

# 2354334 - CALC: Wrong minimum base for private sector employee on unpaid leave

Version	13	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	17.03.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2354334>

## Symptom

You are running the **Cálculo de nómina española**(RPCALCE0) report for a private sector employee with **permiso sin sueldo** (PSS) absences in the **Absentismos** (2001) infotype. The report calculates incorrectly the minimum base, thus generating an incorrect value on **Base CC per.IT (split AB)** (/3P7) wage type.

## Other Terms

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

Permiso sin sueldo; PSS; Tiempo parcial;

## Reason and Prerequisites

As published on chapter I (article 7) of Orden ESS/70/2016 (January, 2016), private sector employees with **permiso sin sueldo** (PSS) absences in the **Absentismos** (2001) infotype should now have a minimum base calculated according to their contribution group. In case of part-time employees, this base should also be proportional to their part-time coefficient.

For more information, see also <https://www.boe.es/boe/dias/2016/01/30/pdfs/BOE-A-2016-886.pdf>

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

## Solution

For private sector employees with PSS absences, the minimum base is now calculated considering the employee's contribution group. If the employee is part-time, the base should also be proportional to the part-time coefficient.

Example - Part-time employee with with PSS absence in the Absentismos (2001) infotype for the whole month and in contribution group (IT0062-GRCOT) 01

Employee contribution group minimum base: 885,30 (V\_T5E43)

Part-time coefficient = 85%

Minimum base =  $885,30 * 0,85$

Minimum base = 752,51

Version	Date	Reason
13	March 17, 2017	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](https://service.sap.com/note-assistant).

To avoid problems with retroactivity the changes were sheltered with the protect correction 'NOTE' '02354334' 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

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Software Component	From	To	Version	Changed on	ID
SAP_HRCES	608	608	22	17.03.2017 17:16:35	0000069703
SAP_HRCES	604	604	1	17.03.2017 17:19:42	0000166682
SAP_HRCES	600	600	1	17.03.2017 17:22:12	0000166686

## 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	2268704	CALC: Incorrect wage types generated for employee with scholarship and leave out of phase	PY-ES
SAP_HRCES	600	600	2279421	CALC: Changes of Social Security functions to support the new deductible expenses solution	PY-ES
SAP_HRCES	600	600	2370816	CALC: Multi-employment with non-taken vacation (VND) generating wrong /3P7	PY-ES
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# Support Package

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

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