

Preliminary Release Notes

24 July 2023



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Features and Enhancements

New API end point: Alternative component name

Ticket ID

47209

State

N/A

Description

"Alternative component name" has been included in the payslip line item API end point.

Nextgen Payroll Reconcilliation Report | New parameter

Ticket ID

54564

State

N/A

Description

"View the component names in an alternative language:" parameter has been added to the Nextgen Payroll Reconciliation report.

Power BI - Company Training Courses

Ticket ID

52122

State

UAT complete

Description

Company Training Courses endpoint has been added to Power BI connector and templates.

Power BI - Performance Management

Ticket ID

52280

State

UAT complete

Description

Performance Management endpoint has been added to Power BI connector and templates.

Reports | Classic Report Parameters converted to Nextgen

Ticket ID

53084

State

N/A

Description

The Classic Report Parameters screens have been converted to Nextgen for the following reports:

- Company Car report
- Employee Financial House Payments Report
- Loans Report
- Medical Report
- Savings Report

The Nextgen reports are available on the Standard Reports Tab on the Company Reports screen.

Standard payslip | ID number masked on non-confidential header

Ticket ID

49661

State

Testing

Description

Due to protection of personal information an enhancement was made on the non-confidential header of the standard payslip.

Depending on identification type, the first 7 digits of the 'Identity No' or 'Work Permit/Passport No' field will now be masked.

106
Valley Avenue
Sandown
Sandton, 0158

First Names : test	Last Name : test	Identity No.: *****172082	Project :
Pay Point :	Cost Centre :	Empl. No. : test	Region :
		Pref. Name :	

Confidential Payslip Fold Line

106
Valley Avenue
Sandown
Sandton, 0158

First Names : test	Last Name : test	Work Permit / Passport No.: *****395011	Project :
Pay Point :	Cost Centre :	Empl. No. : test	Region :
		Pref. Name :	

Confidential Payslip Fold Line

Legislation and Statutory Reports

Ghana | Total Cash Emoluments including Overtime

Ticket ID

55075

State

Active

Description

The *Total Cash Emoluments (Fringe benefit base)* note component calculation has been enhanced.

How does it work?

Going forward, *Overtime (Tax code OVT)* will be:

- Included for all *Non-qualifying* employees and
- Excluded for all *Qualifying junior employees* (where an employee's qualifying income for the year does not exceed GHC18 000.00).

Background:

Overtime and Bonus payments are cash benefits and therefore form part of Total Cash Emoluments. At the same time, amounts that are subject to final withholding tax e.g. Overtime (paid to qualifying juniors) and Bonus (the amounts taxed at concession, not the portion added to income) are not further included in anything else as far as the employee's tax is concerned. Where the employer is not required to withhold final tax from Overtime and Bonus, the payment shall be included in calculating the employee's income from the employment and taxed according to the graduated rates.

Legislation:

As per the Income Tax Regulations, 2016 (L.I. 2244), "total cash emoluments" means the total of all income derived by the person during the year of assessment from employment and the total of any amount required to be included in the income of that person under section 27 of the Act, but excluding payment that is subject to final withholding tax.

Ivory Coast | New report Déclaration des impôts sur les traitements, salaires, pensions et rentes viageres

Ticket ID

53702

State

Ready for testing

Description

A new legislative report is available in Ivory Coast.

French Localisation -

Report Name: Déclaration des impôts sur les traitements, salaires, pensions et rentes viageres

Report Description: Déclaration mensuelle qui indique les Impôts mensuels versés aux autorités fiscales. Le rapport doit être téléchargé en Adobe Acrobat (pdf).

English Localisation -

Report Name: Monthly Declaration of Taxes

Report Description: Monthly declaration that indicates the monthly Taxes paid over to the revenue authorities. The report should be downloaded in Adobe Acrobat (pdf).

Paymaster Impact:

- The new report has been added on the Nextgen reports tab.
- The Classic report will soon be phased out once the annual reporting in the new format is available on the system.

Legislation:

Previously, employers made use of the unique declaration that contains ITS, FDFP and 301 statement in one declaration. However, with the new declarations each report should be submitted individually. The Déclaration des impôts sur les traitements, salaires, pensions et rentes viageres report is a monthly report that gives a breakdown of taxable and exempt elements as well and the different taxes paid by the employer and the employee.

Namibia | PAYE 5 Tax Certificate Enhancements

Ticket ID

55074

State

Active

Description

The following enhancements have been made on the PAYE5 employee tax certificate in Namibia:

Report Name: Namibia PAYE 5 Tax Certificate.

