



PeopleSoft HR Spain 9.0 Bundle#22: Functional Documentation Notes

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Section A: General Information

Notes

This document contains relevant functional information related to PeopleSoft's HRMS 9.0 Bundle#22.

- This Bundle is to be installed on top of HRMS 9.1 Bundle#21.
- This Bundle contains the **Tax Update 2013** for HR Spain.

Section B: Bug summary

Here below is a summary of Bugs that are included in PeopleSoft's HR 9.0 Update 874110 regarding Spanish functionality. In the following section additional detail on a subset of the fixes will be provided.

Bug	Subject	Additional info	Area
16054004	RED BULLETIN 2012/10 - IMPACT ON AFI	A set of changes have been done to react to modifications included in Red Bulletin 2012/10.	Social Security Reporting
16237411	HR ESP FT TRIPARTITE FOUNDATION XML 2013 LEGISLATIVE CHANGES	A set of changes have been done to react to modifications affecting Tripartite Foundation XML files for 2013..	Training Reports

Section C: Bug Detail

Social Security Reporting

16054004– RED Bulletin 2012/10, December 12th

Requirement

As a result of publishing of Red Bulletin 2012/10, December 12th:

<http://www.seg-social.es/prdi00/groups/public/documents/binario/174313.pdf>

A set of changes have been introduced in AFI file related to:

- Communication of strikes.
- Rights lost field (“*Indicativo de pérdida de beneficios*”).
- Certified Authoritation.

New action to communicate strikes

The way to report strike situations through AFI file has change. A new **Social Security action** has been created.

Here below is an extract of the section of the Red Bulletin that drives these changes in the product:

Las huelgas seguirán tratándose como inactividades, pero se mecanizarán a través de una nueva acción denominada **MHU – Mecanización de Huelga**.

En esta nueva acción, solo será necesario comunicar el tipo de inactividad, el coeficiente de actividad huelga parcial si procede, y las fechas de inicio y fin de la huelga. NO será necesario anotar ningún otro dato de la relación laboral.

Así, para comunicar el inicio de la huelga deberá mecanizarse un movimiento MHU, con tipo de inactividad 2 (huelga total) ó 3 (huelga parcial) según corresponda, el coeficiente de actividad de huelga parcial si procede, y la fecha del primer día de huelga.

Para comunicar el fin de la huelga, se mecanizará un movimiento MHU, con el tipo de inactividad en blanco y la fecha del último día de la huelga.

Por tanto, los campos específicos para esta nueva acción son:

CAMPO	SEGMENTO
CCC	EMP
Razón social	RZS
NSS	TRA
IPF	TRA
Fecha real	FAB
Tipo de inactividad	FAB →Valores: blanco, 2 y 3
Coefficiente de actividad huelga parcial	FAB →Solo para inactividad 3

New Functionality

In order to cover this requirement changes have been done in the product.

Let's see the new method with two **examples**:

Example 1: Employee KEG001 with total strike for 2 days

- First, we enter data for the beginning of the strike:
 - o Begin date (January 10th)
 - o New action reason MHU
 - o Inactivity type 2 (Total strike)

Menu > Workforce Administration > Job Information > Employee AFI Data ESP

Employee AFI Data

Antonio Diaz Ruiz EMP ID: KEG001 Empl Rcd #: 0

Job Information Personalize | Find | View All | First 1 of 1 Last

General Reporting Key Fields

Eff Date	Seq	Social Security Action	Social Security Reason	Node Status	Details		
10/01/2013	0	MHU - Strike Communic			Details		

AFI Data Details

Antonio Diaz Ruiz

Reporting	
Communicate By:	AFI File
Additional Data	
Inactivity Type:	2 - Total Strike
Partial Strike Activity Coeff.:	<input type="text"/>

- Second, we enter data for the end of the strike:
 - o End date (January 11th)
 - o New action reason MHU
 - o Inactivity type 0 (End inactivity period)

Menu > Workforce Administration > Job Information > Employee AFI Data ESP

Employee AFI Data

Antonio Diaz Ruiz EMP ID: KEG001 Empl Rcd #: 0

Job Information							Personalize Find View All		First	1-2 of 2	Last
General		Reporting		Key Fields							
Eff Date	Seq	Social Security Action	Social Security Reason	Node Status	Details						
11/01/2013	0	MHU - Strike Communic		Not Communicated	Details						
10/01/2013	0	MHU - Strike Communic			Details						

