

# Sage 300 People

Release Notes 20.3.3.2

## **Table of Contents**

1.0	Bankfile	4
1.1	Incorrect Account number	4
1.2	File – Beneficiary ID Field	4
2.0	Angola	5
2.1	Tax Table Change Effective 1 September 2020	5
2.1.1	Update Angola Statutory Changes	6
3.0	Eswatini	7
3.1	Updated PAYE Reconciliation Submission File for	7
311	To Undate the PAVE Reconciliation Submission	1
0.1.1	File	7
4.0	Mauritius	9
4.1	Tax Changes Effective 1 July 2020	9
4.1.1	Increase in Income Exemption Threshold	9
4.1.2	Exempt Person	10
4.1.3	New Deduction for COVID-19 Solidarity Fund	
4.0		10
4.2	HRDC Levy Change Effective 1 July 2020	10
4.3	luly 2020	11
44	Solidarity Levy – New Statutory Employee	11
	Deduction	12
4.4.1	Detail of Changes	12
4.4.2	Who Must Contribute:	12
4.4.3	Contribution Rates for Employees Who has	
	Submitted and EDF	12
4.4.4	Contribution Rates for Employees who has not	40
115	SUDMITTED and EDF	13
4.4.5	Set Up Changes for Solidarity Levy	14
4.4.0	Additional Information	14
4.4.8	To Update the Mauritius Statutory Changes	20
5.0	Zimbabwe	21
5.1	Tax Table Change Effective 1 August 2020	21
5.1.1	Apply Zimbabwe Statutory Changes	22
5.1.2	Important Information	22

5.2 5.2.1 5.2.2	Tax Credits Effective January 2020 Apply Zimbabwe Tax Credit Correction Important Information	25 25 25
<b>6.0</b> 6.1	Bi-Annual Submission Changes New IRP5 Codes	<b>27</b> 27
6.1.1	Annuity from a Pension/Provident Preservation	27
6.1.2	Amounts paid by any COVID 19 Disaster Relief	21
~ ~	Organisation	27
6.2	ETT Validations	28
6.2.2	ETI File Changes	20
6.3	Foreign income	31
6.3.1	Foreign Income Alert	31
6.4	Tax Certificate Export	32
7.0	Integration	33
7.1	Income Verification integration discontinued	33
8.0	OID	34
9.0	Sage Intact	35
9.1	Sage Intacct Connection Information Screen	35
9.2	GL Setup screen	36
9.5	Validate Account	30
9.5	Submit	38
10.0	System Batches	39
11.0	UELA	44
12.0	.Net Framework Upgrade	45
12.1	Net Framework Version Upgrade to 4.8	45
12.2	Upgrading Standalone Install	45
12.5	Opgrading Click-Once Install	40
13.0	Bug Fixes	47
13.1	Payslip Field List	47
13.2	BEE123 Equity Namibia Salary Saala Banarta	47
13.4	Equity – Namibia Salary Scale Reports Equity – Namibia Reinstate without broken service	47 47
13.5	Equity – Consolidated Plan	47
13.6	ETI Values Calculated with Zero Hours	47
13.7	Web SS Tax Certificate display	48
13.8 13.9	Scheduler	48 48
10.0	Contradiction (Contradiction)	-0

## 1.0 Bankfile

#### 1.1 Mozambique Millenium BIM SPC Bank File – Incorrect Account number

When running the bank file, 2 separate bank files are created - one for employees with BIM Bank Account Numbers and one for employees with Other Bank Account Numbers.

The issue was that the 'Conta' field (Account Number) of the Credit\Detail records were incorrectly populated with the Company Bank Account Number instead of the Employee Bank Account Number. This issue was only applicable on the bank file for employees with BIM Account Holders and was resolved.

#### 1.2 Mauritius Standard Chartered Bulk Upload Bank File – Beneficiary ID Field

As per request from customers, an additional field for 'Beneficiary ID' was added to the bank export file. This field is populated with the value captured in the Credit Line Number field on the employee's bank account detail record.

#### Note:

This is not a new change and the updated generic tax file have already been released.

#### 2.1 Tax Table Change Effective 1 September 2020

With the approval of Law No. 28/20 of 22 July 2020, the tax table for the tax on employment income must change as follow:

Monthly Income B	racket	Tax rate	Fixed Amount (KZ)
From (KZ)	To (KZ)		
0.00	70 000.00	0%	0.00
70 000.01	100 000.00	10%	3 000.00
100 000.01	150 000.00	13%	6 000.00
150 000.01	200 000.00	16%	12 500.00
200 000.01	300 000.00	18%	31 250.00
300 000.01	500 000.00	19%	49 250.00
500 000.01	1 000 000.00	20%	87 250.00
1 000 000.01	1 500 000.00	21%	187 250.00
1 500 000.01	2 000 000.00	22%	292 250.00
2 000 000.01	2 500 000.00	23%	402 250.00
2 500 000.01	5 000 000.00	24%	517 250.00
5 000 000.01	10 000 000.00	24.5%	1 117 250.00

According to the legislation, the effective date for the new tax table is 22 August 2020. However, the tax authority (AGT) has confirmed that the effective date to be applied in practice is 1 September 2020.

#### Note:

The Angola tax calculation applies a monthly tax calculation and therefore no corrections for previous periods will be applied, e.g. if you import the updated tax file only in October or later, then no automatic tax recalculation will take place for September.

#### 2.1.1 Update Angola Statutory Changes

Import the updated Angola generic tax file to apply the new tax table with the effective date of September 2020.

The file can be imported in any pay period <u>before</u> doing any payroll processing, printing payslips or reports or making any payments.

#### Note:

Before importing the new AGO-GenericTax.xml file please ensure that the Sage 300 People application is updated to at least version 20.3.1.0.

#### Note:

This is not a new change and the updated generic tax file have already been released.

#### 3.1 Updated PAYE Reconciliation Submission File for 2020 Tax Year

The Eswatini Revenue Authority published a new 2020 template for the PAYE Reconciliation Submission file.

#### Note:

The basic principles on how this report work did not change, e.g. report generates 4 different report sheets, the report filter screen remains the same, the report includes the same employees and the report requires separate transactions per employee tax records, etc.

#### Summary of the Changes:

- The maximum number of transactions allowed in the file was increased from 3 500 to 5 000
- The employee From Date, e.g. Tax Start Date cannot be prior to 2019/07/01
- The employee To Date, e.g. Tax Start Date cannot be later than 2020/06/30
- The new template caters for the SNPF limit for the 2019/2020 tax year
- The new template takes into consideration that the 2019/2020 tax year was a leap year
- On the PAYE 15 sheet the company's telephone number field description was updated from 'Number' to 'Business Telephone Number'
- The PAYE15 report is updated with the values on either the 'IRP5 Input' sheet as well as the 'Tax\_Comp\_output PAYE 15 sheet'

#### 3.1.1 To Update the PAYE Reconciliation Submission File

Import the new generic tax file to ensure that the report is updated with the 2020 tax year requirements.

The file must be imported <u>before</u> doing any payroll processing, printing payslips or reports or making any payments.

#### Note:

Before importing the new SWZ-GenericTax.xml file please ensure that the Sage 300 People application is updated to at least version 20.3.1.0.

### 4.0 Mauritius

released.

#### 4.1 Tax Changes Effective 1 July 2020

### **Note:** These are not new changes and the updated generic tax file have already been

The Mauritius Revenue Authority has issued a new Employee Declaration Form (EDF) to employers for distribution to their employees so that the new personal reliefs and deductions may be allowed as from 01 July 2020.

#### 4.1.1 Increase in Income Exemption Threshold

The amount of deduction in respect of IET has increased as per table below:

		Rs
Category A	No dependent	325 000.00
Category B	1 dependent	435 000.00
Category C	2 dependents	515 000.00
Category D	3 dependents	600 000.00
Category E	4 or more dependent	680 000.00

After importing the new MUS-GenericTax.xml file, you have to take the following actions:

#### **IET Categories**

- You must verify and relink your employees to the correct IET categories.
- If an employee qualified as per his EDF form for the COVID-19 Solidarity Fund Donation tax exemption, you must capture the annual value on the Employee Detail screen Generic Fields:

				D1- 20	120			
				People 20.	1.5.0			
Home	Етрюуее				<u> </u>			- Office 2010 - 0
New Delete Undelete	Save Refresh	Calculate Pause Hide Smart Calc Path Special Actions	Netcash Re-Instate Archive Ite	ious Next Item m Item: 3 of 3	roken Close Rules			
Navigation 🔘	Employees Employee De	tais						×
② ☆ □	Employee Basic Int	formation						
🤱 Entity Managen 🔇	g 🕑 Entity Details (Ba	sic information for an employ	ee must exist)					Ŧ
📆 Company Mana 🌖	ploy	Entity	5094 - Mr E Vedder					
🤮 Generic Tax 🛛 🔇	ee Ct	Company	MUS001 - Mauritius Beach Resort Ltd			T Company Rule	232 - MUSMONTH001 - Mauritius Monthly 001	
🧏 Employee Mana 👽	No image data	Employee Code	MUS01			Employee Status	N - New	¥.
	9 <u>4</u>	Primary Position			0	Report To Employee		10
Employees								
- S Recruits	Employment Deta							
Employee Transfer	Tax Definition	Employee Declaration For	n (EDF) Details		<b>C</b> 1			
E- Rosition Linking	Position	EUF Received				IET Applied at Previous E	mpioyer	
	Leave Policy	The Exemption Threshol	u category		I - Category A	Interest Keler on Housing	J Loan Exemption	0.0000
Philippine 0	Calendar	Terbary Education Exemption	n		0.0000	Medical Insurance Exemp	bon	0.0000
M Generic Fields	Workflow Setup	Household Employee Deduc	son		0.0000	Retired or Disabled Perso	n - 1 -	0.0000
O Parameters	Generic Fields	Ranwater Harvesung Inves			0.0000	Courte to subject to subject	Decision	C0000
Reports		hast Charger for Electric Ca			0.0000	COVID-19 Soldanty Fund	Donation	50 000.0000
🔏 Self Service 🖪		Other Statutory Informat	on					
🚊 Exports 🛛 🖪		NPF and NSF Contribution C	ategory		14 - 52 - Stan	Private Household Employ	/ee	
🐺 Equity Manager 🕙		Exempt from PRGF			U			
🥜 Job Profile Mani 🔇		Retirement Benefits not pay	able under Statutory Bodies Pension Fi	und or Private Pension Schen	se 🗹	Reason for No Remunera	tion	
Security O								
	Employee Rule Informa	ition			Previous	Next W	arnings	
	Employee Basic Informa	ation - Addresses			Ŧ			
🔒 1-Admin 🏥 local.Afr	icaAutomationMarch2020					Mauritius Beach	Resort 1td   MUS01 - Mr E Vedder   Mauritius Monthly	001   2017/07/31   July   1 of 12

#### 4.1.2 Exempt Person

The exempt from PAYE limit was increased to 25 000.00 per month, e.g. an exempt person is not subject to PAYE tax deductions if the person's emoluments in a month does not exceed 25 000.00.

