

# Total HR Technology for Professionals

Anywhere, Anytime, Always Online

## NFE Release Notice

**22.03.01**

19 June 2020



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## 1. Introduction

<b>Release Number</b>	22.03.01
<b>Release Date</b>	19 June 2020
<b>Mandatory Release</b>	Yes
<b>Statutory Changes</b>	South Africa: Yes Other Tax Authorities: No
<b>Conversion of Data</b>	No
<b>Technical Enhancements</b>	No
<b>Important User Information</b>	Yes
<b>Minimum Version from which to upgrade</b>	21.08.00
<b>Import/Export Changes / New</b>	No
<b>Database Changes</b>	Yes
<b>ACB File</b>	No



## 2. Release Overview

### 1.1 Employment Tax Incentive Updates

Updates to the ETI calculations as specified in the 19 May 2020 DMTR Bill, replacing the 1 April 2020 DMTR bill

The value of the ETI calculated for April 2020 in April 2020 in terms of the 1 April DMTR Bill will differ from the value calculated for April 2020 in May 2020 in terms of the 19 May DMTR Bill, for the following reasons:

The 1 April DMTR bill proposed:

- a) An additional ETI incentive of R 500 effective 1 April 2020

The 19 May DMTR bill proposed:

- a) An additional ETI incentive of R 750 effective 1 April 2020
- b) The ETI remuneration must NOT be grossed up if there are less than 160 effective from 1 May 2020
- b) The 1 October 2013 employment date is not applicable for the periods 1 April 2020 to 31 July 2020

The ETI total for April that is recalculated in May according to the 19 May DMTR bill can be either more or less than the ETI total originally calculated for April 2020 according to the 1 April DMTR bill.



### 3. Enhancements

#### 3.1 Employment Tax Incentive Changes

3.1.1 ETI Recalculation Button

3.1.2 On Screen View of ETI Changes after Recalculation

3.1.3 Temporary bypass of the 1 October 2013 employment date condition when Disaster Management ETI is activated.

3.1.4 Additional Fields to the “Custom Employee Information Extended” Report to assist with ETI reconciliations

##### 3.1.1 ETI Recalculation Button

Updates to the ETI calculations as specified in the 19 May 2020 DMTR Bill, replacing the 1 April 2020 DMTR bill

The value of the ETI calculated for April 2020 in April 2020 in terms of the 1 April DMTR Bill will differ from the value calculated for April 2020 in May 2020 in terms of the 19 May DMTR Bill, for the following reasons:

The 1 April DMTR bill proposed:

- a) An additional ETI incentive of R 500 effective 1 April 2020

The 19 May DMTR bill proposed:

- a) An additional ETI incentive of R 750 effective 1 April 2020
- b) The ETI remuneration must NOT be grossed up if there are less than 160 effective from 1 May 2020
- b) The 1 October 2013 employment date is not applicable for the periods 1 April 2020 to 31 July 2020

The ETI total for April that is recalculated in May according to the 19 May DMTR bill can be either more or less than the ETI total originally calculated for April 2020 according to the 1 April DMTR bill.

Psiber has deployed a recalculation button on the Statutory screen, allowing the user to recalculate ETI for April 2020 and May 2020. This button will only be visible if Disaster Management Tax Incentive has been checked.

The calculation tables which are applied:



ETI LEGISLATION REQUIREMENTS: UP TO 31 MARCH 2020 and FROM 1 AUGUST 2020						
SECTION 6: QUALIFYING GROUPS			SECTION 7: ETI CALCULATION FORMULAS			
SEZ	EMPLOYEE AGE	EMPLOYEE DATE OF APPOINTMENT	FIRST 12 QUALIFYING MONTHS	SECOND 12 QUALIFYING MONTHS	AFTER 24 QUALIFYING MONTHS	
1	18 to 29	After 1 October 2013	S7(2) Formula	S7(3) Formula	N/A	
2	Yes	All Ages	After 1 October 2013	S7(2) Formula	S7(3) Formula	N/A

