

Header Data

Released On	07.03.2016 21:44:40
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 with maternity absence. The **base reguladora diaria** (BRD) amount calculated for the maternity period only takes into account the months when the employee does not have journey reduction (0 < HOCON < 100; DICON <> 0). This is incorrect.

The BRD amount for maternity must use the previous 12 months before the maternity, despite the journey reduction.

Other Terms

&CALC - PC00_M04_CALC (for more information, see SAP Note 1071282)
Maternidad; Tiempo completo; Tiempo parcial;

Reason and Prerequisites

The RPCALCE0 report does not take into account the months that the employee does not have journey reduction.

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.)

Solution

Now the RPCALCE0 report uses all payroll results when calculating the BRD amount for maternity absence.

Additionally, in order to unify the maternity absence benefits and contribution, you must delimit and change the value for the **Períodos BR cotiz. matern.TP** (SBRMA) constant to 12 in the **Constantes de nómina** (V_T511K) view. SAP recommends you to use the date of the next payroll execution to avoid retrocalculation differences.

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' '02287651' on table T5F99VD. For further information see note 515323.

Validity

Software Component	From Rel.	To Rel.	And Subsequent
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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	7072
SAP_HRCES	604	604	7050
SAP_HRCES	608	608	3184

Support Packages & Patches

Support Packages		
Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600D3INSAPHRCES
	604	SAPK-60499INSAPHRCES
	608	SAPK-60827INSAPHRCES

References

This document refers to:

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