

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

Version	4	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/2379727>

Symptom

This SAP Note provides you with the relevant system updates to address the changes to Sistema de Liquidación Directa - SLD according to the following section from Boletín de noticias RED 02/2016:

- COTIZACIÓN POR LOS TRABAJADORES EN SITUACIÓN DE PLURIEMPLEO EN EMPRESAS CON CONTINGENCIAS EXCLUIDAS

The changes affect SLD: fichero de bases (RPC_PAYES_CRETA_BASES) report to report FOGASA (Fondo de Garantía Salarial) and unemployment (Desempleo) basis after the application of SAP Note 2374374 for Cálculo de nómina española (RPCALCE0) report.

For more information, see also <http://www.seg-social.es/prdi00/groups/public/documents/binario/212104.pdf>.

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Other Terms

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

PC00_M04_CRETA_BASES

Reason and Prerequisites

SAP Note 2374374 delivers the changes to Spanish Payroll calculation regarding multi-employment basis. Please consider applying it prior to this SAP Note.

This SAP Note is relevant for employees who contribute to FOGASA (Fondo de Garantía Salarial) or unemployment (Desempleo) that are in a multiemployment situation. Hence it is necessary to report BASE DE DESEMPLEO(701) and BASE DE FOGASA(702) concepts in RPC_PAYES_CRETA_BASES report.

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 source code of RPCPAYES_CRETA_CONTRIB_C_CIMP, RPCPAYES_CRETA_PAYDATA_CIMP, RPCPAYES_CRETA_ABSENCE_C_CIMP and RPCPAYES_CRETA_SI_CIMP includes have been provided to solve this issue.

The system behavior on multi-employment cases has been updated to consider two new wage-types:

Before you apply this SAP Note and SAP Note 2374374:

The RPC_PAYES_CRETA_BASES would distribute proportionally the total basis for unemployment (/34Q + /343) and FOGASA (/34P + /343) in case of absence.

After you apply this SAP Note:

The RPC_PAYES_CRETA_BASES will calculate the absence basis from the new wage types (/34R and /34S) and the worked basis from "/34P + /343 - /3P8" or "/34Q + /343 - /3P8".

Example:

An employee with 10 days of temporary illness in April and the following bases:

- Multiemployment percentages:
 - Non-industrial risks: 50%
 - Industrial risks: 50%
 - FOGASA: 100%
 - Unemployment: 100%
- Total basis = 3000,00 EUR
- Contribution top:
 - Non-industrial risks: 1821,00
 - Industrial risks: 1821,00
 - FOGASA: 3642,00
 - Unemployment: 3642,00

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

SLD Bases file							
Before you apply this SAP Note				After you apply this SAP Note			
Concept	Begin	End	Amount	Concept	Begin	End	Amount
601	01.04.2016	20.04.2016	1233,58	601	01.04.2016	20.04.2016	1233,58 EUR
701	01.04.2016	20.04.2016	2000,00 EUR	701	01.04.2016	20.04.2016	2000,00 EUR
701	01.04.2016	20.04.2016	2000,00 EUR	702	01.04.2016	20.04.2016	2000,00 EUR
603	21.04.2016	30.04.2016	587,42 EUR	603	21.04.2016	30.04.2016	587,42 EUR
701	21.04.2016	30.04.2016	587,42 EUR	701	21.04.2016	30.04.2016	936,52 EUR
702	21.04.2016	30.04.2016	587,42 EUR	702	21.04.2016	30.04.2016	936,52 EUR

Additionally, it is important to note that if the employee has a payroll result ran in a period before the application of SAP Note 2374374 the system behavior is going to be the same as if the example of "Before you apply this SAP Note".

Version	Date	Reason
4	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 2379727.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 12:00:03	0000095058
SAP_HRCES	604	604	1	07.12.2016 12:08:12	0000095646
SAP_HRCES	600	600	1	07.12.2016 12:18:27	0000095648

