



SAP SuccessFactors 

SAP HCM Legal Change Update 2020

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May 27th, 2020

PUBLIC



Globalization Services
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Agenda

BIR2316 Form

Social Security System(SSS) Contribution

PhilHealth Contribution

Maternity Benefit

Others

Developing roadmap

Legal Changes / Major Enhancements 2020

Function	Legal Change (LC) / Contingence Improvement (CI)	SAP Note	Release Date	Valid for
BIR 2316	LC HCM PH: New Layout of BIR 2316 Form	2848927	Nov.2019	600 and Above
	BIR2316 Adjustment	2893859	Mar.2020	600 and Above
SSS Contribution	New Schedule of Social Security Contributions Effective April 2019	2769869	Mar. 2019	600 and Above
	New Schedule of SS Employee Compensation Contributions Effective April 2019	2771615	Mar. 2019	600 and Above
PhilHealth Contribution	LC HCM PH: PhilHealth Contribution Table 2020	2866786	Nov.2019	600 and Above
	NHIP- New Hire and Termination for Semi-monthly Payroll	2884105	Feb.2020	600 and Above
Maternity Benefit	LC HCM PH: Maternity Leave Salary Differential	2855101	Nov.2019	600 and Above
	LC HCM PH: Maternity Salary differential included as 13th Month Pay	2865504	Nov.2019	600 and Above
Others	Enable On-demand Payroll in Off-Cycle Workbench for the Philippines	2878119	Feb.2020	600 and Above
	Save Files to Application Server in Background	2832631	Nov.2019	600 and Above
	Master Note: Philippines (HCM) Legal Changes / Major Enhancements 2019 - 2020	2896464	Continuous updating	600 and Above

BIR2316 Form



Revised BIR Form

Solution Background

Based on Revenue Memorandum Circular (RMC) No. 100-2019, issued on September 30, 2019, circularizes revised the BIR Form No. 2316 [Certificate of Compensation Payment/Tax Withheld] January 2018 (ENCS).

Release Information

- Solution is included in SAP Note [2848927](#)
- Released in Nov.2019
- Valid for 600 and above

DLN: Republic of the Philippines
Kagawaran ng Pananalapi
Kawanihan ng Rentas Internas

Certificate of Compensation Payment/Tax Withheld BIR Form No. **2316**
July 2008 (ENCS)

For Compensation Payment With or Without Tax Withheld

Fill in all applicable spaces. Mark all appropriate boxes with an "X"

1 For the Year (YYYY) 2013 2 For the Period From (MM/DD) 01 31 To (MM/DD) 12 31

Part I - Employee Information

3 Taxpayer Identification No. 000 045 123 000
4 Employee's Name (Last Name, First Name, Middle Name) FANGBE, monthly No. 10, cedt 032
5 RDO Code
6 Registered Address 6A Zip Code 1001
6B Local Home Address 6C Zip Code
6D Foreign Address 6E Zip Code
7 Date of Birth (MM/DD/YYYY) 07 22 1989 8 Telephone Number 3456244
9 Exemption Status ☒ Single ☐ Married
9A Is the wife claiming the additional exemption for qualified dependent children? Yes No
10 Name of Qualified Dependent Children 11 Date of Birth (MM/DD/YYYY)
12 Statutory Minimum Wage rate per day 12
13 Statutory Minimum Wage rate per month 13
14 Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax
15 Taxpayer Identification No. 123 456 789 032
16 Employer's Name (Last Name, First Name, Middle Name) PHILIPPINES INC.
17 Registered Address 17A Zip Code 1222
18 Taxpayer Identification No. 000
19 Employer's Name (Last Name, First Name, Middle Name) DSGV
20 Registered Address 20A Zip Code 0000
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 20500.00
22 Less: Total Non-Taxable/Exempt (Item 41) 850.00
23 Taxable Compensation Income from Present Employer (Item 55) 19650.00
24 Add: Taxable Compensation Income from Previous Employer 0.00
25 Gross Taxable Compensation Income 19650.00
26 Less: Total Exemptions 50000.00
27 Less: Premium Paid on Health and/or Hospital Insurance (if applicable) 0.00
28 Net Taxable Compensation Income 0.00
29 Tax Due 2829.17
30 Amount of Taxes Withheld 30A Present Employer 2829.17
30B Previous Employer 0.00
31 Total Amount of Taxes Withheld As adjusted 2829.17

Part II - Employer Information (Present)

15 Type of Employer ☒ Main Employer ☐ Secondary Employer
16 TIN
17 Registered Address 17A Zip Code 1222
18 Taxpayer Identification No. 000
19 Employer's Name (Last Name, First Name, Middle Name) DSGV
20 Registered Address 20A Zip Code 0000

Part III - Employer Information (Previous)

16 TIN
17 Registered Address 17A Zip Code 1222
18 Taxpayer Identification No. 000
19 Employer's Name (Last Name, First Name, Middle Name) DSGV
20 Registered Address 20A Zip Code 0000

Part IV - Summary

21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 20500.00
22 Less: Total Non-Taxable/Exempt (Item 41) 850.00
23 Taxable Compensation Income from Present Employer (Item 55) 19650.00
24 Add: Taxable Compensation Income from Previous Employer 0.00
25 Gross Taxable Compensation Income 19650.00
26 Less: Total Exemptions 50000.00
27 Less: Premium Paid on Health and/or Hospital Insurance (if applicable) 0.00
28 Net Taxable Compensation Income 0.00
29 Tax Due 2829.17
30 Amount of Taxes Withheld 30A Present Employer 2829.17
30B Previous Employer 0.00
31 Total Amount of Taxes Withheld As adjusted 2829.17

Part V - Supplementary

47B 47B 0.00
48 Commission 48 0.00
49 Profit Sharing 49 0.00
50 Fees Including Director's Fees 50 0.00
51 Taxable 13th Month Pay and Other Benefits 51 0.00
52 Hazard Pay 52 0.00
53 Overtime Pay 53 0.00
54 Others (Specify) 54 0.00
55 Total Taxable Compensation Income 55 19650.00

Part VI - Declaration

56 JUAN DELA CRUZ
57 FANGBE, monthly No. 10, cedt
58 JUAN DELA CRUZ
59 FANGBE, monthly No. 10, cedt

Part VII - Declaration

56 JUAN DELA CRUZ
57 FANGBE, monthly No. 10, cedt
58 JUAN DELA CRUZ
59 FANGBE, monthly No. 10, cedt

Republic of the Philippines
Department of Finance
Bureau of Internal Revenue

Certificate of Compensation Payment/Tax Withheld BIR Form No. **2316**
January 2018 (ENCS)

For Compensation Payment With or Without Tax Withheld

Fill in all applicable spaces. Mark all appropriate boxes with an "X"

1 For the Year (YYYY) 2 For the Period From (MM/DD) 01 31 To (MM/DD) 12 31

Part I - Employee Information

3 TIN
4 Employee's Name (Last Name, First Name, Middle Name) 5 RDO Code
6 Registered Address 6A Zip Code
6B Local Home Address 6C Zip Code
6D Foreign Address
7 Date of Birth (MM/DD/YYYY) 8 Contact Number
9 Statutory Minimum Wage rate per day
10 Statutory Minimum Wage rate per month
11 Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax
12 TIN
13 Employer's Name
14 Registered Address 14A Zip Code
15 Type of Employer ☒ Main Employer ☐ Secondary Employer
16 TIN
17 Employer's Name
18 Registered Address 18A Zip Code
19 Gross Compensation Income from Present Employer (Sum of Items 21 and 55)
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 55)
22 Add: Taxable Compensation Income from Previous Employer, if applicable
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)
24 Tax Due
25 Amount of Taxes Withheld 25A Present Employer 25B Previous Employer, if applicable
26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)
27 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE
28 Holiday Pay (MWE)
29 Overtime Pay (MWE)
30 Night Shift Differential (MWE)
31 Hazard Pay (MWE)
32 13th Month Pay and Other Benefits (maximum of P90,000)
33 De Minimis Benefits
34 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)
35 Salaries and Other Forms of Compensation
36 Total Non-Taxable/Exempt Compensation Income (Sum of Items 27 to 35)
37 Basic Salary
38 Representation
39 Transportation
40 Cost of Living Allowance (COLA)
41 Fixed Housing Allowance
42 Others (specify)
42A
43 Profit Sharing
44 Fees Including Director's Fees
45 Taxable 13th Month Benefits
46 Hazard Pay
47 Overtime Pay
48 Others (specify)
48A
48B
49 Total Taxable Compensation Income (Sum of Items 37 to 49B)

Part II - Declaration

51 Present Employer/Authorized Agent Signature over Printed Name
52 JUAN DELA CRUZ
53 JUAN DELA CRUZ
54 JUAN DELA CRUZ

Part III - Declaration

51 Present Employer/Authorized Agent Signature over Printed Name
52 JUAN DELA CRUZ
53 JUAN DELA CRUZ
54 JUAN DELA CRUZ

Part IV - Declaration

51 Present Employer/Authorized Agent Signature over Printed Name
52 JUAN DELA CRUZ
53 JUAN DELA CRUZ
54 JUAN DELA CRUZ

BIR 2316 Form - Discussion

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME

32 Basic Salary
Statutory Minimum Wage
Minimum Wage Earner(MWE)

32

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME

27 Basic Salary (including the exempt P250,000 & below)
or the Statutory Minimum Wage of the MWE

Should the exempt P250,000 & below be included to Item 27?

If we add the P250,000&below exemption to item 27, we'll also need to adjust the items below to keep the items consistent:

- Add to item 20
- Deducted from item 21
- Deducted from item 23
- Add to item 36
- Deducted from item 37
- Deducted from item 50



BIR Form No. **2316**
January 2018 (ENCs)

**Certificate of Compensation
Payment/Tax Withheld**
For Compensation Payment With or Without Tax Withheld

2316 01/18ENCs

Fill in all applicable spaces. Mark all appropriate boxes with an "X".

1 For the Year (YYYY)

2 For the Period From (MM/DD) To (MM/DD)

Part I - Employee Information

3 TIN

4 Employee's Name (Last Name, First Name, Middle Name)

5 RDO Code

6 Registered Address

6A ZIP Code

6B Local Home Address

6C ZIP Code

6D Foreign Address

7 Date of Birth (MM/DD/YYYY)

8 Contact Number

9 Statutory Minimum Wage rate per day

10 Statutory Minimum Wage rate per month

11 ☐ Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax

Part II - Employer Information (Present)

12 TIN

13 Employer's Name

14 Registered Address

14A ZIP Code

15 Type of Employer ☐ Main Employer ☐ Secondary Employer

Part III - Employer Information (Previous)

16 TIN

17 Employer's Name

18 Registered Address

18A ZIP Code

Part IVA - Summary

19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)

20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)

21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)

22 Add: Taxable Compensation Income from Previous Employer, if applicable

23 Gross Taxable Compensation Income (Sum of Items 21 and 22)

24 Tax Due

25 Amount of Taxes Withheld
25A Present Employer
25B Previous Employer, if applicable

26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME

27 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE

28 Holiday Pay (MWE)

29 Overtime Pay (MWE)

30 Night Shift Differential (MWE)

31 Hazard Pay (MWE)

32 13th Month Pay and Other Benefits (maximum of P90,000)

33 De Minimis Benefits

34 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)

35 Salaries and Other Forms of Compensation

36 Total Non-Taxable/Exempt Compensation Income (Sum of Items 27 to 35)

B. TAXABLE COMPENSATION INCOME REGULAR

37 Basic Salary

38 Representation

39 Transportation

40 Cost of Living Allowance (COLA)

41 Fixed Housing Allowance

42 Others (specify)
42A
42B

SUPPLEMENTARY

43 Commission

44 Profit Sharing

45 Fees Including Director's Fees

46 Taxable 13th Month Benefits

47 Hazard Pay

48 Overtime Pay

49 Others (specify)
49A
49B

50 Total Taxable Compensation Income (Sum of Items 37 to 49B)

Social Security System **Contribution**



Social Security Contributions

New Schedule 2019 Afterwards

Background

Pursuant to the enactment Of Republic Act No.11199, otherwise known as the Social Security Act. of 2018 which includes a provision that increases the contribution rate to 12%, the minimum Monthly Salary Credit(MSC) to ₱2,000,and the maximum MSC to ₱20,000 Effective dated 13 March 2019.

