

Sage 300 People

Release Notes

19.1.3.0

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1.0 Bank Files

1.1 Detail

We added the Mozambique Millenium BIM Bank File to our list of available bank files.

The export file is a comma-separated csv or text file with variable field lengths – the user can select to create a CSV or test file by changing the default file name and type on the Bank File Header Definition Screen.

The file consists of detail records only – no header or trailer records.

Note:

You must first import the new bank file XML template before you will be able to select it when setting up the ACB Payment. Please contact the Sage 300 People for the XML template and instructions on how to import the template.

On the Navigation pane:

Expand	Company Management
Double-click on	Payments
Click on	New

Bank File Header Definition Screen

	Description	Value
<input checked="" type="checkbox"/>	Company Account Number (Max 21 Chars)	06420452
<input checked="" type="checkbox"/>	Company Account Name (Max 30 Chars)	Mozambique Prawn Company Lda
<input checked="" type="checkbox"/>	Description 1 (Max 30 Chars)	Salário
<input checked="" type="checkbox"/>	Description 2 (Max 30 Chars)	ACB Payments
<input checked="" type="checkbox"/>	Currency	MZN - Mozambique, Meticals

Field	Details
Company Account Number	The number default to the Company's Bank Account Number but can be changed. This is a mandatory field.
Company Account Name	The field value defaults to the Company's Bank Account Name but can be changed. This is a mandatory field.
Description 1	The default value is "Salário" but can be changed. This is a mandatory field.
Description 2	No default value for this field – you can enter your own reference if required. This is not a mandatory field.

The currency defaults to the currency value on the company's default Bank Detail record.

Currency

For Mozambique this must be MZN – Mozambique Meticaís.

This is a mandatory field.

1.2 User Input Field on Bank File Header Definition Screen

You need to complete and confirm values for the following fields on the Bank File Header Definition Screen for the Mozambique Millenium BIM Bank Payment:

2.0 RSA

Note:

The following changes were made in the Sage 300 People Application for the 2019/2020 tax year. Please refer to our Budget Speech 2019/2020 Summary for further details or download our detailed guide for everything you need to know about this year's changes from our website.

2.1 Tax Tables 2019 / 2020

2.1.1 Income Tax: individuals and Trusts

Taxable Income		Rates of tax
0 - 195 850		18% of taxable income
195 851 - 305 850	35 253	+ 26% of taxable income above 195 850
305 851 - 423 300	63 853	+ 31% of taxable income above 305 850
423 301 - 555 600	100 263	+ 36% of taxable income above 423 300
555 601 - 708 310	147 891	+ 39% of taxable income above 555 600
708 311 - 1 500 000	207 448	+ 41% of taxable income above 708 310
1 500 001 and above	532 041	+ 45% of taxable income above 1 500 000

2.1.2 Rebates

Rebates	
Primary	R14 220
Secondary (Persons 65 and older)	R7 794
Tertiary (Persons 75 and older)	R2 601

2.1.3 Tax Thresholds

Age	Tax Threshold
Below 65	R79 000
65 to below 75	R122 300
75 and older	R136 750

2.2 Medical Scheme Fees Tax Credits

This remains unchanged for the 2019/2020 tax year.

Medical Aid Tax Credits	
Main Member	R310
First Dependent	R310
Additional Dependents	R209

2.3 Prescribed Rate for Reimbursive Kilometres

The SARS prescribed rate per kilometre remains unchanged at R3.61.

2.4 OID Limit

The Minister of Labour intends to increase the OID earnings threshold to R458 520 per annum with effect from 1 March 2019 (2019/2020 year of assessment).

3.0 ETI

3.1 ETI Limit Changes

The Minister of Finance has proposed an increase to the employment tax incentive remuneration bands in the 2019 budget speech which were also published in the Rates and Monetary Amounts and Amendment of Revenue Laws Bill, 2019.

