

2402789 - BONIFICACIONES: Corrections to allowance calculation

Version	11	Type	SAP Note
Language	Inglés	Master Language	Inglés
Priority	Correction with medium priority	Category	Correction of legal function
Release Status	Released for Customer	Released On	16.05.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2402789>

Symptom

The following symptoms have been identified in the Cálculo de nómina española (RPCALCE0) report:

1. Allowance correction in case of non-taken vacations colision

An employee has Vacaciones no disfrutadas (VND) colision, and the system generates the Corrección base VND CC (/3VI) and Corrección base VND CP (/3VJ) wage types. The corrections of VND are not being applied to the calculated bonification.

Example:

An employee has leave action in the Medidas (0000) infotype from 14.08.2016 and has 18 days of VND. By that time, the employee was entitled to the Reducción: 50% durante todo el contrato (0002) reduction method of the Dur. temp. T. Comp. Práctica (420) contract key. On 29.08.2016, the employee is rehired with a contract without bonification, and having a VND collision with the worked days.

Split 1 - From 01.08.2016 - To 28.08.2016

Wage type	Obs.:	Amounts
/342		€2677,98
/3VG		€219,96
/351	$(/342 + /3VG) \times 23,60\%$	€683,91
/335	$50\% \times /351$	€341,96

The VND for future periods (/3VG) is going to be considered in this quotas and bonifications calculation.

Split 2 - From 29.08.2016 - To 31.08.2016

Wage type	Obs.:	Amounts
/342		€144,24
/3VM		€219,96
/3VI		€-35,97
/351	/342 x 23,60%	€34,04

The VND for future periods was calculated in the Split 1, and now is adjusted in the Split 2 using Corrección base VND CC (/3VI), which means that the amount of VND for the period 29.08.2016 - 31.08.2016 is actually $219,96 - 35,97 = €183,99$.

The amount of € 35,97 in the Corrección base VND CC (/3VI) wage type is discounted from the base (/342) in the Split 2 (and consequently, removed from the quota calculation). Since the employee was rehired with a contract without bonification, that amount (35,97) should also be removed from the bonification calculation. Otherwise, it will cause the Empr.cont.comunes (/351) wage type to be incorrectly calculated.

1. Issues in flat rate calculation

An employee has Tarifa Plana (flat rate) allowance method (3262) ending in the middle of a payroll period due to end of allowance validity or a leave action for the employee. The allowance amount reported in the Reducción CC emp. (/335) wage type is incorrect.

1. Allowance amount is lower than the total amount expected

You are running the report for a full-time employee who is active for the whole month and has reduced journey and an absence. The allowance amount is lower than the total allowance amount expected.

1. Overtime not taken into account when calculating allowance

You have an employee entitled for an allowance who has overtime hours. The quota for overtime hours is not taken into account in order to calculate maximum allowance amount, thus making the allowance amount less than the total company quotas.

Other Terms

&CALC - PC00_M04_CALC; (for more information, see SAP Note 1071282)

Vacaciones no disfrutadas; VND; Tarifa plana; Bonificación; Reducción;

Reason and Prerequisites

1. Allowance correction in case of non-taken vacations colision

The Base de cotización de contingencias comunes (/342) and Base de cotización de contingencias de AT y EP (/343) wage types, contain the amount of the /3VG and /3VH wage types, respectively. The contribution bases are used to calculate the quota and bonifications. Therefore, the bonifications are calculated over contribution bases that contain VND bases for future periods.

The /3VI and /3VJ wage types were generated in order have a base discount, adjusting the base limits. As a consequence, quotas are adjusted as well. However, the amounts for the bonifications are not being adjusted.

There are no wage types to handle corrections of bonifications for VND.

1. Issues in flat rate calculation

The RPCALCE0 report was not distributing correctly the allowance amount in case it ended in the middle of a payroll period.

3. Allowance amount is lower than the total amount expected

The report was distributing the allowance amount even though the employee was active for the whole month.

1. Overtime not taken into account when calculating allowance

The quota for overtime hours is not taken into account in order to calculate maximum allowance amount.

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 21
6.04	HR SP 93
6.00	HR SP C7

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

Solution

1. Allowance correction in case of non-taken vacations colision

From now on, in order to adjust the bonification it is necessary to enter a new entries in the Pago complementario (0015) wage type following these steps:

1. Fill the CC-nómina (LGART) field with Correc.Bonif. base VND CC (/3VO) or Correc.Bonif. base VND CP (/3VP).
2. Fill the Importe (BETRG) field with the amount to be corrected.
3. Fill the Fecha de origen (BEGDA) field with the last active day of the employee (in the example above, the date would be 13.08.2016)

4. Save it.
5. Repeat the operation using wage type Correc.Bonif. base VND CP (/3VP).

Example

For the same example described above, you have to check the amount generated in /3VI (or /3VJ), and then create a new entry in 0015 infotype with the Correc.Bonif. base VND CC (/3VO) wage type, in order to discount the correction for the bonification. After that, you have to run, again, the payroll in production.

Split 1 - From 01.08.2016 - To 28.01.2016

Wage type	Obs.:	Amounts
/342		€2677,98
/3VG		€219,96
/351	$(/342 + /3VG) \times 23,60\%$	€683,91
/3VO	Informed in Infotype 15	€35,97
/335	$(/342 + /3VG - /3VO) \times 23,60\% \times 50\%$	€337,71

In this case, the correction for the bonification is applied in advance.

