SAP Labs Czech Republic

Filip Otava, Jiří Müller / HCM Globalization Services

November 2022

SAPSA

THE BEST RUN SAP

Brno Development Center: HCM Team Sweden

Elisabeth Johnson
LPM for HCM Sweden

Jan Drábek
APO HCM SAP CZ

Michal Bezděk
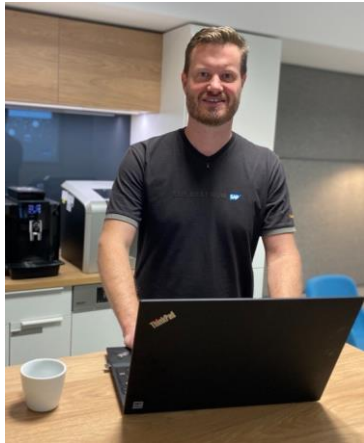Product owner Brno team 1

HCM teams in BRNO

- Stability and growth (TIOGA)
- Very low fluctuation
- Knowledge and experience

How we are working - SAP Labs offices

Brno Team 1 (SE, FI, RO, DK, SK, BG, GR)

- Sweden core development members:

Filip Otava

Jiří Müller

Kristína Lalíková

How we are enjoying free time - SAP Mental health day

Maintenance and Development in 2022

- HCM Swedish components (PA-PA-SE, PY-SE, PY-SE-CE, PY-SE-PS) maintenance

  - Around **100 customer incidents** coming so far in 2022

  - Number of SAP notes reduced by comparing to previous year

  - We are more an more using automated regression testing (new functionality is covered)

  - Our team is still growing (new employees and students)

- Important development in 2022

  - Pension reports, Tax & EC Legal changes

  - JUPER change, Monthly Tax Statement report updates

- Piloting of SAP notes

- Forecast for year 2023

Changes in 2022

SAP notes related to topic:

3261416 HRSE: LC of Employer's Contribution from 1.1.2023 for EEs with upper age limit
3202341 HRSE: LC of Employer's Contribution for EEs in age 18-22 valid temporary from 1.6.2022 - 31.8.2022

Employers Contribution

- LC of temporary lowered Employer's Contribution for young Employees (age 18-22) valid from 1.6.2022 to 31.8.2022
  - Change of contribution from 19,73% to lower rate 10,21% during the summer (temporary change of constant ECONY)

- LC of Upper age limit for Employer's Contribution calculation
  - Government has announced change of upper age limit for Employer Contribution's calculation from 1st January 2023
  - Limit is changed from 65 years to 66 years of age for Employees being retired, lower rate 10,21% is still kept unchanged
  - Constant AECH has been introduced to replace hardcoded value of the age limit

- YELC constants 2023
  - Another change of age limit is expected in the future, can be easily done by using age limit constants (AECH, ATAXH)

Changes in 2022

SAP notes related to topic:

3271738 HRSE: RPCMTSS0 - LC of workplace reported on MTS
3263585 HRSE_CE: RPCMTSS0_CE - LC of upper age limit for EC calculation from 1.1.2023
3263280 HRSE: RPCMTSS0 - LC of upper age limit for EC calculation from 1.1.2023
3220623 HRSE: RPCMTSS0 - customizing update for JUPER change
3123153 HRSE: RPCMTSS0 - Corrections for JUPER change
3117911 HRSE: RPCMTSS0 - Different type of address presented in MTS report

Monthly Tax Statement

- MTS reporting of JUPER change
    - Changes in way of reporting in case of JUPER change – retroactive payments are reported in current period with different Org. number which they belongs to
    - Reporting of new wage types /RPx as a positive delta (mainly for Tax and Emplyoer's Contribution)

- LC of upper age limit
    - The age for lower Employer's Contributions used for retired employees is raised to 66 years starting from 1.1.2023. MTS report differently calculates the contribution in column 487 for this age group.

- Address presented in MTS report
    - Reading of IT0006 has been adjusted with subtype parameter = '1' (Permanent). More addresses can be stored parallelly with different subtype.

