

Total HR Technology for Professionals

Anywhere, Anytime, Always Online

Release Notice

20.01.00

05 April 2018



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1 Introduction

Release Number	20.01.00
Release Date	05 April 2018
Mandatory Release	Yes
Statutory Changes	South Africa: Yes Other Tax Authorities: No
Conversion of Data	No
Technical Enhancements	Yes
Important User Information	Yes
Minimum Version from which to upgrade	19.00.00
Java Version (For Applets only)	<p>Recommended Java Version: Java SE 8</p> <p>Note: Using Java 7 updates 21 – 40 is NOT recommended. A Security Warning will be displayed if the aforementioned versions are used.</p> <p>JAVA 9 is currently not compatible with PSiber applets. JAVA 9 has not been officially released but is available for download from the Oracle website. Users are requested not to upgrade to JAVA 9.</p> <p>NB: Only IE8, IE9, IE10, IE11 are supported.</p>
API changes / New APIs	No
Database Changes	No
HTML changes	No
ACB File	No



2 Release Overview

2.1 Enhancements

2.1.1 2019 Tax Year Certificate Codes

New tax certificate codes for the 2019 Year of Assessment have been finalised to accommodate the recently publicized amendments. These amendments are in effect as from 1 March 2018.

The following codes have been amended, updated and implemented:

- a) Dividends (New code listed below)**
- b) Travel Reimbursive (Implementation of the new codes detailed below)**

2.1.2 Nemesis Payslip

Enhancements have been made to the “Statistical Data” section of the “Nemesis Payslip”. The following fields have been added:

- Exchange Rate
- Overtime Rate
- Basic Salary USD
- Net Salary USD

2.1.3 Banking Details Amendments Audit

An enhancement has been made to the “Banking Details Amendments Audit” report. The report will now include any amendments made to the Third Party EFT details by the User.



3 Enhancements

3.1 2019 Tax Certificate Codes

The following Tax Certificate Codes are applicable as of 1 March 2018.

a) Dividends Characterized as Remuneration

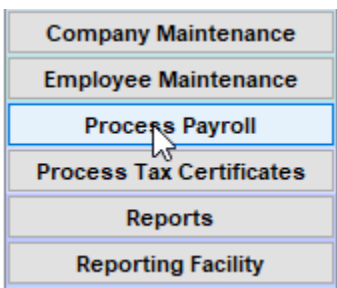
SARS has issued a new Tax Certificate code for the payment of Dividends. This code has been added to the range of Dividend related codes introduced in March 2017. These codes introduce anti-avoidance measures when dealing with schemes with restricted shares in terms of Section 8C of the Income Tax Act.

The new code is **3723: Dividends not exempt ito paragraph (kk) of the provisio to S10(1)(k)(i)).**

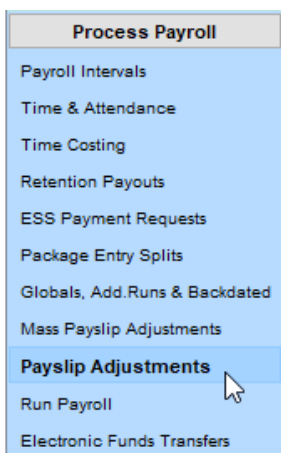
Employers must apply for a Tax Directive when utilizing this code.

Note – Follow the steps below to view the new Dividend payment package entry.