Release Information

- Solution is included in SAP Note [2769869&2771615](#)
- Released on Nov. 2019
- Valid for 600 and above

NEW SSS CONTRIBUTION SCHEDULE

EFFECTIVE APRIL 2019

EMPLOYED, SELF EMPLOYED,VOLUNTARY MEMBER AND NON-WORKING SPOUSE

RANGE OF COMPENSATION	MONTHLY SALARY CREDIT	EMPLOYED						SELF-EMPLOYED, VOLUNTARY MEMBER, AND NON-WORKING SPOUSE*	
		SS CONTRIBUTION			EC CONTRIBUTION	TOTAL CONTRIBUTION			MONTHLY SALARY CREDIT
		ER	EE	TOTAL	ER	ER	EE	TOTAL	SS CONTRIBUTION
BELOW 2,250	2,000	160.00	80.00	240.00	10.00	170.00	80.00	250.00	2,000
2,250 - 2,749.99	2,500	200.00	100.00	300.00	10.00	210.00	100.00	310.00	2,500
2,750 - 3,249.99	3,000	240.00	120.00	360.00	10.00	250.00	120.00	370.00	3,000
3,250 - 3,749.99	3,500	280.00	140.00	420.00	10.00	290.00	140.00	430.00	3,500
3,750 - 4,249.99	4,000	320.00	160.00	480.00	10.00	330.00	160.00	490.00	4,000
4,250 - 4,749.99	4,500	360.00	180.00	540.00	10.00	370.00	180.00	550.00	4,500
4,750 - 5,249.99	5,000	400.00	200.00	600.00	10.00	410.00	200.00	610.00	5,000
5,250 - 5,749.99	5,500	440.00	220.00	660.00	10.00	450.00	220.00	670.00	5,500
5,750 - 6,249.99	6,000	480.00	240.00	720.00	10.00	490.00	240.00	730.00	6,000
6,250 - 6,749.99	6,500	520.00	260.00	780.00	10.00	530.00	260.00	790.00	6,500
6,750 - 7,249.99	7,000	560.00	280.00	840.00	10.00	570.00	280.00	850.00	7,000
7,250 - 7,749.99	7,500	600.00	300.00	900.00	10.00	610.00	300.00	910.00	7,500
7,750 - 8,249.99	8,000	640.00	320.00	960.00	10.00	650.00	320.00	970.00	8,000
8,250 - 8,749.99	8,500	680.00	340.00	1,020.00	10.00	690.00	340.00	1,030.00	8,500
8,750 - 9,249.99	9,000	720.00	360.00	1,080.00	10.00	730.00	360.00	1,090.00	9,000
9,250 - 9,749.99	9,500	760.00	380.00	1,140.00	10.00	770.00	380.00	1,150.00	9,500
9,750 - 10,249.99	10,000	800.00	400.00	1,200.00	10.00	810.00	400.00	1,210.00	10,000
10,250 - 10,749.99	10,500	840.00	420.00	1,260.00	10.00	850.00	420.00	1,270.00	10,500
10,750 - 11,249.99	11,000	880.00	440.00	1,320.00	10.00	890.00	440.00	1,330.00	11,000
11,250 - 11,749.99	11,500	920.00	460.00	1,380.00	10.00	930.00	460.00	1,390.00	11,500
11,750 - 12,249.99	12,000	960.00	480.00	1,440.00	10.00	970.00	480.00	1,450.00	12,000
12,250 - 12,749.99	12,500	1,000.00	500.00	1,500.00	10.00	1,010.00	500.00	1,510.00	12,500
12,750 - 13,249.99	13,000	1,040.00	520.00	1,560.00	10.00	1,050.00	520.00	1,570.00	13,000
13,250 - 13,749.99	13,500	1,080.00	540.00	1,620.00	10.00	1,090.00	540.00	1,630.00	13,500
13,750 - 14,249.99	14,000	1,120.00	560.00	1,680.00	10.00	1,130.00	560.00	1,690.00	14,000
14,250 - 14,749.99	14,500	1,160.00	580.00	1,740.00	10.00	1,170.00	580.00	1,750.00	14,500
14,750 - 15,249.99	15,000	1,200.00	600.00	1,800.00	30.00	1,230.00	600.00	1,830.00	15,000
15,250 - 15,749.99	15,500	1,240.00	620.00	1,860.00	30.00	1,270.00	620.00	1,890.00	15,500
15,750 - 16,249.99	16,000	1,280.00	640.00	1,920.00	30.00	1,310.00	640.00	1,950.00	16,000
16,250 - 16,749.99	16,500	1,320.00	660.00	1,980.00	30.00	1,350.00	660.00	2,010.00	16,500
16,750 - 17,249.99	17,000	1,360.00	680.00	2,040.00	30.00	1,390.00	680.00	2,070.00	17,000
17,250 - 17,749.99	17,500	1,400.00	700.00	2,100.00	30.00	1,430.00	700.00	2,130.00	17,500
17,750 - 18,249.99	18,000	1,440.00	720.00	2,160.00	30.00	1,470.00	720.00	2,190.00	18,000
18,250 - 18,749.99	18,500	1,480.00	740.00	2,220.00	30.00	1,510.00	740.00	2,250.00	18,500
18,750 - 19,249.99	19,000	1,520.00	760.00	2,280.00	30.00	1,550.00	760.00	2,310.00	19,000
19,250 - 19,749.99	19,500	1,560.00	780.00	2,340.00	30.00	1,590.00	780.00	2,370.00	19,500
19,750 and above	20,000	1,600.00	800.00	2,400.00	30.00	1,630.00	800.00	2,430.00	20,000

*The minimum MSC for Regular Employed, Self-employed, Voluntary member and Non-Working Spouse is two thousand pesos (P2,000.00).

*The contribution of the Non-Working Spouse shall be based on fifty percent (50%) of the Monthly Salary Credit (MSC) of his/her working spouse.

In case the fifty percent (50%) of the working spouse's declared monthly income does not correspond to any MSC in the Contribution Schedule, the immediately higher MSC shall be the basis.

PhilHealth **Contribution**



PhilHealth Contribution Rate Table 2020

Background

According to Implementing Rules and Regulations of the Universal Health Care Act. (Republic Act 11223), the PhilHealth contribution table was changed as below effective from Jan.1st 2020.

The Ceiling was changed from P50,000.00 to P60,000.00.

The employee and employer total rate was changed from 2.75% to 3%.

Salary Bracket	Monthly Basic Salary	Employee Contribution	Employer Contribution	Employee Contribution Rate	Employer Contribution Rate
01	0 ~10000.00	150.00	150.00		
02	10000.01~59999.99			1.5%	1.5%
03	60000.00~above	900	900		

Release Information

- Solution is included in SAP Note [2866786](#)
- Released on Nov. 2019
- Valid for 600 and above

Year	Premium Rate	Income Floor	Income Ceiling
2019	2.75 %	P10,000.00	P50,000.00
2020	3.00 %	P10,000.00	P60,000.00
2021	3.50 %	P10,000.00	P70,000.00
2022	4.00 %	P10,000.00	P80,000.00
2023	4.50 %	P10,000.00	P90,000.00
2024	5.00 %	P10,000.00	P100,000.00
2025	5.00 %	P10,000.00	P100,000.00

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V_T7PHSC

01 2018.01.01

01 2019.12.01

HI 02 1999.07.01

02 2000.01.01

02 2004.01.01

02 2014.01.01

02 2018.01.01

02 2019.01.01

02 2019.12.01

HI 03 1999.07.01

03 2000.01.01

03 2004.01.01

03 2013.01.01

03 2014.01.01

03 2018.01.01

03 2019.01.01

03 2019.12.01

HI 04 1999.07.01

HI 05 1999.07.01

HI 06 2001.01.01

HI 07 2001.01.01

HI 08 2001.01.01

HI 09 2001.01.01

HI 10 2001.01.01

2003.12.31

2003.12.31

2003.12.31

2001.12.31

SSS contribution type HI

on details

Salary bracket 02

Maximum sal 59,999.99

Salary credit

Contributions

Employee contribution

Employer contribution

Employee Percentage 1.5000

Employer Percentage 1.5000

PhilHealth Contribution

Semi-Monthly

Background

For semi-monthly payroll, if employee is hired in the second period of the month, or if employee resigned in the first period of the month, the PhilHealth contribution should still be based on the Monthly Basic Salary(MBS) .

For example:

- Employee is hired on Feb.20th 2020 (the second payroll period of the month)
- Employee resigned on May.10th 2020 (the first payroll period of the month)

Start Date	End Date	Act.	Action Type
2020.05.10	9999.12.31	10	Leaving
2020.02.20	2020.05.09	01	Hiring

- Employee's monthly basic salary is P50,000 (25000*2)

Wag...	Wage Type Long Text	O... Amount	Curre...	I...
P020	Periodic Salary	25,000.00	PHP	

→The PhilHealth contribution for payroll period 2020.04 should be calculated based on P50,000.

Release Information

- Solution is included in SAP Note [2884105](#)
- Released on Feb. 2020
- Valid for 600 and above

PhilHealth Contribution

Semi-Monthly

Example

□ Payroll Period 2020.04(Feb.16th ~Feb.29th)

* /101 Total Gross	13,637.50
* /106 TxGr ex All	12,247.50
* /108 Total basic	13,637.50
* /111 Taxable Gro	12,247.50
* /112 Regular Tax	12,247.50
* /114 MWE WT Cumu	13,637.50
* /120 Total Pag-I	13,637.50
* /130 Total SSS E	13,637.50
* /131 NHIP Salary	50,000.00
* /310 SSS EE Cont	540.00
* /311 SSS ER Cont	1,080.00
* /312 SS EE Compe	10.00
* /313 EE NHIP Con	750.00
* /314 ER NHIP Con	750.00
* /326 HDMF EE Con	100.00
* /327 HDMF ER Con	100.00

□ Payroll Period 2020.09(May.1st ~May.15th)

* /101 Total Gross	17,500.00
* /106 TxGr ex All	15,950.00
* /108 Total basic	17,500.00
* /111 Taxable Gro	15,950.00
* /112 Regular Tax	15,950.00
* /114 MWE WT Cumu	17,500.00
* /120 Total Pag-I	17,500.00
* /130 Total SSS E	17,500.00
* /131 NHIP Salary	50,000.00
* /310 SSS EE Cont	700.00
* /311 SSS ER Cont	1,400.00
* /312 SS EE Compe	30.00
* /313 EE NHIP Con	750.00
* /314 ER NHIP Con	750.00
* /326 HDMF EE Con	100.00
* /327 HDMF ER Con	100.00

Maternity **Benefit**



Maternity Benefit

Solution Background

REPUBLIC ACT No. 11210:

Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers With an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and for Other Purposes

DA No. 01 series of 2019:

The employer shall pay the salary differential between the full salary of Female worker during her maternity leave and the actual cash benefits received from the Social Security System(SSS)

Release Information

- Solution is included in SAP Note [2855101](#)
- Released in Nov.2019
- Valid for 600 and above

Legal Document	Publish Date/ Published by
<u>Republic Act No. 11210</u>	Feb. 20 th 2019 -By Dole
<u>IMPLEMENTING-RULES-AND-REGULATIONS-OF-REPUBLIC-ACT-NO.-11210</u>	May 1 st 2019 -By Dole
<u>Department Advisory No 1 series 2019</u>	July 9 th 2019 -By Dole
<u>Revenue Memorandum Circular No.105-2019</u>	Oct. 9 th 2019 -By BIR
<u>PhilHealth Circular No. 2019-0009</u>	Nov. 22 th 2019 -By PhilHealth

Maternity Benefit

Salary differential Calculation

II. COMPUTATION OF SALARY DIFFERENTIAL

The employer shall pay the salary differential between the full salary of female worker during her maternity leave and the actual cash benefits received from the Social Security System (SSS) which shall be computed as follows:

1. Compute the amount of full pay:

$$\text{Full pay}^{[1]} = \text{monthly salary}^{[2][3]} \times \text{maternity period in months}^{[4]}$$

2. Ascertain the employee's premium contribution share for SSS, Philippine Health Insurance Corporation (PhilHealth), and Home Development Mutual Fund (Pag-IBIG) covering the maternity period.
3. Determine the amount of SSS maternity leave benefit of the female worker based on the prescribed formula and computation by the SSS.
4. Deduct from the amount of full pay the total amount of employee's premium contribution share and SSS maternity leave benefit.

