

2506201 - BONIFICACIONES: self-insured company quota reduction and corrections for allowance methods

Version	5	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	07.11.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2506201>

Symptom

You execute the Cálculo de nómina española (RPCALCE0) report for an employee with allowance or reduction methods defined in the Seguridad Social (0061) infotype for the period being calculated. If the allowance or reduction method is composed by at least one proportional and one fixed, there are some cases where the system does not use the whole available quota or use more than the total quota.

Example 1 - Non self-insured company:

Consider the scenario where an employee has Contract process methods 0042 (proportional - 100% empresa contingencias comunes) and 1225 (fixed - EUR 425,00) defined in the 0061 infotype. The Empr.cont.comunes (/351) wage type quota is EUR 272,08, and the employer's Acum.EM.cotiz.Seg.Soc. (/399) wage type quota would be EUR 403,27 without any allowances.

When processing payroll for the period where the methods are valid, the system calculates the allowance amounts as following:

Method	Allowance amount (EUR)
0042	272,08 (100% * /351)
1225	0,00 (wrong ¹)
Total allowance amount	272,08

wrong¹:The method 1225 is limiting the total allowance amount by the /351 instead of /399.

Example 2 - Self-insured companies:

For self-insured companies, as mentioned in SAP Note [2196897](#), defined with at least one option selected of Exclusión de incapacidad temporal (I1ILT), Exclusión de jubilación e I.M.S.C.(I2ILT), Exclusión de asistencia sanitaria por EC y maternidad (I3ILT), Exclusión de asistencia sanitaria y farmacia (I4ILT) fields in Características dependientes del tiempo de CCCs (V_T5E08) view, employers should have a coefficient reduction of 4,5% of the Empr.cont.comunes (/351) wage type.

Consider the scenario where an employee of a self-insured CCC has Contract process methods 0042 (proportional - 100% empresa contingencias comunes) and 1225 (fixed - EUR 425,00) defined in the 0061 infotype. The Empr.cont.comunes (/351) wage type quota is EUR (405,63 - 4,5%) 387,38 , and the employer's Acum.EM.cotiz.Seg.Soc. (/399) wage type quota is EUR (602,42 - 21,89) 584,17.

Method	Allowance amount(EUR)
0042	387,38 (100% * (/351 - 4,5%))
1225	0,00 (wrong ²)
Total allowance amount	387,38

wrong²:The method 1225 is limiting the total allowance amount by the reduced /351 -4,5% instead of /399.

Other Terms

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

Autoaseguradora; Colaboradora; /358; /398; /399; AAEER;

Reason and Prerequisites

You have to apply SAP Note [2530569](#) as prerequisite.

In both examples of the symptom, because the method 0042 has already adjusted to the maximum by the /351 quota, the allowance amount of method 1225 is reduced to zero. The employer's /399 quota in both examples, EUR 403,17 and 584,17 respectively, should have been considered instead.

The allowance amounts based on fixed methods are consuming the employer's quota (/351 wage type). Consequently, depending on the method processing order, some allowance amounts are wrongly cut off, since the quota determines the allowance amount limit. Also, methods should consider the self-insured coefficient to calculate proportional methods and cut off the total amount when needed.

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 28
6.04	HR SP A0
6.00	HR SP D4

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

Solution

Changes in the ESV0 payroll rule were made. Please note that they are not protected from retrocalculations.

From now on, the system first calculates all allowance amounts based on proportional methods, since only they are relevant for individual quotas. Allowances amounts based on fixed methods are then calculated using the employer's /399 quota as limit, taking into account the allowance amount already calculated.

With this behavior, the system now prioritizes the proportional methods when calculating the allowance amounts. Therefore fixed allowance amounts are only considered if the total quota was not reached by proportional methods. Hence the order of fixed methods entered in the 0061 infotype is not relevant.

For self-insured companies, the process is the same, but first the system considers the 4,5% quota reduction before calculating the proportional methods.

Example 1 - Non self-insured company:

Consider the scenario defined in the "symptom" section. After applying this SAP Note, the allowance amount will be calculated as follows:

Method	Allowance amount(EUR)
0042	272,08 (100% * /351)
1225	131,19 (Correct ³)
Total allowance amount	403,37

Correct³: Allowance amount reduced to meet the /399 limit of EUR 403,27, and not just the /351 limit.

The system would calculate the exact same way if the order of methods in the 0061 infotype was swapped, because proportional methods are now prioritized.

Example 2 - self-insured companies:

Self-insured companies have a 4,5% coefficient applied before any method calculation. This coefficient may be calculated in two different ways using the Reduc. cuota trab. Autoas. (AAEER) situation in Asignación de opciones a situaciones (V_T5EU3) view as mentioned in SAP Note [2339740](#).