- 1) Select “Process Payroll”



- 2) Select “Payslip Adjustments”



3) Select “Dividend not exempt i.t.o 3723”

Menu Info SMS		
Company Maintenance	Provident/Pension Resignation	<input type="checkbox"/>
Employee Maintenance	Provident/Pension Retirement	<input type="checkbox"/>
Process Payroll	Special Remuneration	<input type="checkbox"/>
Payroll Intervals	Other Lumpsum	<input type="checkbox"/>
Time & Attendance	Share Options Exercised	<input type="checkbox"/>
Time Costing	Taxation of Executive Equity Shares	<input type="checkbox"/>
Retention Payouts	Dividends not exempt i.t.o 3719	<input type="checkbox"/>
ESS Payment Requests	Dividends not exempt i.t.o 3720	<input type="checkbox"/>
Package Entry Splits	Dividends not exempt i.t.o 3721	<input type="checkbox"/>
Globals, Add.Runs & Backdated	Living Annuity 3921	<input type="checkbox"/>
Mass Payslip Adjustments	Compensation i.r.o. 3922	<input type="checkbox"/>
Payslip Adjustments	Transfer of Unclaimed Benefits 3923	<input type="checkbox"/>
Run Payroll	Dividends not exempt i.t.o 3723	<input type="checkbox"/>
Electronic Funds Transfers	ALLOWANCES	
	Shift	<input checked="" type="checkbox"/>

b) Travel Reimbursive

The below is a reminder of the Travel Reimbursement Tax certificate codes, and the way they will be displayed on the Tax Certificates.

Effective 1 March 2018, key changes have been made to the manner in which User should administer and report on Travel Reimbursements. These changes include:

- Change in the prescribed rate:
 - o The prescribed rate was updated to R 3.61 (from R 3.55) for the 2018/2019 tax year.
- The removal of the 12 000 km requirement:
 - o The 12 000 km requirement has been completely removed and the limit in terms of the maximum allowed kilometers (i.e. 12 000) therefore no longer exists.
 - o This means that irrespective of how many kilometers an employee travels, as long as the employee is reimbursed at the prescribed rate (or less) and does not receive a travel allowance, the reimbursement will be deemed as non-taxable.

- Tax Certificate reporting
 - When reimbursing an employee at R 3.61 or less:
 - The amount reimbursed will be non-taxable
 - The amount will be recorded under tax certificate code 3703
 - When reimbursing at more than R 3.61 or a travel allowance is paid in addition to a Travel Reimbursement:
 - The portion paid that exceeds the prescribed rate (R 3.61) will be deemed as Remuneration and will be included in the calculation of Taxable Remuneration, UIF Remuneration and the SDL Leviable amount.
 - This will be reported on the tax certificate as follows:
 - 3702 - Number of kilometers traveled multiplied by the prescribed rate.
 - 3722 - The amount reimbursed that exceeds R 3.61 per kilometer.
 - 4582 – Will now also include the amount reimbursed that exceeds R3.61 per kilometer.
 - Example 1: Employee travels 1 km and is reimbursed at R 4.61
 - 3702 = R 3.61
 - 3722 = R 1.00
 - 4582 = R 1.00
 - Example 2: Employee travels 1 km and is reimbursed at R 3.00 and receives a travel allowance of R 1000.00
 - 3701 = R 1000.00 (taxed @ 80%)
 - 3702 = R 3.00
 - 4582 = R 800.00

Please refer to below table (Scenario Based Examples)

2019 Scenarios		Calculated Reimbursive Value	Travel Allowance	Will this be Remuneration?		Is it Income?	Total REM (80% of 3701)
KM PA	R/KM			No	Yes	Yes	
KM PA	R/KM		3701	3703	3722	3702	4582
10000	3.00	30000	0	30000	0	0	0
10000	3.61	36100	0	36100	0	0	0



10000	4.00	40000	0	0	3900	36100	3900
10000	3.00	30000	5000	0	0	30000	4000
10000	3.61	36100	5000	0	0	36100	4000
10000	4.00	40000	5000	0	3900	36100	7900

Note see below for examples of the contents of the codes on the tax certificate.

- 1) The Tax Certificate of an employee that receives a travel reimbursive rate, equal to or below the R 3.61 prescribed rate.

Code 3703 equals the number of kilometers traveled multiplied by the SARS prescribed rate of R 3.61.

The example below shows an employee that has traveled 10 000km at a rate of R 3.61 resulting in an amount paid of R 36 100.