---DA No. 1 Series 2019

To illustrate, below is a sample computation:

Monthly salary	Expanded maternity leave (105 days or 3.5 months)			Salary differential ^[5]
	Full pay	Social welfare premium contributions	SSS maternity benefit	
Php14,006.75	Php49,023.63	Php2,984.07	Php49,000.00	-Php2,960.45
Php31,300.00	Php109,550.00	Php4,656.31	Php70,000.00	Php34,893.69

$$\text{Full pay} = \text{Monthly salary} \times 3.5 = 14006.75 \times 3.5 = 49023.63$$

- Monthly EE NHIP contribution = $14006.75 \times 1.375\%$
- Monthly EE SSS contribution = $14000 \times 4\%$
- Monthly EE HDMF contribution = $5000 \times 2\%$

$$\begin{aligned} \text{Social Welfare premium contribution} &= (\text{Monthly EE NHIP contribution} \\ &+ \text{Monthly EE NHIP contribution} \\ &+ \text{Monthly EE NHIP contribution}) \times 3.5 \\ &= 2984.075 \end{aligned}$$

$$\text{SSS Maternity benefit} = 14000 \times 6/180 \times 105 = 49000$$

$$\text{Salary Differential} = 49023.63 - 2984.07 - 49000 = -2960.45$$

Maternity Benefit

Payroll Log

Maternity Benefit Process Details

Maternity Benefit Basic Information

Maternity Leave Period: 20190724 -20191105

Number of Maternity Leave Days: 105.00

Monthly Salary(/341): 31,300.00

Highest Salary

Month	Monthly Salary	Monthly Salary Credit
201903	31,300.00	20,000.00
201902	31,300.00	20,000.00
201901	31,300.00	20,000.00
201812	31,300.00	20,000.00
201811	31,300.00	20,000.00
201810	31,300.00	20,000.00

SSS Maternity Benefit (/316) =(120,000.00/180)*105.00 = 70,000.00

Full Pay = 31,300.00*105.00/30 = 109,550.00

Monthly Employee SSS Premium Contribution = 800.00

Monthly Employee NHIP Premium Contribution = 430.38

Monthly Employee HDMF Premium Contribution = 100.00

Social Welfare Premium Contributions(/343) =(800.00+ 430.38+ 100.00)*105.00/3 =4656.33

Salary Differential (/344) =(109,550.00- 70,000.00-4656.33) = 34,893.67

Calculate Maternity Benefit Period Deduction

Daily Rate for Maternity Benefit Payment(/345): 998.99

Number of Maternity Leave Days in Current Period: 8.00

Deduction for Current Period(/346) = 998.99*8.00 = 7,991.92

Maternity Benefit

Payroll Result (First Period)

Table RT						
A	WT	WT Text	APC1C2C3aBKoReBTAvvTvNUnit	Amt/Unit	No.	Amount
*	/101	Total Gross				112,551.75
*	/106	TxGr ex All				7,262.90
*	/108	Total basic				7,658.08
*	/111	Taxable Gro				7,262.90
*	/112	Regular Tax				7,262.90
*	/120	Total Pag-I				15,650.00
*	/130	Total SSS E				15,650.00
*	/131	NHIP Salary				15,650.00
*	/310	SSS EE Cont				180.00
*	/311	SSS ER Cont				360.00
*	/313	EE NHIP Con				215.18
*	/314	ER NHIP Con				215.19
*	/316	SS Matern.			105.00	70,000.00
*	/317	Avg of Max				20,000.00
*	/341	Monthly sal				31,300.00
*	/342	Total Payme				104,893.67
*	/343	Total Soc.				4,656.33
*	/344	Salary Diff				34,893.67
*	/345	Daily Rate	15	998.99		
*	/346	Curr deduct				7,991.92
*	/347	Cumulated D				7,991.92
*	/401	Total Tax i				800.02
*	/550	Stat Net Pa				76,462.88
*	/559	Bank transf	01			76,462.88
*	/560	Amount paid				76,462.88
*	/700	Wage/salary				112,551.75
*	/840	Diff.curr.f01			16.00	
*	/845	Total paid 01			48.00	
*	/NHP	NHIP Salary				15,650.00
*	P350	SSS materni			105.00	
3	/001	Hrly Rte Va01			195.63	
3	/003	Leave Rte V01			1,239.60	
3	P010	Periodic Wa01				15,650.00

Maternity Benefit

Payroll Result (Middle Period)

Table RT

A	WT	WT Text	APC1C2C3aBKoReBTawvTvNUnit	Amt/Unit	No.	Amount
*	/101	Total Gross				935.19
*	/108	Total basic				935.19
*	/120	Total Pag-I				15,650.00
*	/130	Total SSS E				15,650.00
*	/131	NHIP Salary				15,650.00
*	/310	SSS EE Cont				620.00
*	/311	SSS ER Cont				1,240.00
*	/312	SS EE Compe				30.00
*	/313	EE NHIP Con				215.19
*	/314	ER NHIP Con				215.19
*	/326	HDMF EE Con				100.00
*	/327	HDMF ER Con				100.00
*	/341	Monthly sal				31,300.00
*	/342	Total Payme				104,893.67
*	/345	Daily Rate	15	998.99		
*	/346	Curr deduct				14,714.81
*	/347	Cumulated D				22,706.73
*	/700	Wage/salary				935.19
*	/840	Diff.curr.f01		8.00		
*	/845	Total paid 01		88.00		
*	/NHP	NHIP Salary				15,650.00
3	/001	Hrly Rte Va01		195.63		
3	/003	Leave Rte V01		1,239.60		
3	P010	Periodic Wa01				15,650.00

No Taxable Base /111

No Net Payment /550

Maternity Benefit

Payroll Result (Last Period)

Table RT

A	WT	WT Text	APC1C2C3aBKoReBTawvTvNUnit	Amt/Unit	No.	Amount
*	/101	Total Gross				8,657.14
*	/106	TxGr ex All				7,721.95
*	/108	Total basic				8,657.14
*	/111	Taxable Gro				7,721.95
*	/112	Regular Tax				7,721.95
*	/120	Total Pag-I				15,650.00
*	/130	Total SSS E				15,650.00
*	/131	NHIP Salary				15,650.00
*	/310	SSS EE Cont				620.00
*	/311	SSS ER Cont				1,240.00
*	/312	SS EE Compe				30.00
*	/313	EE NHIP Con				215.19
*	/314	ER NHIP Con				215.19
*	/326	HDMF EE Con				100.00
*	/327	HDMF ER Con				100.00
*	/341	Monthly sal				31,300.00
*	/342	Total Payme				104,893.67
*	/345	Daily Rate	15	998.99		
*	/346	Curr deduct				6,992.86
*	/347	Cumulated D				104,893.67
*	/550	Stat Net Pa				7,721.95
*	/559	Bank transf	01			7,721.95
*	/560	Amount paid				7,721.95
*	/700	Wage/salary				8,657.14
*	/840	Diff.curr.f01		8.00		
*	/845	Total paid 01		24.00		
*	/NHP	NHIP Salary				15,650.00
3	/001	Hrly Rte Va01		195.63		
3	/003	Leave Rte V01		1,239.60		
3	P010	Periodic Wa01				15,650.00

Maternity Benefit

Note

- The Maternity benefit payment is non-taxable
- The salary differential is included when computing the 13th month pay
- You can set the payroll constant 'PHMSD' with value 'Y' to exempt your company from the salary differential

Others



Off-Cycle Workbench

On-demand Payroll

Now the on-demand payroll in the off-cycle workbench has been enabled for Philippines

Off-Cycle Workbench

Personnel Number: 48200012 WANGKATE Test Case No. 1

History Payroll

Start payroll

Reason	Normal Payroll on Demand	Start payroll
Payment date	2020.05.02	Save
Payroll period	09 2020	2020.05.01 - 2020.05.15

Payroll calendar: Payment date of next regular payroll run 2020.05.13

Define payment method: Payment method is 'T' acc. to bank details infotype

You may execute on-demand payroll in cases:

Hired after current period payroll

Resigned before current period payroll

Release Information

- Solution is included in SAP Note [2878119](#)
- Released in Feb.2020
- Valid for 600 and above

Save Files to Application Server in Background Execution

The following reports were enhanced, now you can save output files into application server in the background mode.

- ❖ PY-PH: SSSEdiNet (HPHREDI0) report to save E-CS file into application server
- ❖ HR-PH: PhilHealth Report - RF-1 (HPHRNHIPO) report to save csv file into application server
- ❖ HDMF Membership Registration/Remittance Form (HPHRHDM0) report to save BPI file into application server

After you have generated the files, you can check the file with T-code 'AL11' and download the file with T-code 'CG3Y'

Release Information

- Solution is included in SAP Note [*2832631*](#)
- Released in Nov.2019
- Valid for 600 and above

Master Note

2896464 - Philippines (HCM) Legal Changes / Major Enhancements 2019 - 2020

You may access this note to get the continuous updating list of solution Notes released for Philippines Legal changes and major enhancements for Year of Assessment 2019 and 2020.

Solution

You can apply the corresponding HR SP according to the Note List.

No.	Note	Note Description	SP Available Date	HR SP(all EA-HR, *with SAP_HR)					
				600*	604*	605	606	607	608*
1	2709840	Enable Monetized Vacation Leave to Consume 13th Month Pay & Other Benefit Exemption	2019.01.24	G9	D5	B2	97	86	63
2	2730116	PH-HCM-LC: MWE Tax	2019.02.14	H0	D6	B3	98	87	64
3	2734532	PH-HCM-LC: MWE Tax - Report Adjustment							
4	2741155	HPHEOYT0 - Provide ALV List for Annexure 'F' Purpose	2019.03.14	H1	D7	B4	99	88	65
5	2761858	LC HCM PH: PhilHealth Contribution Ceiling Change 2019	2019.04.11	H2	D8	B5	A0	89	66
6	2769869	New Schedule of Social Security Contributions Effective April 2019							
7	2771615	New Schedule of SS Employee Compensation Contributions Effective April 2019							
8	2761454	LC HCM PH: SSS Rate Table Change 2019							
9	2848927	LC HCM PH: New Layout of BIR 2316 Form	2019.12.16	I1	E7	C4	A9	98	75
10	2865504	LC HCM PH: Maternity Salary differential included as 13th Month Pay							
11	2855101	LC HCM PH: Maternity Leave Salary Differential							
12	2866786	LC HCM PH: Philhealth Contribution Table 2020							
13	2879311	Enhancement of BIR2316 on ESS	2020.02.13	I3	E9	C6	B1	A0	77
14	2878119	Enable On-demand Payroll in Off-cycle Workbench for the Philippines	2020.03.12	I4	F0	C7	B2	A1	78

Roadmap 2020



Development Plan

New csv file of the Alphalist

TIN number Extension

Seconded employee

National ID

PhilHealth Rate table 2021 and afterwards



Data Protection in Today's Complicated **Connected World**

Protecting your personal data - features across SAP SuccessFactors / HCM application

May 27th , 2020

PUBLIC



Globalization Services
Local Solutions. Global Success

THE BEST RUN



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It is the customer's responsibility to adopt measures that the customer deems appropriate to achieve compliance.

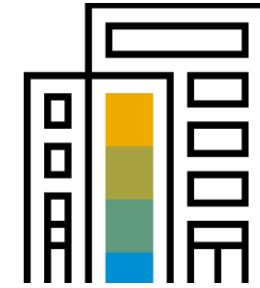
What is **Data Protection** ?

Data Protection is about the protection of natural persons regarding the processing of personal data and rules relating to the free movement of personal data;

It's about ensuring that customers can **TRUST** organisations that they will use their personal data fairly and responsibly.