Monthly Remuneration	First 12 Months	Next 12 Months
R0 – R1 999.99	50% of monthly remuneration	25% of monthly remuneration
R2 000 – R4 499.99	R1 000	R500
R4 500 – R6 499.99	Formula: R1 000 – (0.5 x (monthly remuneration – R4 500))	Formula: R500 – (0.25 x (monthly remuneration – R4 500))

3.2 ETI Take on Batch

Currently there is 2 batches in the Sage 300 People application that can be used to make changes to history ETI values. The purpose of the ETI Adjustment Batch is to allow you to enter values in the adjustment fields of the employee's Tax Total screen. This is to cater specifically for backdated adjustments.

The ETI Take On batch was created to import ETI values when the company rule's status was either:

- Financial Take on, or
- Both Financial and BCEA Take on

The main reason was that ETI values can be imported when new customers had to take-on values to reconcile to previous payroll systems.

From this release onwards the ETI Take On batch can be imported in any history period regardless of the company rule's status in that period.

Note:

No History payslip will not recalc, therefore all total fields and the ETI Month field must be updated with the ETI Take On batch.

3.2.1 Fields Added to the ETI Take on Batch

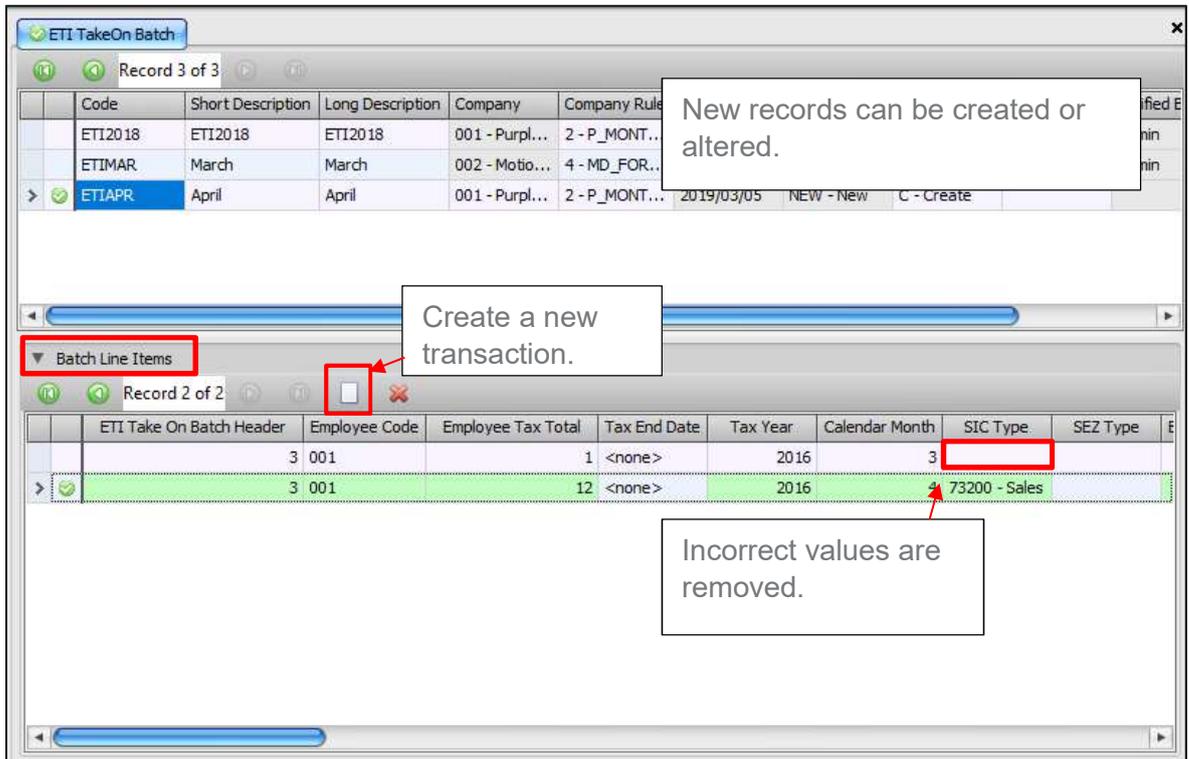
The following fields have been added to the ETI Take On batch,