Report Description: Produce a Tax Certificate (PAYE 5) for all employees for the tax year selected.

Report Changes:

- In the field "Tax value of free housing", the existing tax code mapping has been removed and replaced with YTD Tax code FBHOUSE + FBHOUSENA.
- In the field "Other allowance (Specify)", tax code FBHOUSE has been removed.
- Various cosmetic improvements in the "Pension and Provident" section:
 - Display 3 separate Pension and Provident funds on separate lines and not the YTD grand total of all pension/provident funds which previously displayed.
 - The 4th line will show the grand total of the funds listed, including if there is a 4th fund.
- Cosmetic improvements in the "Retirement and Assurance" section:
 - Display the separate Retirement and Assurance funds on separate lines.
 - The last line will provide the YTD total in the section.

Paymaster Impact:

- Customer Action: None

Nigeria | Annual Statement of Earnings Report Description Update

Ticket ID

55659

State

Ready for testing

Description

The Employee Annual Statement of Earnings report in Nigeria will no longer be maintained on the system:

Report Name: Nigeria Employee Annual Statement of Earnings

Report Description: Statement of employee earnings during the selected tax year.

Report Change:

- The report description has been changed to display: 'This report is not a legislative payroll report. It will not be enhanced in the future.'

Paymaster Impact:

- Customer Action: None

Legislation:

The requirement is for the employer to file the H1 form which includes their employees, by the end of Jan following the tax year.

The employee has to file an individual tax return with the authorities by 31 March each year, they refer to this return as Form A.

The annual statement of earnings report on the system is not a report that needs to be maintained by our software since it is not an obligation by employers to provide tax certificates/form a to employees in Nigeria.

South Africa | COIDA Calculation Enhancement

Ticket ID

53323

State

Ready for testing

Description

The component, COIDA Income has been updated in South Africa.

Component Name: COIDA Income

Tax Code: COIDA

Payslip Action: Notes

Background:

- The Compensation Commissioner published Government Gazette 48337.
- This Gazette now includes guidelines on how to apply the OID annual limit to OID earnings, which were previously not included in these Gazettes.
- Paymaster has been applying industry best practice based on confirmation received by the Payroll Authors Group of South Africa (PAGSA) until now.
- Going forward, Paymaster will be implementing the new guidelines as specified in the Gazette.
- The OID annual limit will now be applied annually and not per period irrespective of the months employed during the OID year.

How does it work?

- Previously, the OID annual limit has been applied on PaySpace by dividing the annual limit by the main runs in the frequency and then multiplying it by the periods employed.
- The YTD COIDA Income was then deducted to apply a monthly/weekly/bi-weekly ceiling.
- Going forward, the actual COIDA earnings will be included in the component, COIDA Income, until the annual limit is reached.
- Thereafter, this note component will not return on the employee's payslip record for the months where the employee is still employed but the limit has been reached.

Paymaster Impact:

- The above change has been implemented on the system.
- Active employees will automatically recalculate based on the above change.

- No other changes have been applied.
- Customer Action:
 - If the employee was terminated in the current open run, recalculate the payslip record.
 - To recalculate payslip records of employees that were terminated previously in this tax year, users are advised to create a post-interim run and activate a payslip record for the employee.
 - Please take note that if a post-run is created with the run description "COIDA Limit StatutoryUpdate" to update the COIDA income for terminated employees, then this post-run will not be billed with our Paymaster invoice.
- Refer to release note #53826 for more details on the report enhancements.

South Africa | COIDA Report Enhancement

Ticket ID

54499

State

Active

Description

The COIDA Reports have been updated in South Africa.

Report Name: COIDA Report

Report Description: Provides a breakdown of figures to complete the Statement of Earnings for the Compensation for Occupational Injuries and Diseases Act.

Report Changes:

- **Breakdown Report:**
 - If a payslip record is activated of an employee who was previously terminated, and **no earnings** are processed on the Payslip Edit Screen, but the note component, COIDA Income (Tax Code: COIDAI) calculates, the employee's financial information will be included in the report for that month. The employee will not be counted in the report for that month.
 - Where a financial take-on is processed for a terminated employee, the employee will not have an active payslip record. For such an employee, the take-on values will be returned.
 - With the changes to the application of the OID annual limit made on the note component, COIDA Income (Tax Code: COIDAI), the report has been adjusted to still include an employee who is active, but has reached the annual limit.
- **COIDA Return:**
 - A field description was updated as per the most recent Return of Earnings Form.
 - The changes that were applied to the Breakdown Report will also be applied on the COIDA Return.