Split 2 - From 29.08.2016 - To 31.08.2016

Wage type	Obs.:	Amounts
/342		€144,24
/3VM		€219,96
/3VI		€-35,97
/351	$/342 \times 23,60\%$	€34,04

The system continues to correct the base and the quota as it has being doing.

1. Issues in flat rate calculation

The RPCALCE0 report has been updated to distribute or not the flat rate based on the end of current payroll period and the full duration of the allowance.

3. Allowance amount is lower than the total amount expected

From now on, when you run the report for an employee, with has the characteristics described in the symptom, the application will take into the account the total allowance amount.

1. Overtime not taken into account when calculating allowance

The payroll report has been updated in order to take also the quota for overtime hours to calculate maximum allowance amount.

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
11	May 16, 2017	Minor text correction in the solution. No need to reapply the note.
10	May 12, 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. Apply the manual pre-implementation steps.
2. 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' '02402789' on table T5F99VD. For further information see note 515323.

Manual Activities

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| SAP_HRCES |
 | 600 SAPK-600C7INSAPHRCES - SAPK-600E7INSAPHRCES |
 | 604 SAPK-60493INSAPHRCES - SAPK-604B3INSAPHRCES |
 | 608 SAPK-60821INSAPHRCES - SAPK-60841INSAPHRCES |

Follow the pre-implementation steps from attached document
"Manual_implem_note_2402789.pdf".

Software Components

Software Component	Release
SAP_HRCES	600 - 600
SAP_HRCES	604 - 604
SAP_HRCES	608 - 608

Korrekturanleitungen

Softwarekomponente	Von	Bis	Version	Änderungsdatum	ID
SAP_HRCES	608	608	16	12.05.2017 12:22:49	0000121112
SAP_HRCES	604	604	1	12.05.2017 12:24:51	0000194213
SAP_HRCES	600	600	1	12.05.2017 12:26:36	0000194212

Other Components

Component	Descripción
PA-PA-ES	Spain
XX-CSC-ES-PY	Payroll

Voraussetzungen

Softwarekomponente	Von	Bis	SAP-Hinweis/KBA	Titel	Komponente
SAP_HRCES	600	600	2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras	PY-ES
				CALC: Issues with BRD calculation after	

SAP_HRCES	600	600	2240660	SAP Note 2212768	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	2339740	BONIFICACIONES: Customer option for Autoaseguradoras employee bonification reduction	PY-ES
SAP_HRCES	600	600	2341932	CALC: Bonification training hours (/3F3) not deducting /399	PY-ES
SAP_HRCES	600	600	2371855	BONIFICACIONES: General corrections to flat rate and reduced rate calculation	PY-ES
SAP_HRCES	600	600	2374374	CALC: New daily regulatory basis (BRD) for employee in multi-employment situation	PY-ES
SAP_HRCES	600	600	2380999	BONIFICACIONES: Wrong flat rate amount in case of payroll split	PY-ES
SAP_HRCES	600	600	2393871	CALC: strike hours are being discounted incorrectly and twice when calculating the /3CS wage type	PY-ES
SAP_HRCES	600	608	2243863	CALC: Incorrect minimum BRD amount between months for employee with daily contribution	PY-ES
SAP_HRCES	604	604	2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras	PY-ES
SAP_HRCES	604	604	2240660	CALC: Issues with BRD calculation after SAP Note 2212768	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	2339740	BONIFICACIONES: Customer option for Autoaseguradoras employee bonification reduction	PY-ES
SAP_HRCES	604	604	2341932	CALC: Bonification training hours (/3F3) not deducting /399	PY-ES
SAP_HRCES	604	604	2371855	BONIFICACIONES: General corrections to flat rate and reduced rate calculation	PY-ES
SAP_HRCES	604	604	2374374	CALC: New daily regulatory basis (BRD) for employee in multi-employment situation	PY-ES
SAP_HRCES	604	604	2380999	BONIFICACIONES: Wrong flat rate amount in case of payroll split	PY-ES
SAP_HRCES	604	604	2393871	CALC: strike hours are being discounted incorrectly and twice when calculating the /3CS wage type	PY-ES

SAP_HRCES	608	608	2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras	PY-ES
SAP_HRCES	608	608	2240660	CALC: Issues with BRD calculation after SAP Note 2212768	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	2339740	BONIFICACIONES: Customer option for Autoaseguradoras employee bonification reduction	PY-ES
SAP_HRCES	608	608	2341932	CALC: Bonification training hours (/3F3) not deducting /399	PY-ES
SAP_HRCES	608	608	2371855	BONIFICACIONES: General corrections to flat rate and reduced rate calculation	PY-ES
SAP_HRCES	608	608	2374374	CALC: New daily regulatory basis (BRD) for employee in multi-employment situation	PY-ES
SAP_HRCES	608	608	2380999	BONIFICACIONES: Wrong flat rate amount in case of payroll split	PY-ES
SAP_HRCES	608	608	2393871	CALC: strike hours are being discounted incorrectly and twice when calculating the /3CS wage type	PY-ES

Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600E8INSAPHRCES
SAP_HRCES	604	SAPK-604B4INSAPHRCES
SAP_HRCES	608	SAPK-60842INSAPHRCES

Dieses Dokument referenziert auf

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

Anlagen

Dateiname	Dateigröße	MIME-Typ
Manual_implem_note_2402789.pdf	318	application/pdf

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