The behavior of situation AAEER was changed to always create the /358 wage type, regardless if they compose or not the /398 accumulation wage type.

Example 2.1: Using the AAEER as recommended by SAP, Desactivada (0):

Consider the scenario where an employee of a self-insured CCC has Contract process methods 0042 (proportional - 100% empresa contingencias comunes) and 1225 (fixed - EUR 425,00) defined in the 0061 infotype.

Wage type		Calculation
/331 (100% * /351)	Bonificación CC emp.	/351 reduced x 100% (1 - 4,5%) x 405,63 x 100%
/331 (425,00)	Bonificación CC emp.	Fixed amount - Allowance surplus Allowance surplus = (425,00 + 387,38) - (602,42 - 21,89) = 231 425,00 - 231,85

/342	BC cont.comunes	1.500,00 + 218,75
/343	BC cont.profesionales	1.500,00 + 218,75
/350	Trab.cont.comunes	1.718,75 x 4,7%
/351	Empr.cont.comunes	1.718,75 x 23,6%
/358	Red.cuota CC empleado	80,78 x 4,5%
/355	Red.cuota CC empresa	/350 + /351 x 4,5% 486,41 x 4,5%
/398	Acum.TR.cotiz.Seg.Soc.	Total quotas - /358 109,14 - 3,64
/399	Acum.EM.cotiz.Seg.Soc.	Total quotas - Total allowances - /355 + /358 602,42 - 387,38 - 193,15 - 21,89 + 3,64

Example 2.2: Using the AAEER as Activada (1):

Consider the scenario where an employee of a self-insured CCC has Contract process methods 0042 (proportional - 100% empresa contingencias comunes) and 1225 (fixed - EUR 425,00) defined in the 0061 infotype.

Wage type		Calculation
/331 (100% * /351)	Bonificación CC emp.	/351 reduced x 100% $(1 - 4,5\%) \times 405,63 \times 100\%$ Reduced Allowance = 387,38 Allowance surplus? $(\text{Reduced Allowance} + /355) > /351?$ $387,38 + 21,89 > 405,63$ $409,27 > 405,63$ Allowance surplus

		Reduced Allowance - (Reduced Allowance + /355 - /351) $387,38 - (387,38 + 21,89 - 405,63)$ $387,38 - 3,64$ Allowance surplus: 383,74
/331 (425,00)	Bonificación CC emp.	Fixed amount -Allowance surplus Allowance surplus = (425,00 + 383,74) - (602,42 - 21,89) = 425,00 - 228,21
/342	BC cont.comunes	$1.500,00 + 218,75$
/343	BC cont.profesionales	$1.500,00 + 218,75$
/350	Trab.cont.comunes	$1.718,75 \times 4,7\%$
/351	Empr.cont.comunes	$1.718,75 \times 23,6\%$
/358	Red.cuota CC empleado	$80,78 \times 4,5\%$
/355	Red.cuota CC empresa	$/350 + /351 \times 4,5\%$ $486,41 \times 4,5\%$
/398	Acum.TR.cotiz.Seg.Soc.	Total quotas
/399	Acum.EM.cotiz.Seg.Soc.	Total quotas - Total allowances - /355 $602,42 - 383,74 - 196,79 - 21,89$

Attention!If using the AAEER=1 option is necessary to customize the differences between the /398 and /399 wage types to avoid problems in SLD: procesamiento de ficheros (RPC_PAYES_CRETA_FILES) report. Do the following customizations in Asignación CC-nóminas a CC-nóm.acumulación (V_T596J) view:

1. Subapplication SFCT, so that /358 discounts from TT01:

Agrupación de países	Aplicación parcial	CC-nómina acumulac.	CC-nómina	Fin de validez	Inicio de validez	Texto CC-nómina ac.
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04	SFCT	TT01	/358	31/12/9999	01/01/2017	Importe total cuota trabajador
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2. Subapplication SFCE, so that /358 sums to TT01:

Agrupación de países	Aplicación parcial	CC-nómina acumulac.	CC-nómina	Fin de validez	Inicio de validez	Texto CC-nómina ac.
04	SFCE	TT01	/358	31/12/9999	01/01/2017	Importe total cuota empresa

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
5	November 7, 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.

List of objects Created (C) / Modified (M) (manual activities related):

R3TR PCYS ESV0 (M)

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

To avoid problems with retroactivity the changes were sheltered with the protect correction 'NOTE' '02506201' on table T5F99VD. For further information see SAP Note [515323](#).

Manual Activities

Manual Pre-Implement.

|VALID FOR |
 |Software Component SAP_HRCES |
 | Release 600 SAPK-600D4INSAPHRCES - SAPK-600F3INSAPHRCES |
 | Release 604 SAPK-604A0INSAPHRCES - SAPK-604B9INSAPHRCES |
Release 608 SAPK-60828INSAPHRCES - SAPK-60847INSAPHRCES

Follow implementations steps from attached document "Manual Instructions for SAP Note 2506201.pdf".