Organisations will have increased **responsibilities** with regards to data protection and privacy, including:



Security & Control



Policies



Processes and People

Personal Data is any information relating to an identified or identifiable **natural person** ('data subject'). Eg name, birth date, address, etc.

Why organisations must care about **Data Protection**?



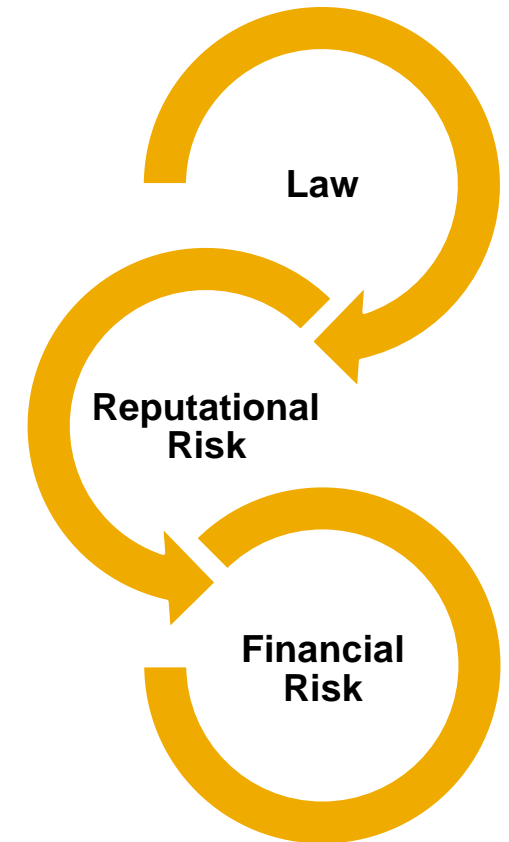
In many countries, data protection and privacy is subject to applicable laws.



Customers are increasingly aware of their rights.



A breach of Data Protection Law can trigger penalties.



Data Protection Laws around the world

- Continued explosion of data protection and privacy regulations across the globe
- 2000+ security, compliance & localization experts on staff



Australia

National Privacy Principals,
State Privacy Bills, E-mail
Spam and Privacy Bills



New Zealand

Privacy Act 1993



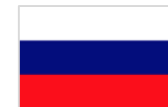
Philippines

Data Privacy Act 2012



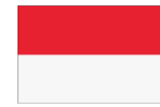
Singapore

Personal Data Protection Act
2012



Russia

Russia Data Privacy regulations
Cryptographic enforcements



Indonesia

Law No. 11 of 2008 (amended by
Law 19 of 2016 ; Government
Regulation No 82 of 2012; MOCI
Regulation No 20 of 2016



Japan

Act on Protection of Personal
Information (APPI)



Malaysia

Personal Data Protection Act
2010



United Kingdom

ICO Privacy and Electronic
Communications Regulations



China

PRC Cybersecurity Law



Thailand

Personal Data Protection Act



Taiwan

Personal Data Protection Act



Canada

PIPEDA, FOIPPA, PIPA



European Union

EU Data Protection Directive
General Data Protection
Regulations



India

IT Rules (2011); Pending laws
under discussion



South Korea

Personal Information
Protection Act



Brazil

Article 5 of Constitution



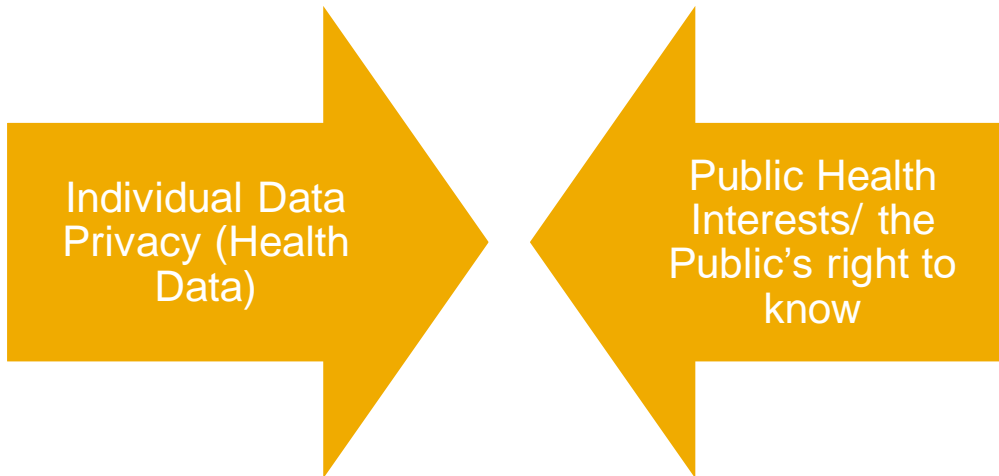
California

California Consumer Privacy Act

Over 100 different jurisdictions with 450+ data privacy laws and counting, and now California (effective Jan 2020), **Thailand** (effective May 2020).

Data Protection Laws in the context of the COVID-19 outbreak

In response to the global pandemic, data protection authorities (DPA's) around the world are issuing their own COVID-19-specific privacy guidance.



The screenshot shows the homepage of the National Privacy Commission. At the top, there is a navigation bar with links: 'About Us', 'Our Services', 'Citizen's Charter', 'Latest Updates', and 'Career Opp'. Below the navigation bar is a large banner image with a medical professional in a white coat and mask. Overlaid on the banner is the title 'Statement by Privacy Commissioner Raymund Enriquez Liboro on the Declaration of Public Health Emergency in Relation to COVID-19' in bold black text. Below the title, the date and time 'March 10, 2020 | 11:49 AM GMT+0800' and 'Last Edit: May 12, 2020' are displayed. The main content area below the banner has a white background and contains the following sections:

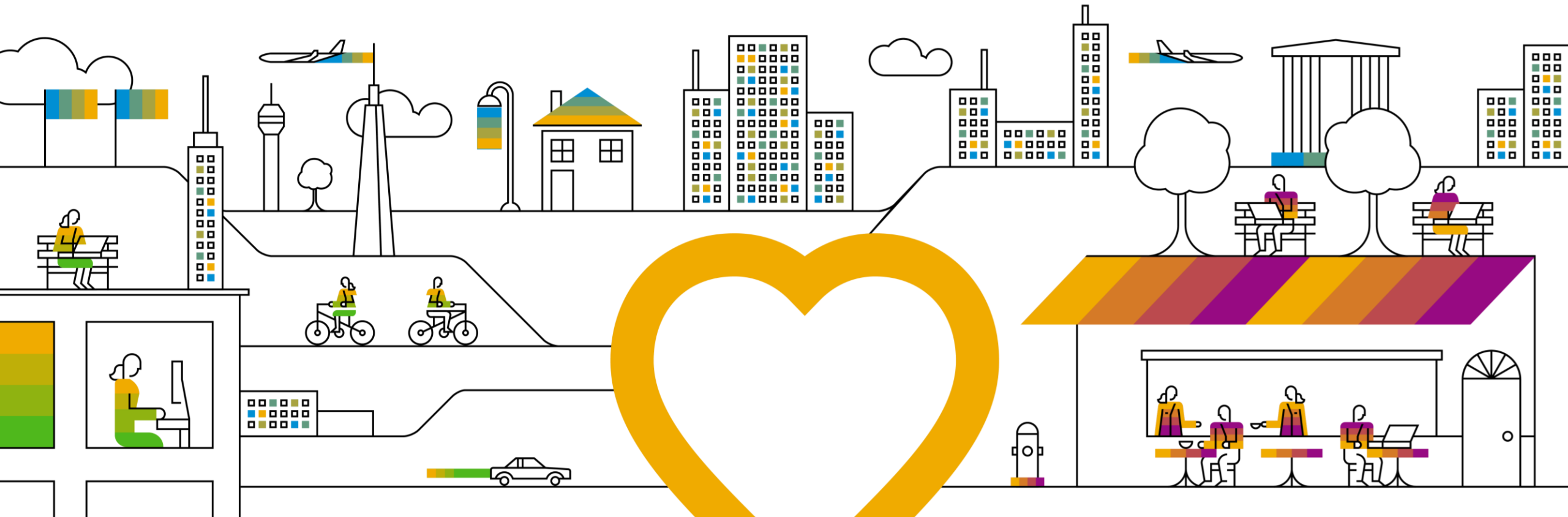
- Data Privacy Vis-à-vis Public Health**

Following the President's declaration of a public health emergency (PHE) concerning COVID-19, it is imperative upon the government to strike a balance between individual data privacy vis-à-vis public health interests, including the public's right to know.

We wish to emphasize that the Data Privacy Act does not prevent the government from doing its job. It follows that the DPA should not prevent government, especially public health entities, from processing personal and sensitive personal information when necessary to fulfill their mandates during a public health emergency.
- Government Agencies' access to COVID-19 information**

The proper handling of the health information of Coronavirus patients is crucial in stopping the spread of the virus. Government agencies mandated to address the PHE must have access to the relevant information to accomplish the purpose.

How SAP SuccessFactors **helps**



Data Protection and Privacy features in SAP SuccessFactors solutions

Features built into SAP SuccessFactors products

Data purge:

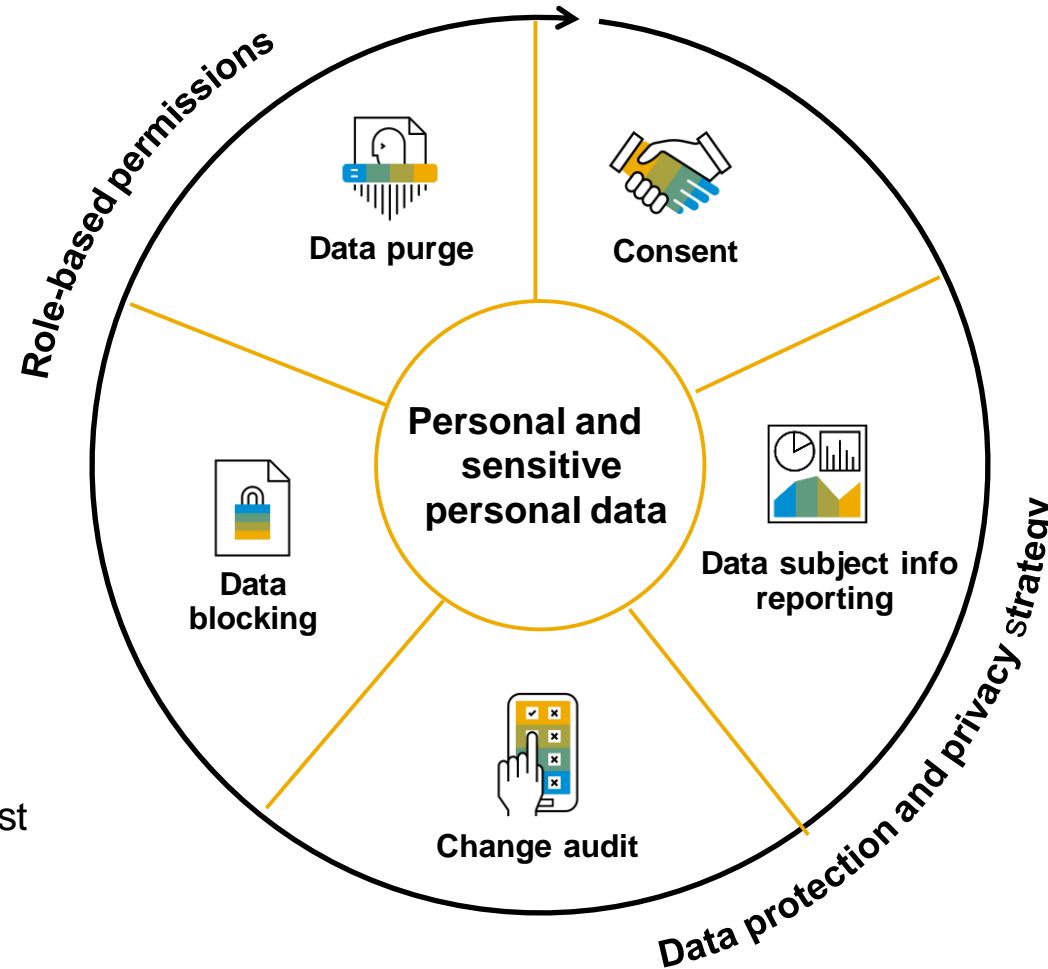
Configure data retention rules, and permanently delete personal data from SAP SuccessFactors solutions