Code 3696 – Gross Non-Taxable income = R 36100

Tax Year: 2018-03-01 - 2019-02-28

Print Date: Thu Mar 22 15:56:15 CAT

Tax Certificate Interim (As per Accepted Payslip) : 31/03/2018

Bank: S - REAL20419

Income Sources

Code	Description	Amount
3601	Income - Taxable	12000
3703	Reimbursive Travel - Non Taxable	36100

Gross Remuneration

Code	Description	Amount
3696	Gross Non - Taxable Income	36100
3699	Gross Remuneration	12000

Deductions + Contributions

Code	Description	Amount
------	-------------	--------

Employees Tax Deductions

Code	Description	Amount
4102	Pay As You Earn - PAYE	987.75
4141	UIF Contribution	240.00
4142	SDL Contribution	120.00
4149	Total Tax, SDL & UIF	1,347.75



- 2) The Tax Certificate of an employee that receives a travel reimbursive rate above the R 3.61 prescribed rate.

The example below shows an employee that has traveled 10000km and was reimbursed rate of R 4.00 resulting in an amount paid of R 40000.

Code 3702 – Number of kilometers traveled multiplied by the prescribed rate = R 36100

Code 3722 – The amount reimbursed that exceeds R3.61 per kilometer = R 3900

Code 4582 – Includes the amount reimbursed that exceeds R3.61 per kilometer = R 3900

Code 3699 – Full amount added to Gross Remuneration = R 48073

Income Sources

Code	Description	Amount
3601	Income - Taxable	6100
3702	Reimbursive Travel - Taxable	36100
3722	Reimbursive Travel Allowance (PAYE)	3900
3801	General Fringe Benefit	90
3810	Medical Aid Contribution paid by Employer	1058
3825	Employer's Provident Contribution (Taxable)	825

Gross Remuneration

Code	Description	Amount
3696	Gross Non - Taxable Income	0
3699	Gross Remuneration	48073

Deductions + Contributions

Code	Description	Amount
4003	Provident Fund Contribution	825
4005	Medical Aid Contribution	1245
4582	Value of Remuneration	3900
4474	Employer's Medical Aid Contributions	1058
4473	Employer's Provident Fund Contributions	825
4497	Total Deductions / Contributions	7853

Employees Tax Deductions

Code	Description	Amount
4102	Pay As You Earn - PAYE	214.37
4116	Tax Credit	620.00
4141	UIF Contribution	239.46
4142	SDL Contribution	111.47
4149	Total Tax, SDL & UIF	565.30

- 3) The Tax Certificate of an employee that receives a travel reimbursive at a rate equal to the R 3.61 prescribed rate as well as a “Travel Allowance”

The example below shows an employee that has traveled 10000km at a rate of R 3.61 resulting in an amount paid of R 36100. The employee also receives a travel allowance of R 5000.

Code 3701 – Travel Allowance = R 5000

Code 3702 – Number of kilometers traveled multiplied by the prescribed rate = R 36100

Code 4582 – Include the taxable value of Remuneration (80% of 5000) = R 4000

Code 3699 – Full amount added to Gross Remuneration = R 59645

Tax Year: 2018-03-01 - 2019-02-28

Print Date: Thu Mar 22 15:56:15 CAT

Tax Certificate Interim (As per Accepted Payslip) : 31/03/2018

JANSE VAN RENSBURG, C - REALTOR144

Income Sources

Code	Description	Amount
3601	Income - Taxable	11900
3701	Travel Allowance	5000
3702	Reimbursive Travel - Taxable	36100
3801	General Fringe Benefit	165
3810	Medical Aid Contribution paid by Employer	4860
3825	Employer's Provident Contribution (Taxable)	1620

Gross Remuneration

Code	Description	Amount
3698	Gross Non - Taxable Income	0
3699	Gross Remuneration	59645