ETI LEGISLATION REQUIREMENTS: FROM 1 APRIL 2020 TO 31 JULY 20200						
SECTION 6: QUALIFYING GROUPS			SECTION 7: ETI CALCULATION FORMULAS			
SEZ	EMPLOYEE AGE	EMPLOYEE DATE OF APPOINTMENT	FIRST 12 QUALIFYING MONTHS	SECOND 12 QUALIFYING MONTHS	AFTER 24 QUALIFYING MONTHS	
3	Yes	All Ages	Before or After 1 Oct 2013	S7(2) Formula	S7(3) Formula	S7(3A) Formula
4		18 to 29	After 1 October 2013	S7(2) Formula	S7(3) Formula	S7(3A) Formula
5		18 to 29	Before 1 October 2013	S7(3A) Formula	N/A	N/A
6		30 to 65	Before or After 1 Oct 2013	S7(3A) Formula	N/A	N/A

SECTION	FORMULA DESCRIPTION	FORMULA DETAILS		
		R0,00 – R1 999.99	R2 000 – R4 499.99	R4 500 – R6 499.99
S7(2)	First twelve Qualifying Months	87.5% of monthly remuneration	R1 750	Formula: R1 750 - (87.5% x (monthly remuneration – R4 500))
S7(3)	Second twelve Qualifying Months	62.5% of monthly remuneration	R1 250	Formula: R1 250 - (62.5% x (monthly remuneration – R4 500))
S7(3A)	Extended Age Groups	37.5% of monthly remuneration	R750	Formula: R750 - (37.5% x (monthly remuneration – R4 500))

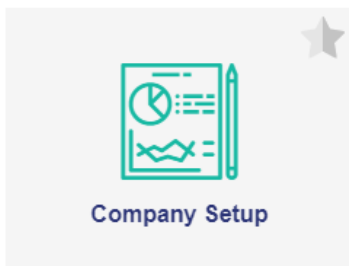
*Note: See below steps*

Disaster Management Tax Relief ETI has be enabled for the recalculation button to become visible.  
You may check if it has been enabled here:

1. Select “Company Setup & Maintenance”



2. Select “Company Setup”

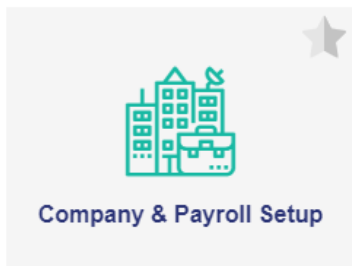


3. Select “Company & Payroll Info”





4. Select “Company and Payroll Setup”



5. Select “Statutory Information” and the relevant Payroll

Home > Company Setup & Maintenance > Company Setup > Company & Payroll Info > Company & Payroll Setup

**Company & Payroll Information / Company & Payroll Setup**

Payroll Setup   **Statutory Information**   Bank Branch   Company Details

**Statutory Details**

Payroll Name	Enable ETI	Disaster Management Tax Relief ETI	Special Economic Zone
ZZ Config Test ZZ	Yes	Yes	Not Applicable
Wage Regulating Measure	Monthly Minimum Wage	Weekly Minimum Wage	Hourly Minimum Wage

If Disaster Management Tax Relief ETI has been enabled, then the DMT Recalc ETI button below will become visible. Click this button if you would need Psiber to recalculate your ETI for April and March 2020.



**Statutory Details**

Payroll Name: Signland (Pty) Ltd

Enable ETI: Yes

Disaster Management Tax Relief ETI: Yes

Special Economic Zone: Not Applicable

Wage Regulating Measure: Yes

Monthly Minimum Wage: 2,000.00

Weekly Minimum Wage: 2,000.00

Hourly Minimum Wage: 47.06

COIDA Employer Contribution: 0.00

COIDA Effective Date: 01/03/2016

Include Overtime: No

Reimbursive Rate: 3.98

Payroll Reimbursive Rate: 0.00

Loans Calculation Type: Actual days in month

Sector Min. Wage per Month: 3,598.95

TERS Preferred Payment Medium: Pay to Employer

Bargaining Council Account: [Empty]

Disaster Management Tax Relief SDL: Yes

**DMT Recale ETI**

**Reset Employees Minimum Wage**

**Success** Eti has recalculated.

### 3.1.2 On screen view of recalculation results

After the user has selected to recalculate ETI as above in 3.1.1, ETI company claims and the recalculation results may be viewed on screen:

*Note: See below steps*

Select “Company Setup & Maintenance”

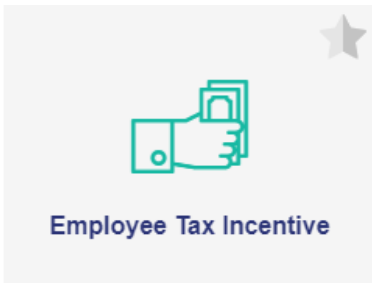
COMPANY SETUP & MAINTENANCE



For the setup of your company specific rules and regulations as well as all legislative settings and parameters.