Data blocking:

Limit access to historical data within SAP SuccessFactors Employee Central

Change audit:

Manage, record, and report on personal data changes across most SAP SuccessFactors solutions



Consent

Configure and manage consent statements as well as their acceptance where needed

Data subject info reporting

Generate a data subject report containing all the data subject's personal data available in SAP SuccessFactors solutions

SAP SuccessFactors Data Protection and Privacy Features

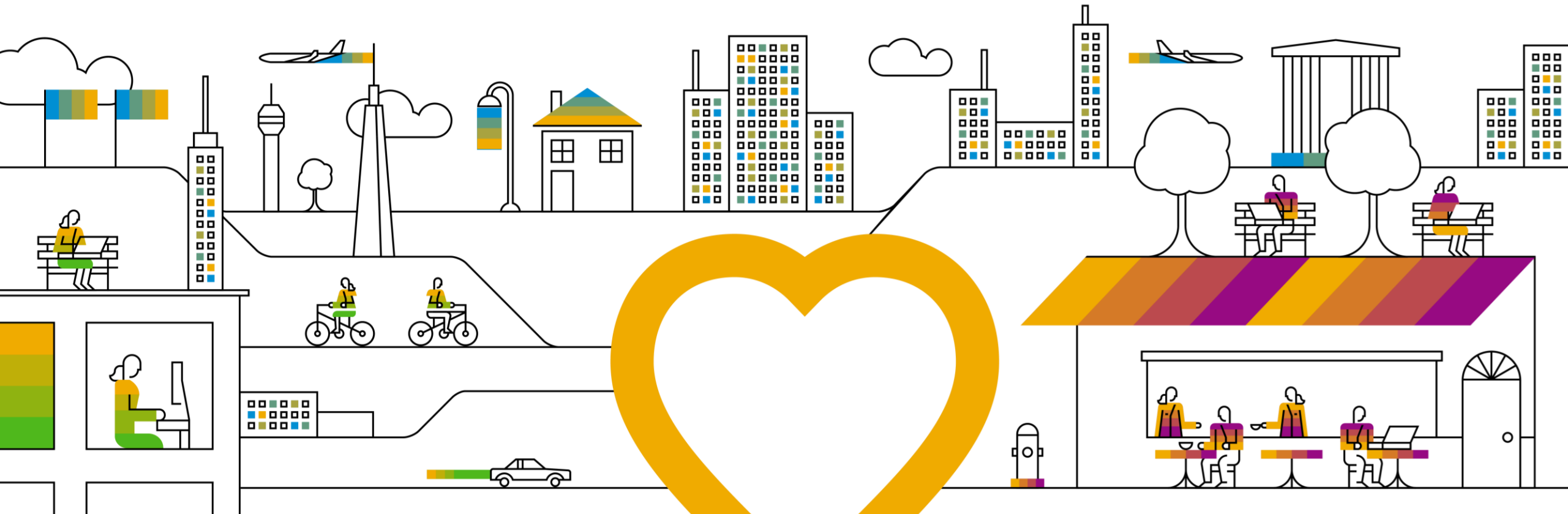
Summary by Product Area

Feature	Talent Management	Employee Central	Employee Central Payroll	Platform	Learning	Onboarding	Recruiting Management	Recruiting Marketing	Recruiting Posting	Reporting	Workforce Analytics
Data Purge	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	N/A
Data Subject Info	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	✓
Data Blocking	N/A	✓	✓	N/A	N/A	N/A	N/A	N/A	N/A	✓	N/A
Consent	✓	N/A	N/A	N/A	✓	✓	✓	✓	✓	N/A	N/A
Change Audit	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	N/A

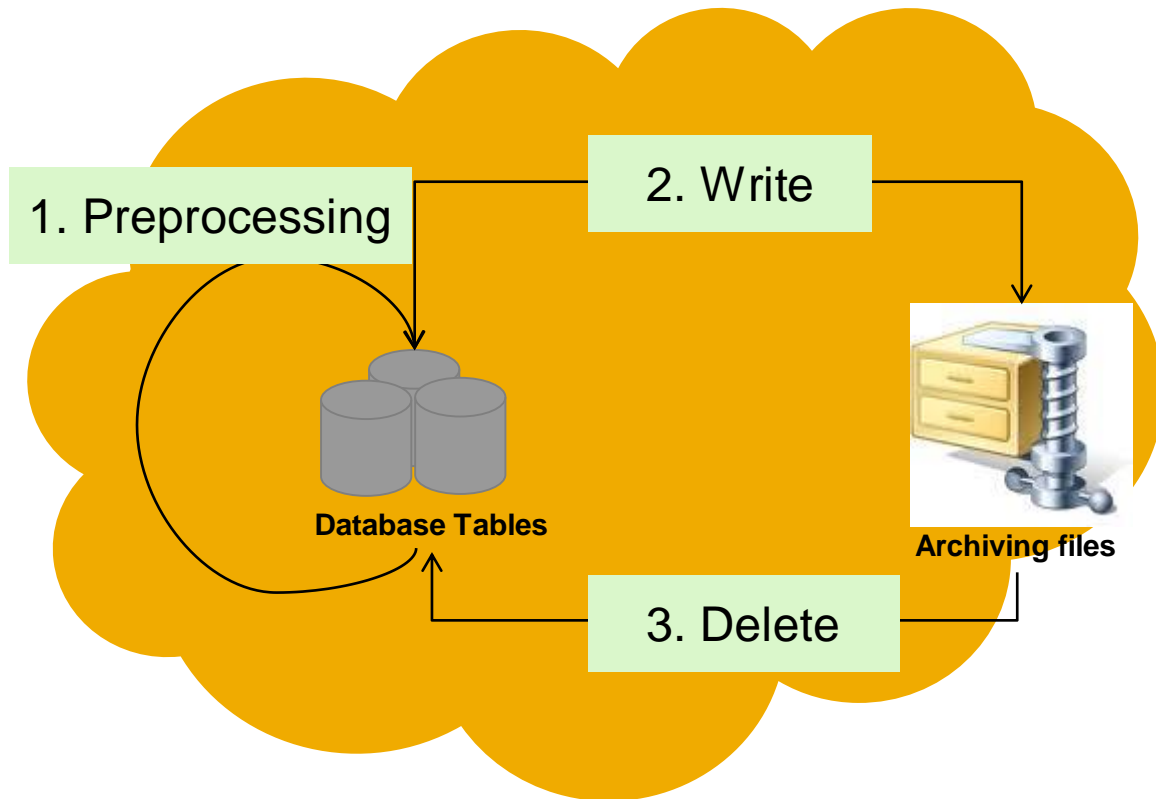
N/A – This feature is not needed in the application due to requirements/use case non-applicability

Prerequisites: Role Based Permissions (RBP) and Metadata Framework (MDF)

How SAP HCM helps



Technical Details: Overview of Execution (T-code: SARA)



1. Preprocessing Program

- Needed in HCM, because Archived Objects (Infotype **0283**) shall be used for logging
- Run before write program execution
- Used to analyze data to be archived
- Outcome: generates a Run ID and updates the status of IT 0283 entry and the log as “Prepared for Data Destruction”

2. Write Program

- Writes data to be archived to archive files; No data deletion happens here

3. Delete Program

- Reads archiving files and deletes data from database, processing one archive file at a time
- Can be scheduled to be run automatically after write program execution (e.g. preprocessing program exists); sets status of IT 0283 and log as “Data Destroyed”

Commonly used terms

Archiving Object

- A logical object of related business data that is read from the database by a write program and deleted by the associated delete program after the data has been successfully archived.
- AO links necessary code and customizing together for data destruction of specific set of data

Legal Hold

- Lock on data that is assigned to a legal case so that this data cannot be deleted or destroyed(IT3246)

Data Blocking

- A feature that prevents master data creation for those Infotypes and duration where data destruction has taken place and records are already destroyed

Retention Period

- Period of time, required by law, which documents must be retained

Technical Details: Destroying Personnel Data (Preparation)

T-code: IRMPOL

ILM Policies

Continue

New

Create New Policy

ory: Retention Rules

* Object Category:

SAP Business Suite

Audit Area:

HCM_DP

HCM Data Privacy

ILM Object:

HRCPHI0411

ILM Policies

Policy Category

Retention Rules

Audit Area

HCM Data Privacy

Object Category

SAP Business Suite

ILM Object

Taxation

Save

Display

Back

Policies

Change Status

Export

Import

Overview

Policy Name	Policy Status	Object in Audit Area	Changed on	Changed by	Com...
VI_POLICY	Not Live	<input checked="" type="checkbox"/>	25.05.2020	DONGV	

Rules for Policy VI_POLICY

Add

Check

Pers. subarea	To	Personnel area	T	...	To	Mi... Pe...	Max.... Period	Retention Prd Unit	Time Ref.	Time Offset	ILM Store
PH01		PH01				1	3	Year	Employee's Leaving Date	End of Year	

View Cluster Editing: Initial Screen

T-code: AOBJ

New Entries

Dialog Structure

Archiving Object

Structure Definition

Tables from Which You

Maintain Network Grap

Customizing Settings

Archiving Classes Use

Read Programs

Customizing Transacti

Info Tables for Archive

Exit Routine Assignme

Object Name

HRCPHI0411

Taxation

Logical File Name

ARCHIVE_DATA_FILE

Archive File Size

Maximum Size in MB

100

Maximum Number of Data Objects

Settings for Delete Program

Commit Counter

10

Test Mode Variant

SAP&TEST

Variant

Live Mode Variant

SAP&PROD

Variant

Delete Jobs

Not Scheduled

Start Automatically

After Event

Event

Parameter

Place File in Storage System

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40

Technical Details: Destroying Personnel Data (Execution)

T-code: SARA

Archive Administration Edit Goto Environment System Help

✓ « « ⬆ ⬆ ✖ ?

Archive Administration: Initial Screen

JOB **Logs** Customizing Database Tables Information System Statistics ILM Browser Check/Delete

Archiving Object Taxation

Actions

Preproc

Write

Delete

Management

Logs

Job Overview Job Log Spool List

Archiving Object/Action/Logs Proc.O... Session

- ▼ HRCPHI0411 (Taxation)
 - ▼ Preproc.
 - 25.05.2020 07:59:33 DONGV Produc...
 - 25.05.2020 07:51:19 DONGV Test M...
 - 23.05.2017 14:51:12 KALININ Produc...
 - 23.05.2017 14:33:14 KALININ Test M...
 - 23.05.2017 14:32:26 KALININ Test M...
 - 23.05.2017 14:32:22 KALININ Test M...
 - 23.05.2017 14:25:43 KALININ Test M...
 - Write
 - Delete

Log (Summary) Log (Details)

 0 0 3 1

Type	Message Text	LTxt	Obj. Disp.	Object (Example)
	Data until 15.03.2018 prepared for destruction		1	00480525 0283 HRCPHI0411 01.01.1800 15.03.2018
	1 employees processed		1	
	Run ID used 248A07F6DFC01EDAA7C99CF959762580: TEST		1	HRCPHI0411
	Selection date "Select Data Until" reset to: 15.03.2018		1	00480525

Technical Details: Destroying Philippine Personnel Master Data (PA)

Employee personal data: Infotype and non-Infotype tables where employee data is stored

- Infotype and non-Infotype tables where employee specific information is stored.
- SAP Note **2494140** - Data Protection: Destroying Philippine Personal Master Data