Field Name	Field Type	Behaviour	Validation Message
SIC Type	Text Field	Only codes defined on: Parameters>Company>SIC Type	No Message
SEZ Type	Text Field	Only codes defined on: Parameters>Company>SEZ Type	No Message
ETI Month	Text Field	Only TRUE/FALSE If no value is entered the ETI Month tick will be left unticked.	
ETI Actual Wage Calculated	Numerical		
Min Wage Type	Numerical		
ETI Min Wage Rate Per Hour	Numerical		
ETI Wage Hours Calculated	Numerical		
ETI Wage Hours Total	Numerical		

If the value in the import sheet is not valid, it will be removed in the Batch Line Items View.

On the Navigation pane:

Expand **Utilities**
Expand **Batches**
Expand **System Batches**
Double-click on **ETI TakeOn Batch**
Click on **ETI Header**



Note:

This batch will override the values that is currently stored on the employee's Tax Total screen. If a blank value is imported the value on the Tax Total screen will be blank, even if there was a value previously.

3.2.2 Additional Validations

A validation on the employees' age will take place. The user will get a warning if the employee is not between the age of 18 – 30 for the period that they are updating.

3.2.3 Fields Added to ETI Totals Screen

A new tick box ETI Take on has been added to the ETI Totals MTD+ screen.

On the Navigation pane:

Expand **Employee Management**
Expand **Employees**
Double-click on **Specific Employee**
Click on **Payslip Detail**
Click on **Tax Total**

When the ETI Take on batch is imported and values for a period is changed, the ETI Take On tick box will be ticked.

3.3 ETI Alert

A new alert is created to warn you if a tax adjustment payslip is created on an employee that might have ETI values for February that should be amended.

The ETI Alert will only display if the employee's ETI Reason is not one of the following:

- ETICAP – ETI Cap has been reached
- ETINONQULEMP – ETI Non Qualifying employee
- DATEJOIN – Date Joined Group
- NELIGEMPLOYER – Non ETI Eligible Employer
- EMPQUALCAP – ETI Non Qualifying Employee

- EMPBASICINFO – Invalid Employee Information
- NONRESIDENTENTNED – Non-Resident NED
- RESIDENTNED – Resident NED

On the Navigation pane:

- Expand **Employee Management**
- Expand **Employees**
- Double-click on **Specific Employee**
- Click on **Payslip Detail**

The screenshot displays the 'Payroll Detail' window for employee M002H. The interface is divided into several sections:

- Employee Information:** Employee ID M002H - Mr WRM wrm override on emp, Termination Date <none>, Employee Status A - Active, Date Engaged 2013/10/01.
- Summary Table:** A table with columns 'Display Priority', 'Code', and 'Total'. It lists various earnings and deductions, including SALARY_ETI2... (1,000.00), TRAVEL (100.00), and UNPAID_LEAVE (0.00).
- Company Contributions:** A table listing contributions such as SDL (10.83), UFP (10.93), MEDICALAID (0.00), and VITALITY (0.00).
- Fringe Benefits:** A table listing benefits like RELEASEDEBIT (0.00), MEDAID (0.00), TCI_3820 (0.00), TCI_3821 (0.00), and RETIREMENT (0.00).
- Navigation Pane:** Located on the left, it lists various categories like Earnings, Deductions, Company Contributions, and Fringe Benefits.
- Buttons:** A red box highlights the 'ETI - Amend ETI' button in the top right corner.

4.0 Travel

4.1 Travel Allowance Tax Percentage

Before March 2019, the Sage 300 People application systems made provision to include 100% of the travel allowance or use of company car fringe benefit value in remuneration where employees only used the allowance/company car to travel for private purposes. However, in line with the current legislation and amendments made to the SARS PAYE BRS (Business Requirements Specifications V18.0.0), the 100% inclusion option will no longer be available.

