

2387518 - PRORRATA: Wrong prorate for part-time monthly employees

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	16.12.2016
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2387518>

Symptom

When you run the Cálculo de nómina española (RPCALCE0) report, the amount of the Prorrata (/341) wage type might be incorrect in case:

- The employee is part-time
- The month has more or less than 30 days.
- He or she is assigned to a monthly contribution group
- He or she has absences in the month

Example:

A part-time employee, who is assigned to a monthly contribution group, has 3 days of absence and is entitled to a prorate of EUR 300,00 per month.

Month	Current calculation	Expected calculation
February	$300,00 \times (28-3) / 30 = 250,00$	$300,00 \times (30-3) / 30 = 270,00$
March	$300,00 \times (31-3) / 30 = 280,00$	$300,00 \times (30-3) / 30 = 270,00$

Other Terms

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

PC00_M04_CALC

Reason and Prerequisites

The prorate amount must be proportional to:

active days in the month
30 contribution days

However, as exemplified in column Current calculation from the example table in section Symptom, the active days of part-time employees are not adjusted to 30 in case there are absences in the month. As a consequence, the amount of the prorate will be lower than the expected in months with less than 30 days, and greater than the expected in months with more than 30 days.

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

When the active days of a part-time employee, who is assigned to a monthly contribution group, are equal to the natural days of the month, the report will adjust the active days during the calculation of the prorate amount. This adjustment affects only the prorate calculation.

Example:

The calculation of the example described in section Symptom proceeds as follows:

Month	Adjustment of the active days for the prorate calculation	Calculation
February	28 active days - (28 calendar days - 30 days) = 30 contribution days	$300,00 \times (30-3) = 270,00$
March	31 active days - (31 calendar days - 30 days) = 30 contribution days	$300,00 \times (30-3) = 270,00$

Version	Date	Reason
2	December 16, 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. 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' '02387518' 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	16.12.2016 13:01:32	0000105209
SAP_HRCES	604	604	1	16.12.2016 13:03:26	0000105210
SAP_HRCES	600	600	1	16.12.2016 13:07:19	0000105344

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	2255577	CALC: Incorrect minimum contribution base for part-time employee working according to work schedule (HOCON = 100) or days (DICON <> 0)	PY-ES
SAP_HRCES	600	600	2280948	CALC: Changes of Social Security functions to support the new deductible expenses solution - II	PY-ES
SAP_HRCES	604	604	2255577	CALC: Incorrect minimum contribution base for part-time employee working according to work schedule (HOCON = 100) or days (DICON <> 0)	PY-ES
SAP_HRCES	604	604	2280948	CALC: Changes of Social Security functions to support the new deductible expenses solution - II	PY-ES
SAP_HRCES	608	608	2255577	CALC: Incorrect minimum contribution base for part-time employee working according to work schedule (HOCON = 100) or days (DICON <> 0)	PY-ES
SAP_HRCES	608	608	2280948	CALC: Changes of Social Security functions to support the new deductible expenses solution - II	PY-ES

Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600E3INSAPHRCES
SAP_HRCES	604	SAPK-604A9INSAPHRCES
SAP_HRCES	608	SAPK-60837INSAPHRCES

This document refers to

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