Deductions + Contributions

Code	Description	Amount
4003	Provident Fund Contribution	1620
4005	Medical Aid Contribution	5718
4582	Value of Remuneration	4000
4474	Employer's Medical Aid Contributions	4860
4473	Employer's Provident Fund Contributions	1620
4497	Total Deductions / Contributions	17818

Employees Tax Deductions

Code	Description	Amount
4102	Pay As You Earn - PAYE	2,133.53
4116	Tax Credit	829.00
4141	UIF Contribution	297.44
4142	SDL Contribution	209.24
4149	Total Tax, SDL & UIF	2,640.21

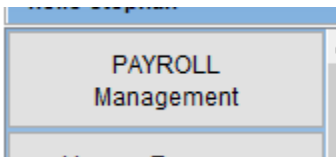
3.2 Nemesis Payslip

Enhancements have been made to the “Statistical Data” section of the “Nemesis Payslip”. The following fields have been added:

- Exchange Rate
- Overtime Rate
- Basic Salary USD
- Net Salary USD

Note – Follow the steps below to view the newly added fields.

- 1) Select “Payroll Management”

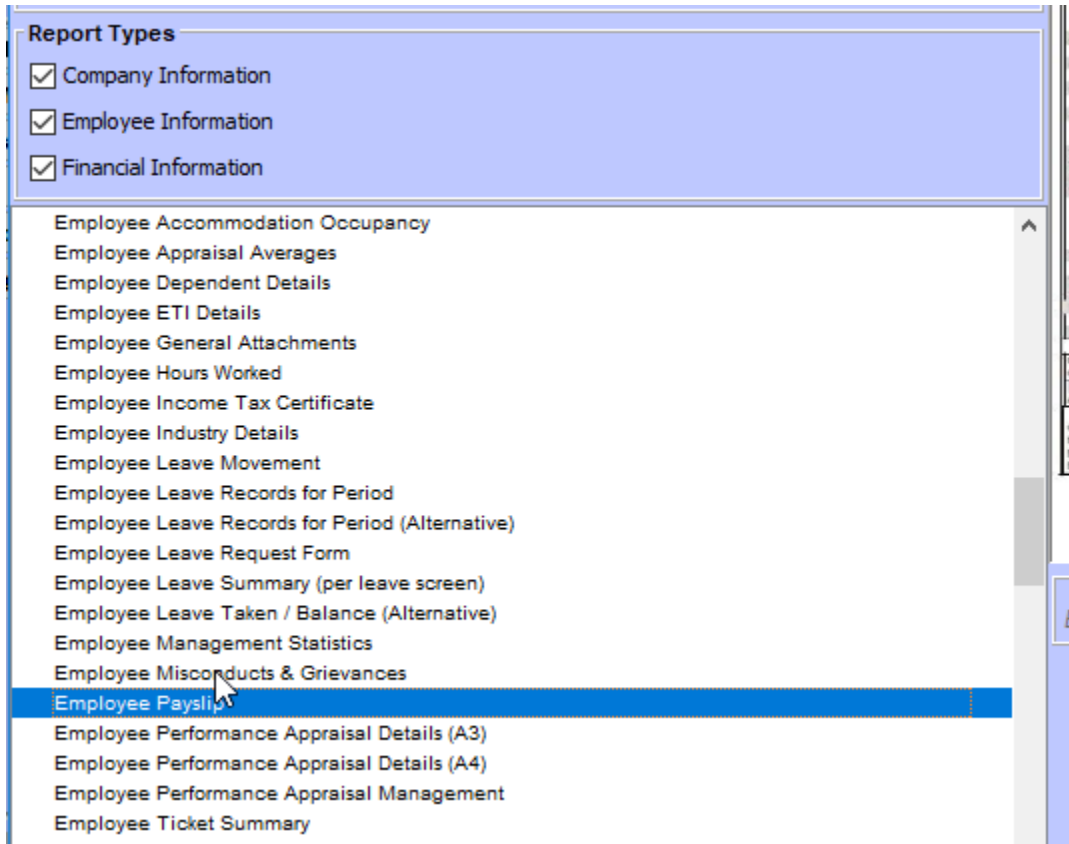


- 2) Select “Reporting Facility”

