

# 2419019 - BONIFICACIONES: Conversion from reduction to allowance from RED 1/2017 for youth guarantee

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	13.03.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2419019>

## Symptom

This SAP Note provides you with the relevant system changes to address to the following chapter from Boletín RED 1/2017, regarding changes in allowances from Real Decreto Ley 6/2016:

- REAL DECRETO-LEY 6/2016, DE 23 DE DICIEMBRE, DE MEDIDAS URGENTES PARA EL IMPULSO DEL SISTEMA NACIONAL DE GARANTÍA JUVENIL

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## Other Terms

&BONIFICACIONES; &CALC - PC00\_M04\_CALC (for more information, see SAP Note 1071282)

## Reason and Prerequisites

A new paragraph have been added to article 3 of Ley 3/2012, changing the reductions in company quotas to allowances in case of employees enrolled in the Sistema Nacional de Garantía Juvenil (SNGJ).

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
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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](https://support.sap.com/maintenance-schedule))

## Solution

New allowance methods have been created to replace the reduction in company quotas from Ley 3/2012.

Starting from 01.01.2017, a new entry should be created in the Seguridad Social (ES) (0061) infotype, changing the old reduction methods to allowances for eligible employees, as described by RD-Ley 6/2016. The following steps describe how to change the allowance methods from 01.01.2017 for each relevant contract:

Training contracts - formación e aprendizaje (421):

Old reduction method	New allowance methods
0091: Reducción 100% toda la cuota empresarial y del trabajador	0291: Bonificación 100% cuota empresa. Conversión RD-Ley 06/2016 0293: Reducción 100% cota trabajador*
0092: Reducción 75% empresarial y 100% trabajador	0292: Bonificación 75% cuota empresa. Conversión RD-Ley 06/2016 0293: Reducción 100% cota trabajador*

\* For contract 421 with methods 0091 or 0092, the RD-Ley 6/2016 describes that only the company quotas are replaced by an allowance, maintaining a reduction for employee quotas. So, in this case you must specify two methods in 0061 infotype, one for company quota allowance and another for employee quota reduction.

Employment foster contracts - fomento de contratación indefinida (109, 209 and 309):

Old reduction method	New allowance methods
0091: Reducción 125 Euros/mes cuota empresarial	1819: Bonificación 125 Euros/mes empresa. Conversión RD-Ley 6/2016
0092: Reducción 150 Euros/mes cuota empresarial	1820: Bonificación 150 Euros/mes empresa. Conversión RD-Ley 6/2016

Ordinary contracts - indefinidos ordinarios (100, 200 and 300):

Old reduction method	New allowance methods
2091: Indefinido. Empresa usuaria. Transformación Formación. Hombr	2106: Bonificación 125Euros/mes empresa usuaria. Conv.RDLey 6/2016

2092: Indefinido. Empresa usuaria. Transformación Formación. Mujer	2107: Bonificación 150Euros/mes empresa usuaria. Conv.RDLey 6/2016
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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
2	March 13, 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. Apply the manual implementation steps.

List of modified objects (manual activities related):

- R3TR VDAT V\_T5ES4
- R3TR VDAT V\_T5ES7
- R3TR VDAT V\_T5ES2
- R3TR VDAT V\_T5ES3

You can find more information about the Note Assistant in SAP Service Marketplace, under [service.sap.com/note-assistant](https://service.sap.com/note-assistant).

Manual Activities

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Manual Activity	
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VALID FOR	
Software Component SAP_HRCES	
Release 600 SAPK-600C5INSAPHRCES - SAPK-600E5INSAPHRCES	
Release 604 SAPK-60491INSAPHRCES - SAPK-604B1INSAPHRCES	
Release 608 SAPK-60819INSAPHRCES - SAPK-60839INSAPHRCES	
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Follow the steps from attached PDF document "Manual Instructions for SAP Note 2419019.pdf".

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-600E6INSAPHRCES
SAP_HRCES	604	SAPK-604B2INSAPHRCES
SAP_HRCES	608	SAPK-60840INSAPHRCES

## This document refers to

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

## Attachments

File Name	File Size	Mime Type
V_T5ES2.html	17	text/html

V_T5ES3.html	47	text/html
V_T5ES4.html	7	text/html
V_T5ES7.html	8	text/html
Manual Instructions for SAP Note 2419019.pdf	212	application/pdf

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