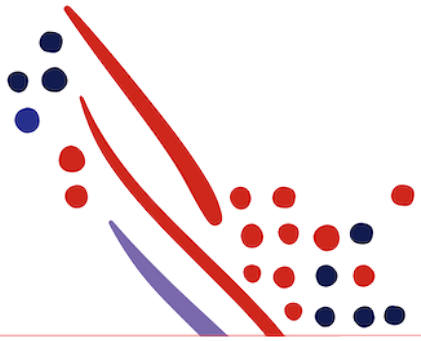

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Chapter 1

About this API

Summary

The Worker Termination Application Programming Interfaces (API's) are used to terminate a worker's work assignment.

The reason for termination, in the following request payload, is configured at the client-level. You can get to it in the ADP Workforce Now user interface (UI) by selecting **SETUP > Tools > Validation Tools > Status > Status Change Reasons > ADD**.

```
assignmentStatus {
"reasonCode": {"codeValue":A
}
}
```

If the termination date is greater than the current date, then the status of the work assignment will be **Terminated**. However, the status of the worker will still be **ACTIVE**. Then, the status of the worker will be changed to **Terminated** when current date equals termination date.

What's New in this Guide?

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

March 2022

This guide has been migrated to API Editor in March 2022.

Process Overview

The following table shows an illustration of how your data connector application would be used by a client.

	Actor	Task Description
1	Client Practitioner	Triggers the API-based data exchange between your application and ADP Workforce Now.
2	Your application	Terminates the work assignment of an employee.
3	Client Practitioner	Verifies the Information in ADP Workforce Now within **Process > HR > Terminate**.

Postman Collection

To access the Postman collection, see Worker Termination API Postman Collection.

Chapter 2

Use Case: Terminating a Worker's Assignment Holding Single or Multiple Positions Using the Position ID

Use Case Description

This use case terminates a worker's assignment.

For more information refer Worker Work Assignment Management.

API Usage

Method	Uniform Resource Identifier (URI)	Description
POST	/events/hr/v1/worker.work-assignment.terminate	Terminate Worker Assignment

Application Scope

The canonical URI corresponding to the Worker Termination 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 URI needs to be added to your application scope to enable this use case for the Worker Termination API:

/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.terminate

Supported Actors

Request Parameter roleCode value:	Usage
Practitioner	• Practitioner can terminate a worker assignment. • System user is considered a practitioner.

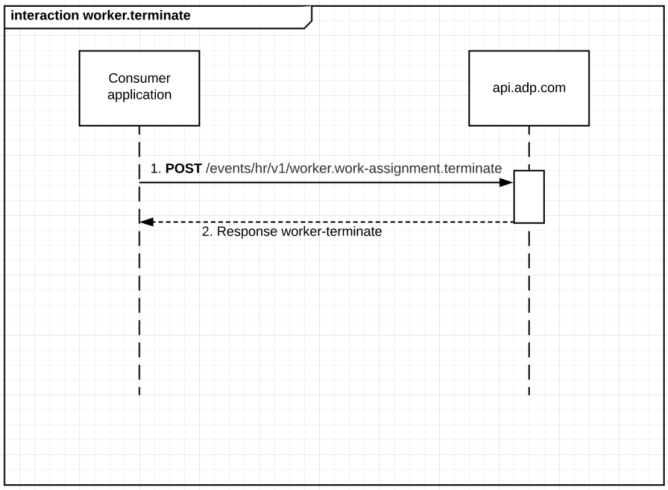
Request Header Parameters

None, in addition to the ADP standard header parameters.

Other Supported Parameters

There are no other supported parameters.

Sequence of Interactions



The following are the steps shown in the previous diagram:

1. Your consumer application makes a request to the ADP API endpoint for the Worker Termination API.
2. The ADP endpoint responds to your consumer application with the processing result.

Data Dictionary

This API exposes values found in the ADP Workforce Now UI by selecting **Process > HR > Terminate**. The schema of the request payload is shown in the following table.

