PSIber
People Management Systems

Release Notice

22.02.00

07 May 2020

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PSIber
People Management Systems

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1. Introduction

Release Number	22.02.00
Release Date	07 May 2020
Mandatory Release	Yes
Statutory Changes	South Africa: Yes Other Tax Authorities: No
Conversion of Data	No
Technical Enhancements	No
Important User Information	Yes
Minimum Version from which to upgrade	21.08.00
Import/Export Changes / New	Yes
Database Changes	Yes
ACB File	No

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2. Release Overview

2.1 Employee Sub Status “Import & Export”

An enhancement has been made to allow the import of Employee Sub Statuses by means of a csv or xlsx file format.

2.2 Mass Leave Validation

An enhancement has been made in Leave Management / Global & Mass Leave Capture to “Validate Records” for any errors or conflicting records.

2.3 Additional permissions available for “Training, Education, Skills & Experience” Imports and Exports

An enhancement has been made to allow for additional “Security / User Access” selections regarding Import & Export Facility for all “Training, Education, Skills & Experience” imports and exports.

2.4 User Access Setup by Department

An enhancement has been made to the Employee Group Setup where the User Access Setup can be done by Department.

2.5 Deduct Tax Functionality in “Other & Retirement Funds” for Non South-African Tax Authorities

An enhancement has been made with a “Deduct From Tax” option when selecting a User Field in “Other & Retirement Funds” for Non-RSA tax authorities.

2.6 Increase of ETI value as per COVID-19 Revised Draft Tax Bills published 1 May 2020

The additional ETI value will increase from R500 to R750 for all age groups.

2.7 SDL Payment Holiday as per COVID-19 Revised Draft Tax Bills published 1 May 2020

From 1 May 2020 there will be a four-month holiday for skills development levy contributions (1% of total salaries).

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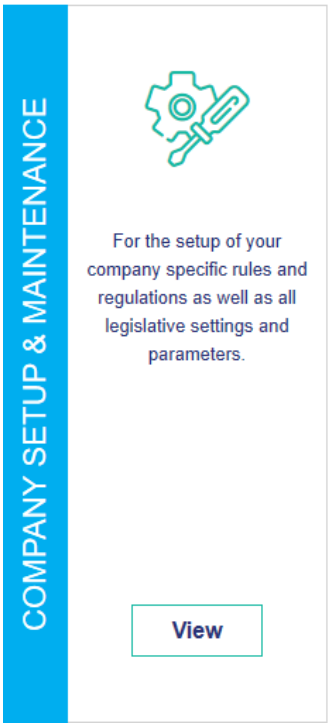
3. Enhancements

3.1 Employee Sub Status "Import & Export"

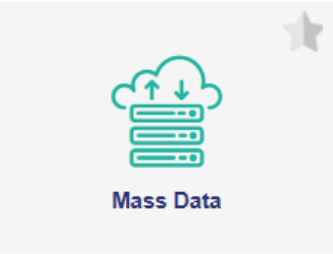
An enhancement has been made to allow the import of Employee Sub Statuses by means of a csv or xlsx file format.

See below for notes:

1. Select "Company Setup & Maintenance"



2. Select "Mass Data"



3. Select "Import & Export"

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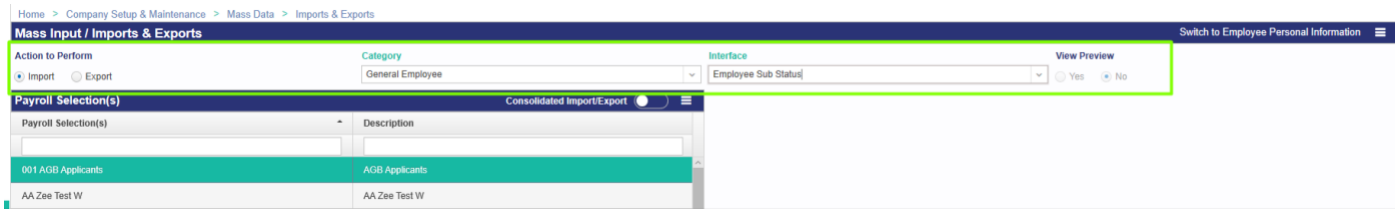
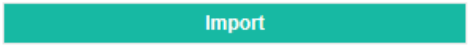
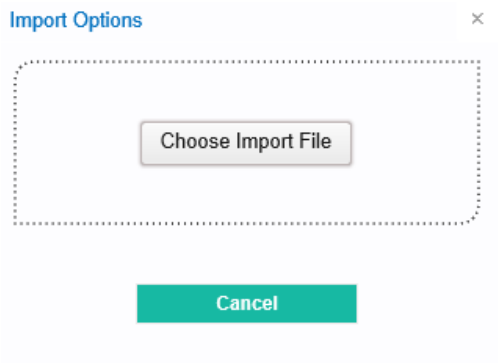
4. Select “Import”, “General Employee” and “Employee Sub Status”



5. Select “Import”



6. Select the file you would like to Import



3.2 Mass Leave Validation

An enhancement has been made in Leave Management / Global & Mass Leave Capture to “Validate Records” for any errors or conflicting records.

