



LAS report – changes in year 2022

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INTERNAL – SAP and Customers Only

LAS report – changes in 2022

Changes based on requirements from authority

- Business description of the changes (Elisabeth will present it separately)
- Requirements

Legal definition of the conditions

- How is the logic of the internal processing set

Changes done in the report

- Objects affected by this change

Examples of contracts on timeline

- Special limited contracts
- Mixed contracts
- Substitution contracts

Q &A

Requirements

- Contract type „Common limited contract“ will be replaced by „Special limited contract“
- Limit for 24 months will be changed to 12 months within a five-year period
 - This means that the Employment will potentially turn faster into an unlimited contract.
- Age limit will be changed to 68 years

Mentioned changes are valid for report RPLLASS1

Legal definition

Legal definition (used for conditions in the report) :

5a§

1. Special limited contract changes to permanent employment when an employee has been employed by an employer with a Special limited contract for over 12 months all together.
 - a. During a five-year period or
 - b. During a period when the EE has had time-limited employment with an employer in the form of special limited employment, substitute employment or seasonal employment and the employments followed each other.
(An employment has followed another when it has been entered into within six months from the previous employment's end day)
2. Substitute employment changes to permanent employment when an EE has been employed by an employer with a substitute employment contract for more than 12 months during a five-year period.

5b§

For those who have turned 68 years of age, special limited employment or substitute employment does not change into permanent employment according to 5a§.

Changes done in the report RPLLASS1

Changes to the report selection screen:

- ***Name of the contract***

Change the name of the contract from “General limited contract” to “Special limited contract”

- ***Total days EE to be employed***

Change the default number of days for total length of limited contracts from 730 (= 24 months) to 365 (=12 months)

- ***Exclude employees older than***

Changes done in the report RPLASS1

Selection screen of the report:

Before change

The screenshot shows the selection screen for report RPLASS1. At the top, there are three tabs: 'Further selections', 'Search helps', and 'Sort order'. Below the tabs, the 'Key date' section has two radio buttons: 'Today' (unselected) and 'Other keydate' (selected). A 'Key Date' input field is present. The 'Selection' section contains several input fields with corresponding icons: Personnel Number, Personnel area, Personnel subarea, Employee group, Employee subgroup, and Payroll area. At the bottom, there are three rows of contract types: 'General limited contract', 'Substitute limited contract', and 'Other limited contract'. Below these are three rows of summary data: 'Total days EE to be employed' (730), 'Total years to look back' (5), and 'Exclude employees older than' (67). The values 730, 5, and 67 are highlighted with red boxes.

After change

The screenshot shows the selection screen for report RPLASS1 after changes. The layout is identical to the 'Before change' screenshot, but with several modifications. The 'Key date' section remains the same. The 'Selection' section is the same. The contract types section now includes 'Special limited contract' and 'Substitute limited contract' above 'Other limited contract'. The summary data section now shows 'Total days EE to be employed' (365), 'Total years to look back' (5), and 'Exclude employees older than' (68). The values 365 and 68 are highlighted with red boxes.

Example (Special limited contract)

Special limited contract

Below you will find examples of different outcomes when the employee only have special limited term contracts during his/her employment.

	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12																								
	2018												2019												2020												2021												2022												2023																							
	5 Year Period																																																																																			
Example 1:													Li												Externally employed																																				Li																							
	<p>Conclusion: The employee has been employed at a special limited contract for 12 months during a 5 year period. Thus the rule 1a is fulfilled and the employee should be reported. The employee needs to be rehired at the same company for this to be valid however.</p>																																																																																			
Example 2:	Li												Li												Li												Li												Li												Li												Li											
	<p>Conclusion: The employee has been employed at a special limited contract during a 5,5 year period. Since he/she has been rehired within a 6 month gap between every employment (and within the same company), he/she can accumulate each one of the special limited contracts periods and thus accumulating 13 months. Thus he/she is qualified for a permanent contract according to rule 1b.</p>																																																																																			
Example 3:													Li																																																Li																							
	<p>Conclusion: The employee has been employed in total for 12 months. But during any 5 year period, he/she is only able to accumulat 8 months and is thus not qualified for a permanent fixed term contract according to rule 1a. As we can also see in this example, there is a gap of three years which means that he/she can't use rule 1b neither.</p>																																																																																			
Example 4:	Li												Li												Li												Li												Li												Li												Li											
	<p>Conclusion: Tracked back 5 years from the key date, the employee has only accumulated 10 months of special limited contracts, rule 1a is thus not applicable. Rule 1b is not applicable either due to a gap of 7 months between the first and second employment period. This means that the employee only can accumulate 11 months which is not enough for a permanent contract.</p>																																																																																			
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	Substitution contract												Special limited contract																																																																							

