

2542718 - CALC: Daily employee in unpaid leave contributing over the maximum

Version	2	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	15.11.2017
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2542718>

Symptom

You run the Cálculo de nómina española (RPCALCE0) report in a month with 31 days for an employee with daily contribution. This employee contributes the maximum monthly amount and has one unpaid absence day. The sum of the company contribution base (/302 or /303) and the contribution base (/342 or /343) wage types surpasses the maximum monthly contribution base.

Example:

An employee with daily contribution, contributing the maximum amount, begins an unpaid absence in 31.01.2017. The following wage types will be calculated:

/302 = € 27,52 -> Minimum daily contribution, relative to 1 day in unpaid absence

/342 = € 3751,20 -> 30 * maximum daily contribution, relative to 30 working days

The sum of these contribution bases (€ 3778,72) surpasses the maximum monthly contribution base of € 3751,20.

Other Terms

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

Reason and Prerequisites

This SAP Note is relevant only for Spain.

This issue is a side effect caused by the solution delivered by SAP Note 2354334.

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

In the described scenario, the contribution base (/342 and /343) wage types will be adjusted so the sum of the contribution bases will not surpass the maximum contribution base.

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	November 15, 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 [SAP Note Assistant](#).

To avoid problems with retroactivity the changes were sheltered with the protect correction 'NOTE' '02542718' on 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

Correction Instructions

Software Component	From	To	Version	Changed on	ID
SAP_HRCES	608	608	2	15.11.2017 19:24:10	0000250961
SAP_HRCES	604	604	1	15.11.2017 19:42:50	0000295608
SAP_HRCES	600	600	1	15.11.2017 19:45:53	0000295609

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	2354334	CALC: Wrong minimum base for private sector employee on unpaid leave	PY-ES
SAP_HRCES	600	600	2370816	CALC: Multi-employment with non-taken vacation (VND) generating wrong /3P7	PY-ES
SAP_HRCES	600	600	2447355	CALC: Manual contribution base	PY-ES
SAP_HRCES	604	604	2354334	CALC: Wrong minimum base for private sector employee on unpaid leave	PY-ES
SAP_HRCES	604	604	2370816	CALC: Multi-employment with non-taken vacation (VND) generating wrong /3P7	PY-ES
SAP_HRCES	604	604	2447355	CALC: Manual contribution base	PY-ES
SAP_HRCES	608	608	2354334	CALC: Wrong minimum base for private sector employee on unpaid leave	PY-ES
SAP_HRCES	608	608	2370816	CALC: Multi-employment with non-taken vacation (VND) generating wrong /3P7	PY-ES
SAP_HRCES	608	608	2447355	CALC: Manual contribution base	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 solves side effects

SAP Note/KBA	Title
2354334	CALC: Wrong minimum base for private sector employee on unpaid leave

This document refers to

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

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