See below for notes:

1. Select “Human Capital Management”

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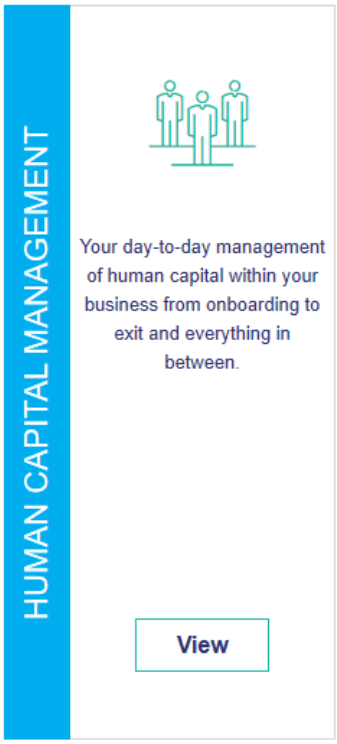

2. Select “Leave Management”

3. Select “Global & Mass Leave Capture”

4. Select “By Manual Capture”

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5. Select “Validate Record”

3.3 Additional permissions available for “Training, Education, Skills & Experience” Imports and Exports

An enhancement has been made to allow for additional “Security / User Access” selections regarding Import & Export Facility for all “Training, Education, Skills & Experience” imports and exports.

See below for notes:

1. Select “Company Setup & Maintenance”

2. Select “Company Setup”

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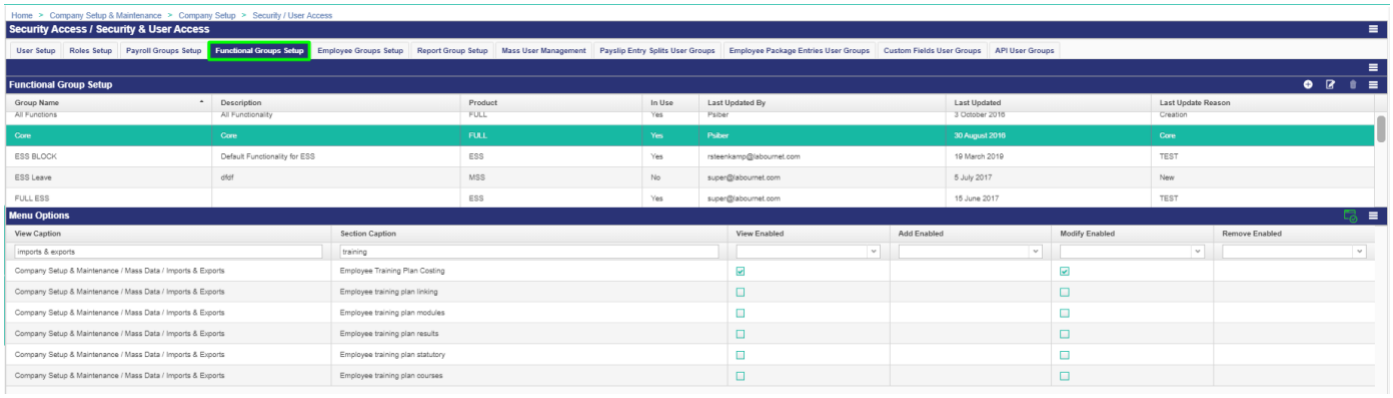
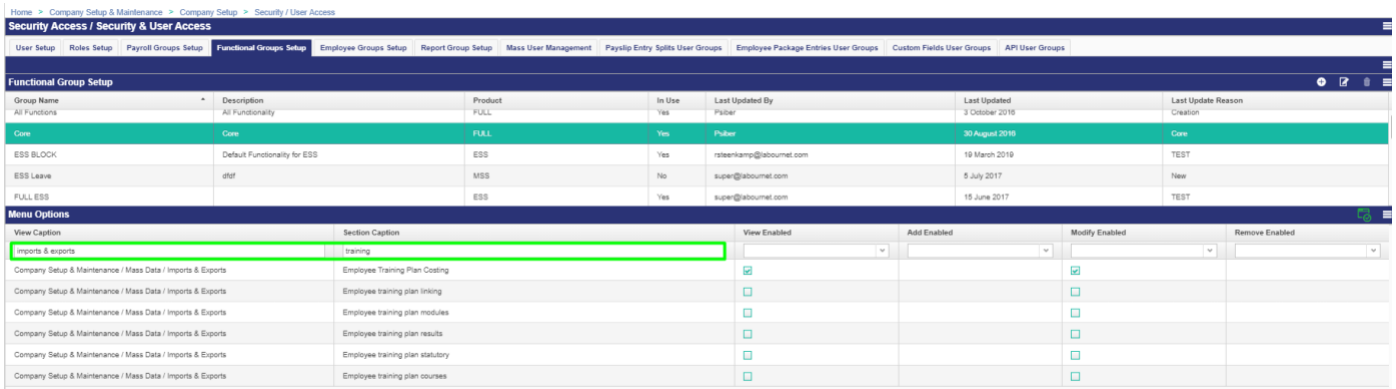
3. Select “Security / User Access”