Example (Mixed contract)

Mixed contracts

Below you will find examples of different outcomes when the employee have both special limited contracts and substitution contracts during his/her employment.

	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12																																																																																																												
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	5 Yearly Period																																																																																																																																																																																			
Example 5:	Li												S												S												Li																																																																																																																																															
	<p>Conclusion: We first check rule 1a, in this case we see that at the key date, the employee have collected 12 months of special limited contracts during the latest 5 years. No further checks is necessary because the employee is qualified to a permanent contract according to rule 1a.</p>																																																																																																																																																																																			
Example 6:	Li												S												S												Li												S																																																																																																																																			
	<p>Conclusion: We first check rule 1a, from the key date we track back 5 years and accumulate the special limited contracts. We here see that the employee only have worked for 10 months during this 5 year period and is thus not qualified. We then move forward to check rule 1b. From the key date we first find the substitution contract that lasted for 8 months. The next contract is a special limited contract that last for 4 months. There is no gap between these employments and the employment is still "Continues". The employment before this one (Column AS to AU) is a new substitution contract we here find that the gap between these two employments is greater than 6 months. This means that we can only count the first special limited contract of 4 months according to rule 1b. The employee still needs 8 months to be qualified for a permanent contract according to rule 1b. The final step is to check rule 2, tracked back 5 years from the key date we can see that the employee have accumulated 14 months of substitution contracts during this period. The employee is thus qualified for a permanent contract a month before the key date.</p>																																																																																																																																																																																			
Example 7:	Li												Li												S												S												S												S												S												Li												S												S												Li																																																											
	<p>Conclusion: We first check rule 1a, from the key date we track back 5 years and accumulate the special limited contracts. We here see that the employee only have worked for 10 months during this 5 year period and is thus not qualified. We then move forward to check rule 1b. We can see that the employee have had quite a few different contracts during these six years but non he/she has never been unemployed for a longer period than six months. This means that we can look back and count all the special limited contracts from the very first employment in this case (year 0). We now count the number of months the employee have had special limited contracts and find that he/she accumulates 17 months. This means that the employee qualifies for a permanent contract. There is in this case no need to check rule 2 since the employee already is qualified for a permanent contract.</p>																																																																																																																																																																																			
Example 8:	S												S												S												Li												S												Li												S												Li												S												S												Li												S												Li												Li																							
	<p>Conclusion: Looking back five years we see that the employee neither can use rule 1a or 2 since he/she haven't accumulated enough months with either contract type. For rule 1b we see that the gaps is no greater than 6 months and thus we can use all the employment time for this employee to see if we can accumulate 12 months of special limited contracts. However, in this case the employee have only worked for 10 months with a special limited contract and the conclusion is that the employee isn't qualified for a permanent contract</p>																																																																																																																																																																																			
Example 9:	S												S												S												Li												S												Li												S												S												Li												S												Li																																																											
	<p>Conclusion: This example is quite similar to example #8 with on difference. There is a 7 month gap in the employment during year 1. Looking back five years we see that the employee neither can use rule 1a or 2 since he/she haven't accumulated enough months with either contract type. For rule 1b we see that there is a gap of 7 months in year 1 and thus we cannot use all the employment time for this employee to see if we can accumulate 12 months of special limited contracts. For rule 1b in this case we can only count from the substitution contract in the end of year 1, (Column X-Y). In this case the employee have only worked for 7 months with a special limited contract and the conclusion is that the employee isn't qualified for a permanent contract. You can also see here that the employee is terminated the date we have used as key date, this means that te report should check 6 months back in time to find a temporary contract. If this cannot be found, the employee shouldn't be reported. If a contract is found, it should work just as in the other examples.</p>																																																																																																																																																																																			
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Thank you.

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