AFI Data Details

Antonio Diaz Ruiz

Reporting	
Communicate By:	AFI File
Additional Data	
Inactivity Type:	0 - End Inactivity Period
Partial Strike Activity Coeff.:	<input type="text"/>

- Third, we run the AFI file selecting “Others” as action to be reported:

Main Menu > Workforce Administration > Workforce Reports > Create AFI File ESP

- Second, we enter data for the end of the strike:
 - o End date (January 11th)
 - o New action reason MHU
 - o Inactivity type 0 (End inactivity period)

Menu > Workforce Administration > Job Information > Employee AFI Data ESP

Employee AFI Data

Pablo Pérez Arias EMP ID: KEG002 Empl Rcd #: 0

Job Information Personalize | Find | View All | First 1-2 of 2 Last

General Reporting Key Fields

Eff Date	Seq	Social Security Action	Social Security Reason	Node Status	Details		
11/01/2013	0	MHU - Strike Communic		Not Communicated	Details	+	-
10/01/2013	0	MHU - Strike Communic			Details	+	-

AFI Data Details

Pablo Pérez Arias

Reporting

Communicate By: AFI File

Additional Data

Inactivity Type: 0 - End Inactivity Period Partial Strike Activity Coeff.:

- Third, we run the AFI file selecting “Others” as action to be reported:

Main Menu > Workforce Administration > Workforce Reports > Create AFI File ESP

Actions

Hire Work Group

Termination Contract

Occupation Code Like-Active Status

Worked Days Report Erase Previous Data

Others

Here the result for the employee:

```
[...]
TRA2865632658701 0000025600537L
AYNPerez                      ARIAS                      PABLO
FABMHU002013011000 000 N000000 00000000000000000030500 NNN 000000000NN
TRA2865632658701 0000025600537L
AYNPerez                      ARIAS                      PABLO
FABMHU002013011100 000 N000000 0000000000000000000000000 NNN 000000000NN
[...]
```

New values for rights lost field

Here below is an extract of the section of the Red Bulletin that drives these changes in the product:

Actualmente, a través del Sistema RED solo se pueden anotar los valores 01 y 08 del campo „Indicativo de pérdida de beneficios“ (tabla T-68).
 Hay ocasiones en las que al alta mecanizada a través del Sistema RED se le añade de oficio por parte de esta Tesorería General de la Seguridad Social otro valor de la tabla.

Cuando posteriormente se realiza cualquier modificación del contrato (por ejemplo modificar un coeficiente) se tienen que mecanizar todos los datos de la relación laboral, incluido el campo „Indicativo de pérdida de beneficios“, pero solo se permiten los valores 01 y 08, por lo que el movimiento se rechaza.

Se han realizado las modificaciones oportunas para que para la acción MC se admitan todos los valores de la tabla T-68.

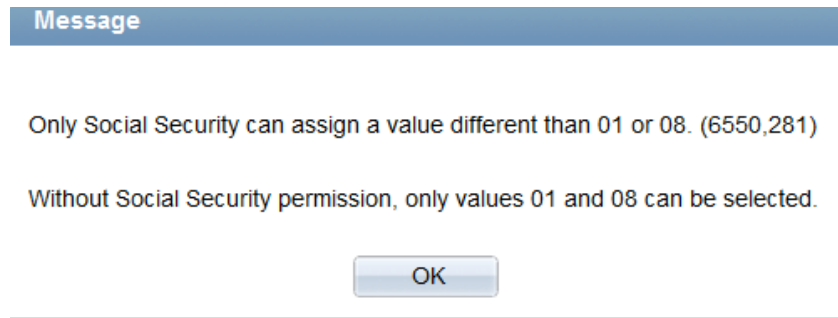
Además, cuando se anote de oficio en un alta o cambio de contrato un valor distinto de 01 o 08, en el acuse técnico se comunicará dicho valor.

