



EPI-USE Payroll Country Version for SAP PERU

Version: 1.00

Date: 09 March 2018

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Write-up

EPI-USE Payroll Country Versions



DELIVERING VALUE THROUGH INNOVATION – EVERY PROJECT, EVERY SOLUTION, EVERY TIME.

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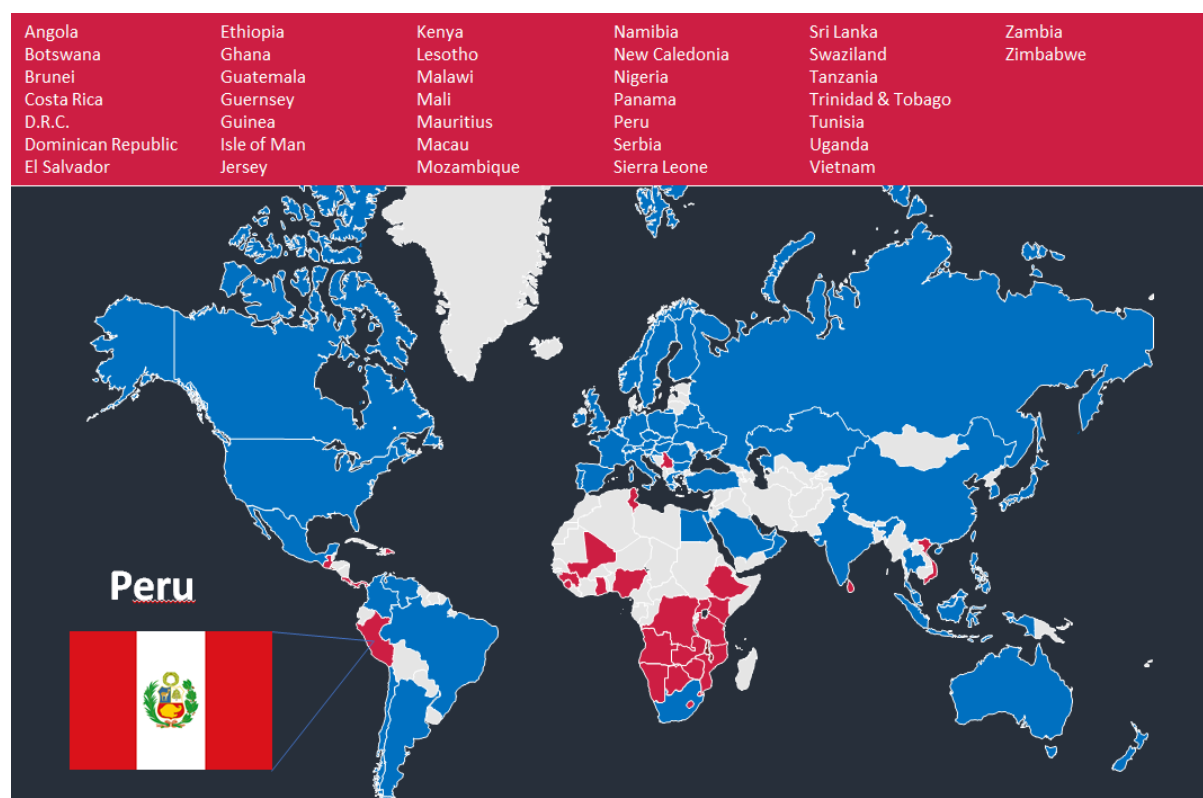
1. CLIENT REQUIREMENT

EPI-USE has assisted many multinational organizations to overcome the unique challenges related to the dispersed nature of their operations. Some of these challenges include:

- Implementing an integrated Human Capital Management (HCM) system
- Setting plans and budgets with a unified view of the global staff complement
- Implementing well-aligned remuneration and reward strategies that:
 - Support multi-currency remuneration
 - Accommodate the multi-country deployment of payroll
 - Comply with local statutory requirements

SAP offers a limited number of standard HCM Payroll country versions. EPI-USE provides solutions for organizations with the requirement to process SAP payrolls in countries that are not supported by standard SAP.

2. SOLUTION OVERVIEW



EPI-USE has been developing country version solutions since 1994 when we assisted SAP AG with the localization of the South African payroll driver. Most recently, EPI-USE has developed SAP standard add-on solutions for the Kingdom of Saudi Arabia as well as the United Arab Emirates.

In addition, EPI-USE developed and maintains 40 partner payroll country versions for countries in Africa, Latin America, Asia and Europe. Our client base currently includes 24 multinational and 13 national organizations.

EPI-USE country versions are simple yet powerful solutions based on well-known SAP technology, that successfully overcome the challenges faced by multinational organizations. Our solutions:

- Provide an integrated, real-time view of your global staff complement
- Allow per-period payroll processing
- Allow efficient human-resource deployment where you need it most
- Reduce the costs of human-resource-enabling technology

2.1 SAP ERP Features



EPI-USE Country Versions offer the following functionality:

- Country-specific payroll tax and social insurance calculations
- Configuration that can be done differently in each country
- Tax and social insurance reporting according to local legislation
- International payroll reporting
- Compliance with basic statutory requirements
- Local language support where needed

2.2 Benefits

Our Country Versions are:

- Stable and secure
- Scalable for growing organizations
- Able to co-exist with each other in the same system
- Looking and functioning like SAP standard country versions
- Seamlessly integrated with other SAP modules like Finance
- Supported and maintained by EPI-USE:
 - Corrections
 - Legal updates
 - Enhancements
 - Upgrade assistance
- Developed according to SAP best practices
- Simple to install, upgrade and maintain

- Cost-effective to deploy

3. DEVELOPING NEW SAP ERP COUNTRY VERSIONS

EPI-USE has the necessary tools and experience to rapidly perform payroll localization for new country versions. Payroll localization requires in-depth knowledge of local tax and social insurance legislation as well as common local payroll practices. For the reason, EPI-USE involves the pilot client in each new country to assist with the gathering and interpretation of local legislation. Where necessary, third parties such as auditors and legal firms are consulted for their expertise.

