

Total HR Technology for Professionals

Anywhere, Anytime, Always Online

Release Notice

20.03.00

30 August 2018



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1 Introduction

Release Number	20.03.00
Release Date	30 August 2018
Mandatory Release	Yes
Statutory Changes	South Africa: No Other Tax Authorities: Yes
Conversion of Data	No
Technical Enhancements	No
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 <u>not compatible</u> with PSiber applets. JAVA 9 has not been officially released, but is available for download from the Oracle website. Users are requested <u>not to upgrade to JAVA 9.</u></p> <p>NB: Only IE8, IE9, IE10, IE11 are supported.</p>
API changes / New APIs	Yes
Database Changes	Yes
ACB File	No

2 Release Overview

2.1 Enhancements

2.1.1 Ghana Tax Table

The Ghana Tax Table has been updated for the 2018/19 tax year.

2.1.2 Pakistan Tax Table

The Pakistan Tax Table has been updated for the 2018/19 tax year.

2.1.3 Botswana ITW10 form

An enhancement has been made with the addition of a new ITW10 submission form.

2.1.4 EEA4 – Recon

An enhancement has been made to the CSV file such that the user can view the earnings and/or other benefits entry types used for equity remuneration determination.

2.1.5 Master Information (Pay Info) API

An enhancement has been made to the API to include the employees' SEZ code (Special Economic Zone) for ETI age determination and resulting eligibility purposes.

2.1.6 SIC Codes

Should an employee work in any of the recently published SIC Codes, that employee will be excluded from ETI eligibility even though they meet the normal ETI criteria.

2.1.7 Removal of General Ledger Company Summary report

“General Ledger Company Summary” report was originally designed for SME’s (small to medium enterprises). We have found that when adding additional complexity to the report as required by larger users, the report became complicated to use and often the values were difficult to understand. A decision was therefore made to remove this report from the reporting functionality. However, this report is still available under “Reports”.



3 Enhancements

3.1 Ghana Tax Table

3.1.1 Ghana Tax Table

The Ghana Tax Table has been updated for the 2018/19 tax year.

Note: See updated tax table below.

	Chargeable Income	Tax Rate (%)
1	First GHS 3,132	Nil
2	Next GHS 840	5%
3	Next GHS 1,200	10%
4	Next GHS 33,720	17.5%
5	Next GHS 81,108	25%
6	Exceeding GHS 120,000	35%

3.1.2 Pakistan Tax Table

The Pakistan Tax Table has been updated for the 2018/19 tax year.

Note: See updated tax table below.

	Chargeable Income		Tax Rate (%)	
1	0.00	1 200 000.00	0.00	
2	1 200 000.00	2 400 000.00	5.00	0.00
3	2 400 000.00	4 800 000.00	10.00	60 000.00
4	4 800 000.00	9 999 999 999.00	15.00	240 000.00



3.1.3 Botswana ITW10 form

An enhancement has been made with the addition of a new ITW10 submission form.

Note: See example of ITW10 submission form below.

Schedule to Annual Return for PAYE

TIN: C198B60228 **TAX PERIOD:** **ITW 10A PAYE (REVISED 2016)**
EMPLOYER NAME: BOTSWANA **TAX YEAR:** 2017 **MONTH:**
ADDRESS: P.O. BOX

1. Employee Name (Compulsory)	2. Employee Name (Compulsory)	3. Employee ID (Compulsory)	4. TIN (Compulsory)	5. Resident Status (Compulsory)	6. ITWS Variation (Compulsory)	7. Salary/Wages (Compulsory)	8. Bonus/Commission	9. Housing Benefit	10. Motor Car Benefit	11. Other Benefits	12. Severance Pay / Gratuity (Gross)	13. Retirement Package (Gross)	14. Other Payments	15. Payments to Approved Fund	16. Total Remuneration (Compulsory)	17. Amount Subjected to PAYE	18. Tax Deductible	19. Tax Deducted	20. Tax Paid
				R	H	28,600.38	27,301.38	0.00	0.00	5,142.00	0.00	0.00	0.00	0.00	101,000.76	101,000.76	5,437.47	4,848.96	4,848.96

3.1.4 EEA4 – Recon

An enhancement has been made to the CSV file such that the user can view the earnings and/or other benefits entry types used for equity remuneration determination.

Note: See example of EEA4 CSV file below.

G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Occupational Level	Employment Type	Disabled	Promoted	Ethnic	National Status	Permanent/Temporary	Annualized Total	Total	Number of Payslips	Normal Cash Pay	13th Cheque	Medical Aid Employer Contr.	AVC Provident Fund (Co. Contr.)	Commission	Use of Vehicle/Car	Provident Fund (Co. Contr.)	Attendance Bonus	
Skilled Te	Permanent	No	No	African	National	Permanent	120 000.00	10 000.00	1.00	10 000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Unskilled	Permanent	No	No	African	Foreign N	Permanent	14 568.00	12 140.00	10.00	0.00	0.00	9 140.00	3 000.00	0.00	0.00	0.00	0.00	
Professional	Permanent	No	No	African	National	Permanent	0.00	0.00	7.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Professional	Permanent	No	No	African	National	Permanent	251 190.24	251 190.31	12.00	180 651.33	16 503.04	21 933.00	0.00	0.00	0.00	31 102.94	1 000.00	
Skilled Te	Permanent	No	No	African	National	Permanent	174 360.84	145 300.76	10.00	36 376.85	0.00	0.00	0.00	1 000.00	100 717.40	7 206.51	0.00	
Semi-Skil	Permanent	No	No	African	National	Permanent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Semi-Skil	Permanent	No	No	African	National	Permanent	85 302.84	71 085.70	10.00	51 192.30	0.00	19 893.40	0.00	0.00	0.00	0.00	0.00	
							645 421.92	489 716.77		278 220.48	16 503.04	50 966.40	3 000.00	1 000.00	100 717.40	38 309.45	1 000.00	489 716.77

3.1.5 Master Information (Pay Info) API

An enhancement has been made to the API to include the employees' SEZ code (Special Economic Zone) for ETI age determination and resulting eligibility purposes.

