

2371855 - BONIFICACIONES: General corrections to flat rate and reduced rate calculation

Version	1	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	28.09.2016
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2371855>

Symptom

The following symptoms have been identified for employees with Tarifa Plana(flat rate) or Tarifa Reducida (reduced rate) allowances:

1. You enter the Tarifa plana (EUR 100, 75 ó 50)(3262) allowance method in Seguridad Social (ES) (0061) infotype. In the details window, the allowance duration is incorrectly set to three years, and the Reducción CC emp. (/335) wage type is generated.
2. You have an employee with a full-time contract who has a Reducción de jornada (journey reduction). If the employee is eligible for flat rate or reduced rate, the allowance will be incorrectly reduced according to employee's part-time percentage of the normal working time, configured in the Coef.(0061-PTPAR) field of the 0061 infotype.
3. The end date of flat rate and reduced rate is being incorrectly calculated. The system is setting the end date one day after the correct end date.
4. If the 3262 allowance method ends in the middle of a payroll period, the allowance amount is incorrectly calculated.
5. After the two years of allowance with 3262 method you can not enter the Tarifa plana tercer año. Empresa < 10 empleados(3263) allowance method because it is not valid after March 31, 2015.
6. You run the Cálculo de nómina española (RPCALCE0) for an employee with reduced rate and vacaciones no disfrutadas(VND). When this employee has not taken vacation, the wage type Red. cuota CC empleado (/338) associated to a reduced rate is incorrectly distributed.

Other Terms

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

Infotipo 0061; 3262; 3266; 3267; 3263; Wagetyp /338; VND; PC00_M04_CALC;

Reason and Prerequisites

1. The allowance formula configured for flat rate was configured with a validity of 3 years instead of 2. Also, the calculation of the flat rate was being executed even when the employee was not entitled anymore to flat rate allowance days after the 2 year period.
2. The Cálculo de nómina española(RPCALCE0) report does not check if the employee have a partial time contract to reduce the allowance amount of flat rate or reduced rate.
3. The end date is calculated by adding the allowance duration to the start date. This cause the end date to be one day after the correct date. i.e.: For 3262 allowance method starting on 01.05.2014, adding two years cause the end date to be 01.05.2016, when it was supposed to be 30.04.2016.

4. The allowance amount was calculated considering as the allowance method was valid for the entire payroll period.
5. The validity of 3262 allowance method was incorrectly set to March 31, 2015 in SAP Note 2124296.
6. Due the lack of definition from Seguridad Social, the Reduced Rate has been created not to add the VND days to the total allowance days and was distributing it according to the natural days of the respective month.

The following Support Package level is the minimum prerequisite:

Release	Support Package
6.08	HR SP 13
6.04	HR SP 85
6.00	HR SP B9

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

Solution

1. The Formulas de bonificación dependientes del tiempo (V_T5ES6) table view has been configured with the correct validity of 2 years for the 0065 Fórmula(FOBOI). Also, corrections to the Include para la función de nómina ESV0.(RPCSV0E0) include have been provided to solve this issue. From now on, the flat rate allowance is not calculated after the 2 year period.
2. Corrections to source code of the RPCSV0E0 include have been provided to solve this issue. From now on, it verifies if the employee has a part-time or a full-time contract in order to reduce or not the allowance amount.
3. Corrections to source code of the RPCSV0E0 include have been provided fix the end date calculation.
4. Corrections to source code of the RPCSV0E0 include have been provided to calculate an proportional amount for the allowance if the 3626 method is not valid for entire payroll period.
5. The validity of 3262 allowance method has been updated on Métodos de cálculo de cotizaciones (V_T5ES3) table view.
6. Corrections to source code of the RPCSV0E0 include have been provided to fix the distribution associated to the reduced rate. The behavior for distributing the reduced rate is now the same from flat rate.

Version	Date	Reason
1	September 27, 2016	Note 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. 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-600B9INSAPHRCES
604	SAPK-60485INSAPHRCES
608	SAPK-60813INSAPHRCES

Follow the manual steps from attached document "Manual Instructions for SAP Note 2371855.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	27.09.2016 19:48:33	0000105354
SAP_HRCES	604	604	1	27.09.2016 19:49:50	0000105355
SAP_HRCES	600	600	1	27.09.2016 19:51:39	0000105356

Voraussetzungen

Softwarekomponente	Von	Bis	SAP-Hinweis/KBA	Titel	Komponente

SAP_HRCES	600	600	2157497	CALC: Payslip new data of April 2015 - Corrections	PY-ES
SAP_HRCES	600	600	2157503	BONIFICACIONES: /124 accumulated entirely to Cont.Com.	PY-ES
SAP_HRCES	600	600	2166329	BONIFICACIONES: wrong distribution of flat rate for daily employees	PY-ES
SAP_HRCES	600	600	2167606	VND: Employees in training contract contributing the daily maximum	PY-ES
SAP_HRCES	600	600	2168134	BONIFICACIONES: New bonifications related to RED 03/2015	PY-ES
SAP_HRCES	600	600	2180723	BONIFICACIONES: wrong distribution of flat rate bonification for employee with non-taken vacations	PY-ES
SAP_HRCES	600	600	2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras	PY-ES
SAP_HRCES	600	600	2240871	BONIFICACIONES: Incorrect calculation of flat rate for employee with non-taken vacations	PY-ES
SAP_HRCES	600	600	2325965	BONIFICACIONES: Wrong reduction to bonifications with fixed amount	PY-ES
SAP_HRCES	600	600	2341932	CALC: Bonification training hours (/3F3) not deducting /399	PY-ES
SAP_HRCES	600	600	2354367	CALC: RED 04/2016 - VNDs smaller than one day should have their bases added to the worked base	PY-ES
SAP_HRCES	604	604	2157497	CALC: Payslip new data of April 2015 - Corrections	PY-ES
SAP_HRCES	604	604	2157503	BONIFICACIONES: /124 accumulated entirely to Cont.Com.	PY-ES
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SAP_HRCES	608	608	2341932	CALC: Bonification training hours (/3F3) not deducting /399	PY-ES
SAP_HRCES	608	608	2354367	CALC: RED 04/2016 - VNDs smaller than one day should have their bases added to the worked base	PY-ES

Dieses Dokument referenziert auf

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

Dieses Dokument wird referenziert von

SAP-Hinweis/KBA	Titel
2317618	BONIFICACIONES: General corrections in flat rate and reduced rate

Anlagen

Dateiname	Dateigröße	MIME-Typ
Manual Instructions for SAP Note 2371855 .pdf	214	application/pdf
V_T5ES3.htm	39	text/html

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