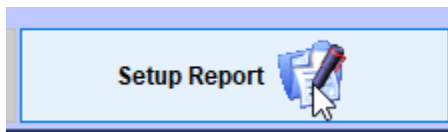


- 3) Select “Employee Payslip” report

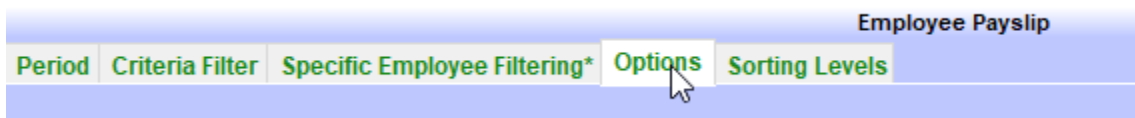




4) Click "Setup Report"



5) Select "Options" Tab



6) Select the “Nemesis” Payslip Format and Click “Generate Report”

Reporting Facility

Employee Payslip

Period Criteria Filter Specific Employee Filtering* Options Sorting Levels

Payslip Format : Nemesis Options... Show additional total payslips...

Filtering of Payslips

Show only payslip with a nett pay variance of at least %

Show only payslips with Adjustments

Show only non-zero payslips

Show only payslips with a positive (non-zero) final nett pay

Show payslips for employees with the 'Email Payslip Advice' option:

Yes No

mySelection

Return to Report Selection Screen Save myReport Generate Report

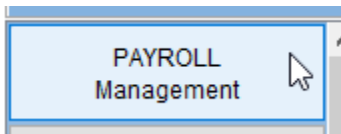
Emp : QA8 Aipanda, G Tax Ref : 10041-02780 DOE : 2018-02-08	Bank : Account No. :																								
Company : Stegins Trading Personnel Area : GAB5 Personnel Sub Area : Department : Pay Point : 01 Job Title : J71 Co. Address : 33 Brewery Street Islands Kororua Park	Summary : Payment Date : 2018-06-25 Earnings : 0.00 Deductions : 102.83 Nett Pay : (102.83) After Tax Payments : Bank Transfer : (102.83)																								
<table border="1"> <thead> <tr> <th colspan="3">EARNINGS</th> </tr> <tr> <th>Description</th> <th>Qty</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>Total Earnings</td> <td></td> <td>0.00</td> </tr> </tbody> </table>	EARNINGS			Description	Qty	Amount	Total Earnings		0.00	<table border="1"> <thead> <tr> <th colspan="2">DEDUCTIONS</th> </tr> <tr> <th>Description</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>MEIBC Dispute Levy</td> <td>2.68</td> </tr> <tr> <td>Savings</td> <td>100.00</td> </tr> <tr> <td>UIF</td> <td>0.15</td> </tr> <tr> <td>Total Deductions</td> <td>102.83</td> </tr> </tbody> </table>	DEDUCTIONS		Description	Amount	MEIBC Dispute Levy	2.68	Savings	100.00	UIF	0.15	Total Deductions	102.83			
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3.3 Banking Details Amendments Audit

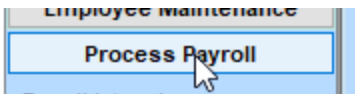
An enhancement has been made to the “Banking Details Amendments Audit” report. The report will now include any amendments made to the Third Party EFT details by the User.