4. Select “Functional Group Setup”



5. Select applicable user access in “Menu Options”



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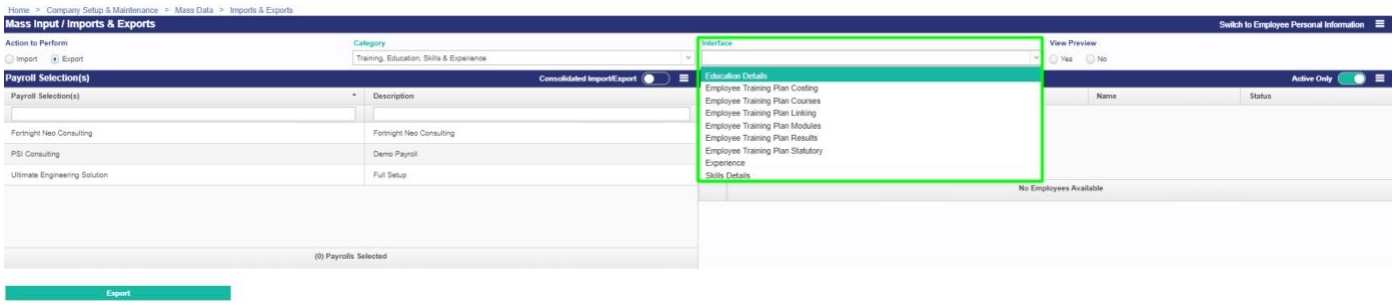
6. Depending on the User Access setup the following interfaces will be available in the “Mass Input / Import & Export” Screen



3.4 User Access Setup by Department

An enhancement has been made to the “Employee Group Setup” where the User Access Setup can be done by Department.

See below for notes:

1. Select “Company Setup & Maintenance”

2. Select “Company Setup”

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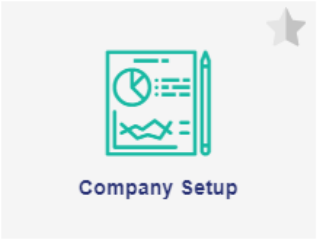
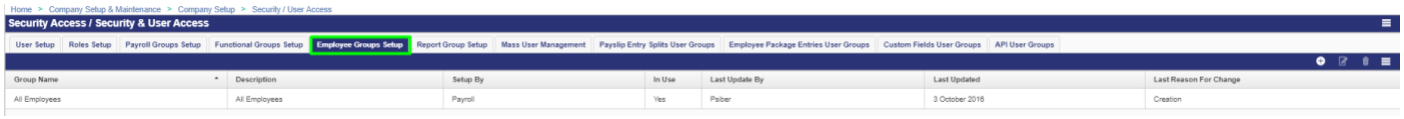
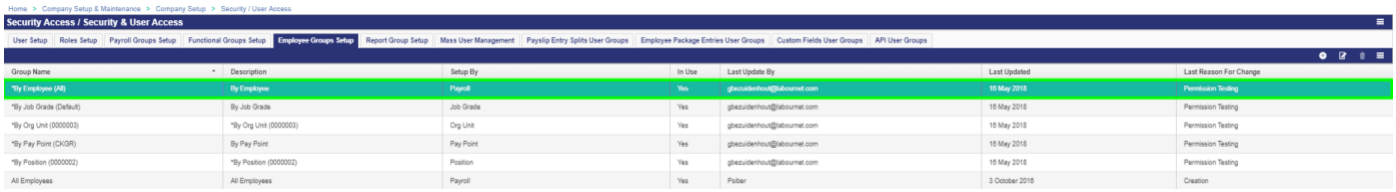