Schema Location	Field Name	Is Required (Y/N)	Note
/events	Not Displayed	Y	
/events/data	Not Displayed	Y	
/events/data/contextExpressionID	Not Displayed	N	
/events/data/eventContext/worker	Not Displayed	Y	
/events/data/eventContext/worker/workAssignment	Not Displayed	Y	
/events/data/eventContext/worker/workAssignment/ itemID	**Position ID**	Y	This is the **Position ID** used to terminate. You can get this value by making an hr v2 workers call for an associate and by searching for the **Position ID**.
/events/data/transform	Not Displayed	N	

/events/data/transform/comment	Not Displayed	N	
/events/data/transform/comment/commentCode	**Comments**	N	
/events/data/transform/comment/commentCode/codeValue	Not Displayed	N	
/events/data/transform/worker	Not Displayed	Y	
/events/data/transform/worker/workAssignment	Not Displayed	Y	
/events/data/transform/worker/workAssignment/terminationDate	**Termination Date**	Y	
/events/data/transform/worker/workAssignment/lastWorkedDate	**Last Day Worked**	N	
/events/data/transform/worker/workAssignment/resignationNoticeDate	Not Displayed	N	
/events/data/transform/worker/workAssignment/terminationNoticeDate	Not Displayed	N	
/events/data/transform/worker/workAssignment/assignmentStatus	Not Displayed	Y	
/events/data/transform/worker/workAssignment/assignmentStatus/reasonCode	Not Displayed	Y	
/events/data/transform/worker/workAssignment/assignmentStatus/reasonCode/codeValue	**Termination Reason**	N	
/events/data/transform/worker/workAssignment/rehireEligibleIndicator	**Eligible for Rehire**	N	
/events/data/transform/worker/workAssignment/severanceEligibleIndicator	**Severance will be paid**	N	

Responses

You may encounter exceptions outside your common success scenarios. You must account for the following exceptions during your initial development.

For more information, see API Common Exceptions and Tips for Handling.

For more information refer Worker Work Assignment Management.

Response Code	Condition
200 Success	A Worker Termination request holding a single position with a valid Position ID.
200 Success	A Worker Termination request holding multiple positions with a valid Position ID.
400 Bad Request	A Worker Termination request that has a Position ID which has already been terminated.
400 Bad Request	A Worker Termination request with an invalid Position ID.
400 Bad Request	A Worker Termination request without a Position ID.
400 Bad Request	A Worker Termination request with an invalid Termination Date in the request.
400 Bad Request	A Worker Termination request that did not pass a Termination Date.
400 Bad Request	A Worker Termination request that includes **withTerminationDateLessThanFirstPositionRecord**.
400 Bad Request	A Worker Termination request that did not pass the **reasonCode** in the request.

Chapter 3

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 a job requisition.

For more information refer Worker Work Assignment Management.

Changes that will Trigger a Notifiction	Application Scope	eventNameCode Value
1. In ADP Workforce Now, navigate to **Process > HR > Terminate**. 2. Select an employee	**/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.terminate.eventNotify.subscribe**	**worker.terminate**

from the list by providing a **Name**, **File Number**, or **Tax ID**. 3. Provide the termination details. 4. Calculate the final payment. 5. Provide indicators for severance and rehire. 6. Terminate the employee with comments.		

Chapter 4

Known Issues and Limitations

US1401382: Meta is not available for Work Assignment Terminate API

Note: The Worker Termination API doesn't support the Meta API that fetches the reason codes for termination.

Impacted APIs

Method	URI	roleCode Value
POST	/events/hr/v1/worker.work-assignment.terminate	Practitioner

Issue Description

Enhancement required to create the Meta API.

Suggested Workaround

In the ADP Workforce Now UI, navigate to **SETUP > Tools > Validation Tools > Status > Status Change Reasons** and get the reason codes for termination.