#### 4.1.3 New Deduction for COVID-19 Solidarity Fund Donation

An employee may deduct the amount contributed or donated to the COVID-19 Solidarity Fund in the income year commencing on 1 July 2020. The deduction can be applied for on the EDF.

#### Note:

The Mauritius tax calculation is a cumulative tax calculation and therefore the tax changes will back date to the start of the 2020/2021 tax year.

#### 4.2 HRDC Levy Change Effective 1 July 2020

#### Note:

This is not a new change and the updated generic tax file have already been released.

For the periods from 1 July 2020 to 30 June 2021, every employer shall, in respect of every employee, pay a training levy of 1%.

Previously an employer was required to pay a levy at the rate of 1% for employees whose total basic wage or salary does not exceed Rs10 000 in a month and employees with a wage/salary above 10 000.00 a month, the rate was 1.5%.

#### Note:

The HRDC levy calculation is a monthly calculation and will therefore not automatically backdate and recalculate for previous months in the 2020/2021 tax year – you will have to make manual adjustments in the current live period.

#### 4.3 NPF and NSF Ceiling Limit Change Effective 1 July 2020

#### Note:

This is not a new change and the updated generic tax file have already been released.

Effective 01 July 2020, the minimum and maximum basic wage on which the NPF and NSF contributions are payable has increased.

NPF and NSF are payable at the prescribed rate on an employee's basic wage/salary. The minimum and maximum basic wage/salary on which contributions are payable are given in the table below:

	MINIMUN	MAXIMUM WAGE				
Pay period	Private household employees	e household employees Other employees				
Daily	74.00	118.00	721.00			
Weekly	447.00	705.00	4 592.00			
Fortnightly	893.00	1 410.00	9 185.00			
Half monthly	968.00	1 528.00	9 950.00			
Monthly	1 935.00	3 055.00	19 900.00			

#### Note:

The NPF and NSF calculations are a monthly calculation and will therefore not automatically backdate and recalculate for previous months in the 2020/2021 tax year – you will have to make manual adjustments in the current live period.

#### Note:

This is a new change and you must import the new generic tax file to update your system with the solidarity levy requirements.

#### 4.4.1 Detail of Changes

Employers should now also deduct solidarity levy at the rate of 25% in respect of employees who derive emoluments in excess of Rs 3 million annually.

The employee contribution of the Solidarity Levy is based on the cumulative emoluments in excess of Rs 230,769. However, the levy deducted must not exceed 10% of the total monthly emoluments.

Any lump sum paid by way of commutation of pension, death gratuity or as consolidated compensation for death or injury under a Pension Act, Superannuation Fund or Personal Pension Scheme is not liable to Solidarity Levy.

#### 4.4.2 Who Must Contribute:

All employees that receives emoluments qualifies to contribute to the solidarity fund.

• You can flag individual employees as exempt if they should not contribute

#### 4.4.3 Contribution Rates for Employees Who has Submitted and EDF

The Solidarity Levy Deduction (SL) is calculated as 25% of cumulative emoluments but the maximum deduction is limited to 10% of the total monthly emoluments for the current month.

The first Rs 3 million of an employee's leviable cumulative emoluments is exempt. On a monthly basis, employees are allowed a Solidarity Levy Exemption Threshold (SLET) of Rs 23 769.00 accumulated per month, e.g. Rs 3 000 000.00 / 13. In December, double the monthly SLET amount is allowed.

Cumulative Emoluments is the employee's YTD+ taxable income excluding taxable pension lump sums less allowed deductions (YTD+ tax deductible deductions, IET Exemption and SLET Exemption). This value is used to calculate the 25% SL deduction.

Monthly Emoluments includes all taxable income for the current month before allowed deductions and including the lump sums specifically excluded from Cumulative Emoluments. This value is used to calculate the maximum deduction of 10%.

Illustration of calculation for employee with EDF:

		JUL	AUG	SEPT	ОСТ
1	Emoluments for the month	225,000	325,000	325,000	2,725,000
2	Cumulative emoluments	225,000	550,000	875,000	3,600,000
3	Less: taxable lump sum from pension fund				500,000
4	Less: Cumulative IET	<u>25,000</u>	<u>50,000</u>	<u>75,000</u>	<u>100,000</u>
5	Cumulative Leviable Income	200,000	500,000	800,000	3,000,000
6	Less: Cumulative SLET (Rs 3M/13)x number of pay periods	230,769	461,538	692,307	923,076
7	Cumulative Taxable Leviable Income	<u>0</u>	<u>38,462</u>	<u>107,693</u>	<u>2,076,924</u>
8	SL (25% of line 7)	0	9,615	26,923	519,231
9	Less: cumulative SL already charged	<u>0</u>	<u>0</u>	<u>9,615</u>	<u>26,923</u>
10	Balance		<u>9,615</u>	<u>17,308</u>	492,308
11	SL for the month (balance at line 10 or 10% of line1, whichever is lower)	0	9,615	17,308	272,500

#### 4.4.4 Contribution Rates for Employees who has not submitted and EDF

For employees who did not submit an EDF and whose monthly emoluments exceeds Rs 23 769.00 per month, the deduction is calculated as 25% of the monthly emoluments in excess of 230 769.00 limited to 10% of the total emoluments for the current month.

Monthly Emoluments is the employee's monthly taxable income excluding taxable pension lump sums less allowed SLET Exemption. This value is used to calculate the 25% SL deduction.

Total Emoluments includes all taxable income for the current month before allowed deductions and including the lump sums specifically excluded from Cumulative Emoluments. This value is used to calculate the maximum deduction of 10%.

Illustration of calculation for employee with no EDF:

		JUL	AUG	SEP	ОСТ
1	Emoluments for the month	225,000	325,000	325,000	2,725,000
2	Less: taxable lump sum from pension fund				500,000
3	Leviable Income	225,000	325,000	325,000	2,225,000
4	Less: SLET (Rs 3M/13)	230,769	230,769	230,769	230,769
5	Taxable Leviable Income	<u>0</u>	<u>94,231</u>	<u>94,231</u>	<u>1,994,231</u>
6	SL for the month (25% of line5 limited to 10% of line 1)	0	23,557	23,557	272,500

#### 4.4.5 Update the Solidarity Fund System Changes

Import the new Mauritius generic tax file to add the following changes:

- Consolidated Total for cumulative emoluments and for total monthly emoluments
- Deduction Type for Solidarity Levy with linked calculations
- Provision Types for to be used for cumulative emolument adjustments, IET value excluding other tax deductions, Solidarity Levy Exemption Threshold Annualisation Factor and Solidarity Levy Exemption Threshold
- Employee Generic field to flag employee as exempt
- Statutory limits for the contribution rates and Solidarity Levy Exemption Threshold
- Solidarity Levy custom calculations

The file must be imported in any pay period <u>before</u> doing any payroll processing, printing payslips or reports or making any payments.

#### Note:

Before importing the new MUS-GenericTax.xml file ensure that the Sage 300 People application is updated to at least version 20.3.1.0.

