

Header Data

Released On	21.12.2015 03:04:28
Release Status	Released for Customer
Component	XX-CSC-ES-PY Payroll
Other Components	PA-PA-ES Spain 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. One SAP Note with corrections to CRA report. Planned delivery date for end of week 02 of 2016.
2. One SAP Note 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:*

HR Support Package(SP):

- EnhP 6.08: HR SP 25 planned availability CW 06 of 2016
- EnhP 6.04: HR SP 97 planned availability CW 06 of 2016
- Release 6.00: HR SP D1 planned availability CW 06 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

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"/>