Software Components

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

Correction Instructions

Software Component	From	To	Version	Changed on	ID
SAP_HRCES	608	608	2	07.11.2017 18:41:08	0000283478
SAP_HRCES	604	604	3	07.11.2017 18:39:47	0000283474
SAP_HRCES	600	600	13	06.11.2017 12:14:15	0000232254

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	2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras	PY-ES

SAP_HRCES	600	600	2325876	BONIFICACIONES: Wagetype /358 not generated to report employee bonification reduction	PY-ES
SAP_HRCES	600	600	2325965	BONIFICACIONES: Wrong reduction to bonifications with fixed amount	PY-ES
SAP_HRCES	600	600	2339740	BONIFICACIONES: Customer option for Autoaseguradoras employee bonification reduction	PY-ES
SAP_HRCES	600	600	2354367	CALC: RED 04/2016 - VNDs smaller than one day should have their bases added to the worked base	PY-ES
SAP_HRCES	600	600	2402789	BONIFICACIONES: Corrections to allowance calculation	PY-ES
SAP_HRCES	600	600	2447355	CALC: Manual contribution base	PY-ES
SAP_HRCES	600	600	2496404	CALC: Incorrect sum of /399 for a CCC that collaborates with SS	PY-ES
SAP_HRCES	600	600	2515045	CALC: Manual contribution bases in case of VND	PY-ES
SAP_HRCES	600	600	2530569	BONIFICACIONES: delivery of objects for SAP Note 2506201	PY-ES
SAP_HRCES	604	604	2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras	PY-ES
SAP_HRCES	604	604	2325965	BONIFICACIONES: Wrong reduction to bonifications with fixed amount	PY-ES
SAP_HRCES	604	604	2339740	BONIFICACIONES: Customer option for Autoaseguradoras employee bonification reduction	PY-ES
SAP_HRCES	604	604	2354367	CALC: RED 04/2016 - VNDs smaller than one day should have their bases added to the worked base	PY-ES
SAP_HRCES	604	604	2402789	BONIFICACIONES: Corrections to allowance calculation	PY-ES
SAP_HRCES	604	604	2447355	CALC: Manual contribution base	PY-ES
SAP_HRCES	604	604	2496404	CALC: Incorrect sum of /399 for a CCC that collaborates with SS	PY-ES
SAP_HRCES	604	604	2515045	CALC: Manual contribution bases in case of VND	PY-ES
SAP_HRCES	604	604	2530569	BONIFICACIONES: delivery of objects for SAP Note 2506201	PY-ES
SAP_HRCES	608	608	2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras	PY-ES
SAP_HRCES	608	608	2325876	BONIFICACIONES: Wagetype /358 not generated to report employee bonification reduction	PY-ES
SAP_HRCES	608	608	2325965	BONIFICACIONES: Wrong reduction to bonifications with fixed amount	PY-ES
				BONIFICACIONES: Customer option for	

SAP_HRCES	608	608	2339740	Autoaseguradoras employee bonification reduction	PY-ES
SAP_HRCES	608	608	2354367	CALC: RED 04/2016 - VNDs smaller than one day should have their bases added to the worked base	PY-ES
SAP_HRCES	608	608	2402789	BONIFICACIONES: Corrections to allowance calculation	PY-ES
SAP_HRCES	608	608	2447355	CALC: Manual contribution base	PY-ES
SAP_HRCES	608	608	2496404	CALC: Incorrect sum of /399 for a CCC that collaborates with SS	PY-ES
SAP_HRCES	608	608	2515045	CALC: Manual contribution bases in case of VND	PY-ES
SAP_HRCES	608	608	2530569	BONIFICACIONES: delivery of objects for SAP Note 2506201	PY-ES

Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600F4INSAPHRCES
SAP_HRCES	604	SAPK-604C0INSAPHRCES
SAP_HRCES	608	SAPK-60848INSAPHRCES

This document refers to

SAP Note/KBA	Title
2530569	BONIFICACIONES: delivery of objects for SAP Note 2506201
2325965	BONIFICACIONES: Wrong reduction to bonifications with fixed amount
2196897	BONIFICACIONES: Daily bonification reduction for Autoaseguradoras
167718	CONSULT.: HRMS Espa&#x00F1;a - Novedades
1071282	CONSULT: List of tags for Spain notes.

This document is referenced by

SAP Note/KBA	Title

Attachments

File Name	File Size	Mime Type
Manual Instructions for SAP Note 2506201.pdf	408	application/pdf

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