Note – See the example below where the Third Party EFT details have been updated

- 1) Select “Payroll Management”



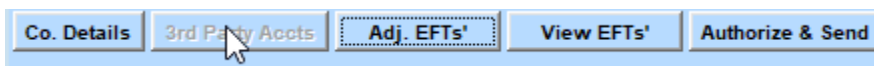
- 2) Select “Process Payroll”



- 3) Select “Electronic Tax Certificates”



- 4) Select “3rd Party Accts” tab



5) "Update" and "Apply"

Third Party Account Details	
Type/Group	UIF
Name	UIF
Account Holders Name	UIF
Account Number	51421187414
Account Type	Savings Account
Branch Code	250655, First National Bank, REM...
REMOTE BANKING SERVICE 560	
Consolidate Transactions	SARS, PAYE, UIF, SDL
Statement Reference	PRN
Scheme Reference	PRN
EFT Payments for Split Runs	<input checked="" type="radio"/> Combined EFT <input type="radio"/> Per Split Run
Payment Day	7 (day of month)
Payment Frequency	Every 2 Months
First Payment Interval	February

Third Party Account Details	
Type/Group	UIF
Name	UIF
Account Holders Name	UIF
Account Number	51421187414
Account Type	Savings Account
Branch Code	250655, First National Bank, REM...
REMOTE BANKING SERVICE 560	
Consolidate Transactions	SARS, PAYE, UIF, SDL
Statement Reference	PRN
Scheme Reference	PRN
EFT Payments for Split Runs	<input checked="" type="radio"/> Combined EFT <input type="radio"/> Per Split Run
Payment Day	25 (day of month)
Payment Frequency	Every 1 Month

<input type="button" value="Apply"/>	<input type="button" value="Cancel"/>
--------------------------------------	---------------------------------------

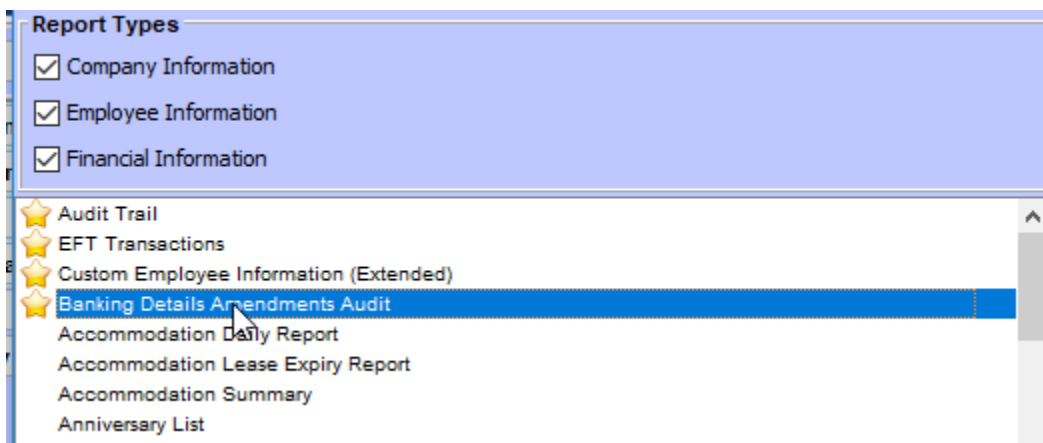


Note that in order for the change to reflect in the “Banking Details Amendment Audit” the User is required to run and accept his payroll.

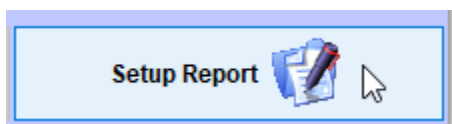
6) Select “Reporting Facility”



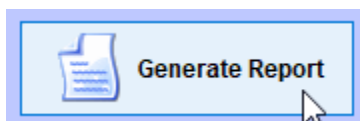
7) Select “Banking Details Amendments Audit”



8) Click “Setup Report”



9) Click “Generate Report”



Employee	Previous Details				Current Details			
	Account Type	Account Number	Branch Code	Bank Name	Account Type	Account Number	Branch Code	Bank Name
June 2018								
'Steph's Testing'								
U1F	Cheque/Current	51421187414	25995	First National Bank	Savings Account	51421187414	25995	First National Bank
Totals for 'Steph's Testing'	Amended : 1		Processed : 92					
Totals for June 2018	Amended : 1		Processed : 92					



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