

Header Data

Released On	27.01.2016 14:14:22
Release Status	Released for Customer
Component	PY-ES Spain
Other Components	PA-PA-ES Spain XX-CSC-ES-PY Payroll
Priority	Correction with medium priority
Category	Correction of legal function

Symptom

You are running the **Cálculo de nómina española** (RPCALCE0) report for a part-time employee that has an absence beginning on a date before the start of validity of the RDL 708/2015. The **daily regulatory base** (BRD) amount for months after the start of validity of the RDL 708/2015 is incorrectly calculated.

The RDL 708/2015 as published in the Boletín RED 07/2015:

Se procede a homogeneizar la base de cotización aplicable durante las situaciones de Incapacidad Temporal, maternidad, paternidad, riesgo durante el embarazo y riesgo durante la lactancia natural en los supuestos de contratación a tiempo parcial con la base reguladora de las prestaciones correspondientes a estas situaciones, facilitando la determinación de estas bases.

Other Terms

&CALC - PC00_M04_CALC (for more information, see SAP Note 1071282)
Base reguladora diaria; Empleado tiempo parcial;

Reason and Prerequisites

You have applied SAP Note 2142130.
You have applied SAP Note 2167486.
You have applied SAP Note 2189284.
You have applied SAP Note 2212768.
You have applied SAP Note 2225050.

Before the RDL 708/2015, the BRD amount for contributions and benefits were calculated differently:

BRD amount (contrib. bases) = Sum contrib. bases amount 3 months before absence part-time / Sum contribution days 3 months before absence part-time

BRD amount (benefits) = Sum contrib. bases amount 3 months before absence part-time / Sum natural days 3 months before absence part-time

After the start of validity of the RDL 708/2015, the criteria for BRD amount calculation for contributions and benefits must be unified as the following:

BRD amount (contrib. bases and benefits) = Sum contrib. bases amount 3 months before absence part-time / Sum natural days 3 months before absence part-time

EXAMPLE

A part-time employee has the following payroll results:

	CONTRIB. BASES	CONTRIB. DAYS	NATURAL DAYS
JUNE	2.500,00 EUR	30	30
JULY	2.350,00 EUR	30	31
AUGUST	2.350,00 EUR	30	31
TOTAL	7.200,00 EUR	90	92

This employee has an absence on September 2015.

The BRD amount calculation **before** the activation of this SAP Note is done as follows:

BRD amount (contrib. bases) = 7.200,00 / 90 = 80,00 EUR
BRD amount (benefits) = 7.200,00 / 92 = 78,26 EUR

The BRD amount calculation **after** the activation of this SAP Note is done as follows:

BRD amount (contrib. bases) = 7.200,00 / 92 = 78,26 EUR
BRD amount (benefits) = 7.200,00 / 92 = 78,26 EUR

The following Support Package level is the minimum prerequisite:

Release	Support Package
6.08	HR SP 04
6.04	HR SP 76
6.00	HR SP B0

(For more information, click on "R/3 HR Support Package Schedule" in www.service.sap.com/ocs-schedules.)

Solution

After the implementation of this SAP Note, the system will check for the application date of this SAP Note (according to V_T5F99VD) in order to define if it should use the criteria of the RDL 708/2015.

IMPORTANT: The HR administrator should define the best date to activate this solution. The RDL 708/2015 is valid from August 2015. Keep in mind that depending on the date the HR administrator defines, payroll retrocalculation differences may occur. This is done by creating/editing the following entry in V_T5F99VD:

Group (Grupo): NOTE
Correction Number (Nº Corrección): 02266922
Application date (Fecha de aplicación): <user defined date>

VERSIONING
2 Released

As a general rule, SAP recommends that you install a solution by applying a Support Package. However, if you need to install the solution earlier, proceed as follows:

- 1. Use Note Assistant (SNOTE) to implement the correction instructions.

You can find more information about the Note Assistant in SAP Service Marketplace, under service.sap.com/note-assistant.

To avoid problems with retroactivity the changes were sheltered with the protect correction 'NOTE' '02266922' on table T5F99VD. For further information see note 515323.

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"/>

Correction Instructions

Correction Instructions			
Software Component	Valid from	Valid to	Number
SAP_HRCES	600	600	1979829
SAP_HRCES	604	604	1979758
SAP_HRCES	608	608	1970369

Causes - Side Effects

Notes / Patches corrected with this note					
Note Reason	From Version	To Version	Note Solution	Version	Support Package
2142130	0	0	2266922	1	
2167486	0	0	2266922	1	
2189284	0	0	2266922	1	
2212768	0	0	2266922	1	
2225050	0	0	2266922	1	

The following SAP Notes correct this Note / Patch					
Note Reason	From Version	To Version	Note Solution	Version	Support Package
The table does not contain any entries					

Support Packages & Patches

Support Packages		
Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600D2INSAPHRCES
	604	SAPK-60498INSAPHRCES
	608	SAPK-60826INSAPHRCES

References

This document refers to:

- SAP Notes (unidirectional)
- 1071282 [CONSULT: List of tags for Spain notes.](#)
 - 167718 [CONSULT.: HRMS España - Novedades](#)