

2417106 - IRPF: reporting the reduction of compensation due to dismissal based on article 18.2

Version	1	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	20.01.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2417106>

Symptom

You have dismissed an employee, and because of that the employee has received a reduction of compensation due to dismissal, based on article 18.2 of the IRPF law. You don't know how to report this situation in the SAP system.

Other Terms

&IRPF; &190; &IGA (for more information, see SAP Note 1071282)

infotipo 0062; datos fiscales; infotipo 0062; IT0062; fiscal data; reducción de las indemnizaciones por despido o cese

Reason and Prerequisites

According to article 18.2 of the IRPF law, the compensation due to dismissal is subject to an exemption of 30%. However, the system currently processes the exemptions of the previous 5 years and the exemption of compensation due to dismissal with the same criteria. As a consequence, the exemption might not be applied to the compensation due to dismissal in case the employee had an exemption in the last 5 years.

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

In the 0062 infotype, the following fields were changed:

- Año con rend. irreg. reducidos was renamed to Año con reduc. irregular o despido.
- Rend. irreg. reduc. por empleado was renamed to Reduc: RI solíc. empleado/despido.

If you have dismissed an employee, in the Datos fiscales (0062) infotype, select the Reduc: RI solíc. empleado/despido checkbox. This will cause the system to process the reduction of compensation due to

dismissal according to the IRPF law. The Año con reduc. irregular o despido checkbox is automatically selected if you manually select the Reduc: RI solíc. empleado/despido checkbox to indicate dismissal.

Note that there were no changes to the solution for reduction of irregular incomes after BOE 301 2015, which uses the same fields in the 0062 infotype.

Product documentation

The following documentation-relevant objects are delivered with this Support Package:

- Changed data elements:
 - HRPDES_IRREG_INC_REduc_REQ
 - HRPDES_IRREG_INC_REduc_REQ_S
 - HRPDES_IRREG_INC_REduc_YEAR
 - HRPDES_IRREG_INC_REduc_YEAR_S
- Changed general texts
 - PYES_IRPF_IRIN_01
 - PYES_IRPF_IRIN_03
 - PYES_IRPF_IRIN_04
 - PYES_IRPF_IRIN_05
- Changed message 5E 683
- Changed Customizing activity Cálculo de la nómina -> Cálculo de nómina: España -> I.R.P.F. -> Reducción por irregularidad -> Reducción por irregularidad: visión general

Note that the documentation is delivered with the corresponding Support Package only. If you install the SAP Note manually, you can refer to the attached document (Documentation_SAP_Note_2417106.pdf) for the documentation of the above mentioned objects.

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
1	January 20, 2017	Released for customer.

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

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
Documentation_SAP_Note_2417106.pdf	535	application/pdf