

2587271 - CALC: no days adjustment for employees with fixed discontinuous contracts and absence as published in Boletín RED 07/2017

Version	2	Type	SAP Note
Language	English	Master Language	English
Priority	Correction with medium priority	Category	Legal change
Release Status	Released for Customer	Released On	17.01.2018
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2587271>

Symptom

As described in SAP ONE Support Launchpad - [Notification of Legal Changes](#), this SAP Note provides you with the relevant system changes to address the days adjustment for fixed discontinuous employees (fijos discontinuos) in the Cálculo de nómina española (RPCALCE0) report, as published in the Boletín RED 07/2017.

For more information, see also <http://www.seg-social.es/prdi00/groups/public/documents/binario/229649.pdf>. The website accessible through this hyperlink is an external website which is not part of SAP's offering. By clicking the hyperlink YOU AGREE that unless expressly stated otherwise in your agreements with SAP: (i) the content of the linked to website and any further external website is not content provided by or on behalf of SAP, nor is it otherwise under SAP's control; (ii) the fact that SAP provides links to external websites does not imply that SAP agrees or disagrees with the contents and information provided on such websites; (III) SAP DOES NOT GIVE ANY REPRESENTATION REGARDING THE QUALITY, SAFETY, SUITABILITY, ACCURACY OR RELIABILITY OF ANY EXTERNAL WEBSITE OR ANY OF INFORMATION, CONTENT AND MATERIALS PROVIDED THEREON; (IV) YOU VISIT THOSE EXTERNAL WEBSITES ENTIRELY AT YOUR OWN RISK SAP SHALL NOT BE DIRECTLY OR INDIRECTLY RESPONSIBLE OR LIABLE FOR ANY DAMAGE OR LOSS CAUSED OR ALLEGED TO BE CAUSED BY OR IN CONNECTION WITH YOUR USE OF OR RELIANCE ON ANY CONTENT, GOODS OR SERVICES AVAILABLE ON OR THROUGH ANY SUCH LINKED WEBSITE.

Other Terms

&CALC - PC00_M04_CALC (for more information, see SAP Note [1071282](#))

Reason and Prerequisites

This is a legal change.

From now on, the fixed discontinuous employees do not have their contribution days adjusted if they have one of the following absences: work accident, non-work accident, maternity, paternity, or risky maternity, as published in the RED 07/2017:

"A partir de la recaudación de diciembre de 2017 se han modificado los controles en el mismo sentido en cuanto a la base mínima de cotización y se ha eliminado el ajuste de días cotizados de aquellos trabajadores con contrato fijo discontinuo y figuren en situaciones de IT, Maternidad/Paternidad o Riesgo durante el embarazo y la lactancia."

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 30
6.04	HR SP A2
6.00	HR SP D6

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

Solution

From now on, the fixed discontinuous employees will be processed as part-time employees by the days adjustment, so that the contribution days will not be adjusted if the employee is fixed discontinuous and has an absence.

This does not apply for the absences: partial maternity, partial paternity, and ERE.

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. In this case, a reason for the change will be specified in the SAP Note.

Version	Date	Reason
2	January 17, 2018	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 [SAP Note Assistant](#).

To avoid problems with retroactivity the changes were sheltered with the entry 'NOTE' '02587271' in table T5F99VD. For further information, see SAP Note [515323](#).

Software Components

Software Component	Release
SAP_HRCES	600 - 600
SAP_HRCES	604 - 604

SAP_HRCES	608 - 608
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Correction Instructions

Software Component	From	To	Version	Changed on	ID
SAP_HRCES	608	608	4	17.01.2018 18:39:51	0000306139
SAP_HRCES	604	604	1	17.01.2018 18:41:56	0000312667
SAP_HRCES	600	600	1	17.01.2018 18:45:09	0000312668

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	2335323	CALC: Full-time employee with partial maternity/paternity contribution base above maximum	PY-ES
SAP_HRCES	600	600	2348639	CALC: Wrong /3CH adjustment due to PSE rule ESUS	PY-ES
SAP_HRCES	600	600	2374359	CALC: Fixed discontinuous full time employee is not contributing over 30 days	PY-ES
SAP_HRCES	600	600	2408179	CALC: Benefits (prestaciones) over the maximum limit result in the rejection of bases file	PY-ES
SAP_HRCES	600	600	2409327	CALC: Days adjustment for partial maternity	PY-ES
SAP_HRCES	600	600	2415348	CALC: first day of work accident colliding with vacation day is not being considered as a worked day	PY-ES
SAP_HRCES	600	600	2421396	CALC: Corrections to maximum daily contribution amount distribution	PY-ES

SAP_HRCES	600	600	2440324	CALC: Improvements to lcl_days_adjustment class	PY-ES
SAP_HRCES	600	600	2468004	CALC: days adjustment should not be applied for Artists	PY-ES
SAP_HRCES	600	600	2490734	CALC: Days adjustment is not detecting changes of proposed CCCs	PY-ES
SAP_HRCES	600	600	2506066	CALC: CP Base being calculated incorrectly for employees with PSS	PY-ES
SAP_HRCES	600	600	2515083	CALC: Days adjustment class incorrectly setting a day as active	PY-ES
SAP_HRCES	600	600	2553545	CALC: Missing retroactivity control for SAP Note 2515083	PY-ES
SAP_HRCES	600	600	2579688	CALC: /3AC wage type being generated with zero days	PY-ES
SAP_HRCES	604	604	2335323	CALC: Full-time employee with partial maternity/paternity contribution base above maximum	PY-ES
SAP_HRCES	604	604	2348639	CALC: Wrong /3CH adjustment due to PSE rule ESUS	PY-ES
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SAP_HRCES	608	608	2579688	CALC: /3AC wage type being generated with zero days	PY-ES

Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600F7INSAPHRCES
SAP_HRCES	604	SAPK-604C3INSAPHRCES
SAP_HRCES	608	SAPK-60851INSAPHRCES

This document refers to

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

