

2503919 - CALC: New wage types for contribution bases in days of partial strike (/3H0 and /3H1)

Version	8	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	19.04.2018
Component	PY-ES (Spain)		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2503919>

Symptom

You run the Cálculo de nómina española (RPCALCE0) report for an employee who contributes with the minimum contribution base and who has a few hours of partial strike. Afterwards, the SLD: fichero de bases (RPC_PAYES_CRETA_BASES) report generates a file that is rejected by the Social Security because the base of the partial strike day is under the hourly minimum contribution for that day.

Example 1

The employee has a monthly salary of EUR 868,47 and a 2 hours partial strike absence on the 30th day of the month. Because of the partial strike, the company calculates a discount of EUR 9,87 in a custom payroll rule, resulting in a wage of EUR 858,60. The wage is contained between the maximum and minimum limits; therefore, the contribution base is also EUR 858,60.

In the SLD bases file, the following contribution intervals are generated:

From	To	Concepts	Response
01	29	C500 829,98 C601 829,98	The interval is accepted because the amounts respect the maximum and minimum limits.
30	30	H01 06,00 C500 28,62 C601 28,62	The interval is rejected because the amounts do not respect the minimum limit. The minimum amount for this interval would be $5,17 \times 6 = 31,02$.

Other Terms

&CALC - PC00_M04_CALC (for more information, see SAP Note [1071282](#) - CONSULT: List of tags for Spain notes)

/3H0; /3H1; Huelga parcial

Reason and Prerequisites

You have to apply SAP Note 2630554 - CALC: delivery of objects for SAP Note 2503919as prerequisite.

A partial strike day is analogous to a worked day under a part-time coefficient. Therefore, the amount must respect the minimum hourly base of EUR 5,17 per hour in 2018.

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 32
6.04	HR SP A4
6.00	HR SP D8

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

Solution

Partial strike wage types

The following wage types have been created to represent the contribution base and the hours of a partial strike absence:

- Bas.CC huelga parcial (/3H0): Contains the fraction of the BC cont.comunes (/342) wage type that corresponds to a partial strike day
- Bas.CP huelga parcial (/3H1): Contains the fraction of the BC cont.profesionales (/343) wage type that corresponds to a partial strike day

Example: if the employee has a /342 wage type of EUR 900,00 and a /3H0 wage type of EUR 30,00, it represents an amount of EUR 30,00 for the partial strike day and EUR 870,00 for the rest of the days.

These wage types are generated for each of the following absences:

- Absences that last less than one day and are configured either with Tipo presencia/absentismo (ABSTY) "H0" or "H1" in the Clases de absentismos y presencias (T554S) table
- Absences that last less than one day and are configured with Tipo de absentismo/presencia (ABSTP) "H" in table T554S

These wage types have the following information filled:

- ABZNR: Link to the Cluster RD/B2: Tabla AB (AB) table line corresponding to the partial strike absence
- ANZHL: Number of worked hours in the strike day
- BETRG: Amount of the contribution base in the strike day

The salary discount

As described in SAP Note [183806](#) - CONSULT.: Situaciones especiales para la T.G.S.S., under Situación especial 1: Huelga parcial, the partial strike absences do not generate the Días

absen.impag.no cot. (/3AH) wage type. As a consequence, there is no standard discount to salaries in case of partial strike. The discount of salary due to partial strike must be provided by each customer in their own customizing and payroll calculation schema.

Consequences to the calculation of contribution bases and quotas

When RPCALCE0 report executes the Cálculo bases cotiz. y cotizaciones Seg.Social (ESV00) payroll function, the system assumes that the employee salary was already discounted by the custom solution or that the company decided not to discount the employee's salary. Therefore, the system considers the whole amount of the input wage types.

As mentioned before, a partial strike day is a worked day, however, with less hours than usual. Therefore, the calculation of the contribution base and contribution quota is executed as usual. The next table describes the basic steps for calculating the contribution bases and quotas in case of partial strike.