View

Select “Employer Tax Incentive”



Select “ETI Company Claims”



The below screen with ETI values will appear:

Home > Company Setup & Maintenance > Employee Tax Incentive > ETI Company Claims \* These are mandatory fields

**ETI Company Claims**

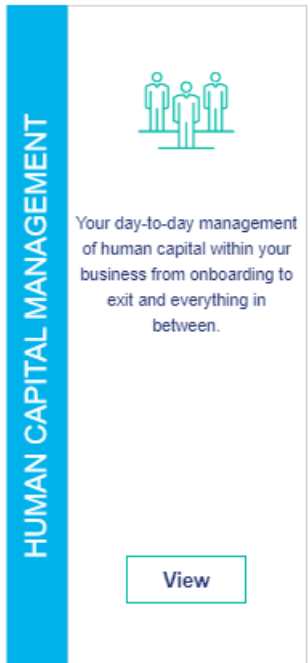
Tax Year: 2021 Month: <All> PAYE Number: <All>

[Check ETI vs PAYE](#) [Reverse Adjustment](#)

Payroll	Tax Year	Month	Status	Take On		BF Value		Current Value		Total ETI Available		Diff		Diff Claimed in current month		Adj Value		Adj EE Value		CF Value		Is Eligible	Is Capped
				Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max		
Signland (...)	2021	March	Accepted	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Yes	Yes
Signland (...)	2021	April	Accepted	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Yes	No
Signland (...)	2021	May	Processed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Yes	No
Signland (...)	2021	March	Accepted	0.00	0.00	1,197.26	0.00	1,197.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Yes	Yes
Signland (...)	2021	April	Accepted	0.00	0.00	3,318.12	0.00	3,318.12	3,318.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-3,318.12	0.00	Yes	No
Signland (...)	2021	May	Processed	0.00	0.00	-3,318.12	0.00	-3,318.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Yes	No
Signland (...)	2021	June	Processed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Yes	No
Signland (...)	2021	July	Processed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Yes	No
<b>Total</b>				0.00	0.00	-3,318.12	0.00	5,016.37	1,597.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-3,318.12	0.00		

Note: The recalculation results may also be viewed on employee level:

1. Select “Human Capital Management”



2. Select "Payroll Management"



3. Select "Employee Pay Info"



4. Select the "ETI Details" Tab and view the employee's ETI History:



Home > Human Capital Management > Payroll Management > Employee Pay Info \* These are mandatory fields.

**Employee Information / Employee Pay Information** Switch to Employee Package

Pay & Statutory Information | PAYE Taxation Method | Employee Profiles | **ETI Details**

Eligible For ETI  Asylum Seeker

Employment Date: 01/11/2019 Special Economic Zone: Not Applicable Monthly Min Wage: 2,000.00

**ETI History**

ETI Months With Previous Employer: 0 ETI Months With Previous System: 0 ETI Take on Month With Current Employer: 0 Take-On Remuneration With Current employer: 0.00

Take-On value With Current Employer: 0.00 Re-Generate ETI History

**Employee ETI History Claims**

Tax Year	Month	ETI Month	Hours Worked	MTD Earnings	MTD Value ETI(System)	MTD Value ETI(User)	Diff ETI Recalc	Status	Take-On Month	Monthly Minimum Wage
	Take On	0	42.50	0.00	0.00	0.00	0.00	Claimed		2,000.00
2021	April	1	83.75	3,199.99	597.85	444.50	-153.15	Claimed	April	2,000.00
2021	May	1	0.00	0.00	0.00	0.00	0.00	Unclaimed		2,000.00
2021	June	1	0.00	0.00	0.00	0.00	0.00	Unclaimed		2,000.00
2021	July	1	0.00	0.00	0.00	0.00	0.00	Unclaimed		2,000.00


### 3.1.3 Temporary bypass of the 1 October 2013 employment ETI condition when Disaster Management Tax ETI is enabled

The 19 May DMTR bill allows for the 1 October 2013 employment date to be bypassed for the periods April, May, June and July. If Disaster Management Tax Relief ETI is enabled, then Psiber will apply this bypass to include qualifying employees who would have been excluded if they were employed prior to 1 October 2013.