We have modified the xlat values of the field **RIGHTS_LOST_ESP** to include all values of the table T-68 in Winsuite 32:

Home > Workforce Administration > Job Information > Employee AFI Data ESP

Unemployment Condition:	01 - No Meet Requirements	<input type="checkbox"/> Active Rent
Social Exclusion Employee:	02 - Employer debtor to Soc. Sec.	<input type="checkbox"/> WomanHired 2Yrs after Maternty
Woman Rejoin:	03 - New Permanent cntrct prev 24m	<input type="checkbox"/> Woman Subrepresented
	04 - New Temporary cntrct prev 6m	<input type="checkbox"/> Re-Joined Disabled Employee
	05 - New Permanent cntrct prev 3m	
	06 - Public Administration	
	07 - Lack temporary contract prior	
	08 - Extintn Bonif Contrct Last 12m	
	09 - Company w/o insertn conditn	
	11 - Debtor at the right start date	
	12 - Hiring after deadline	
Additional Data	20 - Fail fulfill Tax Obligatn (OT)	
Percentage of Part Time:	21 - Tax debts (DT)	
Legal Custody:	22 - Fail to fulfill OT + DT	
Special Labor Relationship:	23 - Unregister census detected(BC)	
Inactivity Type:	24 - Fiscal offense (DF)	
Job Change Reason:	25 - Fail to fulfill OT + DT + DF	Partial Strike Activity Coeff: <input type="text"/>
Contract Begin Date:	26 - Fail to fulfill OT + DF	<input type="checkbox"/> First Self-Worker Employee
Substitution Reasons:	27 - DT+DF	<input type="checkbox"/> Partial Subrogation
Substitution Emplid:	28 - Fail to fulfill OT + DT + BC	<input type="checkbox"/> Relieve Contract Flag
Family Bond:	29 - DT + BC	
Rights Lost:	30 - DF + BC	<input type="checkbox"/> Agrarian Employment Program
	31 - Fail to fulfill OT + DT+DF+BC	
	32 - Fail to fulfill OT + BC + DF	
	33 - DT + DF + BC	
	34 - Fail to fulfill OT + DT + BC	
	41 - Fail fulfill maintain employmn	
	42 - No application conditions CEE	
	43 - Company >= to 50 employees.	

If user selects a value distinct than 01 or 08 system will display the following warning:



Update Certificated Authorization

We have created a new Company action: **MAC.- Update Certificated Authorization** that user can select through the page Company Inquiries in order to modify dates granted by the company to an external CCC to check their Social Security contributions status.

Here below is an extract of the section of the Red Bulletin that drives these changes in the product:

Se ha creado una nueva acción a nivel de empresa. La nueva acción se denomina **MAC – Modificación Autorización certificado artículo 42 Estatuto de los Trabajadores**.

Además, se ha han creado dos nuevos campos en el registro FCE. Los nuevos campos son „Fecha de inicio nueva“ y „Fecha de fin nueva“.

Se podrá modificar una de las dos fechas, o las dos al mismo tiempo, siempre y cuando no se haya hecho ninguna petición de certificado de situación de cotización que con la modificación quedara fuera del rango de fechas de la autorización.

Los campos de entrada del Fichero AFI específicos para la nueva acción serán:

CCC principal que autoriza EMP (CCC principal de la Empresa emisora de la autorización)

CCC empresa autorizada DSO (CCC de la empresa autorizada)

Fecha de inicio FCE (Fecha desde la que se autoriza a consultar)

Fecha de fin FCE (Fecha hasta la que se autoriza a consultar)

Fecha de inicio nueva FCE (Nueva fecha desde la que se autoriza a consultar)

Fecha de fin nueva FCE (Nueva fecha hasta la que se autoriza a consultar)

Home > Workforce Administration > Workforce Reports > Create AFI File ESP

When selecting this action the user needs to provide the start date (=Action Date) and End date:

Functional Documentation HR Bundles

Employees Employee Inquiries **Company Inquiries** Non Employee Inquiries

Run Control ID: PS Report Manager Process Monitor **Run**

File Name: 12345678 .AFI **Authorization Key:** 25689451

File Path: \\slc00fya.us.oracle.com\psreports\
Clear All

Companies Personalize Find View All First 1 of 1 Last						
Action Data		Additional Data FEF				
Company	Social Security Number	Social Security Action	Action Date	End Date		
1 KE1	28214365546	MAC - Update Certific Autho	01/01/2013	31/12/2013		

Additionally you need to enter the new dates and the Social Security Number (CCC) which you want to modify:

Employees Employee Inquiries **Company Inquiries** Non Employee Inquiries

Run Control ID: PS Report Manager Process Monitor **Run**

File Name: 12345678 .AFI **Authorization Key:** 25689451

File Path: \\slc00fya.us.oracle.com\psreports\
Clear All

Companies Personalize Find View All First 1 of 1 Last						
Action Data		Additional Data FEF				
Company	Social Security Number	Social Security Action	Customer CCC	New Action Date	New End Date	
1 KE1	28214365546	MAC - Update Certific Aut	011128123456789	01/02/2013	31/12/2014	

Note that the Customer CCC needs to be filled with the complete Social Security number including the 4 digits corresponding to the Social security scheme.