Step	Action
1	Retrieve the employee salary
2	Discount partial strike hours from the salary (custom solution)
3	Check whether the resultant salary is contained between the minimum and maximum contribution bases
4	Calculate the contribution quotas based on the total contribution base

Whenever the employee's contribution base is contained between the minimum and maximum contribution limits, the salary discount provided by the customer will naturally flow to the contribution base. For employees with minimum and maximum contributions, see the next sections.

Example: if the employee has a salary of EUR 1.000,00 and the company discounts 100,00 due to a partial strike, both salary and contribution base will be EUR 900,00.

Consequences to the reporting of contribution bases

When the company discounts the employee's salary due to some partial strike, even though this amount corresponds to the partial strike day, it ends up being discounted from the total contribution base. When reporting contribution bases, the RPC_PAYES_CRETA_BASES report will distribute the total contribution base among the worked days. Since the partial strike interval is a working day, it will also distribute the contribution base to this day in the same proportion. Distributing the bases among fully worked and partially worked days with the same proportion does not affect the employee neither the company, since the total contribution base reported is the same and, therefore, the contribution quota is also the same.

Example: the employee has a /342 of EUR 900,00 and a /3H0 of EUR 30,00, which is the result of dividing EUR 900,00 by 30 days. Therefore, the employee will have a fully worked interval of EUR 870,00 and a partially worked interval of EUR 30,00. Since the sum of the reported bases is EUR 900,00, there will be no loss for employee neither for company in terms of contribution calculation.

The hours used to fill field ANZHL from wage types /3H0 and /3H1 are calculated as follows:

- The theoretic daily working hours are retrieved from the Hrs.trabajo por día (TGSTD) field in the Regla para plan horario trabajo (T508A) table

- If the Horas de trabajo al mes (contratos tiempo parcial) (HOCON) or Días de trabajo al mes (contratos tiempo parcial) (DICON) fields are informed in the Seguridad Social (ES) (0061) infotype, the daily working hours are proportional to these coefficients
- The partial strike hours are discounted from the daily working hours
- The resulting hours are rounded up, because the SLD bases file does not support hours with decimals

Example: the employee has 8 theoretic working hours per day and a part-time coefficient of 87,5%. The employee has a partial strike of 2 hours. The hours will be calculated as follows:

- Theoretic daily working hours: 8h
- Part-time coefficient calculation: $8h \times 87,5\% = 7h$
- Hours of partially worked day: $7h - 2h = 5h$

The criteria described for determining the hours and the bases distribution is the best way to avoid the rejection of the SLD bases file due to incoherent distributions.

Employee with minimum contribution bases

When the employee is close to the minimum contribution base or limited to it, an additional check is necessary to ensure that the amount of the partially worked day reaches the minimum hourly base.

In Example 1 (see "Symptom" section), the contribution base of the partially worked day must be increased to EUR 31,02, which represents also an increase of EUR 2,40 in the total contribution base.

Step	Action	Amounts from example 1 (see section "Symptom")	
1	Retrieve the employee salary	EUR 868,47	
2	Discount partial strike hours from the salary (custom solution)	EUR 868,47 - 9,87	858,60
3	Check whether the resultant salary is contained between the minimum and maximum contribution bases	EUR 858,60	858,60
4	Simulate the distribution of bases	EUR 858,60 / 30	28,62
5	Check whether the distributed base reaches the minimum hourly base and, if necessary, assume the minimum	EUR 28,62 < 31,02	31,02
6	If necessary adjust the total contribution base	EUR 829,98 + 31,02	861,00
7	Calculate the contribution quotas based on the total contribution base		

The hours used to verify the minimum follow the same criteria described in the previous section.

In SLD, the following intervals will be reported:

From	To	Concepts	Response
01	29	C500 829,98 C601 829,98	The interval is accepted because the amounts respect the maximum and minimum limits.
30	30	H01 06,00 C500 31,02 C601 31,02	The interval is accepted because the amounts respect the maximum and minimum limits.