#### 4.4.6 Set Up Changes for Solidarity Levy

Once you have imported the updated MUS-Generic tax file you need to make the following changes to add the Solidarity Levy setup to your Mauritius company:

- The existing EDF Received flag on Employee Generic Fields screen is used to determine the Solidarity Levy calculation that will be applied, e.g. with or without EDF
- The existing IET Applied At Previous Employer flag on Employee Generic Fields screen is used to determine the IET value used in the Solidarity Levy calculation for employees with EDF
- The existing Income Exemption Threshold Category field on Employee Generic Fields screen is used to determine the IET value used in the Solidarity Levy calculation for employees with EDF
- A new field was added on the Employee Generic Fields screen to flag an employee as exempt from contributing towards Solidarity Levy

Employee Declaration Form (EDF) Details			
EDF Received		IET Applied at Previous Employer	
Income Exemption Threshold Category	1 - Category A	Interest Relief on Housing Loan Exemption	0.0000 😫
Tertiary Education Exemption		0.0000 🗘 Medical Insurance Exemption	0.0000 🕏
Household Employee Deduction		0.0000 文 Retired or Disabled Person	0.0000 😫
Rainwater Harvesting Investment Deduction		0.0000 🗘 Solar Energy Investment Deduction	0.0000 😫
Fast Charger for Electric Car		0.0000 COVID-19 Solidarity Fund Donation	0.0000 文
Other Statutory Information			
NPF and NSF Contribution Category		Private Household Employee	
Exempt from PRGF		Exempt from Solidarity Levy	Ø
Retirement Benefits not payable under Statutory Bodies Pension Fund	d or Private Pension Scheme 🗌	Reason for No Remuneration	

- The two Consolidated Totals will be automatically created and displayed on the employee's payslip detail under Consolidated Totals:
  - SL\_EMOLUMENTS this value is used to calculate the 25% deduction and exclude taxable Pension Lump Sums. The Pension Lump Sum value is the total amount for earning definitions linked to the Earning Types 'RETLUM', 'TERM\_BEN' and 'GRATRR'
  - TOT\_EMOLUMENTS this value is used to calculate the maximum 10% deduction and includes the taxable Pension Lump Sums
  - Check and confirm that the earnings included for the Solidarity Levy Emoluments and Total Emoluments are correct and if you need to add or remove an earning, do a Consolidated Total Override

10 - 6	•	0 1 0					People	20.1.3.0									×
Home	e	Payslip												× @	Office	2010	G
Save Refresh * Actions	nployee	Calculate Paus Calculate Paus Special Action	Show Smart C Path	Freeze Payslip	Forced Pay	Early Pay	Forced YTD	Mide Details Action	Hide Zero Amounts	Print Payslip •	12 Mont History	th Tax Tables	Check Rules	Broken Rules Other	Close		
Navigation	0	Employees	Payslip Detail	1													×
🖉 😭 🚺	em: 🔇 nag 🗸	No imag	e data Employ	ee Status	MUSO A - Ad	4 - Mr M k tive	(nopfler	<b>T</b>	Terminati Date Engi	on Date aged	<none></none>	> • 7/01 •					
E Hierarchy Set		Main Payrun	[Statutory Tabl	es]													
Company Payroll Definiti Earnings Deductions Company . Fringe Ben	i is 	Summary Earnings Deductio Company Fringe Be Provision Additiona	ns · Contributions inefits s		Employe Consolie Drag a c	ee Tax To Reco dated Tot Reco olumn hea	ital [Stati ord 1 of 7 als ord 3 of 4 ader here	tory Tables]	that column	1:	Curre	nt Tax Record	d [Statut	tory Tables	5]		
Generic Tax	9	Shifts				Con	nsolidated	Total Type		Total		MTD Total	)	TD Total		Adjustmer	nt
Employee Mar	nag 🗸	Salary Co	ost		1	VPF_NSF_	INCOME	- NPF and NS	F	225 00	00.00	0.	.00	450 000	.00		0.00
Employees		Tax Job Cont	na Dotnil		1	PRGF_INC	COME - PR	GF Income		225 00	00.00	0.	00	450 000	.00		0.00
History Payslic	DS	Cost Cer	tre		>	SL_EMOLI	JMENTS -	Solidarity F.		225 00	00.00	0.	00	450 000	.00		0.00
Recruits Employee Tran Position Linking	nsfer Ig	Cost Net Pay. Total Consolit Tax Set Savings i	Split Iated Totals Total and Loans	Ū		TOT_EMO	LUMENTS	- Total Emol		225 00	00.00	0.	.00	0	.00		0.00
Generic Fields	. 0	Curre	nt Period Pe	riod Salar	y 22	5 000.00	0 Total	Earnings	225 <mark>000.0</mark>	t 🗘 Tot	al Deduct	ions 30 000	.00 🗘 I	Vet Salar	y 1	95 <mark>000.0</mark>	<b>c</b> (‡)
🔒 1-Admin 📃 lo	ocal.Afric	aAutomationMa	ch2020			Mauritius	Beach R	esort Ltd   1	MUS04 - Mr	M Knopfi	er   Mauri	tius Month 00	2   2020	/09/30	Septemb	er   3 of	12 //

- Create a new Deduction Definition linked to Deduction Type 'SOLIDARITY\_LEVY

   Solidarity Levy' and link this deduction to the Mauritius company rules and <u>all</u> <u>pay runs</u>
  - This deduction definition was already included in the latest Mauritius tax file that has already been released
  - If you have already added this deduction using the definition type 'SOLIDARITY\_LEVY', you will have to manually "refresh" this deduction line by linking the deduction definition to a different Deduction Type, e.g. 'ADDTAX' and then relink it back to 'SOLIDARITY\_LEVY'

○ ( ○ + ◎ + ()	0 🔂 😡		People 20.1.3.0			- 🗆 X	<
Home	Deduction Definition				-	Office 2010	1
New Delete Undelete Sa	ave Refresh Ttem	is NextItem 1085 of 1085	Close				
Navigation	Deductions Deduc	tion Definition Detail					×
<b>⊘</b> ģ <u>⊨</u>	Company	MUS001 - Mauritius Beach Resort	t Ltd 🔹	Status	A - Active		-
A	Code	SOLLEVY		Short Calculation Key	SOLLEVY		
Entity Managem	Short Description	Solidarity Levy		Frequency	A - All Frequencies	1	¥ :
Company Pranag	Long Description	Solidarity Levy		Deduction Group			•
🕂 📅 Hierarchy Setup	Deduction Type	SOLIDARITY_LEVY	Тах Туре	NVR - Never	Tax Code	1	-
Company	Balance	N - Not Used	Currency	MUR - Mauriti 🔻			
E Earnings	Input Type	C - Calculation/Input	Calculation Type	1 - Custom	Taxability Calculation Type	1 - Percentage	न
- Deductions		10	Calculation Entry	MUS_SOL_LEVY_E	Tax Percentage	0.00	-
Company	Linked Company Cont	ribution	▼ <b>+</b> B	eneficiary Rule			-
Thinge ben	Transaction Code Link	red					
Employee Manac	Payment Classificatio	n Linked					
📈 Utilities 🖪	Rawrup Definitions						
👩 Generic Fields 🖪	Recor						
🔅 Parameters 🛛 🕤							5
A Cashing	Company Rule						
Contributio	Pay R	un Definition Display Priority	Mandatory Calculation Re	currenc Special Tot	al Balance Special Total Clearing	Option Special Total Clea	a
- 🛃 Contributio 🕥	Company I	Rule: 271 - MU5_MONTH002 -	Mauritius Month 002	he had			
- CPF Policy	MAIN-	Main Payrun 4		Always IN - Not Use	a		
Deduction							
T						•	1
🔒 1-Admin 📃 local.Africa	AutomationMarch2020						11

- Create a new Provision Definition linked to Provision Type 'SL\_EMOL\_ADJ Solidarity Levy Emoluments YTDP Adjustment' and link this provision to the Mauritius company rules and <u>only the main pay run</u>
  - This line must be used to make YTD adjustments for the cumulative emoluments used the calculate the 25% deduction. The reason for this is that the Consolidated Total for 'SL\_EMOLUMENTS' did not existing for previous months in the tax year and is only created when you import the updated generic tax file. For the system to do YTD corrections on the Solidarity Levy deduction, you must do a once-off adjustment for the previous month's emoluments on this provision line
  - No adjustment is required if you apply the Solidarity levy changes in the first period of the tax year, e.g. July
  - This is the taxable income value excluding taxable lump sums
- Create a new Provision Definition linked to Provision Type 'IET\_ONLY IET Excluding Other Exemptions' and link this provision to the Mauritius company rules and <u>only the main pay run</u>
  - This provision line calculates the IET Category Exemption excluding the other tax exemptions the employee qualifies for. For the Solidarity levy only the IET Category exemption is applicable

- No YTD adjustment is required for this provision line as the IET will recalculate for the whole year unless the employee is flagged to have received the EDF benefit at a previous employer for previous months in this tax year
- Create a new Provision Definition linked to Provision Type 'SLET\_ANN\_FACTOR

   SLET Annualisation Factor' and link this provision to the Mauritius company
   rules and only the main pay run
  - This provision line calculates the annualisation factor that is used to calculate each month's Solidarity Levy Exemption Threshold, e.g. cumulative SLET for employees with an EDF
  - You must do a YTD correction for the number of periods the employee was employed in this tax year excluding the current month, e.g. employee was employed from 2000/10/01 and there he was employed in this tax year for 2 months plus the current month so your adjustment is 2
- Create a new Provision Definition linked to Provision Type 'SLET Solidarity Levy Exemption Threshold' and link this provision to the Mauritius company rules and <u>only the main pay run</u>
  - This provision line calculates and accumulates the Solidarity Levy Exemption Threshold for employees with an EDF
  - No YTD correction is required for this provision line unless you disagree with the calculated amount