From March 2019, the 100% inclusion option should no longer be used.

This will have a direct impact on remuneration for the purposes of UIF, SDL, ETI and remuneration used to calculate the allowable tax deduction limit for contributions towards a retirement fund. From March 2019, only 80% or 20% of a travel allowance (IRP5 code 3701) or use of company car fringe benefit (IRP5 code 3802/3816) is included in remuneration for the purposes of PAYE, UIF, SDL, ETI and remuneration used to calculate the allowable tax deduction limit for contributions towards a retirement fund, since the 100% option is no longer available.

If there are employees who requested the employer (via written confirmation) to tax 100% of the travel allowance/use of company car benefit, then the employer must calculate and withhold additional PAYE.

4.1.1 Application Changes

On the Sage 300 People application landing page a new health check is added that will warn the user that there are definitions that must be changed:

Travel Allowance Setup	
	From March 2019 employees may no longer be taxed 100% on Travel Allowances (3701, 3802, 3816). Please amend the Travel Earning and Fringe Benefit Payroll Definition.

A validation warning is added on the payroll definition when the tax percentage is changed to 100%.

Note:

If this is not corrected, you will not be able to complete the mid-year and year end submission for 2019/2020.

4.2 Travel IRP5 Codes Explained

3702	<ul style="list-style-type: none"> • This code is used if an employee is reimbursed at a rate <u>greater</u> than the prescribed rate per km, and/or • the employee received any other form of compensation for travel. <p>The portion of the reimbursive travel allowance that <u>does not exceed</u> the amount determined by multiplying the prescribed rate per km with the business kilometres travelled, should be reported against code 3702.</p> <p>This value is not remuneration but will be assessed by SARS.</p>
3722	<ul style="list-style-type: none"> • This code is used if an employee is reimbursed at a rate <u>greater</u> than the prescribed rate per km. <p>The portion of the reimbursive travel allowance that <u>exceeds</u> the amount determined by multiplying the prescribed rate per km with the business kilometres travelled, should be reported against code 3722, which is the remuneration portion.</p> <p>Code 3722 must be used together with code 3702.</p>
3703	<ul style="list-style-type: none"> • This code is used if an employee is reimbursed at a rate <u>equal to or less than</u> the prescribed rate per km, and • the employee does not receive any other form of travel compensation. <p>Code 3703 may not be used together with code 3701, 3702 and/or 3722.</p> <p>This value is not remuneration and is not assessed by SARS.</p>
3701	<ul style="list-style-type: none"> • An allowance or advance paid to an employee in respect of travelling expenses for business purposes. <p>The taxable portion is included in 4582.</p>

4.3 Summary

Currently the taxable amount for reimbursed kilometres captured on the RTRVIT – 3702 and RTRVET – 3703 Earning Type is calculated as follow:

$$\text{Amount} + (\text{Units} \times (\text{Prescribed Rate Per Kilometre} - \text{Employee Rate})) = \text{Taxable Amount}$$

$$\text{R } 500.00 + (19 \times (\text{R } 5.00 - \text{R } 3.61)) = \text{R } 526.41$$

Short Description	Rate Capture	Units Capture	Units	Fixed	Recurrence Amount	Amount	Total	Taxable Amount
BCEA Leave Pay			0.00	0.00	0.00	0.00	0.00	0.00
Cash				70 996.38	0.00	0.00	70 996.38	70 996.38
Lumpsum				0.00	0.00	0.00	0.00	0.00
Overtime 1.5		0.00	0.00	0.00	0.00	0.00	0.00	0.00
Overtime 2.0		0.00	0.00	0.00	0.00	0.00	0.00	0.00
Production Bonus				0.00	0.00	0.00	0.00	0.00
Reimbursive Km Taxed		0.00	19.00	95.00	0.00	500.00	595.00	526.41
Termination Leave			0.00	0.00	0.00	0.00	0.00	0.00
Travel Allowance 20%				0.00	0.00	0.00	0.00	0.00
Travel Allowance 80%				2 600.00	0.00	0.00	2 600.00	2 080.00
		0.00	19.00	73 691.38	0.00	500.00	74 191.38	73 602.79

Therefore, all values captured in the amount column is added to the taxable amount. When capturing units, the taxable amount is calculated according to the difference between the prescribed rate, and the actual reimbursed rate.

