

# Release 5.3b

## Equity Remuneration Control Screen



After successfully updating the system to Release 5.3b, the Equity Remuneration Control of the company must be setup. From the main screen of the company, click on Equity>Equity Remuneration Control.

Prior to Release 5.3b

Please Select from the lists below which Earnings, Company Contributions, Calculation Fields, Own Amounts and Perks Fields must be used in the Equity Remuneration Calculation

Earnings		Company Contributions		Calculation Fields		Own Amounts		Perks Fields	
01. Salary	Yes	01. Tax	No			Own Amount 1	No	Entertainmnt Allow	No
02. O/T 1.5	Yes	02. U.I.F.	No			Own Amount 2	No	Subsistence Allow	No
03. O/T 2	Yes	03. Prov Fd	Yes			Own Amount 3	No	Travelling Allow	No
04. Commiss	Yes	04. Med Aid	Yes			Own Amount 4	No	Acquisition-Assets	No
05. Travel	Yes	05. Loan	No			Own Amount 5	No	Use of Assets	No
06. Prf Bon	Yes	06. Union	No			Own Amount 6	No	Use of Vehicle	No
07. Pro Bon	Yes	07. Savings	No			Own Amount 7	No	Meals+Refreshments	No
08. Subsist	No	08. Add Tax	No			Own Amount 8	No	Residential Accom.	No
09. Lve Pay	No	09. Garnish	No			Own Amount 9	No	Holiday Accom.	No
10. Term Lv	No	10. Cell Ph	No			Own Amount 10	No	Free/Cheap Service	No
11. N/Shift	Yes	11. Parking	No			Own Amount 11	No	Housing Loans/Subs	No
12. Ann Bon	Yes	12. Skills	No			Own Amount 12	No	Low Interest Loans	No
13. ReimTra	No					Own Amount 13	No	Retirement Annuity	No
						Own Amount 14	No	Release from Debt	No
						Own Amount 15	No	Bursaries	No
								Med Aid Taxable CC	No
								Income Repl Pol.	No
								Bursaries Further	No
								Pens Fund DC Only	No
								Pens Fund DB Only	No
								Pens Fund DC & DB	No
								Prov Fund DC Only	No
								Prov Fund DB Only	No
								Prov Fund DC & DB	No
								Retirem. Ann Fund	No
								Burs Basic Edu-Dis	No
								Burs Higher EduDis	No

It is advisable to do a Global Activation of Equity Remuneration in order to backdate these changes

[Reset to BCEA Settings](#) [Close](#)

After updating to Release 5.3b

Please select and define the different types of Equity Remuneration on this screen.  
Indicate which values need to be annualised e.g. Annual Bonus is already an annual amount and should, therefore, not be annualised.  
Move to the applicable list by clicking on the Radio button for that group.

Earnings    Company Contributions    Calculation Fields    Own Amounts    Perks Fields

No	Earnings	Include	Remuneration Type	To be Annualised
01	Salary	Yes	Fixed / Guaranteed	Yes
02	O/T 1.5	Yes	Fixed / Guaranteed	Yes
03	O/T 2	Yes	Fixed / Guaranteed	Yes
04	Commiss	Yes	Fixed / Guaranteed	Yes
05	Travel	Yes	Fixed / Guaranteed	Yes
06	Prf Bon	Yes	Fixed / Guaranteed	Yes
07	Pro Bon	Yes	Fixed / Guaranteed	Yes
08	Subsist	No	Fixed / Guaranteed	Yes
09	Lve Pay	No	Fixed / Guaranteed	Yes
10	Term Lv	No	Fixed / Guaranteed	Yes
11	N/Shift	Yes	Fixed / Guaranteed	Yes
12	Ann Bon	Yes	Fixed / Guaranteed	Yes
13	ReimTra	No	Fixed / Guaranteed	Yes

## What is required from the user?

All items that were previously set to 'Yes' on the Equity Remuneration Control Screen to be included in the equity remuneration calculation, will automatically be set to 'Yes' in this release.

The EEA4 splits remuneration into Fixed/Guaranteed and Variable. Each line must be assessed to determine into which category it falls and changed accordingly. You will need to work through the lines and assess each one by using the information from the [new EEA4 form](#) as obtained from the Department of Labour website.

- Select if the line should be included or not
- Select if it is fixed/guaranteed or variable
- Select if it must be annualised or not

Column	Information
Include	The items previously set to 'Yes' are still set to 'Yes' in the Include column. Double Click in the block to change between options.
Remuneration Type	This column defaults to 'Fixed / Guaranteed'. If this line is 'Variable' remuneration, change it accordingly. Refer to page 2 and 3 of the <a href="#">new EEA4 form</a> for guidance.
To be Annualised	This column defaults to 'Yes'. 'No' – If the values for the 12-month period must be used as is on the Equity Reports e.g. Annual Bonus which is already an annual value. 'Yes' - If the employee did not work for a full equity year (October to September), e.g. new employees, then the selected remuneration for the 12-month period will be annualised when printing the reports, according to the number of calendar days worked in the equity year.

**Note:** The Reset to BCEA Settings has been removed.