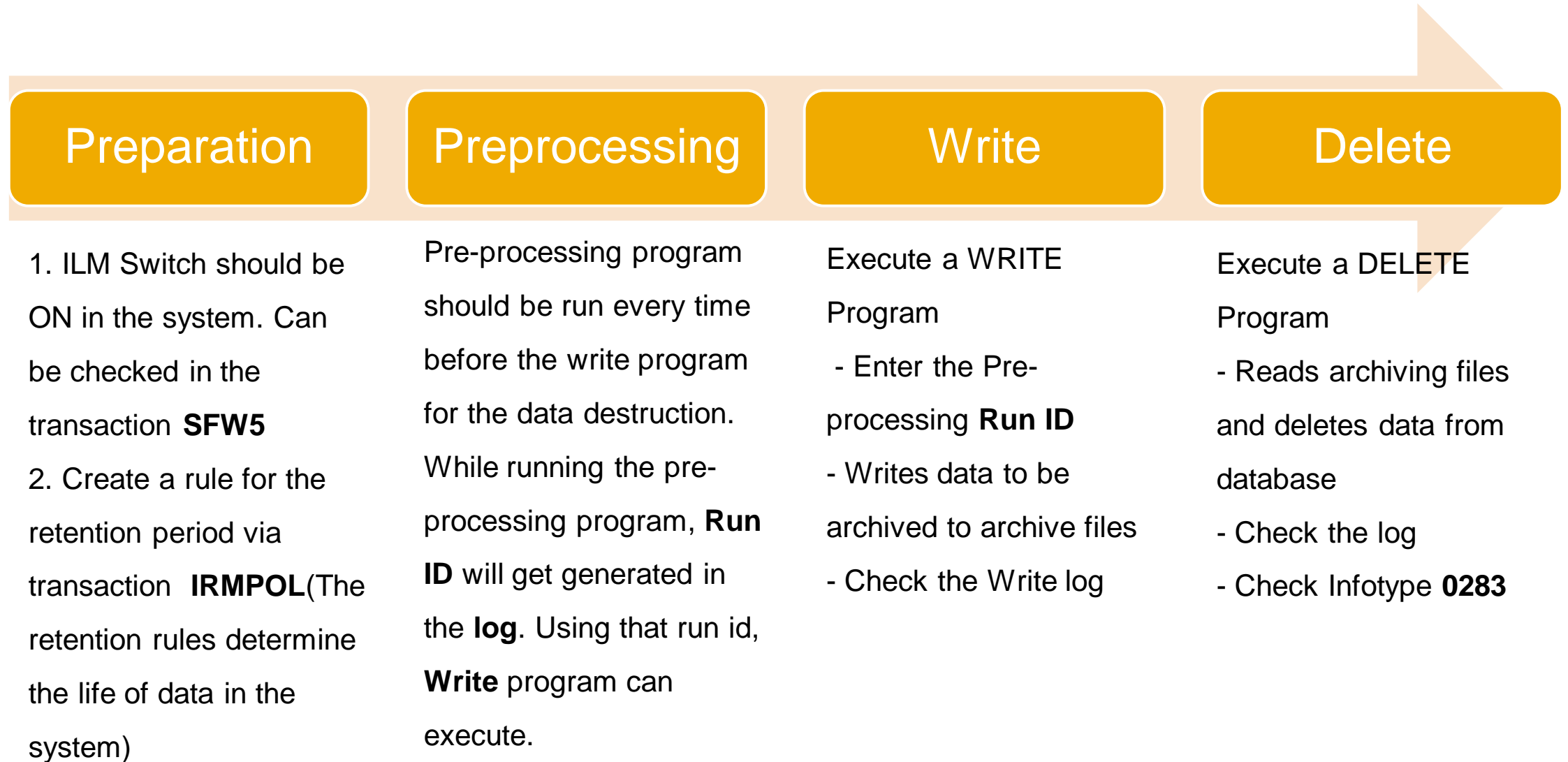
Sr	Infotype(s) / Table(s)	Archiving Object	Description
1	IT 0411	HRCPHI0411	Taxation PH
2	IT 0422	HRCPHI0422	Social Security System (SSS) PH
3	IT 0423	HRCPHI0423	Home Development Mutual Fund (HDMF) PH
4	IT 0596	HRCPHI0596	PhilHealth (NHIP) PH
5	IT 0634	HRCPHI0634	Previous Employers PH

Technical Details: Destroying Time Management Data (PT)

To destroy Time Management Data (PT), please use the corresponding archiving objects:

Sr	Archiving Object	Description
1	HRTIM_ABS	Absences Data
2	HRTIM_ATT	Attendance Data
3	HRTIM_MAT	Maternity Data
4	HRTIM_MIL	Military Data
5	HRTIM_OVER	Overtime Data
6	HRTIM_QUOT	Time Quotas
7	HRTIM_REQ	Request Data
8	HRTIM_SUBS	Substitution Data
9	HRTIM_TEV	Time Events Data

Data Privacy and Protection (DPP): Summary of Execution



HCM Destruction Objects Generation Tool – (Tcode: YAA_DOG)

- Destroying customized tables (Z-tables) and customized Infotypes (9***)

Destruction Object Generator

The tool generates dictionary objects that are used in HCM data destruction solution.

To destroy data from customized tables (Z-tables) and customized Infotypes (9***)

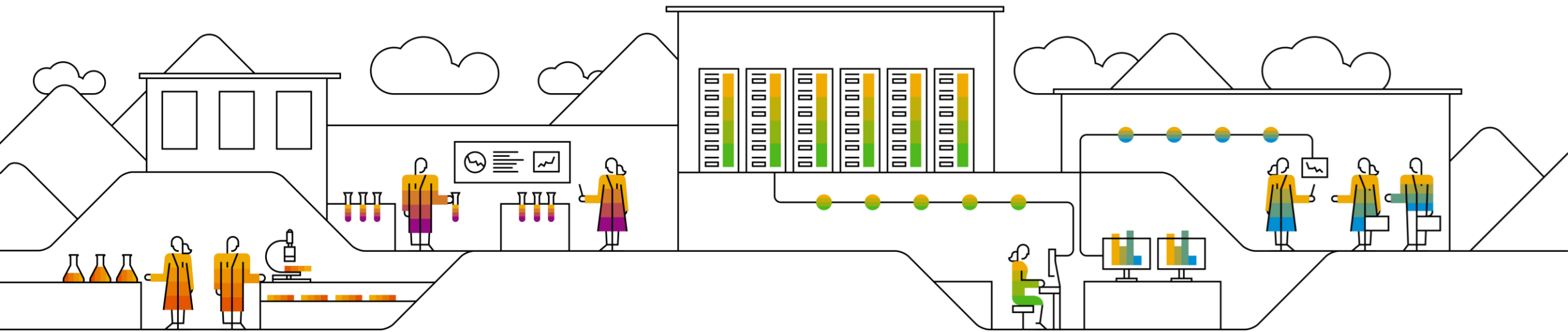
- Development of destruction / archiving objects for customized data sources is to be done by customers
- Customers cannot modify SAP-delivered archiving objects in terms of data sources covered by that archiving object

The screenshot displays the 'HCM-DPP: Destruction Object Generator' SAP transaction. The interface includes a menu bar (Program, Edit, Goto, System, Help) and a toolbar. The main area is divided into several sections:

- Archiving Object Details:** Contains fields for Country Grouping (12), Belgium, Functionality ID (I0100), Archiving Object (HRCBEI0100), and Archiving Object Description (Social Insurance Data).
- Structure Definition:** Includes Primary Infotypes/Tables (PA0100) and Secondary Infotypes/Tables.
- ILM Object Details:** Includes ILM Retention Time Types (HCM_END_OF_RECORD) and Condition Fields (BUKRS).
- Infotypes Settings:** Includes checkboxes for 'Gravestone in Infotype 0283' and 'Legal Hold with Infotype 3246'.
- Transport Settings / Technical Customizing:** Includes a 'Generate Objects' checkbox and fields for Workbench Request/Task (HRIK146764), Customizing Request/Task (HRIK146766), and RFC Destination (CWBADM_HRI_100).

On the right side, there is a 'Tips & Tricks' section with three numbered tips and a 'What's new?' section listing updates V0.81 through V0.71. The bottom status bar shows 'Li 1, Co 1' and 'Ln 1 - Ln 11 of 11 lines'.

FAQs



FAQs

Q1. What is the difference between using an AO and deleting the PERNR using programs RPUDELPN / RPUDELPP?

- An AO is meant to destroy selected personal data of an employee. The rest of the data remains in the system.
- This supports legal requirements of destroying data for which there is no further use, without losing the rest of the data
- It keeps a log of what data is destroyed

Q2. Why shouldn't the mini-master data (IT 0000, 0001, 0002, 0003 and 0008) be destroyed?

- This data links the rest of information to the real-world entity: employee
- To delete all information for a PERNR, PERNR delete programs (RPUDELPN / RPUDELPP) can be used

Q3. How to destroy data from customized tables (Z-tables) and customized Infotypes (9)?**

- Development of destruction / archiving objects for custom data sources is to be done by customers
- Customers cannot modify SAP-delivered archiving objects in terms of data sources covered by that archiving object

Q4. How can I check for which employees up to which date the data has been destroyed?

- You find these details in the employee's infotype 0283, where subtype = archiving object.

FAQs

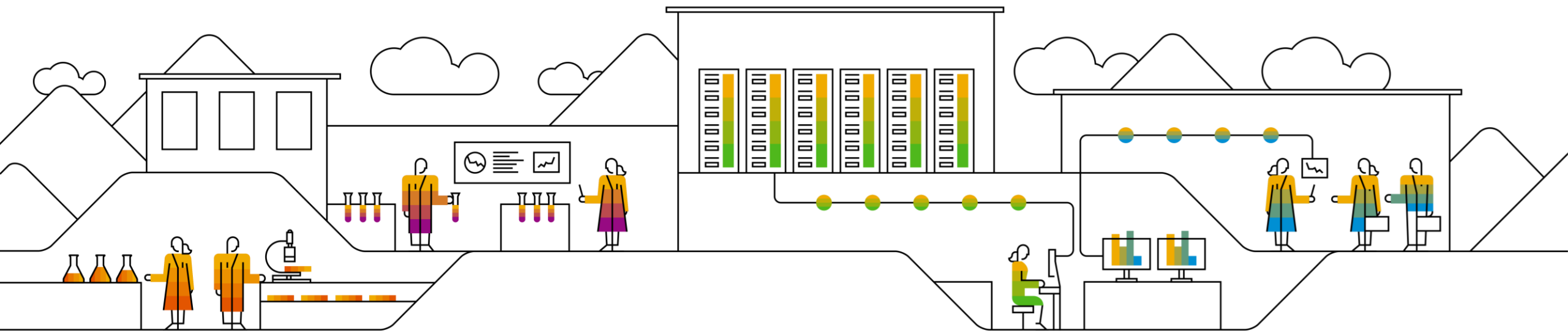
Q5. I cannot use more than 4 criteria (conditions) for creating a retention rule. What is the solution?

- This is a known limitation. Retention rules needs to include those criteria (conditions) which have different retention criteria as defined by law. Common observation so far is that countries do not have retention criteria accommodating more than 4 conditions. If there is such a need: SAP ILM technical team can be contacted for solution / workaround.

Q6. Pre-processing program was executed productively for any personnel data and a record of infotype '0283' record was created with status 'Prepared for Data Destruction'. In this case the maintaining of personnel data are blocked with system message. Could the productive pre-processing run be canceled?

- Yes, It could be done with program 'RP_PA_ROLLBACK'. You can use this report to roll back all changes that were made in the preprocessing phase of the destruction of data for an archiving object.
- For more information, see SAP Help [Preprocessing Rollback for the Destruction of Data](#).

References



References

For general questions:

For example: As per GDPR new rules, we need to archive and delete old HCM data in live system

Refer to SAP Note **1559133** - Personal data in HCM: Deletion compliant with data protection

Raise your OSS incident under component: PA-PA-XX

Information Lifecycle Management software supports automation of data destruction as per rules defined by legislature. In context of HR localization: It is a framework that can be used to create destruction objects for various data sources like Infotypes and non-Infotype tables. Information about ILM can be found in SAP Note 1559133.

For Philippines specific questions:

Refer to SAP Note **2494140** - Data Protection: Destroying Philippine Personal Master Data

Raise your OSS incident under component: PA-PA-PH

**Respecting the privacy of people is
good for business**

**SAP is ready for compliance
challenges**

**SAP enables compliance –
data protection and privacy is
in our DNA**





SAP SuccessFactors 

Employee Central Localization Philippines

Celia Tan, SAP Globalization Services
May 27th 2020

PUBLIC



Globalization Services
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THE BEST RUN



Agenda

Employee Central Localization Overview

- New Features – release: b2005

EC Localization and EC Payroll for Philippines

- EC Localization
- EC Payroll Update

Localization **Current Status**



Employee Central Localization Overview

Key solution statistics – 2020

SAP SuccessFactors solutions have over **6,800 customers** on the SAP SuccessFactors Human Experience Management (HXM) Suite. Payroll is supported for an impressive **46 local versions**. The SAP SuccessFactors HXM Suite enables our customers to leverage the voice of every employee to improve processes and enhance experience.



