

2320760 - SLD: Corrections in hours distribution for partial-time employees

Version	6	Type	SAP Note
Language	Inglés	Master Language	Inglés
Priority	Correction with medium priority	Category	Correction of legal function
Release Status	Released for Customer	Released On	07.07.2016
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2320760>

Symptom

You are running SLD: fichero de bases (RPC_PAYES_CRETA_BASES) report for a partial-time employee with an absence. The hours are incorrectly distributed in the contribution intervals related to the worked period. This may cause the file to be reject by Spanish Social Insurance with errors in the calculated basis of contribution intervals.

Other Terms

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

PC00_M04_CRETA_BASES; Absentismo; Partición de tramos; Horas; Distribución de horas; Horas trabajadas; Bases; Base inferior al mínimo; Base superior al máximo;

Reason and Prerequisites

This issue is a side-effect from SAP Note 2256718.

When calculating the hours amount to be distributed in the worked intervals, the RPC_PAYES_CRETA_BASES report was taking the effectivelly worked days (according to employee work schedule). Additionally, the report was not discounting the strike hours from the total amount of hours to be distributed.

Example of old behavior:

1. Employee with an absence in April:

Work schedule:

Day	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Hours worked	-	4h	4h	4h	4h	4h	-	-	4h	4h	4h	4h	4h	-	-	4h	4h	4h	4h	4h	-	-	4h	4h	4h	4h	4h

Generated intervals:

Period start	Period end	Situation
01.04.2016	13.04.2016	Worked

14.04.2016	30.04.2016	Absence
------------	------------	---------

Total days = 21

Worked days (from work schedule) = 10 days

Absence days (from work schedule) = 11 days

Total hours = Horas trabajadas(/3CS) wage type = 84,00

Absence hours = 11 days (from work schedule) * 4 hours = 44,00 hours

Worked hours = 84 - 44 = 40,00 hours

1. Employee with 29 days of absence in April:

Work schedule:

Day	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Hours worked	-	1h	1h	1h	1h	1h	-	-	1h	1h	1h	1h	1h	-	-	1h	1h	1h	1h	1h	-	-	1h	1h	1h	1h	1h

Generated intervals:

Period start	Period end	Situation
01.04.2016	01.04.2016	Worked
02.04.2016	30.04.2016	Absence

Total days = 21

Worked days (from work schedule) = 0 days

Absence days (from work schedule) = 21 days

Total hours = Horas trabajadas(/3CS) wage type = 21,00

Absence hours = 21 days (from work schedule) * 1 hour = 21,00 hours

Worked hours = 21 - 21 = 0,00 hours

On this example the Horas(H) concept is not created in the worked contribution interval (from 01.04 to 01.04).

The following Support Package level is the minimum prerequisite:

Release	Support Package
6.08	HR SP 11
6.04	HR SP 83
6.00	HR SP B7

(For more information, click on "HR Support Packages Schedule" in support.sap.com/maintenance-schedule)

Solution

Corrections to source code of Implementación de la clase local para datos de nómina (RPCPAYES_CRETA_PAYDATA_CIMP) class have been provided to solve this issue.

Now, the report will calculate the hours of each interval by distributing the total hours according to the natural days of each interval.

Additionally, the report will always report at least one hour on worked contribution intervals (see example 2).

Examples of new behavior:

1. Same employee, with an absence in April:

Work schedule:

Day	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Hours worked	-	4h	4h	4h	4h	4h	-	-	4h	4h	4h	4h	4h	-	-	4h	4h	4h	4h	4h	-	-	4h	4h	4h	4h	4h

Generated intervals:

Period start	Period end	Situation
01.04.2016	13.04.2016	Worked
14.04.2016	30.04.2016	Absence

The hours will be calculated by the natural days of each interval (taking also non-worked days).

Total days = 30

Worked days (days in the interval) = $13 - 1 + 1 = 13$

Absence days (days in the interval) = $30 - 14 + 1 = 17$

Total hours = Horas trabajadas(/3CS) wage type = 84,00

Absence hours = $84 \text{ hours} / 30 \text{ days} * 17 \text{ days} = 47,60 = \underline{48,00 \text{ hours}}$

Worked hours = $84 - 48 = \underline{36,00 \text{ hours}}$

1. Same employee, with 29 days of absence in April:

Work schedule:

Day	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Hours worked	-	1h	1h	1h	1h	1h	-	-	1h	1h	1h	1h	1h	-	-	1h	1h	1h	1h	1h	-	-	1h	1h	1h	1h	1h

Generated intervals:

Period start	Period end	Situation
01.04.2016	01.04.2016	Worked
02.04.2016	30.04.2016	Absence

The hours will be calculated by the natural days of each interval (taking also non-worked days).