From the 2019/2020 tax year, all amounts captured on the following earning types will no longer be viewed as taxable:

- RTRVET – 3703 and
- RTRVIT – 3702

Note:

The Sage 300 People Application will assume that the user calculated this amount using a rate equal or less than the Prescribed Rate Per Kilometre.

4.4 New Travel Reimbursed Payroll Definition

A new Earning Type has been created for users to capture reimbursed travel.

RTRV – Reimbursive Travel

This Earning Type can be setup to either be taxable (3722) or non-Taxable (3702)

When creating the new reimbursive travel payroll definition:

- Select Earning Type: RTRV – Reimbursive Travel
- Select Tax Type: NRM – Normal or
NVR – Never

Code	Long Description	Comment	Linked Codes
RETLUM	Retirement Lump Sum Benefits		3915
ROUND	Rounding		
RTRV	Reimbursive Travel		3722, 3702
RTRVEX	Reimbursive Travel - Non-Taxable		3703
RTRVIT	Reimbursive Travel - Taxable		3702
SAVING	Savings Paid Out		
SHAOPT	Share Options Exercised		3707
SPECREM	Special Remuneration		3906
SUBFOR	Foreign Subsistence - Taxable		3715

Note:

The conversion from IRP5 code 3702 to IRP5 code 3703 will take place within the IRP5 file, no conversion is done within the Sage 300 People application.

This new earning type is available from this release and can therefore be used to make corrections on employees Tax Adjustment payslips for 2018/2019.

4.5 Comparing Earning Types

For the following scenarios there are no other travel IRP5 codes on the employee's payslip.

Behaviour 2018/2019

Scenario	RTRVIT – 3702	RTRVET – 3703	RTRV – 3722	RTRV - 3702
<p>Kilometres: 100 Reimbursed Rate: R4.00 Prescribed Rate: R3.61 Total Value: R400.00</p> <p>The user captures the units</p>	<p>Units: 100.00 (100 x R4.00) Total: R400.00 Taxable Amount: R39.00</p> <p>IRP5: 3702: R361.00 3722: R39.00</p>	<p>Units: 100.00 (100 x R4.00) Total: R400.00 Taxable Amount: R39.00</p> <p>IRP5: 3702: R361.00 3722: R39.00</p>	<p>Units: 100.00 (100 x R4.00) Total: R400.00 Taxable Amount: R400.00</p> <p>IRP5: 3701: R400.00</p>	<p>Units: 100.00 (100 x R4.00) Total: R400.00 Taxable Amount: R 0.00</p> <p>IRP5: 3703: R400.00</p>
<p>Kilometres: 100 Reimbursed Rate: R4.00 Prescribed Rate: R3.61 Total Value: R400.00</p> <p>The user captures the amount.</p>	<p>Units: 0 Amount: 400.00 Total: R400.00 Taxable Amount: R400.00</p> <p>IRP5: 3701: R400.00</p>	<p>Units: 0 Amount: 400.00 Total: R400.00 Taxable Amount: R400.00</p> <p>IRP5: 3701: R400.00</p>	<p>Units: 0 Amount: 400.00 Total: R400.00 Taxable Amount: R400.00</p> <p>IRP5: 3701: R400.00</p>	<p>Units: 0 Amount: 400.00 Total: R400.00 Taxable Amount: R0.00</p> <p>IRP5: 3703: R400.00</p>
<p>Kilometres: 100 Reimbursed Rate: R4.00 Prescribed Rate: R3.61 Total Value: R400.00</p> <p>The user captures units and an amount.</p>	<p>Units: 50 (50 x R4.00) Amount: 200.00 Total: R400.00 Taxable Amount: R219.50</p> <p>IRP5: 3722: R219.50 3702: (R400 – R219.50) R180.50</p>	<p>Units: 50 (50 x R4.00) Amount: 200.00 Total: R400.00 Taxable Amount: R219.50</p> <p>IRP5: 3722: R219.50 3702: (R400 – R219.50) R180.50</p>	<p>Units: 50 (50 x R4.00) Amount: 200.00 Total: R400.00 Taxable Amount: R400.00</p> <p>IRP5: 3701: R400.00</p>	<p>Units: 50 (50 x R4.00) Amount: 200.00 Total: R400.00 Taxable Amount: R0.00</p> <p>IRP5: 3703: R400</p>