EC Localization
Versions



EC Payroll Local
Versions



EC Supported
Languages

New Features – release: b2005

Address Validation Service – Mapping Germany

Localization

With release b2005 the Mapping for the Germany Address Validation is provided.

May, 2020

Name Format

Localization

Now it is possible to configure Alternative Name Elements for the Name Format.

May, 2020

EC Payroll (release b2005) - Improvement of Payroll Information Page

A request from multiple customers that would help make their day to day lives easier was to give them the ability to **mark payroll specific data as mandatory** and for the system to automatically show if this data has not been entered. This will visually allow them to instantly know if an employee is missing necessary payroll data.

Payroll Information

Last Replication status: Successful on 2020-04-28T09:40:54.000Z

Social Insurance

*Social Insurance ⚠

DEUEV

Workers' Compensation

7 more

Earnings and Deductions

Tax

*Fiscal Data

Previous Employers

Additional Employer Benefits

Capital Formation

Loans

Social Insurance

Link Name	Link Type	Infotype	Permission Category	Translations
Social Insurance	<input checked="" type="radio"/> Infotype	13	<input checked="" type="checkbox"/> Admin Service	
<input checked="" type="checkbox"/> Required for Payroll	<input type="radio"/> URL		<input type="checkbox"/> Self Service	
	<input type="radio"/> Service			

Cancel

Save

Philippines: EC Localization and EC Payroll



Philippines: EC Localization and EC Payroll

EC Payroll Data

- Tax Data
- Social Security Contribution (SSS)
- PhilHealth (NHIP)
- Home Development Mutual Fund (HDMF)
- Previous Employment Details

EC-Localization for PH

- Home Address
- Dependents Information
- Payment Information
- Personal Document Types
- National ID Info

Gross Payroll

- Salaries & Additional Payments
- Allowances
- Benefits in Kind
- Monthly & Semi Monthly Payrolls

Net Payroll

- Tax Calculation
- HDMF Contributions
- SS Calculation
- PhilHealth Calculations
- Minimum Wage Earner
- De-minimis Benefits

Legal Reporting

- BIR2316 End of Year Tax Statement
- Alphalist Report
- Monthly Tax Remittance Report
- Philippines Social Security Report
- HDMF Membership Registration/Remittance Form
- PhilHealth Report

Off-Cycle Payroll

- Bonus Payroll
- On-demand off-cycle workbench



Philippines: EC Localization

DEPENDENTS INFO

Dependent Not Relevant to BIR 2316 Form

Qualified Dependent Child

Other Dependent

PAYMENT INFORMATION

Account Number

Routing Number

PERSONAL DOCUMENT TYPES

Alien Certificate of Registration (ACR-I Card)

Alien Employment Permit (AEP)

Community Tax Certificate (CTC)

Passport Number

Driver's License

NATIONAL ID INFORMATION

Primary National ID

Philippines: Personal Documents

ACR I-Card: an identification card issued to aliens whose stay in the Philippines more than 59 days.

AEP: authorizes a foreign national to work in the Philippines.

PERSONAL DOCUMENT TYPES

Alien Certificate of Registration (ACR-I Card)

Alien Employment Permit (AEP)

Community Tax Certificate (CTC)

Passport Number

Driver's License

Work Permit Info

Country

Philippines

Document Type

No Selection

Document Title

Issue Place

Attachments

No Selection

PHL - Alien Certificate of Registration (ACR-I Card)

PHL - Alien Employment Permit (AEP)

PHL - Community Tax Certificate (CTC)

PHL - Driver's License




PHL - Passport Number

Passport

Philippine Identification Card - National ID

On August 6, 2018, President Rodrigo Duterte signed into law the "Philippine Identification System Act" (**R.A. 11055**). The Act requires every Philippine citizen and resident alien to personally register with the Philippine ID system (PhilSys).

National ID Information		
Country	National Id Card Type	National Id
Philippines	Primary National ID	PSN-1234-567-8912-3

National ID Information  	
 Philippines	
Primary National ID	PSN-1234-567-8912-3
Attachment	-
Is Temporary	No
Temporary Id	-



Philippines: EC Payroll

1. Enable to access and display BIR Form No. 2316 Philippines on ESS

Note **2633729** - Display Form BIR2316 Philippines on ESS

Note **2879311** - Enhancement of BIR2316 on ESS

2. Enable On-demand off-cycle payroll

Note **2878119** - Enable On-demand Payroll in Off-Cycle Workbench for the Philippines

The image shows the BIR Form No. 2316, titled "Certificate of Compensation Payment/Tax Withheld" for the Philippines. It is a form used by employers to report compensation and taxes withheld for employees. The form is divided into several sections: Part I - Employee Information, Part II - Employer Information, Part III - Employer Information (Previous), Part IV - Summary, and Part V - Declaration. It includes fields for TIN, Name, Address, Date of Birth, and various compensation items like Basic Salary, Holiday Pay, Overtime Pay, and Night Shift Differential. It also includes fields for taxes withheld and a section for the employee's signature and date. The form is dated January 2018 (ENCS).



SAP SuccessFactors 

Customer Workshop FAQ's we are hearing

May 27, 2020

PUBLIC



Globalization Services
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FAQ's we are hearing

- 👉 What is SAP solution to manage National ID for Philippines
- 👉 TIN format change to 3-3-3-5. What are impacts of BIR Forms and Alphalist
- 👉 What is the latest Alphalist file update, and what is SAP delivery timeline.
- 👉 COVID-19 relevant legal changes update
- 👉 Where I can find the Legal changes have been delivered and to be delivered for Philippines

Philippine Identification System Act (R.A. 11055)

Philippine Identification Card

What is SAP solution to manage National ID for Philippines?



Philippine Identification System Act (R. A. 11055)

- Philippine Identification Card

BUSINESS REQUIREMENTS

- On August 6, 2018, President Rodrigo Duterte signed into law the "Philippine Identification System Act" (**R.A. 11055**). The Act requires every Philippine citizen and resident alien to personally register with the Philippine ID system (PhilSys).
- **Card Name:** Philippine Identification Card
- **Issued by:** Philippines
- **Pilot implementation:** 2019 (selected regions)
- **Full implementation:** 2020+ (5-year implementation)
- **Purpose:** Provide valid proof of identification for all citizens and resident aliens.
- **Eligibility:** Philippine citizenship or permanent residency for non-citizens; At least 18 years of age
- **Expiration:** Lifetime

SAMPLE PHILID CARD - Front



SAMPLE PHILID CARD - Back



Philippine Identification System Act (R. A. 11055)

- Philippine Identification Card

SAP SOLUTION

- Phase1 (in 2020) – To create a new ID Type in SF Employee Central and SAP HCM infotype 0185
- Phase2 (in future) – The ID card will be a single identification card. It will function as IDs for all aspects like SSS, BIR, PhilHealth, etc.

Infotype 0185

ID Type: National ID

Personal IDs	
ID type	Driver License
ID color	
ID number	PSN-1234-567-8912-3
Previous ID number	
Author.	Philippines
Issuing number	
Date of issue	2020.05.01
Valid to	9999.12.31
Place of issue	
Country of issue	Philippines
Country	Philippines

Employee Central

ID Type: National ID

National ID Information

Edit ?

Country	National Id Card Type	National Id	Is Primary
Philippines	Primary National ID	PSN-1234-567-8912-3	Yes

A Taxpayer Identification Number (TIN)

TIN format change to 3-3-3-5. What are impacts of BIR Forms and Alphalist?



A Taxpayer Identification Number (TIN) in the Philippines

- TIN format change to 3-3-3-5. What are the impact of BIR Forms and Alphalist

What is a Taxpayer Identification Number (TIN) in the Philippines?

The BIR issues the TIN for employees/self-employed professionals and freelancers, and corporations in the private and public sectors. It is the reference number that is used to file taxes.

For **individual** taxpayers, TIN should be encoded in the **nine-digit** form of 123-456-789.

For **business entities**, TIN is usually encoded in the **fourteen- digit** form of 123-456-789-00000. The late 5 digits stand for branch code.

Refer to: **REVENUE MEMORANDUM ORDER (RMO) NO. 5-2017**

Any impact to SAP HCM solution?

A Taxpayer Identification Number (TIN) in the Philippines

- TIN format change to 3-3-3-5. What are the impact of BIR Forms and Alphalist


Q: Any impact for Employee TIN?

A1: No change in Infotype **0411**
(Employee Tax ID) – As employee TIN is still in 9-digits with no change.

A2: BIR Form **2316** (Jan 2018) – Layout change to 14-digits form of 123-456-789-00000. The last 5-digits is as branch code which should be 00000 for an employee.

A3: **Alphalist** (CSV file) – **RMC No. 73-2019**, the revised manual returns are available. The csv format for eFPS submission is NOT available

Taxation details	
Tax id number (TIN)	<div>123456789</div>
Tax status	<div>HF</div> Head of family
No. of dependents	<div></div>
BIR form 2316 year issued	<div></div>

BIR Form No. 2316 January 2018 (ENCS)		Certificate of Compensation Payment/Tax Withheld For Compensation Payment With or Without Tax Withheld		 2316 01/18ENCS	
Fill in all applicable spaces. Mark all appropriate boxes with an "X".					
1 For the Year (YYYY)		2 For the Period From (MM/DD) To (MM/DD)			
Part I - Employee Information			Part IV-B Details of Compensation Income & Tax Withheld from Present Employer		
3 TIN			A. NON-TAXABLE/EXEMPT COMPENSATION INCOME Amount		

BIR 2316 (Jan 2018)

TIN: 123-456-789-00000

The last 5-digits is
as branch code

The revised manual returns are already available in the BIR website (www.bir.gov.ph) under the BIR Forms-Payment/Remittance Forms section. However, the returns are not yet available in the EFPS and eBIRForms.

A Taxpayer Identification Number (TIN) in the Philippines

- TIN format change to 3-3-3-5. What are the impact of BIR Forms and Alphalist

Q: Any impact for Employer TIN?

A1: Infotype **0634** (Pre-ER) – Create a new field with 14 chars to allow you to maintain new TIN

A2: Maintenance view **V_T7PH0P** - extend Employer TIN to 15 chars

A3: BIR Form **2316** (Jan 2018) – Layout change to 14-digits form of 123-456-789-00000 in part II and part III

A4: **Alphalist** (CSV file) – RMC No. 73-2019, the revised manual returns are available. The CSV format for eFPS submission is NOT available

Other/Previous Employers	
Prev. ER Name	
Prev. ER Address	
Prev. ER City	
Prev. ER Zip	
Prev. ER TIN	

A new field with 14 chars

Company/Employer details	
Authorised signatory	JUAN DELA CRUZ
Signatory position	CHIEF FINANCIAL OFFICER
Company TIN	123456789012345
Company SSS number	4848484848
HDMF number	4848484848

Extending to 15 chars

BIR 2316 (Jan 2018)

TIN: 123-456-789-00000

Part II - Employer TIN

Part III – Pre-Employer TIN

Philippines: Alphalist Update 2014

- Mandatory Electronic Submission since 2014

REVENUE REGULATIONS NO. 1-2014

Section 2.83.3 Requirement for list of payees – All withholding agents shall, regardless of the number of employees and payees, whether the employees/payees are exempt or not, **submit an alphabetical list of employees** and list of payees on income payments subject to creditable and final withholding taxes which are required to be attached as integral part of the Annual Information Returns (BIR Form No. 1604CF/1604E) and Monthly Remittance Returns (BIR Form No. 1601C, etc.), under the following modes:

- (1) As attachment in the Electronic Filing and Payment System (**eFPS**);
- (2) Through Electronic Submission using the **BIR's website** address at esubmission@bir.gov.ph; and
- (3) Through Electronic Mail (**email**) at dedicated BIR addresses using the prescribed CSV data file format

Philippines: Alphalist Update 2019

Revenue Memorandum Circular (RMC) No. 73-2019, 23 July 2019, to inform the withholding tax agents of the availability of the revised BIR Forms.