Employee with maximum contribution bases

When the employee is limited to the maximum contribution base, the discount to the employee salary might not represent a discount in the contribution base. Even though the employee is not obligated to contribute during a strike situation, the employee is still obligated to contribute during the worked hours of the day up to the daily limit. In 2018, this limit is EUR 125,04 per day; therefore, in case of higher salaries, the employee might reach the daily maximum contribution base even after having the salary discounted.

Example: if the employee has a salary of EUR 10.000,00 and there is a discount of EUR 1.000,00 due to partial strikes, the resulting salary (EUR 9.000,00) is still greater than the maximum limit. Therefore, the employee's contribution base will be the maximum limit, independently from the partial strike.

Other possible (custom) interpretations

Besides the interpretations described above, there might be some custom interpretations.

- The report should use the effectively worked hours instead of the theoretic hours to verify the minimum and to report in SLD
- The report should not round the resulting hours up
- The report should discount some amount from the employee's contribution base due to the partial strike even if the resulting salary is greater than the maximum limit, since the employee is not obligated to contribute on this day

Alternatives to implement custom interpretations

There are three alternatives to implement custom interpretations:

1. Generate the /3H0 and /3H1 wage types before payroll function ESV00 is executed with a custom payroll function. On this case, the system will not overwrite the wage types generated by the customer.
Important: the ABZNR field must be filled to link the wage type to a partial strike from AB cluster table.
2. Modify the /3H0 and /3H1 after payroll function ESV00 is executed with a custom payroll function.
3. Implement the Cambia las bases en casos de huelga parcial (ADJUST_PARTIAL_STRIKE_BASES) method, from the BAdI: Modificación de datos de Seguridad Social para nómina (HRPAYES_SOCIALSECURITY_CALC) BAdI to change the information of /3H0 and /3H1 wage types in the end of ESV00 payroll function.

In all alternatives, customers are free to retrieve effectively worked hours instead of theoretic hours, as well as to provide discounts to the contribution base, if desired. However, SAP warns that these changes might cause other distribution issues in SLD bases file, which will lead to the rejection of the file due to bases under or over the limits.

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
8	April 19, 2018	Support package prerequisite changed for the correction instructions. No changes to the solution delivered.

7	April 11, 2018	Released for customer.
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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 created (C) / modified (M) objects (manual activities related):

R3TR DOCT PYES_PART_STRIKE_BASE_WTS (C)
R3TR DSYS SIMGHRPAYES_SOCIALSECURITY_CALC (C)
R3TR TABU T512T (C)
R3TR TABU T512W (C)
R3TR TABU T52D7 (C)
R3TR TABU T52DZ (C)
R3TR LODS WTOP_D3H0AAAAAAAAAAAAAAAAA04_HVVV (C)
R3TR LODS WTOP_D3H1AAAAAAAAAAAAAAAAA04_HVVV (C)
R3TR VDAT V_512W_O (C)

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' '02503919' on table T5F99VD. For further information, see SAP Note 515323.

Manual Activities

Manuelle Vorarbeit

|GÜLTIG FÜR |
|Softwarekomponente SAP_HRCES |
| Freigb. 600 SAPK-600D8INSAPHRCES - SAPK-600F9INSAPHRCES |
| Freigb. 604 SAPK-604A4INSAPHRCES - SAPK-604C5INSAPHRCES |
Freigb. 608 SAPK-60832INSAPHRCES - SAPK-60853INSAPHRCES

Follow the implementation steps from attached document "Manual Instructions for SAP Note 2503919.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	600	600	6	19.04.2018 12:19:14	0000324505
SAP_HRCES	604	604	3	19.04.2018 12:22:44	0000337775
SAP_HRCES	608	608	2	19.04.2018 12:24:49	0000337720