Behaviour 2019/2020

Scenario	RTRVIT – 3702	RTRVET – 3703	RTRV – 3722	RTRV - 3702
Kilometres: 100 Reimbursed Rate: R4.00 Prescribed Rate: R3.61 Total Value: R400.00 The user captures the units	Units: 100.00 (100 x R4.00) Total: R400.00 Taxable Amount: R39.00 IRP5: 3702: R361.00 3722: R39.00	Units: 100.00 (100 x R4.00) Total: R400.00 Taxable Amount: R39.00 IRP5: 3702: R361.00 3722: R39.00	Units: 100.00 (100 x R4.00) Total: R400.00 Taxable Amount: R400.00 IRP5: *3722: R400.00	Units: 100.00 (100 x R4.00) Total: R400.00 Taxable Amount: R 0.00 IRP5: 3703: R400.00
Kilometres: 100 Reimbursed Rate: R4.00 Prescribed Rate: R3.61 Total Value: R400.00 The user captures the amount.	Units: 0 Amount: 400.00 Total: R400.00 Taxable Amount: R0.00 IRP5: 3703: R400.00	Units: 0 Amount: 400.00 Total: R400.00 Taxable Amount: R0.00 IRP5: 3703: R400.00	Units: 0 Amount: 400.00 Total: R400.00 Taxable Amount: R400.00 IRP5: *3722: R400.00	Units: 0 Amount: 400.00 Total: R400.00 Taxable Amount: R0.00 IRP5: 3703: R400.00
Kilometres: 100 Reimbursed Rate: R4.00 Prescribed Rate: R3.61 Total Value: R400.00 The user captures units and an amount.	Units: 50 (50 x R4.00) Amount: 200.00 Total: R400.00 Taxable Amount: R19.50 IRP5: 3722: R19.50 3702: (R400 – R19.50) R380.50	Units: 50 (50 x R4.00) Amount: 200.00 Total: R400.00 Taxable Amount: R19.50 IRP5: 3722: R19.50 3702: (R400 – R19.50) R380.50	Units: 50 (50 x R4.00) Amount: 200.00 Total: R400.00 Taxable Amount: R400.00 IRP5: *3722: R400.00	Units: 50 (50 x R4.00) Amount: 200.00 Total: R400.00 Taxable Amount: R0.00 IRP5: 3703: R400

(* - The User will receive a validation error as a value for 3722 may not export without a 3702 value, then the user must capture the non-taxable portion

5.0 New Payroll Types

5.1 Bargaining Council Employer Contribution

5.1.1 Legislation

In 2017, changes were made to the Taxation Laws Amendment Act, 2017, in order to grant bargaining councils an opportunity to become tax compliant with the provisions of the Act, a certain level of relief was provided for non-compliant bargaining councils in respect of employees' tax that should have been withheld from their members between 1 March 2012 and 28 February 2017. However, going forward, bargaining councils are expected to be fully compliant.

In line with Government's policy to encourage tax compliance, Government had public consultations with various bargaining councils and as a result a general consensus emerged that compliance with tax legislation can be accommodated through the PAYE system by the employer in respect of contributions made for the benefit of the employees (who are members of a bargaining council) to the funds/schemes administered by the bargaining councils.