□ ○ ▼ ◎ ▼ ○	0 1 0		Pe	ople 20.1.3.	0				_37	
Home	Payslip								. 🥑 Office	2010 💽 🕥
Save Refresh Actions	Calculate Pause Show Smart P Calculate Pause Show Smart P Special Actions	Freeze Forced Early Fo Payslip Pay Pay Y	rced Hide Detail	s Hide Zero Amounts Pa	Print 12 Month T ayslip * History *	ax Tables Cher Rule	ck Broken Close s Rules Other			
Navigation 🚫	Employees Paysip De	etail Provisions Provisio	on Definition Deta	ii]						×
Company Hanage C	No image data Employee	MUS04 - Mr M Kno Status A - Active	opfler		Termination Date Date Engaged	<none> 2020/07/01</none>				
- Pavrol Definitions	Main Payrun [Statutory Tables]	]								
Earnings     Deductions     Company C     Fringe Bene	Summary Earnings Deductions Company Contributions	Provisions Construction Record 7 of T Drag a column header here	to group by that	یٹ column	_					
Provisions	Fringe Benefits	Display Priority	Code	Type Code	Short Description	Fixed	Recurrence Amount	Amount	Total	YTD Total
- 🚺 Additional D 🔻	Provisions	8	1 IET	IET	IET - Income Exe	25 000.00	0.00	0.00	25 000.00	50 000.00
🤚 Generic Tax 🛛 🌖	Shifte	0	2 IET_ANN	IET_ANN	IET - Annualisati	1.00	0.00	0.00	1.00	2.00
🧕 Employee Manage 🕤	Salary Cost	0	3 IET_ANN	IET_ANN	IET - Annualisati	1.00	0.00	0.00	1.00	2.00
	🥹 Tax	0	5 SLEMOLADJ	SL_EMOL	SL Cumulative E	0.00	0.00	450 000.00	450 000.00	0.00
Employees	🍪 Job Costing Detail	<b>S</b>	5 IETONLY	IET_ONLY	IET Only for SL	75 000.00	0.00	0.00	75 000.00	0.00
History Payslips	Cost Centre	8	7 SLETFACTOR	SLET_ANN	SLET Annualisati	1.00	0.00	2,00	3.00	0.00
- So Recruits	Cost	3 (2) (3)	B SLET	SLET	SL Exempt Thres	692 307.00	0.00	0.00	692.30	0.00
Poston Linking Poston Linking Utilities Generic Fields Parameters A	<ul> <li>Total</li> <li>Total</li> <li>Consolidated Totals</li> <li>Tax Set Total</li> <li>Savings and Loans</li> <li>External Payment</li> <li>Payments</li> <li>Adjustments</li> <li>Council Totals</li> </ul>									
Contribution						792 310.00	0.00	450 002.00	1 242 312.00	50 004.00
Contribution		• (							)	Þ
CPF Policy	Current Period Perio	od Salary 225 00	0.00 🕴 Total E	arnings	425 000.00 🕴	Total Deductions	60 000.00	Net Salary	3	65 000.00 🗘
🔒 1-Admin 📄 local. Africa	AutomationMarch2020			Mauritius i	Beach Resort Ltd	MUS04 - Mr M Kn	opfler   Mauritius Month	002 2020/09	/30 Septemb	er 3 of 12

The Solidarity Levy calculates on the employee's payslip screen and is split proportionately over your different pay runs where there is income that is included in the income base for Solidarity Levy.

a (10) • (6) •	0 6 0	People 20	1.3.0	- 🗆 X
Home	Payslip			🔺 🥝 Office 2010 💌 🔞
Save Refresh * Actions Tem	Next Item Employee Actions *	Calculate Pause Show Smart Calculate Pause Show Smart Special Actions	Early Forced Hide Details Hide Zero Print Pay YTD Actions	12 Month Tax Tables History
Navigation 🔿	Employees Payslip	Detail		×
Company Man C	No image data	mployee MUS04 - Mr M Knopfler mployee Status A - Active	Termination Date <none>       Date Engaged     2020/07/01</none>	
Generic Tax O	Main Payrun [Statutor Summary Earnings	y Tables]	Company Contributions 🗹 🛛 Fringe Benefits 🗹	
Employees History Paysips Recruits Employee Tran Position Linking Position Linking Generic Fields () Parameters Reports Self Service Exports	Deductions Company Co Fringe Benefits Provisions Additional Shifts Salary Cost Tax <b>3ob Costing D</b> Cost Centre Cost Net Pay Split Total Consolidated	Earnings  Code Total  Code Total  Code 1225 000.00  ABON 0.00  NOTAX 0.00  PENLUMPTAX 0.00  PENLUMPTAX 0.00  PENLUMPTAX 0.00	Peductions           Code         Total           PAYE         180 000.00           NPF_EE         0.00           NSF_EE         0.00           SOLLEVY         122 500.00	Company Contributions Code ▲ Total V Code ▲ Total V Code ▲ Total Fringe Benefits Code ▲ Total V Code ▲ Total
Job Profile Ma O	Tax Set Total Savings and L		302 500.00	0.00
🗧 1-Admin 📄 local.Af	ricaAutomationMarch202	10 Mauritius Beach Resor	I 225 UUU.U SI Total Deductions 302 50	00.00         met Salary         922 500.00         1           102         2020/09/30         September         3 of 12

#### 4.4.7 Additional Information

- This deduction is mandatory effective 01 July 2020
- The Solidarity Deduction is rounded down to nearest 1.00 this is as per examples provided by the MRA
- The deduction is not tax-deductible
- If the Solidarity Fund Emoluments are negative or zero, then 0.00 deduction will calculate. The actual deduction can be negative due to possible recalculation due to year to date adjustments user to manage this
- If an employee was terminated in previous period and received Solidarity Fund Emoluments in the current period, then contribution must will calculate
- If employee was contributing each month and suddenly received a lot less\zero\negative income, no refund will take place. The Solidarity Levy will just be zero for that month, e.g. in a month where there is no current income, the Solidarity Levy calculation will not happen
- Even though the four new Provisions Definitions are mandatory, for existing users with existing Mauritius Companies and Company Rules, they will have to manually add these provisions after importing the updated generic tax file
- Because the system changes for Solidarity Levy will only be applied later in the tax year, e.g. September, the SLET Annualisation Factor provision definition will require a once-off YTD correction to add the previous months in the tax year's periods to this provision line, e.g. company rule is in September and employee was employed before 1 July 2020, then the adjustment will be for July and August, e.g. value of 2 adjustment and for new employee appointed in August, the adjustment will be 1
- Because the system changes for Solidarity Levy will only be applied later in the tax year, e.g. September, the cumulative emoluments adjustment provision definition will require a once-off YTD correction to add the previous months in the tax year's emoluments to this provision line, e.g. the company rule is in September and therefore YTD corrections for July and August emoluments must be done. This is the taxable income value excluding taxable lump sums
- Manually calculated and deducted Solidarity Levy values is included in the Solidarity Levy calculation for employees with an EDF. The deduction will recalculate and include the YTD deduction value already deducted from the employee and adjust the current month's deduction accordingly
- Useful Tip: When doing the SLET Annualisation Factor adjustment, you can use a batch to export the YTD Total of the IET Annualisation Factor provision line and then import this value on the SLET Annualisation Factor provision line

🛯 ( 🔇 🕶 🕲 🕶	0 1 0			People	20.1.3.0						— (c	x I
Home	Payslip										Office 201	0 💌 🛈
Saye Refresh Actions	• Next Item 15 of 6	Calculate Pause Calculate Calc Special Actions	Show Smart Path	Freeze Forc Payslip Pa	ed Early / Pay	Forced YTD	Mide Details	Hide Zero Amounts Pa	Print ayslip *	12 Month Tax History ¥	Tables Other	
Navigation 🔿	Employees Paysli	p Detail										×
Company Han C	No image data	Employee Employee Status	MUS04 - Mr M A - Active	Knopfler	<b>T</b>	Terminatio Date Enga	on Date <n< th=""><th>ione&gt; 20/07/01</th><th>•</th><th></th><th></th><th></th></n<>	ione> 20/07/01	•			
Generic Tax	Main Payrun [Statuto	ory Tables]										
Employees	Summary Earnings Deductions <i>Company Co</i>	Provisions	Record 2 of 7	o group by tha	L. t column							
Employee Tran	Fringe Benefits		Code		Short Desc	ription	Fixed	Amo	unt	Total	YTD Total	
Position Linking	Provisions	1 1	ET	IET	- Income Ex	emption .	25 000	.00	0.00	25 000.00	50 000	.00
	Shifts	> 21	ET_ANN_FACT	OR IET	- Annualisat	ion Factor	1	.00	0.00	1.00	2.00	
	Salary Cost	3 1	ET_ANN_NO_E	DF IET	- Annualisat	ion Fact	. 1	.00	0.00	1.09	2	.00
🎢 Utilities 🛛 🕙	Tax	5 5	SLEMOLADJ	SL C	umulative E	mol YTD .	0	.00	0.00	0.00	0	.00
🛃 Generic Fields 🜖	Job Costing D	61	ETONLY	IET	Only for SL		75 000	.00	0.00	75 000.00	0	.00
🗿 Parameters 🔹	Cost Centre	7 9	SLETFACTOR	SLE	<sup>r</sup> Annualisat	ion Factor	· 1	.00	2.00	3.00	0	.00
Reports  Self Service  Exports  Konstant  Kons	Cost Net Pay Split Total Consolidated	8 :	SLET	SL E	xempt Thre	shold	692 307	.00	0.00	692 307.00	0	.00
🥖 Job Profile Ma 🖪	Savings and L	-		_			792 310	.00	2.00	792 312.00	50 004	.00
Learning & Ski 🔍	Current Perio	d Period Salary	225 000.00 Mau	0 🔅 Total Ea ritius Beach Re	rnings 4	25 000.00 MUS04 - N	) 🔅 Total De Ir M Knopfler	eductions	86 923.0 onth 002	00 💠 Net Sal	ary 338 0	3 of 12

#### 4.4.8 To Update the Mauritius Statutory Changes

Import the new Mauritius generic tax file to ensure that all the statutory changes will be applied.

The file must be imported in any pay period <u>before</u> doing any payroll processing, printing payslips or reports or making any payments.

#### Note:

Before importing the new MUS-GenericTax.xml file ensure that the Sage 300 People application is updated to at least version 20.1.3.0.

### 5.0 Zimbabwe

#### Note:

These are not new changes and the updated generic tax file have already been released.

#### 5.1 Tax Table Change Effective 1 August 2020

The Zimbabwe Revenue Authority (ZIMRA) has issued the new RTGS (Zimbabwe Dollar) tax tables which should apply from 01 August 2020.

