

2374374 - CALC: New daily regulatory basis (BRD) for employee in multi-employment situation

Version	5	Type	SAP Note
Language	English	Master Language	English
Priority	Correction with medium priority	Category	Legal change
Release Status	Released for Customer	Released On	07.12.2016
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2374374>

Symptom

This SAP Note provides you with the relevant system updates to address the changes to multiemployment bases calculation for employees in absence situations.

When running the Cálculo de nómina española (RPCALCE0) report for an employee in multi employment situation and with an absence in the current month, the Base de FOGASA and Base de Desempleo are calculated using the same Base Reguladora Diaria (BRD) used to calculate the amount of BC cont.profesionales (/343) wage type. Consequently the Diferencia BC Pluriempl. (/34P) and Diferencia BC Pluriempl. (/34Q) wage types are wrongly calculated.

This issue also impacts in the values reported in the BASE DE DESEMPLEO(701) or the BASE DE FOGASA (702) concepts in the SLD: fichero de bases (RPC_PAYES_CRETA_BASES) report.

Other Terms

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

PC00_M04_CALC

Reason and Prerequisites

The following Support Package level is the minimum prerequisite:

Release	Support Package
6.08	HR SP 16
6.04	HR SP 88
6.00	HR SP C2

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

Solution

Corrections to the source code of the Cálculo de bases cotización y cotizaciones a la Seg.Social (RPCS96E0) report, Cálculo de bases y prestaciones para IT (EBPI0) and Cálculo bases cotiz. y cotizaciones Seg.Social (ESV00) payroll functions have been provided to solve this issue.

The wage types Base IT FOGASA (/34R) and Base IT Desempleo (/34S) were created to store the amounts of employee's FOGASA (Fondo de Garantía Salarial) and Desempleo basis.

From now on these amounts will be calculated using two BRD's different from the one which was being used. These BRD's will be generated based on the sum of the previous /34P or /34Q with the previous /343.

Example 1 - The employee has an absence in the entire month of April:

Before you apply this SAP Note:

The BRD is calculated using the basis of the previous month (March):

$$1.821,00 \text{ (previous /343)} / 31 \text{ (days of previous month)} = 58,74$$

The Base de FOGASA and desempleo are generated in the same way that Base de contingencias profesionales:

$$58,74 \times 30 \text{ (days of current month)} = 1.762,00$$

The Diferencia FOGASA and desempleo are the difference between themselves and Base CP:

$$1.762,00 - 1.762,00 = 0,0$$

After you apply this SAP Note:

Two new BRD's are calculated using the amount of the previous /34P (or /34Q) + previous /343:

$$3.000,00 \text{ (previous /34P (or /34Q) + previous /343)} / 31 \text{ (days of previous month)} = 96,77$$

The Base de FOGASA and desempleo are now generated using this new BRD:

$$96,77 \times 30 \text{ (days of current month)} = 2.903,23$$

The Diferencia FOGASA and desempleo are the difference between themselves and Base CP:

$$2.903,23 - 1.762,26 = 1.140,97$$

Example 2 - An employee with 10 days of temporary illness in April:

Payroll result							
Before you apply this SAP Note				After you apply this SAP Note			
Wage type	Daily amount	Days	Total amount	Wage type	Daily amount	Days	Total amount
/343			1821,00	/343			1821,00 EUR
/34P			766,42	/34P			766,42 EUR
/34Q			766,42	/34Q			766,42 EUR
				/34R	93,65	10	936,52 EUR
				/34S	93,65	10	936,52 EUR
/3P8	58,74	10	587,42	/3P8	58,74	10	587,42 EUR

Additionally, the SAP Note 2379727 was created in order to report correctly this information in SLD: fichero de bases (RPC_PAYES_CRETA_BASES).

For the Modelo de cotizaciones para la Seguridad Social (RPCTC0E0) report, no changes were necessary.

Product documentation

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

- New wage types
 - /34R
 - /34S

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_2374374.pdf) for the documentation of the above mentioned objects.

Version	Date	Reason
5	December 07, 2016	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 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

Manual Pre-Implement.

|VALID FOR |
 |Software Component SAP_HRCES |
 | Release 600 SAPK-600C2INSAPHRCES - SAPK-600E1INSAPHRCES |
 | Release 604 SAPK-60488INSAPHRCES - SAPK-604A7INSAPHRCES |
Release 608 SAPK-60816INSAPHRCES - SAPK-60835INSAPHRCES

Please follow the pre-implementation steps from attached file Manual Instructions for SAP Note 2374374.pdf.