From 1 March 2019, employer contributions to a scheme or fund administered by the bargaining councils for the benefit of the employee constitutes a taxable fringe benefit in the hands of the employee and must be subject to PAYE. These provisions are not applicable to the extent that the contribution is being made to a retirement fund as the taxation of those contributions are already specifically catered for in the Act.

In the event of bulk contributions made by the employer on behalf of employees to the funds/schemes administered by the bargaining council and the employer is unable to attribute specific contributions to specific employees, the taxable fringe benefit is calculated in respect of the total contributions paid by the employer divided by the number of employees on behalf of which the contributions are paid.

Since the employee contribution is made from 'after tax money' and the employer contribution is taxed as a fringe benefit, any payments made by the schemes/funds administered by the bargaining councils to the employee is tax free, except to the extent that the pay-out is from a retirement fund.

5.1.2 Sage 300 People Application

A new Fringe Benefit Type has been created where the user can report bargaining council benefit that should be included for remuneration

- BARCOUN – Bargaining Council

All values reported on this fringe benefit definition is 100% taxable.

Note:

The IRP5 code will be added in the Sage 300 People application as soon as the newest BRS is available.

5.2 Low/interest free load to acquire immovable property

5.2.1 Legislation

Currently, in order to motivate employers to equip their low-income earning employees through home ownership, employer provided immovable property is exempt from tax if the employee's remuneration proxy does not exceed R250 000, the market value of the immovable property does not exceed R450 000 and the employee is not a connected person in relation to the employer.

From March 2019, in line with Government's policy to further encourage the provision of housing for low income-earners, the tax exemption also applies on a loan granted to the employee in order to acquire immovable property.

From March 2019, there is no fringe benefit on the low/interest free loan, if the loan –

- does not exceed R450 000,
- was assumed for the purpose to acquire immovable property,
- the market value of the immovable property acquired does not exceed R450 000 in relation to the year of assessment during which the loan was granted,
- the remuneration proxy of the employee does not exceed R250 000 in relation to the year in which the loan was granted, and
- the employee is not a connected person in relation to the employer.

5.2.2 Sage 300 People Application

The existing LILLOAN Fringe Benefit Type has been updated. You can now select whether the LILLOAN must be taxable or not.

When creating a new Fringe Benefit when selecting the Tax Type NVR – Never, the correct Tax Code will update.

Note:

The IRP5 code will be added in the Sage 300 People application as soon as the newest BRS is available.

5.3 Other Lumpsums

An arbitration award (CCMA award) can be included in remuneration according to the following paragraphs of the definition of 'gross income' as defined in section 1 of the Income Tax Act (please refer to SARS Interpretation Note 26), all of these amounts are included in the definition of remuneration:

- paragraph (c) - amount for services rendered or to be rendered
- paragraph (d) - amount for the relinquishment, termination, loss, repudiation, cancellation or variation of employment
- paragraph (f) - commutation of amounts due under any contract of employment.

Only paragraph (d) is excluded from the leviable amount of SDL, paragraph (c) and (f) are included in the leviable amount (i.e. SDL remuneration) - this is according to section 3 of the SDL Act.

5.3.1 Sage 300 People Application

A new Earning Type has been created where the user can report lumpsums that should not be included for SDL and UIF remuneration

- OTHLUMES – Other LumpSums – Excl SDL

The user can select whether these values are taxable or non-taxable according to the Tax Type setup.

Values will be reported as IRP5 code 3907.

6.0 IRP5 File Changes

6.1 Employer Information Override

In a previous release we added the functionality to override the employer information on the IRP5 certificates. The following fields have been added to this list:

- Trade Classification
- Work Telephone Number

	Code	Short Descript...	Long Descript...	Company Na...	Entity	Address	Work Telephone Num...	Trade Classification Type
>	PURPLE	Purple Annima...	Purple Annim...	Purple Annim...	69 - Miss D...	A Movie H...		
	BLUE	Blue	Blue	Blue Rain	69 - Miss D...	299 Bronk...	011-89657432158	0405 - Spinning, weavi...
	NC	Northen Cape	Northen Cape	Northen Cape	17 - Miss D...	9 Falcon's ...	0117894561	0305 - Slaughtering, pr...