See example of the produced file:

```
ETIAFI66WS54125689451 20130218061712345678AFIN~00000000000000
EMP011128214365546 00000000000000 0000000000000000 MAC
RZS02BUSINESS INSTITUTE - SPAIN 00000000
FCE 20130101201312312013020120141231
DSO00011128123456789000000000000000000000000000000000000000000
ETFAFI66WS54125689451 20130218061712345678AFIN~0000100000006006
```

Tripartite Foundation Reporting

16237411-HR ESP FT TRIPARTITE FOUNDATION XML 2013 LEGISLATIVE CHANGES

Requirement

Tripartita Foundation have defined the new structure for some of the XML files. In fiscal 2013, the new format includes some changes for End of Groups Files (Bonificated and Organizative).

From now on the fields "Functional Area" and "Other Qualifications" will disappear and other fields "*Affected by Terrorism*" and "*Affected by Domestic Violence*" will be mandatory.

New Functionality

We have made the code changes to add two new check boxes on the FT Employee Data page for Tripartite Foundation:

- Affected by Gender Violence.
- Affected by Terrorism.

Main Menu > Enterprise Learning > Define Course/Cost Details > FT Employee Data ESP

FT Employee Data ESP

[Antonio Rodriguez Salgado](#) Person ID: KE0001

Employee Data		Find View All First 1 of 1 Last
*Effective Date:	01/01/2009	Status: Active
Functional Area:	Administration	<input checked="" type="checkbox"/> Priority Member
Category:	Manager	<input checked="" type="checkbox"/> Affected by Gender Violence
Education Level:	FPI,FPII or Equivalent	<input checked="" type="checkbox"/> Affected by Terrorism
Others Qualifications:		

These data will be reported in the End of Groups XML file, using the new nodes:
T4 107 and T4 108.

Node Id:	T4 107	XML Set:	Tripartite Foundation
Description:	Affected by Terrorism		
*Tag:	afectadosTerrorismo		
*Node Type:	Simple		
	<input type="checkbox"/> Concatenate		
Source Data:	System Table		
Record Name:	XML_TRN_ENRL_VW		FT Session Students
Field Name:	TRN_T_VICTMTRR_ESP		Affected by Terrorism

Node Id:	T4 108	XML Set:	Tripartite Foundation
Description:	Affected by Gender Violence		
*Tag:	afectadosViolenciaGenero		
*Node Type:	Simple		
	<input type="checkbox"/> Concatenate		
Source Data:	System Table		
Record Name:	XML_TRN_ENRL_VW		FT Session Students
Field Name:	TRN_T_VICTMGNR_ESP		Affected by Gender Violence

See a preview of the XML that would be generated:

XML Preview

```

<grupos>
  <grupo>
    <idAccion>____</idAccion>
    <idGrupo>____</idGrupo>
    <participantes>
      <participante>
        <nif>____</nif>
        <N_TIPO_DOCUMENTO>____</N_TIPO_DOCUMENTO>
        <nombre>____</nombre>
        <primerApellido>____</primerApellido>
        <segundoApellido>____</segundoApellido>
        <niss>____</niss>
        <cifEmpresa>____</cifEmpresa>
        <ctaCotizacion>____</ctaCotizacion>
        <fechaNacimiento>____</fechaNacimiento>
        <sexo>____</sexo>
        <discapacidad>____</discapacidad>
        <afectadosTerrorismo>____</afectadosTerrorismo>
        <afectadosViolenciaGenero>____</afectadosViolenciaGenero>
        <categoriaProfesional>____</categoriaProfesional>
        <grupocotizacion>____</grupocotizacion>
        <nivelestudios>____</nivelestudios>
        <fechalnicioTeleformacion>____</fechalnicioTeleformacion>
        <fechaFinTeleformacion>____</fechaFinTeleformacion>
      </participante>
    </participantes>
    <costes>
      <coste>
        <directos>____</directos>
        <asociados>____</asociados>
        <salariales>____</salariales>
        <periodos>
          <periodo>
            <mes>____</mes>
            <importe>____</importe>
          </periodo>
        </periodos>
      </coste>
    </costes>
  </grupo>
</grupos>

```