The development effort for of a new localization depends on the scope and complexity of local payroll requirements. A typical localization of medium complexity takes approximately 6 months to complete.

4. EC AND SAP CLOUD PAYROLL

SuccessFactors Employee Central (EC) is used for personnel administration in the cloud. Integrating EC with SAP ERP provides a SAP cloud payroll solution. All SAP standard payroll country versions should be available as cloud payroll solutions within the foreseeable future.

EPI-USE is enabling their SAP Partner country version solutions to be available as SAP cloud payroll solutions as well, by taking the following steps:

- Decoupling and renewing country-specific infotypes
- Renovating of UI's and "mashing up" of ERP infotypes
- Enhancing of the interface where necessary

5. COUNTRY VERSION SOFTWARE DELIVERABLES

The Payroll Country Version for SAP ERP 6.0 for Peru contains the following:

1. Payroll Driver
 - 1.1. Functionality for calculating legal deductions:
 - 1.1.1. Social Insurance contributions
 - 1.1.2. Pension Fund contributions
 - 1.1.3. Payroll Income Tax
 - 1.1.4. Further payroll legislative requirements e.g. Bonus & Termination payments
 - 1.2. Country-specific Payroll Schema and Sub-schemas
 - 1.3. Country-specific Payroll Calculation Rules
 - 1.4. Country-specific Wage types
 - 1.4.1. Technical wage types
 - 1.4.2. Model wage types (sample wage types)
 - 1.5. Special payroll functions as required
 - 1.5.1. Gross-up calculation
 - 1.5.2. Average calculation
 - 1.5.3. Reading Infotypes

- 1.5.4. Social Insurance calculations
- 1.5.5. Income Tax calculations
- 1.5.6. Termination Payments
- 1.5.7. Legal bonuses (Independence Day, Christmas & Profit Sharing)
- 1.5.8. Off-cycle payroll processing
- 1.5.9. Minimum Net
- 1.6. Payroll Operations:
 - 1.6.1. Distribution of Wage Types over Tax, Social Insurance and WPBP splits
 - 1.6.2. Reading Social Insurance information for decision purposes
 - 1.6.3. Adding to cumulative tax tables
- 1.7. Payroll Processing options:
 - 1.7.1. Monthly, semi-monthly and weekly
 - 1.7.2. Salaries and Wages
 - 1.7.3. Retro-active calculations rules and processing
 - 1.7.4. Local and Foreign currencies are processed
- 1.8. Payroll cluster for storing payroll results
- 2. Country-specific Infotypes for Master Data maintenance:
 - 2.1. Income Tax
 - 2.2. Social Insurances
 - 2.3. Previous employer Information
 - 2.4. Garnishments
 - 2.5. Terminations
 - 2.6. SUNAT
 - 2.7. Additional address details
- 3. Maintenance views for configuration tables as required:
 - 3.1. Employer information
 - 3.2. Tax Classification
 - 3.3. Tax and Social insurance types
 - 3.4. Tax Rates
 - 3.5. PDT Codes and wage types
 - 3.6. Tax Deduction period deflation
 - 3.7. ESSALUD Types
 - 3.8. Health Insurance details
 - 3.9. Pension Insurance types
 - 3.10. Pension Configuration
 - 3.11. Additional Risk insurance types and details

- 3.12. Other tax and insurance types and details
- 3.13. Life Insurance types and details
- 3.14. ESP types and dependents for EPS
- 3.15. Supplementary retirement fund
- 3.16. AFP absences
- 3.17. Private Pension movement types
- 3.18. Garnishment categories and deduction rules
- 3.19. Dependents for Family allowance
- 3.20. Bonus configuration and components
- 3.21. CTS configuration and components
- 3.22. Profit sharing configuration and components
- 3.23. Performance Bonus configuration and components
- 3.24. Termination and payment types configuration
- 3.25. Seniority pay configuration
- 3.26. Long service configuration
- 3.27. SUNAT configuration
- 4. Follow-up payroll programs:
 - 4.1. Wage Type Reporter
 - 4.2. Payroll Results Display
 - 4.3. FI / CO Posting Program
 - 4.4. Preliminary Bank Transfer Preparation Program
 - 4.5. Remuneration Statement Program with a Model Pay Slip Form
- 5. Statutory Reports:
 - 5.1. Pension statement
 - 5.2. Private pension interface
 - 5.3. Monthly and Annual private pension report
 - 5.4. 5th Category tax certificate
 - 5.5. ITF Inclusion / Exclusion letter
 - 5.6. Employment and Termination certificate
 - 5.7. Legal awards
 - 5.8. CTS Deposits report
 - 5.9. CTS Employee list
 - 5.10. CTS Pay advice
 - 5.11. CTS Reserve
 - 5.12. CTS Termination letter
 - 5.13. Profit share certificate
 - 5.14. Social security retention voucher

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6. IMG configuration steps
 7. Payroll menu
 8. Documentation:
 - 8.1. Configuration Guide