When exporting the tax certificates, employee information will be updated as per the following added functionality:

- If the employee has no work address, and no hierarchy linked to a work address, then the work address will export from the linked Employer Information Override.
- If the employee has no work telephone number, it will export the number defined on the linked Employer Information Override.

Employer information for Trade Classification, Company Name, IRP5 Contact Person and Work Address will be updated using the first linked Employer Information Override.

Example:

	Include	Company Rule	Compan...	Pay Period Num...	Company Rule ...	Company Rule T...	Payment C...	Employer Informatio...
	<input checked="" type="checkbox"/>	2 - P_MONTH - Pur...	001 - Pu...		1 Purple Monthly	7360706818	MNTH - Month	PURPLE - Purple Ann...
>	<input checked="" type="checkbox"/>	3 - P_WEEKLY - Pur...	001 - Pu...		4 Purple Weekly	7360706818	WEEK - We...	BLUE - Blue
	<input type="checkbox"/>	5 - 2018 - 2018	001 - Pu...		1 2018	7360706818	MNTH - Month	

- Employer information will be updated from the PURPLE Employer Information Override.
- P_MONTH – Employee information will be updated from PURPLE Employer Information Override.
- P_WEEKLY – Employee information will be updated from BLUE Employer information Override.
- 2018 – Employee information will be update from the employer information defined on the company Basic information screen if there is no value defined on the employee basic information screen.

6.2 Validation Report

The following changes where made to the Validations report.

6.2.1 Date of Birth

Previously when an employee's date of birth did not correlate with their ID Number the validation report only created a warning. From this release onward you will not be able to export the file with this error.

6.2.2 Private Bag Postal Address

Added a validation to stop the IRP5 file from exporting if all the information for a Private Bag postal address is not completed.

6.2.3 Tax Number

You will receive a validation error if any tax number has a special character or a text character. Only numerical characters allowed.

6.2.4 ETI Period Set

A validation error will appear is an employee's ETI Period Set (7005) is 0 and there is an ETI value for the specific month. This will typically happen when the ETI is updated with a batch and the ETI Month Brought Forward + ETI Month Brought Forward Adjustment + ETI Month is not between 1 – 24.

This can now be corrected with the ETI Take On Batch.

6.3 ETI File Changes

If an employee qualifies for ETI in any month of the tax year the following values should export in the IRP5 file, per month:

ETI Value	Field on the Sage 300 People
7006 – Month Indicates the month in the calendar year.	This is calculated from the Period End Date
7005 – ETI qualifying 12-month cycle	ETI Qualifying Month Brought Forward + ETI Qualifying Month Brought Forward Adjustment + ETI Month If this Value is between 0 and 13 = 1 If this value is between 12 and 25 = 2
7007 – ETI Remuneration Hours	ETI Remuneration Hours Total Capped at 160 Hours
7002 – Remuneration Paid	ETI Remuneration (actual amount received not the grossed up ETI remuneration)
7003 – Minimum Wage Minimum wage as specified by a wage regulating measure	Minimum Monthly Wage, if a Rate Per Hour is defined the ETI Min Wage Rate Per Hour will export
7008 – Wage Paid Actual Wage Paid for a specific period	ETI Actual Wage Calculated
7004 – Monthly Calculated ETI	ETI Total

If the ETI Total for a specific period is 0.00, all the ETI fields will export as 0.00 values.

This conversion will take place in the IRP5 file and not in the Sage 300 People application.

7.0 Bug Fixes

7.1 Error on Customised Payslip

An error occurred when users wanted to print customised payslips. This has been corrected.

7.2 Tax Monthly Totals

Previously the user could not print the validation report if the Tax Monthly Totals for the current period was not created, this has now been corrected. The Tax Monthly Total is only required to be created if you select to print the EMP501 report.