- Workplace address presented in MTS report
    - Columns for workplace Street address and City have been introduced from 1.1.2023. Data is taken from table T563A and XML file is adjusted by that (245 & 246).
    - In case when Home office address is applied it's taken from IT0006 individually for each employee.

Changes in 2022

SAP notes related to topic:

3275550 HRSE: YELC constants valid for 2023 - 1st part
3133446 HRSE: Tax calculation - Main Employer after termination, shifted Payment date
3129327 HRSE: YELC constants valid for 2022 - 2nd part
3125099 HRSE: YELC constants valid for 2022 - 1st part

Tax and YELC

- YELC constants for year 2022
  - Year-End Legal Changes delivered in several steps (1st and 2nd part)

- Table Tax calculation /402
  - Changing of many constants in tables T511K and T511P used for Tax calculation based on Employee's tax base
  - Changes in formulas for tax calculation, intervals for Extended deduction and Sick reduction are adjusted

- One-off Tax calculation /403
  - Changes of intervals in table T5S3N for particular tax column (IT0273) and according to the Employee's adjusted annual income

- YELC constants valid for 2023
  - 1st part (SAP note 3275550) – expected delivery up to 2nd December 2022

- Tax calculation - Main Employer after termination
  - The tax column remains as "Main Employer" up until the month after leaving the company. After that period, tax should be calculated as "Not Main Employer" meaning 30% of Tax

Changes in 2022

SAP notes related to topic:

3207931 HRSE: KLBEW Domain Change: conversion for SE table ABSE_PERSON in Public sector
3194781 HRSE_CE: SNABC - absence from IT2001 is lost in combination with part-time absence IT0014
3201875 HRSE: PY function SNAB skips the rest of absence with Substitution
3171044 HRSE: RPCLPCS1 - Karensdag on first and lest day of month not reported
3158222 HRSE: 1SD split in paid break not working
3196551 HRSE: RPIABSS0_NEW - Begin day of absence not updated in IT2001 correctly
3238587 HRCS: RPSADTS0 - unexpected update IT0082 for other processed emloyees

Absences

- KLBEW – domain change from numeric to text

  - Conversion from Num to Char has been updated to cover also Public sector table ABSE_PERSON in the PY cluster

- SNAB – absence splitting

  - Public sector SNABC – when part time absence is entered via IT0014 having endda = 9999.12.31 with no time set, the time was set to 000000 which was not correctly processed in case of splitting the absence. It was corrected by setting the time to empty value.

  - Karensdag split during paid break was not processed correctly, paid break was considered as working time by some functionality.

  - Karensdag split in case that previous shift was defined by substitution as night shift, followed by another substitution for morning shift and the 1st day was split into multiple days was not processed correctly. The second part of Karensdag was not considered and saved.

- Absence overview report RPCLPCS1

  - Absences starting exactly he same day as exception were not displayed for such days

- Absence correction report RPIABSS0_NEW

  - It was creating double records in case that the sickness started on non-working time (i.e. Defined by substitution)

- Sickness administration tool RPSADTS0

  - The report manage the certificates based on information in IT0082. If the certificate is printed, the printed status is set. In case of processing multiple employees the change of status of the one employee was distributed also for other employees.

Changes in 2022

SAP notes related to topic:

3130657 HRSE: MTS correction - warning messages in Payroll log
3150083 HRSE: MTS Car Benefit Last juper period retro
3077990 HRSE: PY corrections for JUPER change
3258625 HRSE: Correction WTs for JUPER change - validity check of Org. number
3148740 HRSE: EC under limit when JUPER change

Payroll – Juper change

- MTS Warning message for MFxx usage in the last JUPER period
    - Using of MFxx correction in the last period before change of JUPER is not allowed
    - It shouldn't be displayed for Car benefit

- Car benefit – processing in the last JUPER period
    - Retroactive change of Car Benefit cause the MTS reporting of retro period. Special handling for Car Benefit in the last JUPER period was needed to avoid reporting of double values

