

## Header Data

|                  |                                   |
|------------------|-----------------------------------|
| Released On      | 23.12.2015 20:58:08               |
| Release Status   | Released for Customer             |
| Component        | XX-CSC-ES-PY Payroll              |
| Other Components | PA-PA-ES Spain<br>PY-ES Spain     |
| Priority         | Recommendations / Additional Info |
| Category         | Announcement of Legal Change      |

## Symptom

This SAP Note contains information about the changes that have to be performed in **FDI** (Orden ESS/1187/2015, de 15 de junio, (BOE 20/06/2015)) and **CRA** as explained in **RED 9/2015** bulletin.

For more information, see also <http://www.seg-social.es/prdi00/groups/public/documents/binario/209440.pdf>. *The website accessible through this hyperlink is an external website which is not part of SAP's offering. By clicking the hyperlink YOU AGREE that unless expressly stated otherwise in your agreements with SAP: (i) the content of the linked to website and any further external website is not content provided by or on behalf of SAP, nor is it otherwise under SAP's control; (ii) the fact that SAP provides links to external websites does not imply that SAP agrees or disagrees with the contents and information provided on such websites; (III) SAP DOES NOT GIVE ANY REPRESENTATION REGARDING THE QUALITY, SAFETY, SUITABILITY, ACCURACY OR RELIABILITY OF ANY EXTERNAL WEBSITE OR ANY OF INFORMATION, CONTENT AND MATERIALS PROVIDED THEREON; (IV) YOU VISIT THOSE EXTERNAL WEBSITES ENTIRELY AT YOUR OWN RISK SAP SHALL NOT BE DIRECTLY OR INDIRECTLY RESPONSIBLE OR LIABLE FOR ANY DAMAGE OR LOSS CAUSED OR ALLEGED TO BE CAUSED BY OR IN CONNECTION WITH YOUR USE OF OR RELIANCE ON ANY CONTENT, GOODS OR SERVICES AVAILABLE ON OR THROUGH ANY SUCH LINKED WEBSITE.*

Important SAP Notes related to this legal change will be listed in the Related Notes section.

This information is based on legislation and regulations which could be subject to change at any time by the respective authorities and are therefore not binding. The SAP Note will be updated if necessary.

## Other Terms

FDI, maternity, paternity, CRA, Conceptos retributivos abonados, payment wages, etc

## Reason and Prerequisites

Legal change published by Spanish Social Security (TGSS)

## Solution

FDI has new fields and segments to be reported as sickness forms given by doctors include more information. Social Insurance has included the way to report maternity and paternity processes using FDI report.

CRA has changed some containers and we have to update the info to be reported and included in them.

The planned delivery dates can only be met if the legislative procedure, including the rules and regulations, is completed or updated in time.

### Delivery:

This legal change will be available on SAP Note and Support Package. The following SAP Notes will be released:

1. SAP Note 2260279 (CRA: Changes of Boletín RED 09/2015) is released with corrections to CRA report.
2. SAP Notes with corrections to FDI report. Planned delivery date for week 09 of 2016.

The planned delivery dates can only be met if the legislative procedure, including the rules and regulations, is completed or updated in time.

The legal change is planned to be delivered with the following HR Support Package SP:

1) *Solution for CRA (SAP Note 2260279):*

### HR Support Package(SP):

- EnhP 6.08: HR SP 24 planned availability CW 03 of 2016
- EnhP 6.04: HR SP 96 planned availability CW 03 of 2016
- Release 6.00: HR SP D0 planned availability CW 03 of 2016

**CLC packages:**

- EnhP 6.08: CLC 25 for SAP\_HRCES 6.08 planned availability CW 06 of 2016
- EnhP 6.04: CLC 97 for SAP\_HRCES 6.04 planned availability CW 06 of 2016
- Release 6.00: CLC D1 for SAP\_HRCES 6.00 planned availability CW 06 of 2016

**2) Solution for FDI:****HR Support Package(SP):**

- EnhP 6.08: HR SP 27 planned availability CW 15 of 2016
- EnhP 6.04: HR SP 99 planned availability CW 15 of 2016
- Release 6.00: HR SP D3 planned availability CW 15 of 2016

For information about the HRSP delivery schedule, see the SAP Service Marketplace at <http://service.sap.com/hrsp>.

If you foresee that this may cause problems, contact your consultant in a timely manner to resolve any issues.

Also note that starting with Release 6.00, certain stack levels are required in order to import HR SPs. For more information, refer to the following SAP Note 920016 (Release 6.00).

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**Other Attributes**

Planned delivery date for Legal Change 29.02.2016

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**Validity**

| Software Component | From Rel. | To Rel. | And Subsequent           |
|--------------------|-----------|---------|--------------------------|
| SAP_HRCES          | 600       | 600     | <input type="checkbox"/> |
|                    | 604       | 604     | <input type="checkbox"/> |
|                    | 608       | 608     | <input type="checkbox"/> |

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**References****This document refers to:****SAP Notes**

2260279 [CRA: Changes of Boletín RED 09/2015](#)

**This document is referenced by:****SAP Notes (1)**

2260279 [CRA: Changes of Boletín RED 09/2015](#)