The current 2020 tax year is therefore split into two:

- January 2020 to July 2020
- August 2020 to December 2020

The new annual tax table for 12 months:

Annual Income Brac	kets	Rate	Fixed Amount
From (ZWL)	To (ZWL)	%	Amount
0.00	60 000.00	0%	0.00
60 000.01	180 000.00	20%	12 000.00
180 000.01	360 000.00	25%	21 000.00
360 000.01	720 000.00	30%	39 000.00
720 000.01	1 200 000.00	35%	75 000.00
1 200 000.01	and above	40%	135 000.00

The new annual tax table pro rata for <u>5 months</u> only:

Annual Income Brac	kets	Rate	Fixed Amount
From (ZWL)	To (ZWL)	%	Amount
0.00	25 000.00	0%	0.00
25 000.01	75 000.00	20%	5 000.00
75 000.01	150 000.00	25%	8 750.00
150 000.01	300 000.00	30%	16 250.00
300 000.01	500 000.00	35%	31 250.00
500 000.01	and above	40%	56 250.00

#### 5.1.1 Apply Zimbabwe Statutory Changes

Import the new Zimbabwe generic tax file to ensure that the updated tax rates for RTGS (Zimbabwe Dollar) currency will be applied.

#### Note:

Before importing the new ZWE-GenericTax.xml file please ensure that the Sage 300 People application is updated to version 20.3.1.0.

The file must be imported in any pay period <u>before</u> doing any payroll processing, printing payslips or reports or making any payments.

#### 5.1.2 Important Information

#### Note:

Because the new tax table is effective 01 August 2020, the new tax tables must not backdate and recalculate tax for the whole tax year.

The preferred tax calculation in Zimbabwe is an annualised tax calculation using YTD values. Because of the annual tax calculation, the tax will recalculate for the whole 2020 tax year once the latest ZWE Generic Tax file is imported.

#### Steps to ensure that the new tax tables do not apply for the whole 2020 tax year:

- Ensure your Zimbabwe Company Rules are already rolled over into the August 2020 pay period
- If employees are linked to the Average Tax calculation, <u>before</u> importing the new generic tax file, you will have to close the employee's current tax record for end of July 2020 and create a new tax record for beginning of August 2020. This is the only way to ensure that the tax does not recalculate for the whole tax year
  - Click on the New Record button on the employee Tax Definition screen

🙆 ( I 🔕 🔻 🕲 🔻	0 1 0		People	20.1.3.0				/ <u>///</u> 2		×
Home	Employee						*	Ø Offic	e 2010 🔽	G
New Delete Undelete	Save Refresh	ree Calculate Pause Hide	5 Smart Netcash Path	Re-Instate Archive	Previous Next II Item	em Check Rules	Broken Close Rules			
Navigation	(Englander) (Bauelle B	abel Conducto Datata		chpoyee	11600-2-01-2					×
	Employees Paysilp D									
	Employee Basic Info	ormation								
🤰 Entity Manage 🕙	<ul> <li>Entity Details (Bas</li> </ul>	Cinformation for an employ	E217 Mice P.S.						6	V I OI
📅 Company Man 🔇		Company	3217 - MISS D 5	ibus Mising Co Ltd	Company P	ula		W 002 - M	ionthly n	
Generic Tax 🔇	No image data	Employee Code	ZW1001 - Zimbe	bwe mining co Eta	Employee S	uic tatus		10_002 - 14	onuny n	
🕂 Employee Mar 👽		Primary Position	20005		Report To F	innlovee				
History Payslips History Payslips Recruits History Payslips Recruits Position Linking Vitilities Generic Fields Parameters	Employment Detai Rule Tax Definition Position Leave Policy Calendar History Workflow Setup Generic Fields	TAX Record 1 of Tax Status ST - Statutory	1 Tax Calculation A - Average	New Reord	Tax End Date	Tax Year 2020	Manually Issued	d Tax C	Certificate M	VO LIK
Reports O Self Service O Exports O		Directive Numbers Record 0 of	0 (3) (3)		-		Deductor	Defeitien		*
Job Profile Ma	Employee Rule Informat	ion tion - Addresses	Luve Number	Previous		arnings	Deduction	Denniuon		
T-Admin 📃 local.Af	FicaAutomationMarch2020	Han Pool-Dotoile	Zimbabw	e Mining Co Ltd   ZW	003 - Miss B Spear	s   Monthly n	ew 002 2020/08	/31   Aug	just   8 of	12 //

 Select the option to Close the active tax record and create a new active tax record

Tax Record Date Confirmatio	n 🔴
0	Tax record behaviour confirmation
O Edit the existing record Stat.	tory Tables 2020/01/01 12:00:00 AM – Employee will receive one Tax Certificate
Close the ACTIVE tax record	and create a new active tax record - Employee will receive a Tax Certificate for every closed and active tax record
ETI will be calculated on the open	tax record. Adjustments must be made to the applicable tax records.
Start Date 2020/08/01	
	Cancel & Ok

☐ ( ] Q + Ø +	0 1 0	People 20.1.3.0	– 🗆 X
Home	Employee	*	Office 2010
New Delete Undelete	Save Refresh	e Calculate Pause Hide Smart Netcash Calculate Pause Hide Smart Netcash Special Actions Special Actions	
Navigation	Employees Payslip De	tail Employee Details	×
<b>@</b> . 😭 🔒 .	Employee Basic Info	mation	
A	🙂 Entity Details (Bas	information for an employee must exist)	•
Company Man		Entity 5217 - Miss B Spears	00
Generic Tax	No image data	Company ZWI001 - Zimbabwe Mining Co Ltd 💌 Company Rule 268 - MONTHNEY	/_002 - Monthly n 🔻
📙 Employee Mar 👽	No inage data	Employee Code ZW003 Employee Status A - Active	7
		Primary Position Report To Employee	
Employees	Employment		
	Rule	TAX	
Employee Tran	Tax Definition Position	🕥 🕜 Record 1 of 2 🕥 🕼 🗌 📆	
	Leave Policy	Tax Status         Tax Calculation         Tax Start Date         Tax End Date         Tax Year         Manually Issued	Tax Certificate No Liv
	Calendar	ST - Statutory A - Average         2020/08/01         < none>         2020           ST - Statutory A - Average         2020/08/01         2020/07/31         2020	
💥 Utilities 🔹 🕥	History Workflow Setup	51 - Statutory A - Average 2020/01/01 2020/07/51 2020	
🛃 Generic Fields 🕙	Generic Fields		
🔅 Parameters 🖪			
Reports 3			
Self Service 🕙		Directive Numbers	¥
Exports O		Nectra U or U	Definition
Job Profile Ma		Deduction Lonning Demnoon Deduction L	A A A A A A A A A A A A A A A A A A A
Learning & Ski 🔇	Employee Rule Informati	n Previous Next Warnings	
v	Employee Basic Informat	Pack Details	
🔒 1-Admin 📃 local.Af	ricaAutomationMarch2020	Zimbabwe Mining Co Ltd   ZW003 - Miss B Spears   Monthly new 002   2020/08/	31   August   8 of 12 /

• Should you choose to not close and re-open the employee's tax record, another option is to change the employee's Tax Calculation to use Normal Tax BUT no Tax Credits will then apply because tax credits are not allowed when using a normal tax calculation

🛯 ( 📀 = 💿 = (	0 6	0	Р	eople 20.1.3.0				<u>22</u>		×
Home E	Employee							+ 🥝 of	fice 2010 📘	0
New Delete Undelete Sa	Refres	h Employee Calcu Actions *	late Pause Hide Smart Ne Calc Path	etcash Re-Instate A	Previous Item	Next Item Rul	eck Broken Rules	Close		
Navigation	Employe	Employee Deta	Ravelin Definition			NUMBER OF STREET				×
	Vew E	Basic Info	rmation	and the second l						_
🤷 Entity Managemer 🔇	implo	Criticly Details (Das	Entity	E218 Mrs D Darton						
📻 Company Manage 🌖	pree		Company	7WI001 Zimbahura	Mining Colled .	Company Dulo	2		007 Mant	
🤩 Generic Tax 🛛 🔇	Ched	No image data	Employee Code	ZW1001 - 2000abwe 0		Employee Status	N		JUZ - MOITC.	-
<u> Ringloyee Manage</u>	dist		Primary Position	20004	loin	Report To Emplo	vee	- 14644		
Employees	Æ	mployment Detail	TAX							
- Garage Recruits		Tax Definition	Record 1	of 1 0 00 T	1.8					
Position Linking		Position	Tax Status	Tax Calculation	Tax Start Date	Tax End Date	Tax Year	Manually Is	sued Ta	x Cert
		Calendar	> ST - Statutory	N - Normal	2020/01/01	<none></none>	2020			
Utilities C Generic Fields C		History Workflow Setup Generic Fields	,							
Reports			•		)					*
Self Service			Directive Numbers							T
👱 Exports 🔹 🔇			Record 0	of 0 🙆 🚺	34 7					
📲 Equity Manageme 🜖			Direc	tive Number	Earnin	g Definition	9	Deduction Defini	tion	
🥖 Job Profile Managı 🌖										
Learning & Skills E 🕙	Emp	ent Step : Employee loyee Basic Informat	Rule Information ion - Addresses		(Previous)	Next ) Warning	<u>s</u>			
🔒 1-Admin 📋 local. Africa	Automation	1arch2020	2	imbabwe Mining Co Lt	d ZW004 - Mrs	D Parton   Month	ly new 002	2020/08/31 A	ugust   8 c	of 12 //

#### 5.2 **Tax Credits Effective January 2020**

#### Correction of the Tax Credit Limits

With reference to Finance Act No3 of 2019, amendments on pages 605 to 606, the following tax credit limits were increased from ZWL7 200.00 to ZWL9 000.00 effective 1 January 2020:

- Blind person's credit
- Mentally or physically disabled person credit
- Credit for taxpayers over 55 years of age

Although this correction must apply to all payrolls, it will not affect all the employees.