*Note: See below steps*

1. Select “Human Capital Management”


**HUMAN CAPITAL MANAGEMENT**



Your day-to-day management of human capital within your business from onboarding to exit and everything in between.


[View](#)

2. Select “Payroll Management”



**Payroll Management**

3. Select “Employee Pay Info”



**Employee Pay Info**

4. Select “Eligible for ETI” on the employee’s ETI Details Tab



Home > Human Capital Management > Payroll Management > Employee Pay Info

**Employee Information / Employee Pay Information**

Pay & Statutory Information    PAYE Taxation Method    Employee Profiles    **ETI Details**

Eligible For ETI

Asylum Seeker

**ETI Validations**

Please see if the selected employee meets the requirements per the ETI parameters defined

Rule	Parameter Pass/F...	Block Or Bypass Statut...	Statutory Pass/F
Age between 18-29 (Disaster Management Tax Relief)	Pass	Block	Pass
Has a valid South African ID, Asylum Seeker permit or an ID issued in terms of the Refugee Act	Pass	Block	Pass
Paid minimum wage per sector	Pass	Block	Pass
Employed after 01 October 2013 (Disaster Management Tax Relief)	Pass	Block	Pass
160 Hours Check			Pass
Please also note that the employee will not qualify if any of the below conditions are true :			
<input type="button" value="OK"/> <input type="button" value="Print"/> <input type="button" value="Cancel"/>			

**3.1.3 Additional fields have been added to the Custom Employee Information Extended Report to assist when reconciling ETI**

Additional ETI fields have been added for the user to select when running the Custom Employee Extended report to assist with ETI reconciliations:

*Note: See below steps*



1. Select "Reports"

REPORTS



Monthly, quarterly and annual reporting on all your human capital requirements including legislation and financial reporting.

View

2. Select "Custom Employee Information (Extended) report"

Choose your Report

<input checked="" type="checkbox"/> All	<input type="checkbox"/> ( Favourites )	<input type="checkbox"/> Audit & Notification	<input type="checkbox"/> Company & Organization
<input type="checkbox"/> Customisable & Templates	<input type="checkbox"/> Employee Maintenance	<input type="checkbox"/> Employee Relations	<input type="checkbox"/> Extracts
<input type="checkbox"/> Forms & Attachments	<input type="checkbox"/> Funds	<input type="checkbox"/> Headcount & Employment	<input type="checkbox"/> Leave
<input type="checkbox"/> Loans, Savings & Garnishees	<input type="checkbox"/> Management & Statistics	<input type="checkbox"/> Misconducts & Grievances	<input type="checkbox"/> myReports
<input type="checkbox"/> Payroll	<input type="checkbox"/> Performance Management	<input type="checkbox"/> Statutory	<input type="checkbox"/> Training

Favourite ▾	Name
	custom employee information ( <span style="float: right;">🔍</span>
★	Custom Employee Information (Extended)

3. Make selections to applicable screens to follow and generate the report:



Select fields

Search: ETI Filter by Group: [dropdown]

Buttons: Add to Selected Fields, Deselect All

Field	Value Type
<input type="checkbox"/> Desc	
<input type="checkbox"/> (Reporting Code) Retirement Annuity Contr.	
<input type="checkbox"/> Annuar Retirement Annuity	
<input type="checkbox"/> ETI - Asylum Reference	
<input type="checkbox"/> ETI - Asylum Seeker	
<input checked="" type="checkbox"/> ETI - Diff Recalc	
<input type="checkbox"/> ETI - Eligible	
<input type="checkbox"/> ETI - Employment Date	
<input type="checkbox"/> ETI - Minimum Wage	
<input type="checkbox"/> ETI - Months with Previous Employer	
<input checked="" type="checkbox"/> ETI - MTD Value(User)	
<input type="checkbox"/> ETI - Remuneration	
<input type="checkbox"/> ETI - Take On Months	
<input type="checkbox"/> ETI - Take On Remuneration	





**END OF DOCUMENT**