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	07.12.2016 11:26:50	0000095059
SAP_HRCES	604	604	1	07.12.2016 11:35:21	0000095610
SAP_HRCES	600	600	1	07.12.2016 11:39:01	0000095641

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	2167486	CALC: Issues with BRD amount for contribution and benefits	PY-ES
SAP_HRCES	600	600	2180725	CALC: Minimum contribution base rounding issue	PY-ES
SAP_HRCES	600	600	2189284	CALC: Incorrect daily regulatory base for fixed discontinuous contracts	PY-ES
				CALC: Changes of BRD amount in the middle of absence	

SAP_HRCES	600	600	2195679	period due to changes in constants SBRMA, SBRPM and SBRTTP	PY-ES
SAP_HRCES	600	600	2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras	PY-ES
SAP_HRCES	600	600	2202837	BRD: Issue with BRD for benefits for employees with HOCON = 100 on a month of hiring	PY-ES
SAP_HRCES	600	600	2204324	CALC: New BAdI to change BRD amount in hiring month	PY-ES
SAP_HRCES	600	600	2207545	CALC: Division by zero error in EBPI0 payroll function	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	2225050	BRD: Incorrect absence contribution base for part-time employee	PY-ES
SAP_HRCES	600	600	2240660	CALC: Issues with BRD calculation after SAP Note 2212768	PY-ES
SAP_HRCES	600	600	2262287	CALC: BAdI method called in the end of payroll function EBPI0	PY-ES
SAP_HRCES	600	600	2265230	BRD: Daily regulatory base in hiring month might be is higher than expected for monthly employees	PY-ES
SAP_HRCES	600	600	2266922	CALC: Issues with BRD calculation for absences that begin before the validity of RDL 708/2015	PY-ES
SAP_HRCES	600	600	2268812	PLURIMPLEO: Multi-employment difference (/34P) is greater than expected in case of absence	PY-ES
SAP_HRCES	600	600	2275818	BRD: Issues when BRDTP activation date does not match RED 02/2015 date	PY-ES
SAP_HRCES	600	600	2287651	CALC: Incorrect BRD amount for maternity after RDL 708/2015	PY-ES
SAP_HRCES	600	600	2289508	CALC: Issues with absence BRD amounts for employees with part-time and full-time reduction coefficient or strike in the month before absence	PY-ES
SAP_HRCES	600	600	2314307	CALC: Retroactive change in benefits days	PY-ES
SAP_HRCES	600	600	2318025	BRD: the BRD amount is being calculated incorrectly when using the month of the IT absence	PY-ES
SAP_HRCES	600	600	2360092	BRD: Wrong BRD for part-time public sector employees on unpaid leave	PY-ES
SAP_HRCES	600	600	2365736	CALC: Change for Riesgo Embarazo in RED 07/2015	PY-ES
SAP_HRCES	600	600	2382769	CALC: Part time employee considered as full time with legal guardianship	PY-ES
				CALC: GETWA_NOT_ASSIGNED short dump during	

SAP_HRCES	600	608	2205382	EBPI0 payroll function execution	PY-ES
SAP_HRCES	600	608	2240807	CALC: Incorrect absence BRD retrocalculation	PY-ES
SAP_HRCES	600	608	2243863	CALC: Incorrect minimum BRD amount between months for employee with daily contribution	PY-ES
SAP_HRCES	600	608	2245020	BRD: Incorrect daily regulatory base for employees with daily contribution group	PY-ES
SAP_HRCES	600	608	2248282	CALC: Absence contribution base amount for part-time employees calculated based on worked days	PY-ES
SAP_HRCES	604	604	2167486	CALC: Issues with BRD amount for contribution and benefits	PY-ES
SAP_HRCES	604	604	2180725	CALC: Minimum contribution base rounding issue	PY-ES
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SAP_HRCES	608	608	2265230	BRD: Daily regulatory base in hiring month might be is higher than expected for monthly employees	PY-ES
				CALC: Issues with BRD calculation for absences that begin	

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Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600E2INSAPHRCES
SAP_HRCES	604	SAPK-604A8INSAPHRCES
SAP_HRCES	608	SAPK-60836INSAPHRCES

This document refers to

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

This document is referenced by

SAP Note/KBA	Title
2379727	SLD: Changes to report the new daily regulatory basis (BRD) for employees in multi-employment situation

Attachments

File Name	File Size	Mime Type
Manual Instructions for SAP Note 2374374.pdf	335	application/pdf
Documentation_SAP_Note_2374374.pdf	349	application/pdf