- Correction of MTS reporting for last JUPER period different JUPER (orgno) – separate presentation
    - New set of MTS correction WT specially created for correcting periods with different JUPER than reported period
    - Validity check for the ORGNO entered to correction WT

- EC under limit when JUPER change – separate presentation
    - In case of JUPER change, the LIMIT for EC payment should be restarted

Changes in 2022

SAP notes related to topic:

3254623 HRSE: Revision of FU...-NATIO forms
3210001 HRSE: SURL rule - Vacation quota accrual year parameter - SE template
3222192 HRGXX: Checkman correction - incomplete use of 'FOR ALL ENTRIES'
3219549 HRSE: IF Metall Union fees from 65 years of age
3226061 HRSE: PY const. AMETH for IF Metall Union fees should be read as FOR-period

Payroll

- FUxxxx-NATIO payroll functions refactored by HCM international team
    - Internal change of source code, it has no impact on standard functionality , check your enhanced code.

- Parameter for accrual year used to collect VACS table – Template
    - This is just a template with the setup we use for our testing. Do not change your current properly working customizing.

- Correction for calling "FOR ALL ENTRIES" filter in SELECT
    - SAP internal change, no impact on functionality

- Function SEMMP calculating the union fees – added limit for age
    - The limit is based on constant AMETH which is set to 65 years of age.
    - The age limit constant is read for period based on "FOR" period

Changes in 2022

Pension reporting – private sector

SAP notes related to topic:

3209379 HRSE: RPLSPPS2 - changed Leave of absence reporting in Alecta (ITP1 and ITP2)
3127534 HRSE: RPLSPPS2 Alecta ITP1 Agreed salary when JUPER change (FK event)
3139797 HRSE: RPLAMFS0 Incorrect amount in FORA report
3134076 HRSE: RPLAMFS0 FORA - additional limit update in individual report
3132280 HRSE: RPLAMFS0 FORA - processing year increased
3129791 HRSE: FORA missing text elements

- Alecta RPLSPPS2 report

  - AV termination event reason "Avgangsorsak" for leave of absence changed from 3 to 1. IT0041 data "SE" not used anymore.

  - ITP1 FK event requires new value in new field "AvtaladManadslon" containing agreed salary based on wt /ALE in payroll

- FORA RPLAMFS0 report

  - Retroactive reporting over the period when EE changed name were reported as 2 records

  - Data on individual report shouldn't be filtered by age of the EE. All data is reported filtering is done by the authority

  - Added missing text element and updated age calculation based on year set on selection screen

Changes in 2022

SAP notes related to topic:

3228252 HRSE_CE: SPV RPCSPMS0_CE Old periods incorrectly get delete flag
3169068 HRSE_CE: RPCSPMS0_CE - Gross pay outside SPV period - retro using SPENS
3195800 HRSE_CE: RPLSPMS0_CE SPV record not created if only wage waiver exist

Pension reporting – public sector

- SPV pension reports
    - Old periods already reported to authority are in some cases reported again with "delete" flag, because the validity of the pension plan is now based on different functionality. Changed before 2016 are not updated.(please consider not reporting such old data anymore)
    - Gross income is reported for periods with active pension plan. If the plan is retroactively withdrawn, then the gross needs to be deducted.
    - In case that the only income in the period is wage waiver, the no income data was reported. The income record is now reported in case that any income exist.

Changes in 2022

Reporting (ATS, Emp. Certificate, Tax card)

SAP notes related to topic:

3212173 HRSE_CE: RPCKU1S0_CE - LC 2022 update of XML version to 8.0
3211059 HRSE: RPCKU1S0 - LC 2022 update of XML version to 8.0
3128852 HRSE_CE: RPCKU1S0_CE - LC 2021, update XML version 7.0
3128622 HRSE: RPCKU1S0 - LC 2021 update of XML version 7.0
3255025 HRSE_CE: RPLTCES0_CE Worked hours in case of working time dates before leaving year
3142303 HRSE: RPLTCES0 - Basic pay for Part-timers (BSGRD)
3169596 HRSE_CE: RPLRQTS0_CE - warning when Employee doesn't meet selection criteria

- ATS report RPCKU1S0
  - XML header can be changed for next versions based on selection screen input, executable only for KU20 and KU25 forms

- ER certificate RPLTCES0
  - Public sector (CE) Working time period on selection screen can select any period, but only data within the last 2 years before leave are considered. Data displayed in section 11 were only for 2 years before leaving.
  - Basic pay for hourly paid employees was reduced by utilization set in BSGRD. Salary for hourly employees is now always reported as non-reduced.

