

IRP5 Validation Error: Employee with 3616 income may only be nature A or B



Background

Validation error populated when running the IRP5/IT3a report from VIP for the Interim reconciliation / Tax Year End reconciliation.

Employee with 3616 income may only be nature A or B

Nature of persons (as per SARS BRS):

- A = Individual with an identity or passport number that is not a Director of a Company / Member of a CC, Asylum Seeker, Pensioner or Refugee;
- B = Individual without an identity or passport number that is not a Director of Company / Member of a CC, Asylum Seeker, Pensioner or Refugee;
- C = Director of a private company / member of a CC;
- D = Trust;
- E = Company / CC;
- F = Partnership
- G = Corporation;
- H = Personal Service Provider;
- M = Asylum Seekers
- N = Retirement Fund Lump Sum Recipient/Pensioner.
- R = Refugee

Possible Solution:

- Code 3616 is only used to declare remuneration paid to an independent contractor
- An independent contractor can only be a natural person, and never a company or trust
- The record will need to be corrected, thus first establish if the employee record is correct, and make the necessary corrections (gender, tax status, UIF status, income on correct IRP5 code)