WFNINFRAST-11584: Fields not supported for Work Assignment Terminate API

Impacted APIs

Method	URI	roleCode Value
POST	/events/hr/v1/worker.work-assignment.terminate	Practitioner

Issue Description

The following table illustrates the fields which are not supported by the Worker Termination API:

Screen	Field Name	Notes
1. In ADP Workforce Now, navigate to **Process→ HR→ Terminate**. 2. Provide **Name**, **File Number**, or **Tax ID**.	Is the termination voluntary or involuntary? **Voluntary**	**Condition:** Select the reason for leaving the company.
	Is the termination voluntary or involuntary? **Involuntary**	
	Severance Amount	**Condition:** Check if Severance will be paid.
	Is this a lump sum? **Yes/ No**	
	Start Date MM/DD/YYYY	**Condition:** Check if Severance will be paid and if lump sum is No.
	End Date MM/DD/YYYY	

Suggested Workaround

There are no workarounds available.

US1359858: Support uploading documentation through the API

Note: The Worker Termination API does not support uploading exit documents.

Impacted APIs

Method	URI	roleCode Value
POST	/events/hr/v1/worker.work-assignment.terminate	Practitioner

Issue Description

An enhancement is required to support the ability to upload documents.

Suggested Workaround

Upload the documents through the ADP Workforce Now UI.

US1401388: Final payment information is not available for response

Note: Information related to final calculations, inclusive of deductions/benefits/Salary, at the time of termination is not available in the response. This information is available while terminating the employee's work assignment in ADP Workforce Now.

Impacted APIs

Method	URI	roleCode Value
POST	/events/hr/v1/worker.work-assignment.terminate	Practitioner

Issue Description

An enhancement is required to support Final Payment Information from the Worker Termination API. The practitioner needs to manually find out the final payment details and add them for processing.

Suggested Workaround

Complete the termination of the work assignment through ADP Workforce Now.

US1401391: Assigning a new manager in the request payload is not supported while terminating a manager

Note: If you are terminating a manager, you cannot assign all or some direct reports to a new manager or divide them between multiple managers.

Impacted APIs

Method	URI	roleCode Value
POST	/events/hr/v1/worker.work-assignment.terminate	Practitioner

Issue Description

An enhancement is required to support the ability to support this feature.

Suggested Workaround

There are no workarounds available.

US1402833: Assigning a new Time & Attendance Supervisor in the request payload is not supported while terminating a Time & Attendance Supervisor

Note: If you are terminating a Time & Attendance supervisor, you cannot assign a new time supervisor to the employees or divide them between multiple time supervisors.

Impacted APIs

Method	URI	roleCode Value

POST	/events/hr/v1/worker.work-assignment.terminate	Practitioner

Issue Description

An enhancement is required to support this feature.

Suggested Workaround

There are no workarounds available.

WFNWATERVI-41254: The worker.work-assignment.terminate API is giving Invalid Position ID for the employee, which is not paid by ADP Workforce Now

Note: If the employee is not entered in ADP Workforce Now, the work assignment API is not able to terminate the employee and return an **Invalid Position ID**.

Impacted APIs

Method	URI	roleCode Value
POST	/events/hr/v1/worker.work-assignment.terminate	Practitioner

Issue Description

An enhancement is required to support this feature.

Suggested Workaround

There are no workarounds available.

Chapter 5

Appendix

The following are the steps to Create a Termination Template within ADP Work Force Now:

1. Go to **Setup > Template Management > Status Changes**.
2. Next to any existing Termination template, select the check box and click **Copy**.
3. Next to **Name of New Template** enter Termination Work Assignment. Then, click **Yes**.
4. To activate the Termination Work Assignment template, click **Yes**. Then, click **Termination Work Assignment**.
5. Click **Assign Users**. Then, do the following:
    - Make sure **Profile for system users established by Marketplace Data Connector applications** is checked.
    - To confirm the user for your data connector is assigned, click **View Users in Selected Profile**.
6. Click **Confirm Selections**. Then, click **Done**.

The Worker Termination API does not depend on the termination templates being set up in the system, as you cannot specify a template in the payload.