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
Employee Number	Exclude from Bonus Provision for GL Purposes	Exclude from Leave Provision for GL Purposes	Commission Earner	Travel Allowance Taxable Percentage	Company Car Taxable Percentage	Custom Value	Eligible for ETI	Months on scheme with previous Employer(s)	Take On ETI Months with current Employer	Take On ETI Remuneration with current Employer	Take On ETI Value with current Employer	Asylum Seeker	Special Economic Zone	Monthly Minimum			
														Optional			
														0 - N/A			
														1 - ZAR			
														2 - Coega			
														3 - Dube Trade Port			
														4 - East London			
														5 - Maluti-A-Phofung			
														6 - Saldanha Bay			
														7 - Richard Bay			

3.1.6 SIC Codes

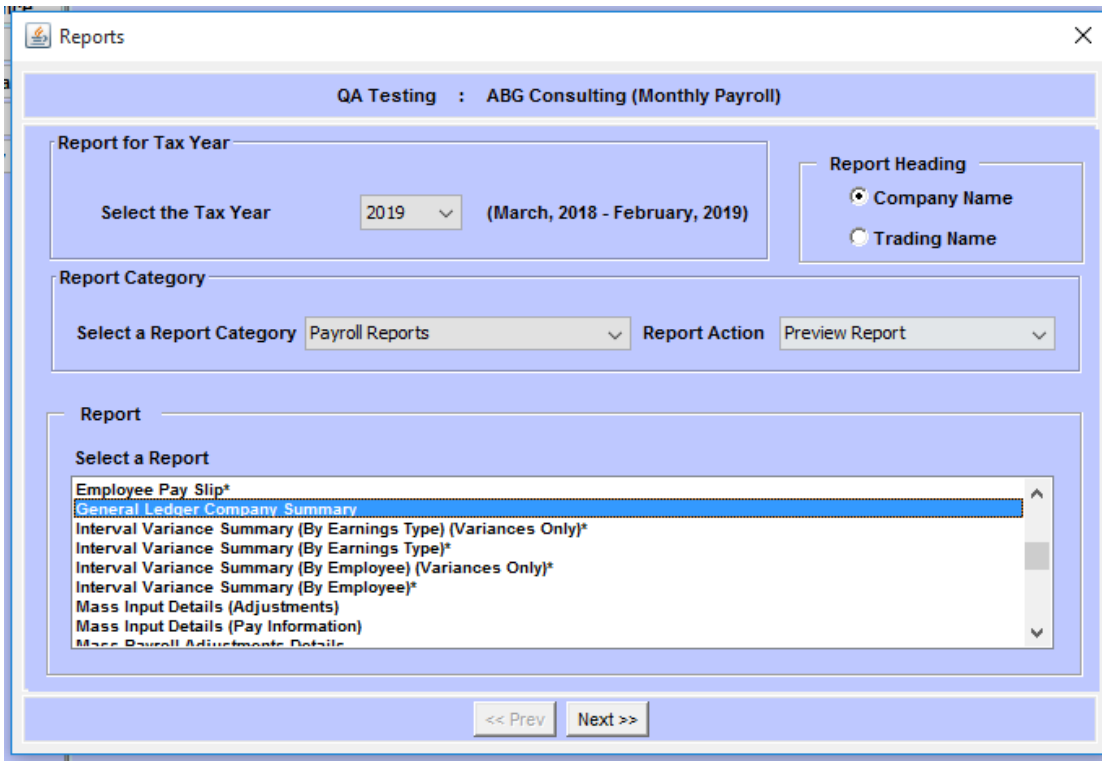
Should an employee work in any of the recently published SIC Codes, that employee will be excluded from ETI eligibility even though they meet the normal ETI criteria.

10 APPENDIX D: SIC7 CODES THAT DO NOT QUALIFY FOR ETI

- 84111 (General public administration at National Government level)
- 84112 (General public administration at Provincial Government level)
- 84113 (Regulation of the activities of providing health care, education, cultural services and other social services, excluding social security at National Government level)
- 84121 (Regulation of the activities of providing health care, education, cultural services and other social services, excluding social security at National Government level)
- 84122 (Regulation of the activities of providing health care, education, cultural services and other social services, excluding social security at Provincial Government level)
- 84123 (Regulation of the activities of providing health care, education, cultural services and other social services, excluding social security at Local Government level)
- 84131 (Regulation of and contribution to more efficient operation of businesses at National Government level)
- 84132 (Regulation of and contribution to more efficient operation of businesses at Provincial Government level)
- 84133 (Regulation of and contribution to more efficient operation of businesses at Local Government level)
- 84140 (Extra budgetary account n.e.c.)
- 84210 (Foreign affairs)
- 84220 (Defense activities)
- 84231 (Public order and safety activities at National Government level)
- 84232 (Public order and safety activities at Provincial Government level)
- 84233 (Public order and safety activities at Local Government level)
- 84300 (Compulsory social security activities)

3.1.7 Removal of General Ledger Company Summary report

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