

# 2595890 - BONIFICACIONES: Incorrect computation of 3268 allowance for employees with strike

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	01.03.2018
Component	PY-ES ( Spain )		

Please find the original document at <https://launchpad.support.sap.com/#/notes/2595890>

## Symptom

The reduction of Reducción empresa para fondo conting. comunes(/335) wage type is computed incorrectly when you run the Cálculo de nómina española(RPCALCE0) report for an employee with Tar. reduc.: reducción, 3er año, empresa < 10 empleados(3268) allowance method and a strike (huelga).

### Example:

For that scenario, the reduction for 3268 method is 250,00 EUR (Tarifa reducida 3er año(TRED2) constant of Constantes de nómina (T511P) table). Then, this value is multiplied by the Social Insurance contribution type percentage (23,60%). So, the /335 wage type would be equal to 59 EUR.

However, the days the employee is not working (for example, strike days), should be considered to prorate the reduction amount. So, considering that the employee has one strike day, the /335 computation should be the following:

- 1) Reduction \* SI contribution type percentage:  $250,00 * 23,60\% = 59 \text{ EUR}$
- 2) Divide the amount on 1) over 30 days and do rounding:  $59 / 30 = 1,9666... = 1,97$
- 3) Multiply the amount on 2) by the number of working days:  $1,97 * 29 = 57,13 \text{ EUR}$

## Other Terms

&CALC - PC00\_M04\_CALC (for more information, see SAP Note [1071282](#))

## Reason and Prerequisites

The reduction computed should be prorated considering the amount of days worked. For that reason, strike days should be discounted when computing /335 wage type.

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](https://support.sap.com/maintenance-schedule))

## Solution

The reduction computed in /335 wage type is now prorated, taking into account only the working days of the month and excluding the non-working days (like strikes), as explained in the symptom section.

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	March 01, 2018	SAP Note released for customers.

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' '02595890' 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	2	01.03.2018 19:09:51	0000344570

SAP_HRCES	604	604	1	01.03.2018 19:13:44	0000312141
SAP_HRCES	600	600	1	01.03.2018 19:17:08	0000312142

## 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	2402789	BONIFICACIONES: Corrections to allowance calculation	PY-ES
SAP_HRCES	604	604	2402789	BONIFICACIONES: Corrections to allowance calculation	PY-ES
SAP_HRCES	608	608	2402789	BONIFICACIONES: Corrections to allowance calculation	PY-ES

## Support Package

Software Component	Release	Support Package
SAP_HRCES	600	SAPK-600F9INSAPHRCES
SAP_HRCES	604	SAPK-604C5INSAPHRCES
SAP_HRCES	608	SAPK-60853INSAPHRCES

## Dieses Dokument referenziert auf

SAP-Hinweis/KBA	Titel
167718	<a href="#">CONSULT.: HRMS Espa&amp;#x00F1;a - Novedades</a>

1071282

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