

e@syFile Error: Date Employed To cannot be earlier that the date completed in 'date employed from'



Background

When you import the IRP5 payroll file, you get an error stating that the Date Employed To cannot be earlier than the date completed in 'date employed from' (code 3170) Period Employed From Date cannot be after Period Employed To Date - 3180

Possible Solution:

- Access the affected employees on payroll, and determine when the records were terminated, and what the assessment year is entered on the Statutory Tab
- The Assessment Year cannot be greater than the Assessment Year in which the employee was terminated.
- If the employee was terminated in a previous tax year, the assessment year cannot be greater than that assessment tax year.
- You will have to determine when the income on this record should accrue - should the income accrue to the year the employee was terminated in (enter assessment year on terminated record, if it was in a previous tax year), or to the current tax year you are running the IRP5 file (new record must be created)
- If the income is defined as variable income, it should be loaded on the current year, and no assessment year should be defined. If the employee is terminated, new record had to be created. For more details on Variable Income click [here](#).