

2440649 - BONIFICACIONES: Unemployment type for disability over 33%

Version	3	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	23.03.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2440649>

Symptom

You run the Cálculo de nómina española (RPCALCE0) report for an employee with discapacidad over 33% and the unemployment is calculated with the percentages of 6,7% for the company and 1,6% for the employee. However, the report should calculate the unemployment with the percentages of 5,50% for the company and 1,55% for the employee.

Other Terms

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

Reason and Prerequisites

According to Ley 36/2014, the unemployment for employees with disability over 33% should be calculated with percentages of 5,50% for the company and 1,55% for the employee.

"A) Para la contingencia de desempleo:

a) Contratación indefinida, incluidos los contratos indefinidos a tiempo parcial y fijos discontinuos, así como la contratación de duración determinada en las modalidades de contratos formativos en prácticas y para la formación y el aprendizaje, de relevo, interinidad y contratos, cualquiera que sea la modalidad utilizada, realizados con trabajadores discapacitados: el 7,05 por ciento, del que el 5,50 por ciento será a cargo del empresario y el 1,55 por ciento a cargo del trabajador."

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

New allowance methods were created in the Métodos de cálculo de cotizaciones (V_T5ES3) view. These methods have the Tipo Desempleo (V_T5ES3-FORDE) field set to Desempleo Común (4) value and do not have any allowance formula assigned.

In order to have the unemployment correctly calculated for employees with discapacidad over 33%, set the 1º mét. (P0061-METHOD) from the Seguridad Social (ES) (0061) infotype to Sin bonif. Discapacitado > 33% (3300) method.

List of new allowance methods:

Contract key	Allowance method	Description	Unemployment type
402	3300	Sin bonif. Discapacitado > 33%	4 Desempleo común
408	3300	Sin bonif. Discapacitado > 33%	4 Desempleo común

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
3	March, 23	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 activity steps.

List of created (C) / modified (M) objects (manual activities related):

(M) R3TR VDAT V_T5ES3

You can find more information about the Note Assistant in SAP Service Marketplace, under <https://support.sap.com/kb-incidents/notes/assistant.html>.

Note that documentation, transactions and Customizing activities are delivered via Support Package only.

Manual Activities

Manual Activity

|VALID FOR |

|Software Component SAP_HRCES |

| Release 600 SAPK-600C5INSAPHRCES - SAPK-600E5INSAPHRCES |

| Release 604 SAPK-60491INSAPHRCES - SAPK-604B1INSAPHRCES |

| Release 608 SAPK-60819INSAPHRCES - SAPK-60839INSAPHRCES |

To perform the following changes, please, log on to the system in ES language.

1. Changes to the content of V_T5ES3 view
 - a) In transaction SM30, change the V_T5ES3 view
 - b) Create the data according to the attached file "V_T5ES3.htm".
 - c) Save your entries

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	CONSULT.: HRMS Espa&#x00F1;a - Novedades
1071282	CONSULT: List of tags for Spain notes.

Attachments

File Name	File Size	Mime Type
V_T5ES3.htm	19	text/html

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