

## Header Data

|                  |                                   |
|------------------|-----------------------------------|
| Released On      | 22.01.2016 20:37:58               |
| 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 legal change in **employee taxes for 2016** due to "*Real Decreto-ley 9/2015, de 10 de julio, de medidas urgentes para reducir la carga tributaria soportada por los contribuyentes del Impuesto sobre la Renta de las Personas Físicas y otras medidas de carácter económico, (B.O.E de 11 de julio)*".

Another change has been published by BON (Boletín Oficial de Navarra), LEY FORAL 23/2015, DE 28 DE DICIEMBRE, DE MODIFICACIÓN DE DIVERSOS IMPUESTOS Y OTRAS MEDIDAS TRIBUTARIAS. Table for IRPF 2016 has been updated with new values.

For more information, see also <http://www.agenciatributaria.es/AEAT.internet/Retenciones.shtml> and <http://www.lexnavarra.navarra.es/detalle.asp?r=36950>. 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

IRPF 2016, TAXES, EMPLOYEE TAX, TAX INDICATOR, ESTATAL, NAVARRA

## Reason and Prerequisites

Legal change published by Tax Agency and Navarra Foral Government

## Solution

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

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

1. SAP Note **2261338** has been released with **IRPF algorithm 2016 changes** and customizing entries of 2016 for **Ceuta (51), Melilla (52), and Other provinces (99)** regions.
2. SAP Note **2263140** has been released with updates for **Navarra (31)** region.
3. SAP Note **2263154** has been released with updates for **Generación Masiva de datos de IRPF** (RPCIR1E0) and **Evaluación de ficheros del programa de AEAT** (RPUIR1E0) programs.
4. SAP Note will be released with changes on **HR Renewal screen for Infotype 0062 (for releases EnhP 607 or higher only)**. The planning delivery date is February 29, 2016.

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

**Delivery 1** (main solution - SAP Note 2261338) and **2** (Navarra - SAP Note 2263140):

### 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

#### **Delivery 3** (SAP Note 2263154) :

##### **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

##### **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

#### **Delivery 4** (HR Renewal 0062 screen):

##### **EA-HR Support Package(SP):**

- EA-HR 608: EA-HR SP 27 planned availability CW 15 of 2016
- EA-HR EnhP 607: EA-HR SP 50 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 15.01.2016

## **Validity**

| Software Component | From Rel. | To Rel. | And Subsequent           |
|--------------------|-----------|---------|--------------------------|
| EA-HRCES           | 607       | 607     | <input type="checkbox"/> |
|                    | 608       | 608     | <input type="checkbox"/> |
| SAP_HRCES          | 600       | 600     | <input type="checkbox"/> |
|                    | 604       | 604     | <input type="checkbox"/> |
|                    | 608       | 608     | <input type="checkbox"/> |

## **References**

### **This document refers to:**

#### **SAP Notes**

- 2263154 [IRPF 2016: Massive XML interface for 2016](#)
- 2263140 [IRPF 2016: Tax percentages for Navarra](#)
- 2261619 [IRPF 2016: UDO report for SAP Note 2261338](#)
- 2261338 [IRPF 2016: Legal Changes - Algorithm and Tax updates](#)

### **This document is referenced by:**

#### **SAP Notes (3)**

- 2263140 [IRPF 2016: Tax percentages for Navarra](#)
- 2263154 [IRPF 2016: Massive XML interface for 2016](#)
- 2261338 [IRPF 2016: Legal Changes - Algorithm and Tax updates](#)