- Tax card request report RPLRQTS0_CE for public sector
  - If the organization assigned to employee in infotype 0712 was not selected on selection screen, then the employee was reported with empty ORGNO. Now such EE is not reported and it is listed in error log.

Changes in 2022

SAP notes related to topic:

3245343 HRSE: RPSSBMS0 Limited / unlimited contract type set by 23ANS feature
3241233 HRSE: RPSSFMS0 Limited / unlimited contract type set by 23ANS feature
3237552 HRSE: RPSSBMS0 and RPSSFMS0, internal adjustment for automated testing
3229843 HRSE: RPSSBMS0 and RPSSFMS0 - change of upper age limit
3140465 HRSE: RPSSBKS0 Correction of negative value handling
3122497 HRSE: Report RPSSBKS0 reporting negative values
3246116 HRSE: LAS reports - new rules from 10/2022
3130805 HRSE: RPTOVTS0 Overtime report feature SOTLI no constants mapped
3119488 HRSE: RPTOVTS0 Repoting EE with no overtime

Reporting (Statistics, LAS, Overtime)

- Statistical reports RPSSBMS0 and RPSSFMS0

    - Reporting of new code 700containing the type of contract

    - Contract type can be set by the existing feature 23ANS

    - Age limits changed from hardcoded to constants ASCBL for low age limit and ASCBH for high age limit

- Statistical report RPSSBKS0

    - Negative amounts extracted from source data (time, master data, Payroll) are removed

    - Negative amounts calculated during post-processing also removed – no more negative amounts can be reported

- Overtime report RPTOVTS0

    - Employees that belong to the group which having assigned value "*****" in feature SOTLI should not be reported

    - Employees having no overtime during processed period should not be reported

- LAS report – separate presentation for changes in report LAS1

    - Changes are relevant only for RPLLASS1. Changes in definition of contract type, length of decision period and age affect only the parameters which can be set on selection screen. Default values on selection screen are adjusted accordingly.

Changes in 2022

Others

SAP notes related to topic:

3200776 HRSE_CE: BAdI implementation for ILM objects HRCSET5SP and HRCSET5SS
3200698 HRSE: BAdI implementation for ILM object HRCSET5SPP
3143558 HRSE: S4H4 Visual Hamonization adjusment
3133366 HRSE: Destruction Objects Locking/Unlocking/Rejecting personnel numbers Issues
3267383 HRSE: Search help for infotype 0033 filter by period
3203822 HRSE_CE: ILM Objects update
3203729 HRSE: ILM Objects update

- ILM Objects and Destruction Objects
  - Part of data protection and privacy, maintained by central team, they requested changes to our SE localization.

- Visual harmonization
  - Some selection screen parameters and layout needs to be adjusted to fulfill requirements for the new FIORI theme layout.

- F4 Search help for IT 0033
  - Recent change by international team caused no filtering for values. It was requested for each country version to define own filtering logic. We change it back to filter the values based on selected period.

Forecast for year 2023

- Customer message handling on components (PA-PA-SE,PY-SE,PY-SE-CE,PY-SE-PS)

- FORA monthly reporting

- API service for employers certificate and interface to arbetsgivarintyg.nu

- API service for monthly Tax card information

- API service for payslip in KIVRA

- Standard payslip for Sweden

- Further enhancements and extend the usage of B2A manager

- P27 new Nordic payment standard

- Year end Legal Changes 2023

* More details about all topics will be presented by Lisa in separate presentation

Thank you.

Contact information:

Elisabeth Johnson

Jiri Müller

Filip Otava

THE BEST RUN SAP