

# Oracle Fusion Cloud Human Resources

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**What are the requirements for ADP  
Workforce Now integration?**

**FA Latest**



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# 1 Requirements for ADP Workforce Now integration

## Change Effective On (CEO)

ADP considers the **Change Effective On** date as a key field, that must be extracted from the HR system and included in all records.

The change effective on date refers to the transaction's effective date. For example, when a new employee joins the company, their start date serves as the change effective date.

For example, for the transactions listed below for employee David, the CEO will be the event's effective date.

### CEO

Date Effective Transactions for employee David	Change Effective On (CEO)
David is a new hire	Hire Date
David receives a rate increase	Rate Effective Date
David starts leave	Leave Start Date
David returns from leave	Leave Return Date
David is terminated	Termination Date
Assignment	Assignment Start Date
Payments	Payments Start Date
Elements	Elements Start Date

Apart from the specified events mentioned above, the Change Effective Date will be determined based on the Process End Date or Effective End Date, which is passed through the flows parameter section.

## Paid and Nonpaid Employee

The application extracts both paid and nonpaid employee categories in the same file. However, the required attributes have certain limitations.

This table describes these employee categories

Employee Category	Description
Paid Employee	Configured with payroll relationship and element mapping. The extraction passes the element entry values and payment details. Such details are used in third-party payroll system for processing and making payment.
Nonpaid Employee	The cloud HR application maintains nonpaid employees by assigning them to a payroll relationship. However, the application doesn't maintain the Compensation, Statutory, and Bank related details.

## File ID

Each employee has a unique File ID for their employment record. The application stores this information in the Assignment Number field too.

You can store the File ID into the person number. In this scenario, the application automatically generates the Assignment Number and also restricts the field as non-editable. Use the File ID to derive the position ID.

### Scenario 1

If you enter File ID in the Person Number field, the application automatically adds Employee Type with Person Number and generates the Assignment Number.

### Scenario 2

When you enter File ID in the Assignment Number field, don't begin the entry with alphabets. The application supports multiple assignments

### Scenario 3

This integration enables the capture of the File ID in the third-party identifier and populates it without disrupting the existing configuration. You don't need to perform additional steps to do so.

- Note:** When migrating the File ID into Third-party identifier, you **MUST** ensure that the terminated employee's File ID is also populated. (Scenario 3 will get the preference over others)

**Note:** If you enter the File ID in all three fields as mentioned above, the **Third-party identifier** is given the highest preference.



### File ID Captured in Third-party Identifier UI

1. Navigate to **Person Identifiers for External Applications** from the **Employment** work area.
2. Select **Third-party Payroll additional** from identifier type LOV. This option is designed for WFN customers to maintain an employee's corresponding File ID.
3. Select the effective start date, as **From Date** is required.
4. Click Submit.

## Position ID

The Position ID is a unique 9 character attribute. The combination of Company Code and File ID derives the Position ID.

**Note:** The Position ID is derived from File ID.

You can identify the File ID in three ways

- Assignment Number as File ID: If Assignment Number doesn't start with alphabets, consider the File ID from the Assignment Number field
- Person Number as File ID: If the Assignment Number field start with letters, consider the Person Number as File ID.
- Third-Party Identifier as File ID: If the identifier type is **Third-Party Payroll Id** consider the Identifier as File ID and pick up the active record always.

The first 3 positions is Company Code and the next 6 positions is File ID.

- Position 1 to 3 => Company Code (Say 'T24')
- Position 4 to 9 => File ID (say 786, if the file ID is less than 6 digit, then pad with leading zeros)
- Position 10 => 'N' if the assignment status is Active- no payroll else blank.

The derived Position ID is T24000786N.

The application derives the Position ID from the Company Code, Assignment Number, and Assignment Status during extraction. If Assignment Status = Active-No Payroll, the application doesn't either display or store the Position ID.

