

2414576 - CALC: paternity leave increased to four weeks according to the Ley 48/2015

Version	1	Type	SAP Note
Language	English	Master Language	English
Priority	Correction with medium priority	Category	Legal change
Release Status	Released for Customer	Released On	13.01.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2414576>

Symptom

This SAP Note provides you with the relevant system changes to address the increase of the paternity leave period to 28 days, as published in the Ley 48/2015, in the section "Disposición final undécima. Modificación de la Ley 9/2009, de 6 de octubre, de ampliación de la duración del permiso de paternidad en los casos de nacimiento, adopción o acogida."

For more information, see also https://www.boe.es/diario_boe/txt.php?id=BOE-A-2015-11644. The website accessible through this hyperlink is an external website which is not part of SAP's offering. By clicking the hyperlink YOU AGREE that unless expressly stated otherwise in your agreements with SAP: (i) the content of the linked to website and any further external website is not content provided by or on behalf of SAP, nor is it otherwise under SAP's control; (ii) the fact that SAP provides links to external websites does not imply that SAP agrees or disagrees with the contents and information provided on such websites; (III) SAP DOES NOT GIVE ANY REPRESENTATION REGARDING THE QUALITY, SAFETY, SUITABILITY, ACCURACY OR RELIABILITY OF ANY EXTERNAL WEBSITE OR ANY OF INFORMATION, CONTENT AND MATERIALS PROVIDED THEREON; (IV) YOU VISIT THOSE EXTERNAL WEBSITES ENTIRELY AT YOUR OWN RISK SAP SHALL NOT BE DIRECTLY OR INDIRECTLY RESPONSIBLE OR LIABLE FOR ANY DAMAGE OR LOSS CAUSED OR ALLEGED TO BE CAUSED BY OR IN CONNECTION WITH YOUR USE OF OR RELIANCE ON ANY CONTENT, GOODS OR SERVICES AVAILABLE ON OR THROUGH ANY SUCH LINKED WEBSITE.

Other Terms

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

Reason and Prerequisites

This is a legal change.

As established in the Ley 48/2015, the paternity leave period increased from 13 days to 28 days.

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
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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

The paternity leave period has been updated in the Generación del calendario personal (T5ECP) view.

The period for the Tipo de absentismo/presencia (ABSTP) that corresponds to the paternity (ABSTP = &) was changed from 13 days to 28 days.

Version	Date	Reason
1	January 13, 2017	Released for Customer

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 steps.

List of new/changed objects (manual activities related):

R3TR TABU T5ECP

You can find more information about the Note Assistant in SAP Service Marketplace, under service.sap.com/note-assistant.

Manual Activities

Manual Activity

|VALID FOR |
 |Software Component SAP_HRCES |
 | Release 600 SAPK-600C3INSAPHRCES - SAPK-600E3INSAPHRCES |
 | Release 604 SAPK-60489INSAPHRCES - SAPK-604A9INSAPHRCES |
Release 608 SAPK-60817INSAPHRCES - SAPK-60837INSAPHRCES

Follow the manual steps from attached document Manual Instructions for SAP Note 2414576.pdf.

Software Components

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

Other Components

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

Support Package

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

This document refers to

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

Attachments

File Name	File Size	Mime Type
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Manual Instructions for SAP Note 2414576.pdf	217	application/pdf
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