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	2370816	CALC: Multi-employment with non-taken vacation (VND) generating wrong /3P7	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	2445150	CALC: Incorrect clearing of data tables during Calculo General de Nomina execution	PY-ES
SAP_HRCES	600	600	2447355	CALC: Manual contribution base	PY-ES

SAP_HRCES	600	600	2477500	CALC: VND bases are being distributed when SDIST option is used	PY-ES
SAP_HRCES	600	600	2493660	CALC: /3P9 surpassing the monthly maximum in case of payroll split	PY-ES
SAP_HRCES	600	600	2506201	BONIFICACIONES: self-insured company quota reduction and corrections for allowance methods	PY-ES
SAP_HRCES	600	600	2542718	CALC: Daily employee in unpaid leave contributing over the maximum	PY-ES
SAP_HRCES	600	600	2550428	CALC: Medico Interino Residente (MIR) with absence has FOGASA cuota incorrectly	PY-ES
SAP_HRCES	600	600	2563309	CALC: Manual contribution base /3MB does not affect /345	PY-ES
SAP_HRCES	600	600	2569660	CALC: VND day in the 31st day of the month with split do not have positive bases	PY-ES
SAP_HRCES	600	600	2571233	CALC: enabling manual contribution bases with amount 0	PY-ES
SAP_HRCES	600	600	2573911	CALC: Artist with split over maximum contribution is rejected and has incorrect bases	PY-ES
SAP_HRCES	600	600	2592321	CALC: Wrong base of extra hours impacts BRD in next months	PY-ES
SAP_HRCES	600	600	2630554	CALC: delivery of objects for SAP Note 2503919	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	2374374	CALC: New daily regulatory basis (BRD) for employee in multi-employment situation	PY-ES
SAP_HRCES	604	604	2445150	CALC: Incorrect clearing of data tables during Calculo General de Nomina execution	PY-ES
SAP_HRCES	604	604	2447355	CALC: Manual contribution base	PY-ES
SAP_HRCES	604	604	2477500	CALC: VND bases are being distributed when SDIST option is used	PY-ES
SAP_HRCES	604	604	2493660	CALC: /3P9 surpassing the monthly maximum in case of payroll split	PY-ES
				BONIFICACIONES: self-insured company	

SAP_HRCES	604	604	2506201	quota reduction and corrections for allowance methods	PY-ES
SAP_HRCES	604	604	2542718	CALC: Daily employee in unpaid leave contributing over the maximum	PY-ES
SAP_HRCES	604	604	2550428	CALC: Medico Interino Residente (MIR) with absence has FOGASA cuota incorrectly	PY-ES
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SAP_HRCES	608	608	2354334	CALC: Wrong minimum base for private sector employee on unpaid leave	PY-ES
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				CALC: Medico Interino Residente (MIR)	

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SAP_HRCES	608	608	2563309	CALC: Manual contribution base /3MB does not affect /345	PY-ES
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SAP_HRCES	608	608	2592321	CALC: Wrong base of extra hours impacts BRD in next months	PY-ES
SAP_HRCES	608	608	2630554	CALC: delivery of objects for SAP Note 2503919	PY-ES

Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600G0INSAPHRCES
SAP_HRCES	604	SAPK-604C6INSAPHRCES
SAP_HRCES	608	SAPK-60854INSAPHRCES

Dieses Dokument referenziert auf

SAP-Hinweis/KBA	Titel
515323	CONSULT.: Protección de correcciones
2630554	CALC: delivery of objects for SAP Note 2503919
183806	CONSULT.: Situaciones especiales para la T.G.S.S.
1071282	CONSULT: List of tags for Spain notes.

Dieses Dokument wird referenziert von

SAP-Hinweis/KBA	Titel
2630554	CALC: delivery of objects for SAP Note 2503919

Anlagen

Dateiname	Dateigröße	MIME-Typ
Documentation_SAP_Note_2503919.pdf	337	application/pdf
Manual Instructions for SAP Note 2503919.pdf	28	application/pdf

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