Other Components

Component	Description
PA-PA-ES	Spain

Prerequisites

Software Component	From	To	SAP Note/KBA	Title	Component
SAP_HRCES	600	600	2172223	SLD: General Corrections 1	PY-ES
SAP_HRCES	600	600	2180659	SLD: General Corrections 2	PY-ES
SAP_HRCES	600	600	2180749	SLD: Status Handler enablement for bases file report	PY-ES
SAP_HRCES	600	600	2188772	SLD: General Corrections 3	PY-ES
SAP_HRCES	600	600	2192676	SLD: General Corrections 4	PY-ES
SAP_HRCES	600	600	2200429	SLD: General Corrections 5	PY-ES
SAP_HRCES	600	600	2228386	SLD: General Corrections 7	PY-ES
SAP_HRCES	600	600	2242378	SLD: General Corrections 8	PY-ES
SAP_HRCES	600	600	2247023	SLD: General Corrections 9	PY-ES
SAP_HRCES	600	600	2256718	SLD: General Corrections 10	PY-ES
SAP_HRCES	600	600	2269170	SLD: Absence interval not generated when multiple absence types uses the same valuation rule	PY-ES
SAP_HRCES	600	600	2285550	SLD: ERE hours discounted twice	PY-ES
SAP_HRCES	600	600	2292059	SLD: Corrections for employees with ERE and absences	PY-ES
SAP_HRCES	600	600	2294500	SLD: Unpaid absence for public sector employees	PY-ES
SAP_HRCES	600	600	2297708	SLD: Updates on SLD Bases to report multi-employment situations according to RED 02/2016	PY-ES
SAP_HRCES	600	600	2302317	SLD: legal changes for public sector - 601 to 611 concept change for new hired officials and removal of concept 563 for munpal employees	PY-ES
SAP_HRCES	600	600	2304654	SLD: Complementary hours incorrectly reported in L90	PY-ES
SAP_HRCES	600	600	2305825	SLD: Correction to contributions reporting for absences scenarios	PY-ES
SAP_HRCES	600	600	2319721	SLD: incorrect rounding of worked hours with partial strike for full-time employees	PY-ES
SAP_HRCES	600	600	2320760	SLD: Corrections in hours distribution for partial-time employees	PY-ES

SAP_HRCES	600	600	2325338	SLD: Absence relapse issues related to SBRRE customer situation	PY-ES
SAP_HRCES	600	600	2334814	SLD: Unemployment and FOGASA bases concepts are not reported	PY-ES
SAP_HRCES	600	600	2340335	SLD: General corrections in contribution intervals	PY-ES
SAP_HRCES	600	600	2341413	SLD: Wrong distribution of complementary hours for part-time employees	PY-ES
SAP_HRCES	600	600	2343133	SLD: intervals for partial strikes in the same day are being generated incorrectly	PY-ES
SAP_HRCES	600	600	2360191	SLD: Overlapped absence in case of relapse of previous month	PY-ES
SAP_HRCES	600	600	2361190	SLD: Partial strike hours wrongly generated for part-time employees	PY-ES
SAP_HRCES	600	600	2361217	SLD: collision of VND with worked days is generating a negative additional settlement	PY-ES
SAP_HRCES	600	600	2366165	SLD: Unemployment and FOGASA concepts not reported during absence intervals	PY-ES
SAP_HRCES	600	600	2382006	SLD: Prolonged IT and Maternity absences being merged	PY-ES
SAP_HRCES	604	604	2172223	SLD: General Corrections 1	PY-ES
SAP_HRCES	604	604	2180659	SLD: General Corrections 2	PY-ES
SAP_HRCES	604	604	2180749	SLD: Status Handler enablement for bases file report	PY-ES
SAP_HRCES	604	604	2188772	SLD: General Corrections 3	PY-ES
SAP_HRCES	604	604	2192676	SLD: General Corrections 4	PY-ES
SAP_HRCES	604	604	2200429	SLD: General Corrections 5	PY-ES
SAP_HRCES	604	604	2228386	SLD: General Corrections 7	PY-ES
SAP_HRCES	604	604	2242378	SLD: General Corrections 8	PY-ES
SAP_HRCES	604	604	2247023	SLD: General Corrections 9	PY-ES
SAP_HRCES	604	604	2256718	SLD: General Corrections 10	PY-ES
SAP_HRCES	604	604	2269170	SLD: Absence interval not generated when multiple absence types uses the same valuation rule	PY-ES
SAP_HRCES	604	604	2285550	SLD: ERE hours discounted twice	PY-ES
SAP_HRCES	604	604	2292059	SLD: Corrections for employees with ERE and absences	PY-ES
SAP_HRCES	604	604	2294500	SLD: Unpaid absence for public sector employees	PY-ES
				SLD: Updates on SLD Bases to report multi-employment	

