

2415365 - CALC: Issues in the calculation of BRD for part-time employees

Version	4	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	15.03.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2415365>

Symptom

The following issues have been identified in the Cálculo de nómina española (RPCALCE0) report when calculating the daily regulatory base (base reguladora diaria) for part-time employees:

1. When a part-time employee has an absence in the hiring month, the BRD is incorrectly based on contribution days, instead of natural days.
2. When a part-time employee based on work schedule (HOCON=100) has an absence, the BRD is incorrectly based on effectively worked days, instead of natural days.

Other Terms

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

PC00_M04_CALC

Base reguladora diaria; BRD; HOCON 100; Tiempo parcial

Reason and Prerequisites

This behavior was established by Boletín RED 07/2015 and should have been introduced by SAP Note 2212768.

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
6.08	HR SP 19
6.04	HR SP 91
6.00	HR SP C5

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

Solution

From now on, the BRD is calculated based on natural days for the scenarios described above.

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
4	March 15, 2017	Release 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' '02415365' 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	6	14.03.2017 19:20:06	0000125207
SAP_HRCES	604	604	1	14.03.2017 19:21:26	0000162783
SAP_HRCES	600	600	1	14.03.2017 19:23:03	0000162784

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	2189311	CALC: Wrong number of days in PS01 wage type for PSE employees (PSS on PSE)	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	2212768	RED 07/2015: Changes on contribution BRD for IT and days adjustment for part-time employees	PY-ES
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	2265230	BRD: Daily regulatory base in hiring month might be is higher than expected for monthly employees	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	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	2305173	CALC: Incorrect contribution base amounts for payroll split in the 31st day of the month	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	2374374	CALC: New daily regulatory basis (BRD) for employee in multi-employment situation	PY-ES
SAP_HRCES	604	604	2189311	CALC: Wrong number of days in PS01 wage type for PSE employees (PSS on PSE)	PY-ES
SAP_HRCES	604	604	2202837	BRD: Issue with BRD for benefits for employees with HOCON = 100 on a month of hiring	PY-ES
SAP_HRCES	604	604	2212768	RED 07/2015: Changes on contribution BRD for IT and days adjustment for part-time employees	PY-ES
SAP_HRCES	604	604	2255577	CALC: Incorrect minimum contribution base for part-time employee working according to work schedule (HOCON =	PY-ES

				100) or days (DICON <> 0)	
SAP_HRCES	604	604	2265230	BRD: Daily regulatory base in hiring month might be is higher than expected for monthy employees	PY-ES
SAP_HRCES	604	604	2275818	BRD: Issues when BRDTP activation date does not match RED 02/2015 date	PY-ES
SAP_HRCES	604	604	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	604	604	2305173	CALC: Incorrect contribution base amounts for payroll split in the 31st day of the month	PY-ES
SAP_HRCES	604	604	2318025	BRD: the BRD amount is being calculated incorrectly when using the month of the IT absence	PY-ES
SAP_HRCES	604	604	2374374	CALC: New daily regulatory basis (BRD) for employee in multi-employment situation	PY-ES
SAP_HRCES	608	608	2189311	CALC: Wrong number of days in PS01 wage type for PSE employees (PSS on PSE)	PY-ES
SAP_HRCES	608	608	2202837	BRD: Issue with BRD for benefits for employees with HOCON = 100 on a month of hiring	PY-ES
SAP_HRCES	608	608	2212768	RED 07/2015: Changes on contribution BRD for IT and days adjustment for part-time employees	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	2265230	BRD: Daily regulatory base in hiring month might be is higher than expected for monthy employees	PY-ES
SAP_HRCES	608	608	2275818	BRD: Issues when BRDTP activation date does not match RED 02/2015 date	PY-ES
SAP_HRCES	608	608	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	608	608	2305173	CALC: Incorrect contribution base amounts for payroll split in the 31st day of the month	PY-ES
SAP_HRCES	608	608	2318025	BRD: the BRD amount is being calculated incorrectly when using the month of the IT absence	PY-ES
SAP_HRCES	608	608	2374374	CALC: New daily regulatory basis (BRD) for employee in multi-employment situation	PY-ES

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600E6INSAPHRCES
SAP_HRCES	604	SAPK-604B2INSAPHRCES
SAP_HRCES	608	SAPK-60840INSAPHRCES

This document refers to

SAP Note/KBA	Title
2212768	RED 07/2015: Changes on contribution BRD for IT and days adjustment for part-time employees
167718	CONSULT.: HRMS Espa#&#x00F1;a - Novedades
1071282	CONSULT: List of tags for Spain notes.