

2408179 - CALC: Benefits (prestaciones) over the maximum limit result in the rejection of bases file

Version	2	Type	SAP Note
Language	English	Master Language	English
Priority	Correction with medium priority	Category	Correction of legal function
Release Status	Released for Customer	Released On	18.01.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2408179>

Symptom

You run the Cálculo de nómina española (RPCALCE0) report for a part-time employee with absence and benefits (prestaciones) and the amount of the Prestac.IT (split AB) (/3P1) wage type is greater than 75% of the amount of the Base CC per.IT (split AB) (/3P7) and Base CP per.IT (split AB) (/3P8) wage types. Consequently, the bases file generated by the SLD: fichero de bases (RPC_PAYES_CRETA_BASES) report is rejected by the Social Security with the following error message:

C9663: COMPENSACION DE IT SUPERA IMPORTE MÁXIMO

Other Terms

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

PC00_M04_CALC

Prestaciones; rechazo; tope máximo

Reason and Prerequisites

This issue is a side effect caused by the solution delivered by SAP Note 2312256.

When the absence of a part-time employee reaches the maximum contribution limit, this limit must be distributed among the natural days of the month.

Example 1: A part-time employee has a daily regulatory base (base reguladora diaria) of EUR 121,40 and 30 days of absence.

	Calculation	Amount	Limit distribution	Limited amount
Absence base	BRD x absence days 121,40 x 30	3.642,00	3.642,00 x 30 / 31	3.524,52
Worked base	Limit - Absence base 3.642,00 - 3.642,00	0,00	3.642,00 x 01 / 31	117,48

However, this distribution is incorrectly done for absences that did not reach the maximum limit:

Example 2: A part-time employee has a daily regulatory base (base reguladora diaria) of EUR 121,40 and 25 days of absence.

	Calculation	Amount	Limit distribution	Limited amount
Absence base	BRD x absence days 121,40 x 25	3.035,00	3.642,00 x 25 / 31	2937,10
Benefits	BRD x 75% x absence days 121,40 x 75% x 25	2276,25	Not applicable	2276,25
Worked base	Limit - Absence base 3.642,00 - 3.035,00	607,00	3.642,00 x 06 / 31	704,90

Since the limit distribution is not applied to the benefits, the amount becomes greater than 75% of the absence base, which leads to the rejection of the bases file.

Good to know: when you install an SAP Note, some prerequisites might be required. The prerequisites are SAP Notes that were already released and that change the same context of the current SAP Note. So, even if these prerequisites are not necessarily related to the symptom of the current SAP Note, you should implement them due to technical reasons.

The following Support Package level is the minimum prerequisite:

Release	Support Package
6.08	HR SP 17
6.04	HR SP 89
6.00	HR SP C3

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

Solution

From now on, the limit distribution is only done when the absence base reaches the maximum contribution limit. Therefore, the solution of Example 2, described in section Reason and Prerequisites, is the following:

	Calculation	Amount	Limit distribution	Limited amount
Absence base	BRD x absence days 121,40 x 25	3.035,00	Not applicalbe	3.035,00
Benefits	BRD x 75% x absence days 121,40 x 75% x 25	2276,25	Not applicable	2276,25
Worked base	Limit - Absence base 3.642,00 - 3.035,00	607,00	Not applicable	607,00

Since the limit distribution is not applied to the absence base anymore, the amount of the benefits remains on 75% of the absence base.

Good to know: during the piloting phase, this SAP Note may be updated and versioned depending on feedback from pilot customers. After this SAP Note changes to status Released for Customer, it will not be changed anymore, unless there is a very specific situation that demands changes. If this is the case, a reason for the change will be specified in the SAP Note.

Version	Date	Reason

2	January 18, 2017	Released for customer
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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' '02408179' on table T5F99VD. For further information see note 515323.

Software Components

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

Correction Instructions

Software Component	From	To	Version	Changed on	ID
SAP_HRCES	608	608	1	18.01.2017 19:54:00	0000129220
SAP_HRCES	604	604	1	18.01.2017 19:56:10	0000129241
SAP_HRCES	600	600	1	18.01.2017 19:57:59	0000129242

Other Components

Component	Description
PA-PA-ES	Spain
XX-CSC-ES-PY	Payroll

Prerequisites

Software Component	From	To	SAP Note/KBA	Title	Component
SAP_HRCES	600	600	2172479	CALC: Days adjustment general corrections 4	PY-ES
SAP_HRCES	600	600	2186365	CALC: Days adjustment general corrections 5	PY-ES
SAP_HRCES	600	600	2189289	CALC: Days adjustment for CCCs included in SLD	PY-ES
SAP_HRCES	600	600	2212768	RED 07/2015: Changes on contribution BRD for IT and days adjustment for part-time employees	PY-ES
SAP_HRCES	600	600	2221427	CALC: Days adjustment general corrections 6	PY-ES
SAP_HRCES	600	600	2240882	CALC: Days adjustment general corrections 7	PY-ES
SAP_HRCES	600	600	2257536	CALC: Incorrect AB cluster table causes error in SLD Bases and TC	PY-ES
SAP_HRCES	600	600	2260024	CALC: Days adjustment general corrections 8	PY-ES
SAP_HRCES	600	600	2285224	CALC: Active days are adjusted even when days adjustment option is disabled	PY-ES
SAP_HRCES	600	600	2290157	CALC: Legal guardianship days are not adjusted on days adjustment	PY-ES
SAP_HRCES	600	600	2292078	CALC: Incorrect adjustment to 30 days for exempt employee	PY-ES
SAP_HRCES	600	600	2302337	CALC: Employee exempt of contribution the whole month with one day of contribution	PY-ES
SAP_HRCES	600	600	2330834	CALC: ERE in day 31 generates /342	PY-ES
SAP_HRCES	600	600	2335323	CALC: Full-time employee with partial maternity/paternity contribution base above maximum	PY-ES
SAP_HRCES	600	600	2348639	CALC: Wrong /3CH adjustment due to PSE rule ESUS	PY-ES
SAP_HRCES	600	600	2374359	CALC: Fixed discontinuous full time employee is not contributing over 30 days	PY-ES
SAP_HRCES	600	608	2246834	CALC: Days adjustment applied for part-time coefficient employees in monthly contribution groups	PY-ES
SAP_HRCES	604	604	2172479	CALC: Days adjustment general corrections 4	PY-ES
SAP_HRCES	604	604	2186365	CALC: Days adjustment general corrections 5	PY-ES
SAP_HRCES	604	604	2189289	CALC: Days adjustment for CCCs included in SLD	PY-ES
SAP_HRCES	604	604	2212768	RED 07/2015: Changes on contribution BRD for IT and days adjustment for part-time employees	PY-ES

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Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600E4INSAPHRCES
SAP_HRCES	604	SAPK-604B0INSAPHRCES
SAP_HRCES	608	SAPK-60838INSAPHRCES

This document is causing side effects

SAP Note/KBA	Title
2312256	CALC: absence base above limit for part-time monthly employee

This document refers to

SAP Note/KBA	Title
2312256	CALC: absence base above limit for part-time monthly employee
167718	CONSULT.: HRMS Espa&#x00F1;a - Novedades
1071282	CONSULT: List of tags for Spain notes.