#### 5.2.1 Apply Zimbabwe Tax Credit Correction

Import the new Zimbabwe generic tax file to update the RTGS (Zimbabwe Dollar) tax credit values.

#### Note:

Before importing the new ZWE-GenericTax.xml file please ensure that the Sage

300 People application is updated to version 20.3.1.0.

The file must be imported in any pay period <u>before</u> doing any payroll processing, printing payslips or reports or making any payments.

#### 5.2.2 Important Information

Because of the new August 2020 tax table resulting in two tax years in the year, e.g. January to July and August to December, the employee tax record had to be closed for end July 2020 and then re-opened for August 2020 in the August pay period.

When importing this updated tax file with the correct tax credit values, only the employee's active tax record payslip will automatically recalculate and backdate the tax credits and adjust the PAYE and Aids levy accordingly.

For the July closed tax record payslip, you will have to manually trigger a recalculation by entering a value of 0.01 on any payslip definition on the closed tax record payslip – it is advisable to use a payslip line that is not taxable or will not have an effect on the employee's net salary, e.g. non-taxable company contribution, deduction or provision. This will trigger a recalculation of the tax credit on the closed tax record and the PAYE and Aids Levy will recalculate accordingly.

Closed Tax Record Payslip:

👔 🔘 Record 2 of 2 🕥	Main Payru	n [Statutory Tables (Closed 20	20/01/01 to 202	0/07/31)] Tax Close	Cons	olidated					
Summary	Summary	Earnings 🗹		Deductions 🗹		Company Contributions 🗹		Fringe Bene	fits 🗹		
Earnings Deductions	Earnings						Deductio	ons			
Company Contributions		Display Priority		Code		Total		Display Priority		Code	Total
Fringe Benefits	8						9				
rovisions	> 5		2 BASIC			0.00	> 6		1 PAYE		-1
Idditional			6 ANNBO	N		0.00			2 AIDS	LEVY	
hifts	L		7 NOTAX			0.01	L		3 NSSA	EE	
alary Cost	1. State 1.										
'ax											

Open Tax Record Payslip:

Record 1 of 2 🔘	(i) Main Payru	in [Statutory Tables]			Consc	lidated							
Summary	Summary	Earnings 🗹	D	eductions 🗹	c	ompany Contributions 🗹			Fringe Benefits	<b>V</b>			
Earnings	Earnings							Deductions					
Company Contributions		Display Priority		Code		Total	חר	Display Pri	ority		Code	Total	
Fringe Benefits	V						1	Ø					
Provisions	> r							<b>&gt;</b> r		1 PAYE			
Additional			6 ANNBON			0.00				2 AIDS	LEVY		75.00
Shifts	L		7 NOTAX			0.00		L		3 NSSA	EE		0.00
Salary Cost													
Tax													
Job Costing Detail													

Consolidated Payslip:

Cumment	Esenings 🗐		Deductions 1	Company Contributions			Erings Rang	fite 🗐		
Summary	carnings 💽			Company Contributions			ringe bene	:116 🔟		
Earnings					1	Deductions	5			
	Display Priority		Code	Total			Display Priority		Code	Total
8					5	,				
> -		2 BASIC		20 000.00	>	r		1 PAYE		1 450.0
-		6 ANNBO	N	0.00		-		2 AIDS	LEVY	43.5
L		7 NOTA)	(	0.01		L		3 NSSA	EE	0.0

### 6.0 Bi-Annual Submission Changes

#### 6.1 New IRP5 Codes

2 new Earning Definitions have been added to the Sage 300 People application in accordance with the Business Requirement Specification V19.4.

#### 6.1.1 Annuity from a Pension/Provident Preservation Fund

• 3618/3668 - Any qualifying annuity paid on a regular basis from a provident or provident preservation funs as well as backdated provident or qualifying annuity (from a provident or provident preservation fund) (for current tax year)

A new Earning Type has been added for this IRP5 code

On the Navigation pane:

Expand	<b>Company Management</b>
Expand	Payroll Definition
Double-click on	Earnings

Earnings Earning	g Definition Detail				×
Company	001 - Test Company		- Status	A - Active	
Code	ANNPPPF		Short Calculation Key	y ANNPPPF	
Short Description	Annuity Pens/Prov		Frequency	A - All Frequencies	+
Long Description	Annuity Pens/Prov		Earning Group		•
Earning Type	ANNPPPF - Annui 🔻	Tax Type	NRM - Normal 🔻	Tax Code	3618 - ANNUITY FRO *
Balance	N - Not Used 🔹	Currency	ZAR - South =		
Input Type	C - Calculation/In 🔻	Calculation Type	2 - Fixed Amount	Tax Percentage	100.00 -
		Calculation Amount	851.9600	•	

#### 6.1.2 Amounts paid by any COVID 19 Disaster Relief Organisation

• 3724 - Any payment/benefit received from a COVID-19 Disaster Relief Organisation (so called sec 18A Relief scheme/fund) and paid to and employee

**Note:** This code must NOT be used for benefit received from the UIF Temporary Employees Relief Scheme (UIF TERS) On the Navigation pane:

Expand		Compa	any Manag	emer	nt			
Expand		Payrol	II Definition	1				
Double-click	on	Earnin	igs					
Earnings Earning	Definition Detail							x
Company	001 - Test Con	npany		-	Status	A - Active		· 🐳
Code	COVDRO				Short Calculation Key	COVDRO		
Short Description	COVID Disaste	r Relief Fund	1		Frequency	A - All Frequencie	25	
Long Description	COVID Disaste	r Relief Fund	I		Earning Group			्र
Earning Type	COVDRO	- Amou	▼ Tax Type		ASM - On A 🔻	Tax Code	3724 - AMOUNTS PAI	
Balance	N - Not U	sed	Currency		ZAR - South =			

This payment will be **included** in 'remuneration' for the following purposes:

- ETI remuneration
- UIF remuneration
- Remuneration for calculating the tax deduction value for contributions towards retirement funds
- Remuneration for calculating the tax deductions limit for donations
- The employer will include it when calculating 'remuneration proxy'
- If the fund confirms that it is pensionable salary, it should be included in RFI if the employee/employer contributes towards a defined benefit or hybrid fund
- If the employee's tax status is Directive %, the PAYE is calculated on remuneration and not balance of remuneration, in this case, it must be included in remuneration

#### Note:

This IRP5 Code is only applicable for the 2020/2021 tax year.

#### 6.2 ETI File Changes and Validations

Certain validations have been removed from e@syfile to accommodate the COVID 19 Employer Tax Incentive changes.

#### 6.2.1 ETI Validations

• ETI Start Date

The employment date must be on or after 01/10/2013.

This validation has been removed.

• ETI Total

The ETI value exceeds the allowable limit for the qualifying cycle.

This validation has been removed.

• ETI Total

If the sum of the YTD ETI Total (4118) does not equal the sum of each months ETI Calculated.

This new validation has been added.

#### 6.2.2 ETI File Changes

• SIC Code

If an employee's Nature of Person = N (the employee only has one or more of the following IRP5 codes (3915; 3920; 3921)) then the SIC code will not be completed in the IRP5 file

• ETI Qualifying 12-month Cycle Indicator

If an employee's ETI is calculated according to the first column of the ETI table then the ETI indicator = 1

If an employee's ETI is calculated according to the second column of the ETI table then the ETI indicator = 2

If an employee qualifies for ETI and the ETI is calculated during April, May, June or July due to COVID Reasons the ETI Indicator = 3

Validation Field	Error Message	Severity
Directive	If 3907, 3957, 3908 is > than 0.00 and the directive number is 0000	Frror
Numbers	Directive Number required if [IRP5 Code] is greater than 0.00	
Directive	If 3907, 3957, 3908 is > than 0.00 and the directive number is zeros	Error
Ramboro	Directive Numbers must not be zeros	

Validation Field	Error Message	Severity
DAVE	If the PAYE (4102) is greater than the sum of the employee's taxable and non-taxable income	
FATE	PAYE (4102) is equal or greater than the sum of Taxable and Non-Taxable income	Error
	This field will no longer be included in the IRP5 file; therefore this error message will be removed.	
Trade Classification	Trade Classification is Mandatory	
	Note:	
	This field is no longer mandatory on the Company Detail screen.	
Employer Contact Person Fax No	Employer Contact Number must be at least 10 digits	Error
Employer Contact Person Cell No	Employer Contact Number must be at least 10 digits	Error
Employer Contact Person Business Number	Employer Contact Number must be at least 10 digits	Error
Employee Home Telephone number	Employee Contact Number must be at least 10 digits	Error
Employee Business Telephone Number	Employee Contact Number must be at least 10 digits	Error
Employee Fax Number	Employee Contact Number must be at least 10 digits	Error

Validation Field	Error Message	Severity
Foreign Income	If employee is flagged for foreign income and the employee's Tax Status = No Tax	Error
	Sum of Taxable Foreign Income Codes exceeds 1 250 000.00	

#### 6.3 Foreign income

A new code has been added to the IRP5 file. Code 4587 is an information code to report the section 10(1)(0)(ii) <u>exemption</u> taken into account by the employer for PAYE purposes. In other words, if the employee renders services outside SA and qualifies for the exemption (183/60 days rules), certain remuneration is exempt up to a limit of R1.25 million per tax year.

Remuneration received for work done outside SA is reported on foreign services income codes (normal code + 50).

The total of the exempt remuneration (if the employee qualifies) reported against foreign services income codes must be reported against IRP5 code 4587 and cannot exceed R1.25 million.