Form No.	Description
1604-C	Annual Information Return of Income Taxes Withheld on Compensation
1604-E	Annual Information Return of Creditable Income Taxes Withheld (Expanded) / Income Payments Exempt from Withholding Tax
1604-F	Annual Information Return of Income Payments Subjected to Final Withholding Taxes

The revised manual returns are already available in the BIR website. However, they are not yet available in the Electronic Filing and Payment System (eFPS) and Electronic Bureau of Internal Revenue Forms (eBIRForms). A revenue issuance will be released once the revised returns are available in eFPS and eBIRForms.

Philippines: Alphalist Update 2020

What are expected changes:

1. Current and Previous Employer's TIN to be changed
2. Separate employment status and description for “**seconded employees**” shall be indicated in the “Current Employment Status” of the Alphalist of Employees (Ref. to **RMC No. 116-2019**)
3. The BIR Form No. 2316 to be issued to the seconded employees must indicate the phrase (**FOR SECONDED EMPLOYEE**) under the form's title “Certificate of Compensation Payment / Tax Withheld

2

* Current Employment Status:
<i>R = Regular</i>
<i>C = Casual</i>
<i>CP = Contractual/Project-Based</i>
<i>S = Seasonal</i>
<i>P = Probationary</i>
<i>AL = Apprentices/Learners</i>
seconded employees

For BIR Use Only	BCS/ Item:	3		Republic of the Philippines Department of Finance Bureau of Internal Revenue
BIR Form No. 2316 January 2018 (ENCS)	Certificate of Compensation Payment/Tax Withheld For Compensation Payment With or Without Tax Withheld			 2316 01/18ENCS
FOR SECONDED EMPLOYEE				

Update due to COVID-19

GOV.PH Coronavirus (COVID-19)



DOH Hotlines:

02 894-COVID

02 894-26843

For PLDT, SMART, SUN,
and TnT Subscribers:

1555

Legal Requirements Update due to COVID-19 (1/2)

PhilHealth Circular No. 2020-0008

Please be informed that PhilHealth Circular 2020-0008 "Payment of Premium Contributions through the Online Payment Facility of the Electronic Premium Remittance System (**EPRS**)" was published on March 26, 2020 in Manila Bulletin.

Effective the applicable period of **June 2020** and onwards, all premium contributions of employers and their employees in the Government and Private sectors shall be made through the online payment facility of the EPRS.

SAP Solution:

SAP Note **2366568** - Enable Downloading of Philhealth Contribution in CSV Format in Report HPHRNHIP0

Legal Requirements Update due to COVID-19 (2/2)

Payment of 13th Month Pay

There is no legal requirement for employers to **advance the whole or pro-rated 13th month pay** of its employees in light of the COVID-19 pandemic. Nonetheless, and consistent with the recent public statements of President of the Philippines, employers may, as an exercise of their management prerogative, grant its employees' **13th month pay in advance**, whether in whole or pro-rated, as a means for mitigating the effects of the COVID-19 pandemic.

Public Holiday Payment

Labor Advisory No. 13 Series of 2020 – Payment of Wages for Regular Holidays on April 9, And 10, 2020 and Special Holiday on April 11, 2020. Issued March 30, 2020. The advisory provided the rates to be applied in the computation of wages for regular and Special holidays.

Labor Advisory No. 13-A Series of 2020 – Deferment of Payment of Holiday Pay for the April 2020 holidays. April 1, 2020. The Labor Advisory clarified that the employers shall have the option to **defer the payment of holiday pay** to be earned for the month of April 2020 until after the lockdown period.

Announcement of Legal Changes

Where I can find the legal changes have been or to be delivered?



Legal Change Master Note 2896464

2896464 - Master Note: Philippines (HCM) Legal Changes / Major Enhancements 2019 - 2020

This Note gives the complete summary of solution Notes released for Philippines Legal changes and major enhancements for Year of Assessment 2019 and 2020.

Solution									
You can apply the corresponding HR SP according to the Note List.									
No.	Note	Note Description	SP Available Date	HR SP(all EA-HR, *with SAP_HR)					
				600*	604*	605	606	607	608*
1	2709840	Enable Monetized Vacation Leave to Consume 13th Month Pay & Other Benefit Exemption	2019.01.24	G9	D5	B2	97	86	63
2	2730116	PH-HCM-LC: MWE Tax	2019.02.14	H0	D6	B3	98	87	64
3	2734532	PH-HCM-LC: MWE Tax - Report Adjustment							
4	2741155	HPHEOYTO - Provide ALV List for Annexure 'F' Purpose	2019.03.14	H1	D7	B4	99	88	65
5	2761858	LC HCM PH: PhilHealth Contribution Ceiling Change 2019	2019.04.11	H2	D8	B5	A0	89	66
6	2769869	New Schedule of Social Security Contributions Effective April 2019							
7	2771615	New Schedule of SS Employee Compensation Contributions Effective April 2019							
8	2761454	LC HCM PH: SSS Rate Table Change 2019							
9	2848927	LC HCM PH: New Layout of BIR 2316 Form	2019.12.16	I1	E7	C4	A9	98	75
10	2865504	LC HCM PH: Maternity Salary differential included as 13th Month Pay							
11	2855101	LC HCM PH: Maternity Leave Salary Differential							
12	2866786	LC HCM PH: Philhealth Contribution Table 2020							
13	2879311	Enhancement of BIR2316 on ESS	2020.02.13	I3	E9	C6	B1	A0	77
14	2878119	Enable On-demand Payroll in Off-cycle Workbench for the Philippines	2020.03.12	I4	F0	C7	B2	A1	78

Announcement of Legal Changes

With the going live of SAP One Support Launchpad (<https://launchpad.support.sap.com/>) the **Announcement of Legal Change** app has been released to customers who are using the Launchpad. The application provides an overview of the upcoming legal changes for all the On-Premise / SuccessFactors components of SAP Globalization Services.

With this application, customer users can search for legal changes by countries or by application components, specify whether the legal change is relevant to his/her business and the implementation status in the customer systems, and plan corresponding implementation activities based on the information available in the application.












We encourage you to set up email notification referring to the KBA below.




2382863 - How to use the Announcement of Legal Changes application

<https://launchpad.support.sap.com/#/notes/2382863/e>



‘Announcement of Legal Change’ looks like:

Country/Region:	Component:	Completion Status:	Keywords:	Product:
<div>Philippines (PH)  </div>	<div></div>	<div>2 Items </div>	<div>**  </div>	<div></div>
Planned Delivery Date:	Publication Date:	Customer System:		
<div></div>	<div>Date Range (01.01.2020 - </div>	<div></div>	<div>Adapt Filters (4) </div>	

Country/Region	Component	Legal Information	Completion Status	SAP Note	Last Changed (SAP Note)	Planned Delivery Date
Philippines (...)	PY-PH	PhilHealth (National Health Insurance Program) update 2020	<div>Open </div>	Available Note 2884105 - NHIP- New Hire and Termination for Semi-monthly Payroll	11.02.2020	10.02.2020
Philippines (...)	PY-PH	PhilHealth (National Health Insurance Program) update 2020	<div>Open </div>	Available Note 2878119 - Enable On-demand Payroll in Off-Cycle Workbench for the Philippines	17.02.2020	15.02.2020
Philippines (...)	PY-PH	Guidelines on holiday pay	<div>Open </div>	Available	23.04.2020	30.05.2020

"Legal Change Experience Feedback Survey": LIVE for all Customer

The feedback function is integrated to the Announcement of Legal Change service in the SAP ONE Support Launchpad. When you change the **Completion Status** of a legal change to **Implemented**, a dialog box is displayed asking you to provide feedback.

The screenshot displays the SAP ONE Support Launchpad interface. A table lists legal changes with columns for Publication Date, Country/Region, Legal Information, Planned Delivery Date, SAP Note, and Completion Status. The 'Completion Status' column shows various statuses like 'Open', 'Not Relevant', and 'Implemented'. A red circle highlights the 'Implemented' status in the table. A dialog box is overlaid on the table, asking 'Help us improve your experience' and 'Would you be willing to answer a few questions about your legal change implementation experience?'. The dialog box has two buttons: 'Provide Feedback' and 'No Thanks'. A red arrow points from the 'Implemented' status in the table to the dialog box. Another red circle highlights the 'Implemented' status in the table's header. A third red circle highlights the 'Implemented' status in the table's header. A fourth red circle highlights the 'Implemented' status in the table's header. A fifth red circle highlights the 'Implemented' status in the table's header. A sixth red circle highlights the 'Implemented' status in the table's header. A seventh red circle highlights the 'Implemented' status in the table's header. A eighth red circle highlights the 'Implemented' status in the table's header. A ninth red circle highlights the 'Implemented' status in the table's header. A tenth red circle highlights the 'Implemented' status in the table's header. A eleventh red circle highlights the 'Implemented' status in the table's header. A twelfth red circle highlights the 'Implemented' status in the table's header. A thirteenth red circle highlights the 'Implemented' status in the table's header. A fourteenth red circle highlights the 'Implemented' status in the table's header. A fifteenth red circle highlights the 'Implemented' status in the table's header. A sixteenth red circle highlights the 'Implemented' status in the table's header. A seventeenth red circle highlights the 'Implemented' status in the table's header. An eighteenth red circle highlights the 'Implemented' status in the table's header. A nineteenth red circle highlights the 'Implemented' status in the table's header. A twentieth red circle highlights the 'Implemented' status in the table's header. A twenty-first red circle highlights the 'Implemented' status in the table's header. A twenty-second red circle highlights the 'Implemented' status in the table's header. A twenty-third red circle highlights the 'Implemented' status in the table's header. A twenty-fourth red circle highlights the 'Implemented' status in the table's header. A twenty-fifth red circle highlights the 'Implemented' status in the table's header. A twenty-sixth red circle highlights the 'Implemented' status in the table's header. A twenty-seventh red circle highlights the 'Implemented' status in the table's header. A twenty-eighth red circle highlights the 'Implemented' status in the table's header. A twenty-ninth red circle highlights the 'Implemented' status in the table's header. A thirtieth red circle highlights the 'Implemented' status in the table's header. A thirty-first red circle highlights the 'Implemented' status in the table's header. A thirty-second red circle highlights the 'Implemented' status in the table's header. A thirty-third red circle highlights the 'Implemented' status in the table's header. A thirty-fourth red circle highlights the 'Implemented' status in the table's header. A thirty-fifth red circle highlights the 'Implemented' status in the table's header. A thirty-sixth red circle highlights the 'Implemented' status in the table's header. A thirty-seventh red circle highlights the 'Implemented' status in the table's header. A thirty-eighth red circle highlights the 'Implemented' status in the table's header. 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Standard ▾

Country/Region: Component: Completion Status: Keywords: Product: Planned Delivery Date:

Items (3,262) | Guy ▾

Publication Date	Country/Region	Legal Information	Planned Delivery Date	SAP Note	Completion Status
Country/Region : Angola (AO)					
26.04.2019	Angola (AO)	SAP Software certification by tax authorities in Angola (decree 312/2018 and 292/2018)	In Analysis		Open ▾
Country/Region : Argentina (AR)					
31.03.2016	Argentina (AR)	AFIP General Resolution 3839/2016	31.05.2016	Available	Implemented ▾
08.04.2016	Argentina (AR)	AFIP Decree 394/2016 and RG 3831/2016 - Income Tax			Implemented ▾
15.04.2016	Argentina (AR)	General Resolution (Adm. Nac. Seguridad Social) 28/2016			Implemented ▾
22.06.2016	Argentina (AR)	AFIP General Resolution 3919/2016 - Income Tax			Open ▾
23.08.2016	Argentina (AR)	Decree 921/2016 - Poder Ejecutivo Nacional	17.08.2016	Available	Not Relevant ▾
09.09.2016	Argentina (AR)	General Resolution (Adm. Nac. Seguridad Social) 298/2016	09.09.2016	Available	Open ▾

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