Total days = 30

Worked days (days in the interval) = $1 - 1 + 1 = 1$

Absence days (days in the interval) = $30 - 2 + 1 = 29$

Total hours = Horas trabajadas(/3CS) wage type = 21,00
Absence hours = 21 hours / 30 days * 29 days = 20,30 = 21,00 hours
Worked hours = 21 - 21 = 00,00 hours

With the correction, the report identifies this case (with worked days but without worked hours) and discount one hour from absence hours to be reported in the worked interval:
Absence hours = 21 - 1 = 20,00 hours
Worked hours = 1,00 hours

Version	Date	Reason
6	July 06, 2016	Released for customers.
5	June 22, 2016	Correction updated to use AB table instead of PSP table calculating absence contribution duration.
4	June 13, 2016	Correction updated to fix remaninig issues with hours distribution using worked days.
3	June 01, 2016	Correction updated to fix issues with contribution intervals without hours (example 2).
2	May 30, 2016	Correction instruction updated to fix issues with note implementation and object activation.
1	May 27, 2016	Pilot release

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. Apply the manual pre-implementation steps.
- 2. 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.

Manual Activities

	SAP_HRCES
	600 SAPK-600B7INSAPHRCES - SAPK-600D6INSAPHRCES
	604 SAPK-60483INSAPHRCES - SAPK-604A2INSAPHRCES
	608 SAPK-60811INSAPHRCES - SAPK-60830INSAPHRCES

Please follow the steps from attached PDF document Manual Instructions for SAP Note 2320760.pdf.

Software Components

Software Component	Release
SAP_HRCES	600 - 600
SAP_HRCES	604 - 604
SAP_HRCES	608 - 608

Korrekturanleitungen

Softwarekomponente	Von	Bis	Version	Änderungsdatum	ID
SAP_HRCES	608	608	1	06.07.2016 20:54:53	0000037681
SAP_HRCES	604	604	1	06.07.2016 20:59:25	0000037683
SAP_HRCES	600	600	1	06.07.2016 21:06:29	0000037684

Voraussetzungen

Softwarekomponente	Von	Bis	SAP-Hinweis/KBA	Titel	Komponente
SAP_HRCES	600	600	2092879	CRETA: New BAdI method to control absence relevance	PY-ES
SAP_HRCES	600	600	2097088	CRETA: General Corrections VII (Version 1)	PY-ES
SAP_HRCES	600	600	2118170	CRETA: General Corrections VIII (Version 1)	PY-ES
SAP_HRCES	600	600	2125791	CRETA: General Corrections IX	PY-ES
SAP_HRCES	600	600	2160703	CRETA: General Corrections XI	PY-ES
SAP_HRCES	600	600	2172223	SLD: General Corrections 1	PY-ES

SAP_HRCES	600	600	2180659	SLD: General Corrections 2	PY-ES
SAP_HRCES	600	600	2180749	SLD: Status Handler enablement for bases file report	PY-ES
SAP_HRCES	600	600	2188772	SLD: General Corrections 3	PY-ES
SAP_HRCES	600	600	2192676	SLD: General Corrections 4	PY-ES
SAP_HRCES	600	600	2200429	SLD: General Corrections 5	PY-ES
SAP_HRCES	600	600	2222791	SLD: General Corrections 6	PY-ES
SAP_HRCES	600	600	2228386	SLD: General Corrections 7	PY-ES
SAP_HRCES	600	600	2247023	SLD: General Corrections 9	PY-ES
SAP_HRCES	600	600	2256718	SLD: General Corrections 10	PY-ES
SAP_HRCES	600	600	2285550	SLD: ERE hours discounted twice	PY-ES
SAP_HRCES	600	600	2292059	SLD: Corrections for employees with ERE and absences	PY-ES
SAP_HRCES	600	600	2297708	SLD: Updates on SLD Bases to report multi-employment situations according to RED 02/2016	PY-ES
SAP_HRCES	600	600	2302317	SLD: legal changes for public sector - 601 to 611 concept change for new hired officials and removal of concept 563 for mupal employees	PY-ES
SAP_HRCES	600	600	2304654	SLD: Complementary hours incorrectly reported in L90	PY-ES
SAP_HRCES	600	600	2305825	SLD: Correction to contributions reporting for absences scenarios	PY-ES
SAP_HRCES	600	600	2325338	SLD: Absence relapse issues related to SBRRE customer situation	PY-ES
SAP_HRCES	604	604	2092879	CRETA: New BAaI method to control absence relevance	PY-ES
SAP_HRCES	604	604	2097088	CRETA: General Corrections VII (Version 1)	PY-ES
SAP_HRCES	604	604	2118170	CRETA: General Corrections VIII (Version 1)	PY-ES
SAP_HRCES	604	604	2125791	CRETA: General Corrections IX	PY-ES
SAP_HRCES	604	604	2160703	CRETA: General Corrections XI	PY-ES
SAP_HRCES	604	604	2172223	SLD: General Corrections 1	PY-ES
SAP_HRCES	604	604	2180659	SLD: General Corrections 2	PY-ES