Any remuneration exceeding R1.25 million per tax year (while rendering services outside SA) is taxable and subject to PAYE, UIF, SDL etc., but it still reported on foreign services income codes. In this case, code 4587 must be specified but 0.00 remuneration will be included in code 4587, since it is not exempt.

If the employee renders outside SA but does not qualify for the exemption (does not meet the 183/60 days rules), then the remuneration will still be reported against foreign services income codes, therefore, 4587 must be defined, but 0.00 will be included 4587 since it is not exempt.

This value will be calculated when exporting the IRP5 file.

#### 6.3.1 Foreign Income Alert

The foreign income alert on the employee's payslip has been amended, the alert will display on the employee's payslip if the sum of the taxable foreign income codes exceeds R 1 250 000.00 and the employee is flagged for foreign income and the tax status is no tax.

#### 6.4 Tax Certificate Export

When exporting the IRP5's the Tax Year filer will now only display South African Tax Years.

On the Navigation pane:

Expand	Exports
Double-click on	<b>Tax Certificate Export</b>



## 7.0 Integration

#### 7.1 Income Verification integration discontinued

Sage 300 People will no longer send Income Verification details from Sage 300 People to ComCorp. For all customers who had previously opted in please note all integration with Comcorp has been set to Inactive and the export options will no longer be available.

## 8.0 OID

The Minister of Labour increased the OID earnings threshold to R484 200 per annum with effect from 1 March 2020 (2020/2021 year of assessment).

### 9.0 Sage Intact

New functionality has been added in the Sage 300 People application that allows you to post payroll journals directly to Sage Intacct.

#### 9.1 Sage Intacct Connection Information Screen

Complete Sage Intacct credentials for integration.

On the Navigation pane:

Expand Parameters

Expand Custom

Double-click on Intacct Setup

SIntacct Setup GL Setup GL Setup Detail			х
Record 1 of 2 2 20			
Drag a column header here to group by that column			
Intacct Company Id	Intacct User	IntacctPassword	
> X0X-X0X-X0XX	Tester	*******	
YYY-YYY-YYY	Tester	*******	

Field	Description
Intacct Company Id	Enter the Sage Intacct Company ID
Intacct User	Enter the username to access Sage Intacct
Password	Enter the password for the selected user

#### 9.2 GL Setup screen

A new Export Layout Type for Sage Intacct has been added on the General Ledger Setup screen.

On the Navigation pane:

Expand Company Management

Double-click on General Ledger

Double-click on the applicable general ledger

Company Pule						
company rule	• O I	Export Layout Type	INT - Sage Intacct	Use Real Time Interface	Intacct Setup	• 0
Source Code	1	SC Calculation				
Reference No	1	Reference Calculation				
Description	e i	Description Calculation	-			
Period Option P - Period Number		Period Offset	0 ‡	Export Frequency	P - Period	•
Export Currency	~ 😝					
Group By	÷	Hierarchy Header	~	Apply GL Group	3	
Include Provision		Include Additional	×.	Summary Export	3	
Filename Structure DEF - Default ('Filename.ext')				Status	A - Active	*

Field	Description
Use Real Time Interface	This option is always enabled and cannot be disabled
Intacct Setup	Select the Sage Intacct connection you want to connect to
Description	Enter a description to be used when posting payroll journals to Sage Intacct

#### 9.3 GL Export screen

You are able to validate the account numbers in Sage Intacct before you post the payroll journals.

On the Navigation pane:

Expand Exports

Double-click on **GL Export** 

Double-click on the applicable export

#### 9.4 Validate Account

Once you have generated the accounts. You can validate the accounts generated in the People application with the account numbers in Sage Intacct. Click on the Validate

Account 🔟 button.

If all accounts are valid, the following message will display:



If there are invalid accounts a report will display with invalid accounts:

Invalid	Accounts					
	▽					
×=-	Ö 🛛					
Check Rules	Broken Close Rules					
	Other					
Oran a	Record {0} of {1}	O O				
	employee.Employee	Code Definition Type	Definition	Debit Account		DebitAccountCodeDis
•	GL_API_001	E - Earning	SALARY - Basic Salary	🕹 999999 - CLEARING	999999	
	GL_API_001	E - Earning	SALARY - Basic Salary	🥹 999999 - CLEARING	999999	
	GL_API_001	E - Earning	GL_HIERARCHY - GL_Hierarchy	🙀 🕹 Account not found in the a	ccounting system	
	GL_API_001	E - Earning	GL_HIERARCHY - GL_Hierarchy	😝 999999 - CLEARING	999999	
	GL_API_001	E - Earning	GL_HIERARCHY - GL_Hierarchy	😡 999999 - CLEARING	999999	

If there are no validation errors, you will be able to submit the payroll journals to.

#### 9.5 Submit

Click on the Submit button to export the journal to Sage Intacct. The following screens will be displayed:

		x
new journal entry will be add lease select the relevant jou	ded to Intacct. Irnal and location / e Cancel	ntity to post to.
	new journal entry will be ad Please select the relevant jou OK	new journal entry will be added to Intacct. Please select the relevant journal and location / e

Intacct Journal Set	tings X
Select Journal Header	<b>[</b> ] •
Location	-
Posting Date	-
	Cancel Ok

Field	Description
Select Journal Header	List is generated from Sage Intacct Journal Entries. Click on the drop-down list to select the journal batch you want to update
Location	List is generated from Sage Intacct Locations. Click on the down-down list to select the location to be posted
Posting Date	Click on the down-down list to select the date to be posted

#### Note:

All transactions are posted to Sage Intacct as drafts, posting of payroll journals must be finalised in Sage Intacct.

### **10.0 System Batches**

A new System Batch has been added to the Sage 300 People application, allowing you to add multiple directive numbers per tax record.

On the Navigation pane:





Select the Directive Number Batch header and click on the Employee Search screen will open, and you can filter on the employees that you would like to include in the file.

You will then be prompted to select the tax year.

Select Ta	ax Year	×
Tax Year		] -
	Ok	Cancel

Select where to export the file to:

Data Export			
Export Option	(Q) [XIs]	🔘 Xlsx	Csv
Export File Path			3.
			V Ok 🌱 Cance

When opening the file, the following information will be displayed:

1	А	В	с	D	E	F
1	Employee Code	Taxyear	<b>Employee Tax</b>	<b>Directive Number</b>	<b>Earning Definition</b>	<b>Deduction Definition</b>
2	M037	2021	103			
3	M038	2021	104			
4	M039	2021	105			
5	M040	2021	106			
6	V001	2021	91			
7	V002	2021	92	000000	OTHLUM	
8	V003	2021	93			
9	V004	2021	94			
10	V005	2021	95			

Field	Description	Validation
Employee Code	The employee code for the employee that should be	Multiple records can be created simultaneously
	updated	This is a mandatory field

Field	Description	Validation
		The Tax Year specified should be the Tax Year as of the end of the tax year.
Tax Year	The tax year to update	Eg Tax Year 2020/2021 should be displayed as 2021
		This is a mandatory field
	The Tax Record Id for the	This will be exported in the
Employee Tax	Tax Certificate to which the	file.
	Directive Number will be linked.	This is a mandatory field
Directive Number	Directive Number for the Tax Year	This is a mandatory field
Earning Definition	Enter the Earning Definition Code for the Earning Definition where the lumpsum is captured	This is not a mandatory field
Deduction Definition	Enter the Deduction Definition where the lumpsum Tax is captured	Only Deduction Definitions linked to Deduction type: • INCTAX • ADDTAX TAXRET This is not a mandatory field

After the batch is imported the batch can be verified and updated:

