

2586994 - CALC: Wrong minimum base for part time on unpaid leave

Version	2	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	08.02.2018
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2586994>

Symptom

You are running the Cálculo de nómina española (RPCALCE0) report for a private sector employee with permiso sin sueldo (PSS) absences in the Absentismos (2001) infotype. The report calculates incorrectly the minimum base, thus generating an incorrect value on Base CC per.IT (split AB) (/3P7) and Base CP per.IT (split AB) (/3P8) wage types.

Example:

Employee with Clave del grupo de cotización (P0061-GRCOT) field defined as 01, and Horas de trabajo al mes (contratos tiempo parcial) (P0061-HOCON) field defined as 62,5%.

The system wrongly calculates by the minimum monthly:

Wage type	Description	Calc.	Amount
/3P7	Base CC per.IT (split AB)	1152,90 * 0,625	720,56
/3P8	Base CP per.IT (split AB)	825,60 * 0,625	516,00

In both cases the calculation is multiplying the minimum monthly base by 0,625 (coefficient of working time). For /3P7 the value comes from the Base mínima (V_T5E43-GMINI) field of Bases de cotización por contingencias comunes (V_T5E43) view, while for the /3P8 Base mínima (T5E44-GMINI) field value from Bases de cotización por contingencias comunes (T5E44) view.

Other Terms

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

Permiso sin sueldo; PSS; Tiempo parcial;

Reason and Prerequisites

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

For an employee with P0061-GRCOT defined as 01, the minimum hourly contribution should be 6,95 euros, as defined in BASES MÍNIMAS COTIZACIÓN CONTINGENCIAS COMUNES CONTRATOS A TIEMPO

PARCIAL 2017 table of Social Security. This table is translated by the Bases mínimas para contratos a tiempo parcial (V_T5E50) view for Contingencias Comunes and Bases de cotización por contingencias de AT y EP (T5E44) view for Contingencias Profesionales.

For more information, see also

http://www.seg-social.es/Internet_1/Trabajadores/CotizacionRecaudaci10777/Regimenes/RegimenGeneraldele

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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 31
6.04	HR SP A3
6.00	HR SP D7

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

Solution

Now, whenever a employee is contributing as a part time, the minimum base is calculated considering the minimum hourly contribution.

Example:

Employee with Clave del grupo de cotización (P0061-GRCOT) field defined as 01, and Horas de trabajo al mes (contratos tiempo parcial) (P0061-HOCON) field defined as 62,5%.

The system calculates:

Wage type	Description	Calc.	Amount
/3P7	Base CC per.IT (split AB)	$8 * 22 * 0,625 * 6,95$	764,50
/3P8	Base CP per.IT (split AB)	$8 * 22 * 0,625 * 4,97$	546,70

Both calculations are multiplying 8 (working hours per day) by 22 (working days in month) by 0,625 (coefficient of working time) by X (the minimum hourly defined in the V_T5E50 or T5E44 views).

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	February 8, 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' '02586994' 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

Korrekturanleitungen

Softwarekomponente	Von	Bis	Version	Änderungsdatum	ID
SAP_HRCES	608	608	1	08.02.2018 13:03:25	0000335850
SAP_HRCES	604	604	1	08.02.2018 13:01:50	0000335901
SAP_HRCES	600	600	2	08.02.2018 13:00:41	0000306895

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	2354334	CALC: Wrong minimum base for private sector employee on unpaid leave	PY-ES
SAP_HRCES	600	600	2495762	CALC: Wrong minimum contribution for fixed discontinuous employees	PY-ES
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SAP_HRCES	608	608	2495762	CALC: Wrong minimum contribution for fixed discontinuous employees	PY-ES

Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600F8INSAPHRCES
SAP_HRCES	604	SAPK-604C4INSAPHRCES
SAP_HRCES	608	SAPK-60852INSAPHRCES

Dieses Dokument beseitigt Nebeneffekte

SAP-Hinweis/KBA	Titel

2354334

[CALC: Wrong minimum base for private sector employee on unpaid leave](#)

Dieses Dokument referenziert auf

SAP-Hinweis/KBA	Titel
2563653	BONIFICACIONES: Wrong fixed amount allowance for part-time splits
167718	CONSULT.: HRMS Espa&#x00F1;a - Novedades
1071282	CONSULT: List of tags for Spain notes.

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