



## Header Data

Released On	05.02.2016 21:10:17
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	Legal change

## Symptom

This SAP Note provides you with the relevant changes in the layout of contracts, which are created in the **Impresion** tab of **Elementos Contrato** (0016) infotype, to address to **Real Decreto-ley 2/2015 23 de octubre (BOE 24 de octubre)** regarding to the **Estatuto de los Trabajadores**.

The following contracts will be updated by applying this SAP Note:

- **Indefinido** (HR\_ES\_COINEM\_PE\_UND)
- **Temporal** (HR\_ES\_COINEM\_PE\_TMP)
- **Formación** (HR\_ES\_COINEM\_PE\_TRA)
- **Prácticas** (HR\_ES\_COINEM\_PE\_PRA)

## Other Terms

&INEMCP (further information see note 1071282)

Contract Printing; Contratos de Trabajo; Permanent Contract; Contrato Indefinido; PE-UND; PE\_UND; PEUND; HR\_ES\_COINEM\_PE\_UND; Contrato Temporal; PE-TMP; PE\_TMP; PETMP; HR\_ES\_COINEM\_PE\_TMP; Contrato Formación; PE-TRA; PE\_TRA; PETRA; HR\_ES\_COINEM\_PE\_TRA; Contrato Prácticas; PE-PRA; PE\_PRA; PEPRA; HR\_ES\_COINEM\_PE\_PRA;

## Reason and Prerequisites

You have to apply the following SAP Note as prerequisite:

**2274733** - INEMCP: UDO Report for note 2274466

The following Support Package level is the minimum prerequisite:

Release	Support Package
6.08	HR SP 05
6.04	HR SP 77
6.00	HR SP B1

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

## Solution

The layout of **Indefinido**, **Temporal**, **Formación** and **Prácticas** contracts has been updated in accordance with the legal specifications provided by SEPE. The contract layout released in this note is referenced to the official templates provided by SEPE that were attached in this note.

VERSIONING	
1	Released

As 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. Apply the manual pre-implementation steps.
2. Use Note Assistant (SNOTE) to implement the correction instructions.

List of new/changed objects (manual activities related):

LIMU TABD HRPAGES\_S\_CP\_UNDEFINED  
LIMU TABD HRPAGES\_S\_CP\_PRACTICE  
LIMU TABD HRPAGES\_S\_CP\_TRAINING

LIMU TABD HRPAGES\_S\_CP\_TEMPORARY  
R3TR SFPF HR\_ES\_COINEM\_PE\_UND\_2016  
R3TR SFPF HR\_ES\_COINEM\_PE\_TRA\_2016  
R3TR SFPF HR\_ES\_COINEM\_PE\_TMP\_2016  
R3TR SFPF HR\_ES\_COINEM\_PE\_PRA\_2016  
R3TR SFPI HR\_ES\_COINEM\_PE\_UND  
R3TR SFPI HR\_ES\_COINEM\_PE\_TRA  
R3TR SFPI HR\_ES\_COINEM\_PE\_TMP  
R3TR SFPI HR\_ES\_COINEM\_PE\_PRA  
R3TR VDAT V\_T799BCFT  
R3TR VDAT V\_T799BSFT

You can find more information about the Note Assistant in SAP Service Marketplace, under [service.sap.com/note-assistant](https://service.sap.com/note-assistant).

Manual Pre-Implement.		
VALID FOR		
Software Component	SAP_HRCES	
Release 600	SAPK-600B1INSAPHRCES - SAPK-600D1INSAPHRCES	
Release 604	SAPK-60477INSAPHRCES - SAPK-60497INSAPHRCES	
Release 608	SAPK-60805INSAPHRCES - SAPK-60825INSAPHRCES	

Follow the pre-implementation steps from attached document "Manual\_implem\_note\_22674466.pdf".

### 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	<a href="#">1988404</a>
SAP_HRCES	604	604	<a href="#">1988403</a>
SAP_HRCES	608	608	<a href="#">1988399</a>

### Support Packages & Patches

Support Packages		
Software Component	Release	Support Package
SAP_HRCES	600	<a href="#">SAPK-600D2INSAPHRCES</a>
	604	<a href="#">SAPK-60498INSAPHRCES</a>
	608	<a href="#">SAPK-60826INSAPHRCES</a>

### References

This document refers to:

SAP Notes  
2274733 [INEMCP: UDO Report for note 2274466](#)

This document is referenced by:

SAP Notes (1)  
2274733 [INEMCP: UDO Report for note 2274466](#)

### Attachments

File Name	File Size (KB)	Mime Type
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<a href="#">HR_ES_COINEM_PE_TMP_604.zip</a>	1151	application/x-zip-compressed
<a href="#">HR_ES_COINEM_PE_TMP_600.zip</a>	1151	application/x-zip-compressed
<a href="#">Manual_implem_note_2274466.pdf</a>	329	application/pdf
<a href="#">HR_ES_COINEM_PE_UND_600.zip</a>	1152	application/x-zip-compressed
<a href="#">Practicas2016.pdf</a>	863	application/pdf
<a href="#">HR_ES_COINEM_PE_TRA_600.zip</a>	706	application/x-zip-compressed
<a href="#">HR_ES_COINEM_PE_TMP_608.zip</a>	1151	application/x-zip-compressed
<a href="#">HR_ES_COINEM_PE_PRA_604.zip</a>	552	application/x-zip-compressed
<a href="#">Indefinido2016.pdf</a>	1824	application/pdf
<a href="#">HR_ES_COINEM_PE_TRA_608.zip</a>	707	application/x-zip-compressed
<a href="#">HR_ES_COINEM_PE_UND_604.zip</a>	1152	application/x-zip-compressed
<a href="#">HR_ES_COINEM_PE_TRA_604.zip</a>	706	application/x-zip-compressed
<a href="#">Temporal2016.pdf</a>	1940	application/pdf
<a href="#">HR_ES_COINEM_PE_PRA_608.zip</a>	552	application/x-zip-compressed
<a href="#">Formacion2016.pdf</a>	1055	application/pdf
<a href="#">HR_ES_COINEM_PE_PRA_600.zip</a>	552	application/x-zip-compressed
<a href="#">V_T799BCFT.htm</a>	37	text/html
<a href="#">HR_ES_COINEM_PE_UND_608.zip</a>	1152	application/x-zip-compressed
<a href="#">V_T799BSFT.htm</a>	33	text/html