~ ~ ~ ~ ~					People 20.3.2	.547				L.S.	
Home Directive No	umber Sys	tem Batch								Office	e 2013 🔹
Delete Undelete Save All	Refrest	Create Import	Import Sheet	Verify P	Process Batch	Check Br	roken Close				
Actions		bacchrite	Iten	n Actions	Readina		ther				
nation A	Direc	tive Number Batch	]								
N AD EC	6	Record 1 of	10	0							
N K 2		Code	Short De	escription	Long Descriptio	n Date Crea	ited Batch St	atus Cor	nment Ve	rified By	Processed
Entity Management 🛛 🗸		TEST	TEST	cacipation	TEST	2020/09/15	NEW - Net	N COL	interie ve	incu by	Trocessee
Company Management V											
Employees History Payslips Recruits Employee Transfer											
Employees History Payslips Recruits By Employee Transfer	~ Ba	tch Line Items	9 🔘	6	×	1000					
Employees History Payslips Recruits Employee Transfer Utilities	~ Ba	tch Line Items Record 9 of Directive Number	9 💿 Header	o Lavear	XX	Employee Tax	Directive Nu	Earning De	Deduction D	Line Valid	Comme
Employees History Payslips Recruits Employee Transfer Utilities	~ Ba	tch Line Items Record 9 of Directive Number	9 🔘 Header	() Taxyear 2020/2021	X Employee C M037	Employee Tax 103	Directive Nu	Earning De OTHLUM	Deduction D	Line Valid	Comme
Employees History Payslips Recruits Employee Transfer Utilities Pay Scale Linki	∧ Ba	tch Line Items Record 9 of Directive Number	9 🔘 Header 1	Taxyear 2020/2021 2020/2021	<b>X</b> Employee C M037 M038	Employee Tax 103 104	Directive Nu 1 A7865	Earning De OTHLUM OTHLUM	Deduction D	Line Valid	Comme
Employees History Payslips Recruits Employee Transfer Utilities  Employee Aransfer	~ Ba	tch Line Items Record 9 of Directive Number	9 🕢 Header 1 : 1 :	Taxyear 2020/2021 2020/2021 2020/2021	X Employee C M037 M038 M039	Employee Tax 103 104 105	Directive Nu 1 A7865 JKL	Earning De OTHLUM OTHLUM OTHLUM	Deduction D	Line Valid	Comme
Lemployees History Payslips Recruits Employee Transfer Utilities Pay Scale Link Employee Cont	~ Ba	tch Line Items Record 9 of Directive Number	9 🔊 Header 1 1 1 1	Taxyear 2020/2021 2020/2021 2020/2021 2020/2021	X Employee C M037 M038 M039 M040	Employee Tax 103 104 105 106	Directive Nu 1 A7865 JKL PI12358	Earning De OTHLUM OTHLUM OTHLUM OTHLUM	Deduction D	Line Valid	Comme
Lemployees History Payslips Recruits Employee Transfer Utilities Pay Scale Linki Employee Cont Employee Cont Visa Detail Batch	∧ Ba	tch Line Items Record 9 of Directive Number	9 🔊 Header 1 : 1 : 1 : 1 :	Taxyear 2020/2021 2020/2021 2020/2021 2020/2021 2020/2021 2020/2021	X Employee C M037 M038 M039 M040 V001	Employee Tax 103 104 105 105 106 91	Directive Nu 1 A7865 JKL P112358 000000	Earning De OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM	Deduction D	Line Valid	Comme
Employees History Payslps Recruits Employee Transfer Utilities Pay Scale Linkl Employee Cont Pay Scale Linkl Employee Cont Didentification Directive Numb	~ Ba	tch Line Items Record 9 of Directive Number	9 (a) Header 1 : 1 : 1 : 1 : 1 : 1 :	Taxyear 2020/2021 2020/202 200/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202 2020/202	Employee C           M037           M038           M039           M040           V001           V002	Employee Tax 103 104 105 106 91 92	Directive Nu 1 A7865 JKL P112358 000000 000000	Earning De OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM	Deduction D	Line Valid	Comme
Lemployees History Payslips Recruits Employee Transfer Utilities Pay Scale Link Employee Cont Jidentification Visa Detail Batch Directive Numb	~ Ba	tch Line Items Record 9 of Directive Number	9 Header 1 1 1 1 1 1 1 1 1 1	Taxyear 2020/2021 2020/202 200/202 200/202 200/202 200/20 200/2	Employee C M037 M038 M039 M040 V001 V001 V002 V003	Employee Tax 103 104 105 106 91 92 92 93	Directive Nu 1 A7865 JKL PI12358 000000 000000 P67elll	Earning De OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM	Deduction D	Line Valid	Comme
Lemployees History Payslips Recruits Employee Transfer Utilities Pay Scale Link Employee Cont Jidentification Uris Data Batch Directive Numb System Defined Ba	~ Ba	tch Line Items Record 9 of Directive Number	9 Header 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Taxyear 2020/2021 2020/202 2020/202 2020/202 2020/202 2020/202 2020 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/20 200/20 200/20 200/202 200/20 200/20 200/20 200/20 200/20 200/20 200/20	Employee C           M037           M038           M039           M040           v001           v002           v003           v004	Employee Tax 103 104 105 106 91 92 92 93 94	Directive Nu 1 A7865 JKL PI12358 000000 P67elll P03160L	Earning De OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM	Deduction D	Line Valid	Comme
Employees History Payslips Recruits Employee Transfer Utilities Pay Scale Link Employee Cont Greeneic Fields Visa Defined Bat	~ Ba	tch Line Items Record 9 of Directive Number	9 0 Header 1 1 1 1 1 1 1 1 1 1 1 1	Taxyear 2020/2021 2020/202 2020/202 2020/202 2020/202 2020/202 2020 200/202 2020/202 2020 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/202 200/200 200/20 200/202 200/20 200/202 200/20 200/202 200/20 200/20 200/	Employee C           M037           M038           M039           M040           V001           V002           V003           V004           V005	Employee Tax 103 104 105 106 91 92 92 93 94 95	Directive Nu 1 A7865 JKL PI12358 000000 P67elll P03160L 1865	Earning De OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM OTHLUM	Deduction D	Line Valid	Comme

#### Note:

If the mandatory fields are not completed, then that transactions will not be imported.

After processing the batch an Import Batch Result screen will appear indicating which transactions was successful.

Employee Code         Field Name         Field Value         Error Type         Error Msg                Status: S - Successful
Status: S - Successful           M037         E - No Errors           M038         E - No Errors           M039         E - No Errors           M040         E - No Errors           V001         E - No Errors           V002         E - No Errors           V003         E - No Errors
M037         E - No Errors           M038         E - No Errors           M039         E - No Errors           M040         E - No Errors           V001         E - No Errors           V002         E - No Errors           V003         E - No Errors
M038         E - No Errors           M039         E - No Errors           M040         E - No Errors           V001         E - No Errors           V002         E - No Errors           V003         E - No Errors
M039         E - No Errors           M040         E - No Errors           V001         E - No Errors           V002         E - No Errors           V003         E - No Errors
M040         E - No Errors           V001         E - No Errors           V002         E - No Errors           V003         E - No Errors
V001         E - No Errors           V002         E - No Errors           V003         E - No Errors
V002         E - No Errors           V003         E - No Errors
V003 E - No Errors
V004 E - No Errors
V005 E - No Errors

#### Note:

This batch will only allow you to import Directive Numbers, the transactions cannot be edited.

## 11.0 UELA

Our terms and conditions have been updated in our latest end user license agreement. All in-product links have been updated to navigate to the new Sage legal information webpage.

https://www.sage.com/en-za/legal/terms-and-conditions/product-and-service-terms-andconditions/

### 12.0.Net Framework Upgrade

#### 12.1 .Net Framework Version Upgrade to 4.8

Due to software requirement changes for the Sage 300 People application an upgrade to .Net Framework 4.8 is required. The upgrade is required on all Windows 10 Version 1511 and below workstations and Windows Server 2012 R2.

For more information on if your machine supports the upgrade please refer to the Microsoft version dependency guide.

https://docs.microsoft.com/en-us/dotnet/framework/migration-guide/versions-anddependencies

#### 12.2 Upgrading Standalone Install

For your convenience we have included the .Net Framework 4.8 installer in the system pre-requisites installer.

For customers using the standalone installer you will need to run the full setup on each workstation and navigate to the system requirements installation link.



#### 12.3 Upgrading Click-Once Install

For customers who make use of Click-Once you can navigate to your deployment URL which can be provided to you by your IT department or alternatively you can find the link under **Help** in System. You then need to browse to the deployment page and click on **Install Pre-Requisites**.

	Name	Value		
Suge	Sage 300 People	20.3.3		
Ω (	Company	Sage		
0 1 0	/IP Framework	20.3.3		
-  ムーマン 「	Dev Express	v17.2		
<u>े</u> टर	Copyright	Copyright © Sag	e 2017	
Last Update Check	<: 0/10/15 at 09:20:	42		
Last Update Check	<: 0/10/15 at 09:20:	42		
Network Deploye	es			
Running Version. <sup>2</sup>	0.3.3.2			
Updated Version <sup>2</sup>	0.3.3.2			
Update Location h	ttp://	/Install/Pe	eople.application	
opyright Sage. Use of this syst	em is subject to the	Sage 300 People Li	cense Agreement.	
	License Inform	Me	mory Explanation	ОК

Sage People	VIP e	
Name:	People	
Version:	20.3.3.2	
Publisher:	Sage VIP	
Install P	re-Requisites	Install People Application

Alternatively, .Net Framework updates can be enabled via Windows Updates or can be downloaded and installed from the Microsoft dotnet page.

https://dotnet.microsoft.com/download/dotnet-framework/net48

#### Note:

Failing to update to the latest .Net Framework version will result in errors when using the application from verion 2.3.3.2 onwards.

### 13.0 Bug Fixes

#### 13.1 Payslip Field List

During the previous release, the field list on the payslip report designer was removed, this has been corrected.

#### 13.2 **BEE123**

The BEE123 export and API returned a start date of 0000/01/01 for employees who received remuneration after termination or where the Entity Equity History was not updated correctly. Going forward the BEE123 export and API will search for the latest date engaged on the employee's history when populating this field.

#### 13.3 Equity – Namibia Salary Scale Reports

Employees who has "Do Not Count" active on their Equity Information and Entity Equity History screens will no longer appear in the Salary Scale reports 11(a), (b), (c) and (d).

#### 13.4 Equity – Namibia Reinstate without broken service

Where an employee has been reinstated with a new date engaged but without a break in services the Salary Scale reports will use the first (oldest) date engaged in the service period to calculate the annualised remuneration.

#### 13.5 Equity – Consolidated Plan

In some instances, you received a "no records to display" error message when printing the Consolidated Equity Plan, this was due to a Plan ID mismatch with individual plans which has been deleted from the system. This ID lookup has been changed to avoid this error message when data does exist on other plans.

#### 13.6 ETI Values Calculated with Zero Hours

If the ETI Remuneration Hours Calculation Entry was setup incorrectly and did not cater for zero units with default wage, the employees without units calculated ETI even if the hours where zero. Now if an employee's ETI Remuneration Hours Calculated is zero, no ETI Total will calculate.

#### 13.7 Web SS Tax Certificate display

For an ESS user who has more than 6 tax certificates available in Web SS currently displays 6 at a time.

The issue was that the latest tax certificates were not displaying on top of the screen until one click on See More and the dates for the latest tax certificate displays. This has been fixed.

#### 13.8 Bank Details on the API

The employee's Payslip Definition screen was not updated when a new default bank detail was created for an employee. This has been corrected.

#### 13.9 Scheduler

Certain customers had issues where the filters created on the Payslip Report did not filter when a Secure Report was sent through the scheduler, this has been corrected.