Paymaster Impact:

- The above changes have been applied to the COIDA Report.
- Customer Action: None
- Refer to release note #53323 for more details on the calculation enhancements.

South Africa | New 'UIF Income Uncapped' Component

Ticket ID

54542

State

UAT complete

Description

A new note component has been added in South Africa

Component Name: UIF Income Uncapped

Payslip Action: Notes

Tax Code: UIFIUNCAP

How does it work?

- This component returns the same income included in the current "UIF Income" note component, however, the monthly limit is not applied.
- The component is not an accumulated month-to-date total, it returns payslip values.
- Tax codes included in the calculation: 3601, 3651, 3605, 3655, 3607, 3657, =3617, 3621, 3707, 3757, 3708, 3758, 3713, 3763, 3717, 3767, 3718, 3768, 3719, 3769, 3720, 3770, 3721, 3771, 3722, 3772, 3723, 3773, 3724, 3801, 3851, 3805, 3855, 3806, 3856, 3808, 3858, 3809, 3859, 3810, 3860, 3813, 3863, 3817, 3867, 3820, 3870, 3825, 3875, 3828, 3878, 3829, 3879, 3831, 3881, 3833, 3883, 3906, 3956, 4582 + "Other Lump Sums (Backdated Salaries)" component + "Arbitration Award (Loss of Income)" component
- If the "UIF exemption reason" on the employee's Basic Profile is activated (not "None" or blank) then the component will not return on the payslip.

Paymaster Impact:

- A month-to-date recalculation will take place if the component is only activated in week 2 or on an interim payslip.
- The "UIF limit weekly and fortnightly override" checkbox on the Basic Company Information screen does not have an impact.
- There is no UIF exemption on company level.

South Africa | Pension and Provident Fringe Benefit Enhancements

Ticket ID

41678

State

Testing

Description

The Pension and Provident Fringe Benefit components have been enhanced in South Africa.

Existing Company Contribution Components:

- Arrear Pension ER Contribution (tax code 4472)
- Arrears Pension Contribution Income Base (tax code 4472)
- Pension Adjustment ER Income Base (tax code 4472)
- Pension Employer Contribution (tax code 4472)
- Arrear Provident ER Contribution (tax code 4473)
- Provident Adjustment ER Income Base (tax code 4473)
- Provident Employer Contribution (tax code 4473)
- Provident Employer Contribution Arrears (tax code 4473)

How does it work?

- Previously, all the Pension (4472) company contribution components would result in a single "Pension FB" (3817) fringe benefit component.
- Now, each of the above-mentioned Pension (4472) company contribution components will return a unique fringe benefit (3817) component.
 - The "Pension Employer Contribution" company contribution will return the "Pension FB" fringe benefit.
 - The "Arrear Pension ER Contribution" company contribution will return the "Arrear Pension FB" fringe benefit.
 - The "Arrears Pension Contribution Income Base" company contribution will return the "Arrear Pension Income Base FB" fringe benefit.
 - The "Pension Adjustment ER Income Base" company contribution will return the "Pension Adjustment FB" fringe benefit.
- Previously, all the Provident (4473) company contribution components would result in a single "Provident FB" (3825) fringe benefit component.
- Now, each of the above-mentioned Provident (4473) company contribution components will return a unique fringe benefit (3825) component.
 - The "Provident Employer Contribution" company contribution will return the "Provident FB" fringe benefit.
 - The "Arrear Provident ER Contribution" company contribution will return the "Arrear Provident FB" fringe benefit.

- The "Provident Employer Contribution Arrears" company contribution will return the "Provident Arrears FB" fringe benefit.
- The "Provident Adjustment ER Income Base" company contribution will return the "Provident Adjustment FB" fringe benefit.

Paymaster Impact:

- If there are multiple instances of the same 4472 or 4473 company contribution, then the unique fringe benefits for each instance will also automatically generate.
- Adjustments must still be made using the predefined adjustment components (listed above).
- When processing a financial take-on, the values must be captured on the unique corresponding company contribution components and fringe benefit components.
 - If various company contributions (4472/4473) are processed, and only a total is captured on one fringe benefit component (3817/3825), the user will encounter a validation error.
 - For example, if the user captures a value on the "Arrear Pension ER Contribution" company contribution, then the fringe benefit value must be captured on the "Arrear Pension FB" component.
 - If the financial take-on has already been processed and the run is closed, it is not necessary to open the run and re-process the take-on.
 - Refer to release note #55267 for more information on the validations which take place when completing a financial take-on.
- If a weekly/fortnight/interim run is already closed in the month of August, it is not necessary to re-open the run. The new components will automatically calculate in the next run.
- No changes have been made to the fringe benefit calculation of a DB/Hybrid fund.
- The fringe benefit calculation applied on a DB/Hybrid fund $((A \times B) - C)$ is only applied on the "Pension Employer Contribution" and "Provident Employer Contribution" company contributions when added as recurring components.
- The existing "Pension FB" component has been made inactive from 1 August 2023.
- The existing "Provident FB" component has been made inactive from 1 August 2023.
- No changes have been made to the functionality of the Retirement Annuity components (4475 and 3828).
- Tax codes 4472, 4473, 3817, and 3825 should not be used as tax code overrides, the user is advised to use the predefined components.

South Africa | UIF Declaration File Name Enhancement

Ticket ID

48189

State

UAT complete

Description

The file name on the UIF Declaration File report has been updated in RSA.

Report Name: UIF Declaration File

Report Description: The actual UIF declaration file that is automatically sent to the UIF department on a monthly basis.

Report File Name Changes:

The file name is comprised of the UIF reference number and the UIF file number (Format: uuuuuuuu.nnn)

- uuuuuuuu represents the UIF reference number
- nnn represents the UIF file number

The uuuuuuuu will return the 'UIF reference number' stored on the *Basic Company Information* screen under the *Statutory Details* tab.

The nnn will refer to the new custom field named 'Latest UIF file number', which has been added to the *Basic Company Information* screen under the *Statutory Details* tab.

- This custom field will be used to determine the **next** UIF file number.
- Only three numeric characters are allowed in this field.
- When the UIF file is generated, the file number is determined by referring to the current 'Latest UIF file number' stored and increment with a 001.
- This new file number will be saved to the custom field.
- The custom field is editable and can be updated by the user.

Example:

- The UIF reference number is 88888888
- The UIF file number captured is 123
- The first UIF declaration file name will be 88888888.123
- The next UIF declaration file name will be 88888888.124

Paymaster Impact:

- Confirm the 'UIF reference number' on the *Basic Company Information* screen under the *Statutory Details* tab.
- If the user requires a different file number, then capture the 'Latest UIF file number' on the *Basic Company Information* screen (optional).
- If no 'Latest UIF file number' is captured, and the previous file number was 001, then the next number it will increment with 001, resulting in 002.
- If a resubmission is required and the file number should change, then the user can select 'Regenerate File'. Here the file number will increment with 001 based on the current 'Latest UIF file number'.
- If a resubmission is required and the file number should not change, then the user needs to capture the file number prior the required number as the 'Latest UIF file number'. In other words, if the file number required is 555, then the customer should capture 554 as the 'Latest UIF file number'.
- Once the file number reaches 999, the system will start at 001 again.
- No changes have been made to the content of the declaration file.

South Africa | Updated Take-On Validations on Pension and Provident Funds

Ticket ID

55267

State

UAT complete

Description

The system validations applied on a financial take-on have been enhanced in South Africa.

How does it work?

- The fringe benefit components for Pension and Provident funds have been enhanced.
- The validations applied on these components, therefore, needed to be updated.
- The validations applied are listed below:
 - If there is a pension company contribution (4472), then a pension fringe benefit (3817) is required.
 - If there is a pension fringe benefit (3817), then a pension company contribution (4472) is required.
 - If there is a provident company contribution (4473), then a provident fringe benefit (3825) is required.
 - If there is a provident fringe benefit (3825), then a provident company contribution (4473) is required.
- The components captured are also validated, therefore, the corresponding company contribution and fringe benefit must be used.

Paymaster Impact:

- The values must be captured on the unique corresponding company contribution components and fringe benefit components.
- If various company contributions (4472/4473) are processed, and then only a total is captured on one fringe benefit component (3817/3825), the user will encounter a validation error.
- For example, if the user captures a value on the "Arrear Pension ER Contribution" company contribution, then the fringe benefit value must be captured on "Arrear Pension FB" component.
- Refer to release note #41678 for more information on the corresponding components.

Zimbabwe USD | Form P4A Report Enhancement

Ticket ID

555121

State

Testing

Description

The below report has been updated in all Zimbabwe Local and USD entities.

Report Name: Form P4A

Report Description: National Social Security Authority

Report Changes:

- The report has been enhanced to include the NSSA adjustment components (Tax code NSSAEEAR).

Paymaster Impact:

If any adjustment components have been used, the total contributions will not align with *4.5% of the NSSA Income*.