

sage



Newsflash November 2019

[Customer Zone](#)

Important System Information

Latest Release

A new update will be made available in the week of 18 to 22 November 2019. Release 5.3b will be **compulsory for Equity module users** only.

The Minister of Employment and Labour published a new EEA4 form on 8 August 2019 in Government Gazette 42627. The new EEA4 is effective from the date of publication and must be used for the 2018/2019 equity reporting year.

The main purpose of the new EEA4 form is to collect information for the establishment of norms and benchmarks, to reduce the remuneration gap between the highest and lowest paid employees. Read more in the link below as we have created a document which discusses these EEA4 changes. Please note that the information which needs to be completed by the employer, will not be addressed.

[Read more](#)

Legislative changes

RSA Users only

Parental leave benefits – effective date

According to [Government Gazette 42805](#), section 8(a)(cA), 11, 15 and 16 of the Labour Laws Amendment Act, 2018 is effective 1 November 2019. These sections amend the Unemployment Insurance Act (UIA), which administers the unemployment insurance benefits to be claimed by employees. Therefore, effective 1 November 2019, employees can claim 'parental leave' benefits as provided for by the amended Unemployment Insurance Act when they go on unpaid or partially paid parental leave.

Please note, the sections in the Labour Laws Amendment Act that amend the Basic Conditions of Employment Act (BCEA) whereby the employer must grant the employee parental leave in certain circumstances are not yet effective.

Read more [here](#).

Wholesale and Retail Sector Wage Amendments - Correction

Please click [here](#) for the Government Gazette regarding the corrections made to the minimum wage amendments for the Wholesale & Retail Sector effective 2 August 2019.

Non RSA users

Lesotho – New tax tables effective 1 October 2019

The latest Lesotho Tax File for Release 5.3a is currently available on Sage City. The tax file includes the new tax tables for tax year 2019 – 2020 effective 1 October 2019. Click [here](#) for more information on these changes, as well as to download the tax file. If the tax file was not uploaded to your system during the month of October, please send an email to support.hrandpayroll@sage.com for further assistance.

Zambia – National Health Insurance effective 1 October 2019

Zambia has introduced a new statutory contribution called The National Health Insurance (NHI) under The National Health Insurance Act No.2 of 2018. Click [here](#) for more information on this health insurance scheme, which is effective from 1 October.

Zimbabwe – Correction to highest marginal tax bracket

The latest Zimbabwe Tax File for Release 5.3a is now available. The tax file includes the correction to the highest marginal tax bracket from 45% to 40%, which was incorrectly published previously. This change is effective from 1 August 2019. Click [here](#) for more information on the correction as well as the updated tax files.

[Read more](#)

General Announcements

Important Notice - web forms

Web forms - our new support channel has replaced email support. The support email addresses are no longer monitored. Queries must be directed via web forms only.

Please use the web form link below. Upload print screens and reports as supporting documents to assist with speedier resolutions.

[Sage Business Cloud Payroll Professional](#)
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Professional Services

Need assistance with leave pay and separate payslips this December?

Our knowledgeable Professional Services consultants can help you with your year-end procedures. Contact us via the booking link below. Availability is limited, so please book soonest.

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Our new Product Training schedules are available to view and download on our Training hub. Secure your seat today.

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Operating Hours

Monday to Thursday: 07h00 – 18h00

Fridays: 07h00 – 16h00

We are closed on all RSA Public Holidays.

Contact Details

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