SAP_HRCES	604	604	2180749	SLD: Status Handler enablement for bases file report	PY-ES
SAP_HRCES	604	604	2188772	SLD: General Corrections 3	PY-ES
SAP_HRCES	604	604	2192676	SLD: General Corrections 4	PY-ES
SAP_HRCES	604	604	2200429	SLD: General Corrections 5	PY-ES
SAP_HRCES	604	604	2222791	SLD: General Corrections 6	PY-ES
SAP_HRCES	604	604	2228386	SLD: General Corrections 7	PY-ES
SAP_HRCES	604	604	2247023	SLD: General Corrections 9	PY-ES
SAP_HRCES	604	604	2256718	SLD: General Corrections 10	PY-ES
SAP_HRCES	604	604	2285550	SLD: ERE hours discounted twice	PY-ES
SAP_HRCES	604	604	2292059	SLD: Corrections for employees with ERE and absences	PY-ES
SAP_HRCES	604	604	2297708	SLD: Updates on SLD Bases to report multi-employment situations according to RED 02/2016	PY-ES
SAP_HRCES	604	604	2302317	SLD: legal changes for public sector - 601 to 611 concept change for new hired officials and removal of concept 563 for mupal employees	PY-ES
SAP_HRCES	604	604	2304654	SLD: Complementary hours incorrectly reported in L90	PY-ES
SAP_HRCES	604	604	2305825	SLD: Correction to contributions reporting for absences scenarios	PY-ES
SAP_HRCES	604	604	2325338	SLD: Absence relapse issues related to SBRRE customer situation	PY-ES
SAP_HRCES	608	608	2092879	CRETA: New BAaI method to control absence relevance	PY-ES
SAP_HRCES	608	608	2097088	CRETA: General Corrections VII (Version 1)	PY-ES
SAP_HRCES	608	608	2118170	CRETA: General Corrections VIII (Version 1)	PY-ES
SAP_HRCES	608	608	2125791	CRETA: General Corrections IX	PY-ES
SAP_HRCES	608	608	2160703	CRETA: General Corrections XI	PY-ES
SAP_HRCES	608	608	2172223	SLD: General Corrections 1	PY-ES
SAP_HRCES	608	608	2180659	SLD: General Corrections 2	PY-ES
				SLD: Status Handler enablement for bases	

SAP_HRCES	608	608	2180749	file report	PY-ES
SAP_HRCES	608	608	2188772	SLD: General Corrections 3	PY-ES
SAP_HRCES	608	608	2192676	SLD: General Corrections 4	PY-ES
SAP_HRCES	608	608	2200429	SLD: General Corrections 5	PY-ES
SAP_HRCES	608	608	2222791	SLD: General Corrections 6	PY-ES
SAP_HRCES	608	608	2228386	SLD: General Corrections 7	PY-ES
SAP_HRCES	608	608	2247023	SLD: General Corrections 9	PY-ES
SAP_HRCES	608	608	2256718	SLD: General Corrections 10	PY-ES
SAP_HRCES	608	608	2285550	SLD: ERE hours discounted twice	PY-ES
SAP_HRCES	608	608	2292059	SLD: Corrections for employees with ERE and absences	PY-ES
SAP_HRCES	608	608	2297708	SLD: Updates on SLD Bases to report multi-employment situations according to RED 02/2016	PY-ES
SAP_HRCES	608	608	2302317	SLD: legal changes for public sector - 601 to 611 concept change for new hired officials and removal of concept 563 for munal employees	PY-ES
SAP_HRCES	608	608	2304654	SLD: Complementary hours incorrectly reported in L90	PY-ES
SAP_HRCES	608	608	2305825	SLD: Correction to contributions reporting for absences scenarios	PY-ES
SAP_HRCES	608	608	2325338	SLD: Absence relapse issues related to SBRRE customer situation	PY-ES

Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600D7INSAPHRCES
SAP_HRCES	604	SAPK-604A3INSAPHRCES
SAP_HRCES	608	SAPK-60831INSAPHRCES

Dieses Dokument referenziert auf

SAP-Hinweis/KBA	Titel
167718	CONSULT.: HRMS Espa#&#x00F1;a - Novedades
1071282	CONSULT: List of tags for Spain notes.

Anlagen

Dateiname	Dateigröße	MIME-Typ
Manual Instructions for SAP Note 2320760.pdf	214	application/pdf

[Terms of use](#) | [Copyright](#) | [Trademark](#) | [Legal Disclosure](#) | [Privacy](#)