

## Header Data

Released On	09.03.2016 19:40:02
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

When a monthly employee has an absence in the same month in which a new relationship with the Social Insurance starts (e.g., hiring event, contract change, part-time coefficient change), the daily regulatory base (BRD) calculated by the **Cálculo de nómina española** (RPCALCE0) might be higher than the expected. This issue only occurs in months with 31 days.

## Other Terms

&BRD; &CALC (for more information, see SAP Note 1071282)

PC00\_M04\_CALC

Base Reguladora Diaria; Base Reguladora en Mes de Alta

## Reason and Prerequisites

You have applied SAP Note 1728767.

In the scenario described above, the RPCALCE0 report proceeds the calculation of the **base reguladora en mes de alta** (daily regulatory base in hiring month) as described in SAP Note 86102. The report simulates the calculation of the employee's contribution base as if they had no absences in the period. Then, it discounts the unpaid days (e.g., strike, unpaid absence) and divides the amount by the number of contribution days.

However, the correction introduced by SAP Note 1728767 caused a side-effect for monthly employees in months with 31 days. In order to discount the unpaid days, the report executes the following calculation:

$$(\text{Discounted simulation base}) = (\text{Entire simulation base}) \times (\text{Number of days of /34A}) / (\text{Number of days of /3CA})$$

The number of days of the **Prorrata en mes de alta** (/34A) wage type represents the number of payment days of the employee in the period, and the number of days of the **Días mes Seg.Social** (/3CA) wage type, the contribution days. In months with 31 days, the number of days of the /34A wage type might be higher than the /3CA (e.g., /34A is set to 31 and /3CA to 30), which takes to an incorrect increase of the simulated base and the BRD.

The following Support Package level is the minimum prerequisite:

Release	Support Package
6.08	HR SP 06
6.04	HR SP 78
6.00	HR SP B2

(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

Corrections to source code of the **Cálculo de bases y prestaciones para IT** (EBPI0) payroll function have been provided to solve this issue. The routine limits the number of payment days to the number of contribution days.

OBSERVATION: As described in SAP Note 143136, when the employee starts a new relationship with the Social Insurance, a new action must be maintained in the **Medidas** (0000) infotype. The elected action and reason must have the **Barrera de nómina** (BARNOM) field checked in the **Adaptar medidas y motivos para la Seguridad Social** (V\_T5E30) view in order to allow the EBPI0 payroll function to identify this situation and proceed the calculation of the BRD in hiring month.

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](https://service.sap.com/note-assistant).

To avoid problems with retroactivity the changes were sheltered with the protect correction 'NOTE' '02265230' 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	<a href="#">9289</a>
SAP_HRCES	604	604	<a href="#">9288</a>
SAP_HRCES	608	608	<a href="#">1967198</a>

## Causes - Side Effects

Notes / Patches corrected with this note					
Note Reason	From Version	To Version	Note Solution	Version	Support Package
<a href="#">1728767</a>	0	0	<a href="#">2265230</a>	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	<a href="#">SAPK-600D3INSAPHRCES</a>
	604	<a href="#">SAPK-60499INSAPHRCES</a>
	608	<a href="#">SAPK-60827INSAPHRCES</a>

## References

### This document refers to:

- SAP Notes (unidirectional)
- 1071282 [CONSULT: List of tags for Spain notes.](#)
  - 167718 [CONSULT.: HRMS España - Novedades](#)
  - 143136 [CONSULT.: Nueva relación con Seguridad Social](#)
  - 86102 [CONSULT.: 'Base reguladora' in hiring period](#)