SAP_HRCES	604	604	2297708	situations according to RED 02/2016	PY-ES
SAP_HRCES	604	604	2302317	SLD: legal changes for public sector - 601 to 611 concept change for new hired officials and removal of concept 563 for mupal employees	PY-ES
SAP_HRCES	604	604	2304654	SLD: Complementary hours incorrectly reported in L90	PY-ES
SAP_HRCES	604	604	2305825	SLD: Correction to contributions reporting for absences scenarios	PY-ES
SAP_HRCES	604	604	2319721	SLD: incorrect rounding of worked hours with partial strike for full-time employees	PY-ES
SAP_HRCES	604	604	2320760	SLD: Corrections in hours distribution for partial-time employees	PY-ES
SAP_HRCES	604	604	2325338	SLD: Absence relapse issues related to SBRRE customer situation	PY-ES
SAP_HRCES	604	604	2334814	SLD: Unemployment and FOGASA bases concepts are not reported	PY-ES
SAP_HRCES	604	604	2340335	SLD: General corrections in contribution intervals	PY-ES
SAP_HRCES	604	604	2341413	SLD: Wrong distribution of complementary hours for part-time employees	PY-ES
SAP_HRCES	604	604	2343133	SLD: intervals for partial strikes in the same day are being generated incorrectly	PY-ES
SAP_HRCES	604	604	2360191	SLD: Overlapped absence in case of relapse of previous month	PY-ES
SAP_HRCES	604	604	2361190	SLD: Partial strike hours wrongly generated for part-time employees	PY-ES
SAP_HRCES	604	604	2361217	SLD: collision of VND with worked days is generating a negative additional settlement	PY-ES
SAP_HRCES	604	604	2366165	SLD: Unemployment and FOGASA concepts not reported during absence intervals	PY-ES
SAP_HRCES	604	604	2382006	SLD: Prolonged IT and Maternity absences being merged	PY-ES
SAP_HRCES	608	608	2172223	SLD: General Corrections 1	PY-ES
SAP_HRCES	608	608	2180659	SLD: General Corrections 2	PY-ES
SAP_HRCES	608	608	2180749	SLD: Status Handler enablement for bases file report	PY-ES
SAP_HRCES	608	608	2188772	SLD: General Corrections 3	PY-ES
SAP_HRCES	608	608	2192676	SLD: General Corrections 4	PY-ES
SAP_HRCES	608	608	2200429	SLD: General Corrections 5	PY-ES
SAP_HRCES	608	608	2228386	SLD: General Corrections 7	PY-ES

SAP_HRCES	608	608	2242378	SLD: General Corrections 8	PY-ES
SAP_HRCES	608	608	2247023	SLD: General Corrections 9	PY-ES
SAP_HRCES	608	608	2256718	SLD: General Corrections 10	PY-ES
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SAP_HRCES	608	608	2285550	SLD: ERE hours discounted twice	PY-ES
SAP_HRCES	608	608	2292059	SLD: Corrections for employees with ERE and absences	PY-ES
SAP_HRCES	608	608	2294500	SLD: Unpaid absence for public sector employees	PY-ES
SAP_HRCES	608	608	2297708	SLD: Updates on SLD Bases to report multi-employment situations according to RED 02/2016	PY-ES
SAP_HRCES	608	608	2302317	SLD: legal changes for public sector - 601 to 611 concept change for new hired officials and removal of concept 563 for munpal employees	PY-ES
SAP_HRCES	608	608	2304654	SLD: Complementary hours incorrectly reported in L90	PY-ES
SAP_HRCES	608	608	2305825	SLD: Correction to contributions reporting for absences scenarios	PY-ES
SAP_HRCES	608	608	2319721	SLD: incorrect rounding of worked hours with partial strike for full-time employees	PY-ES
SAP_HRCES	608	608	2320760	SLD: Corrections in hours distribution for partial-time employees	PY-ES
SAP_HRCES	608	608	2325338	SLD: Absence relapse issues related to SBRRE customer situation	PY-ES
SAP_HRCES	608	608	2334814	SLD: Unemployment and FOGASA bases concepts are not reported	PY-ES
SAP_HRCES	608	608	2340335	SLD: General corrections in contribution intervals	PY-ES
SAP_HRCES	608	608	2341413	SLD: Wrong distribution of complementary hours for part-time employees	PY-ES
SAP_HRCES	608	608	2343133	SLD: intervals for partial strikes in the same day are being generated incorrectly	PY-ES
SAP_HRCES	608	608	2360191	SLD: Overlapped absence in case of relapse of previous month	PY-ES
SAP_HRCES	608	608	2361190	SLD: Partial strike hours wrongly generated for part-time employees	PY-ES
SAP_HRCES	608	608	2361217	SLD: collision of VND with worked days is generating a negative additional settlement	PY-ES
SAP_HRCES	608	608	2366165	SLD: Unemployment and FOGASA concepts not reported during absence intervals	PY-ES

SAP_HRCES	608	608	2382006	SLD: Prolonged IT and Maternity absences being merged	PY-ES
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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
2374374	CALC: New daily regulatory basis (BRD) for employee in multi-employment situation
167718	CONSULT.: HRMS Espa&#x00F1;a - Novedades
1071282	CONSULT: List of tags for Spain notes.

Attachments

File Name	File Size	Mime Type
Manual Instructions for SAP Note 2379727.pdf	361	application/pdf