3. Select “Security / User Access”

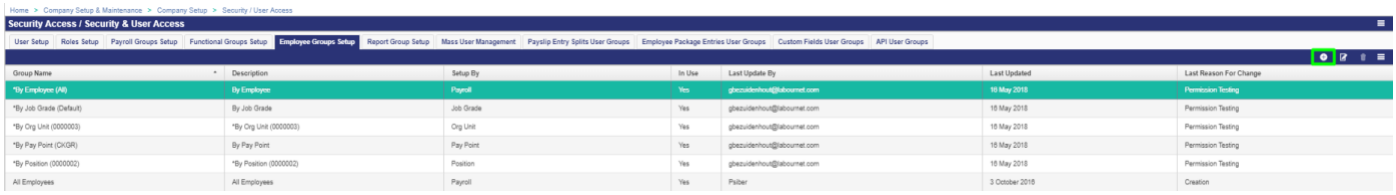
4. Select “Employee Group Setup”



5. Select “Group Name”



6. Select “Add”



7. Select Setup By “Department (Reporting Code)”

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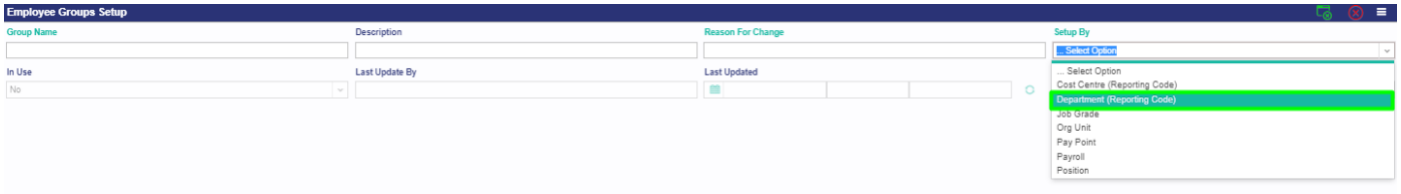

Please note: This functionality will only be available once "Reporting Codes" has been correctly set up.

3.5 Deduct Tax Functionality in "Other & Retirement Funds" for Non South-African Tax Authorities

An enhancement has been made with a "Deduct From Tax" option when selecting a User Field in "Other & Retirement Funds" for Non-RSA tax authorities.

See below for notes:

1. Select "Company Setup & Maintenance"

2. Select "Payroll Setup"

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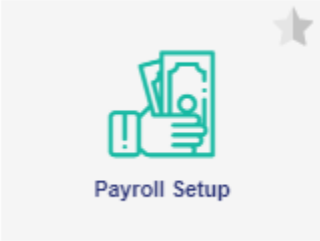
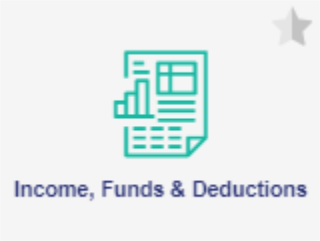
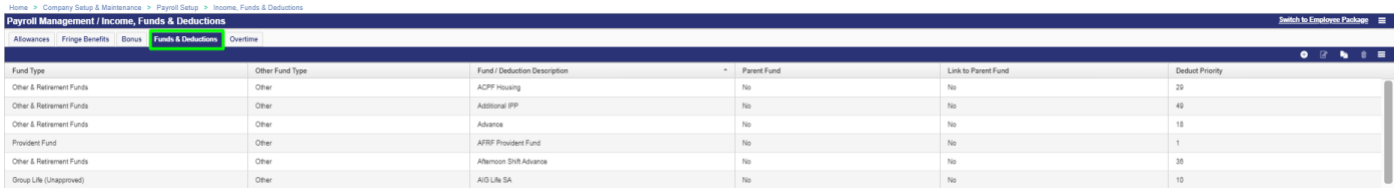


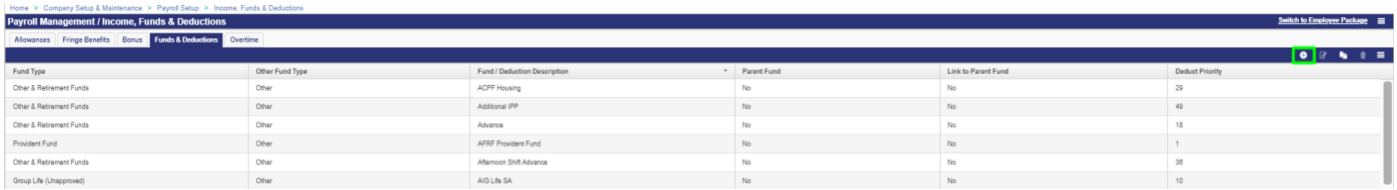
3. Select “Income, Funds & Deductions”



4. Select “Funds & Deductions”



5. Select “Add”



6. Select Fund Type as “Other & Retirement Funds” and Other Fund Type as “Other”

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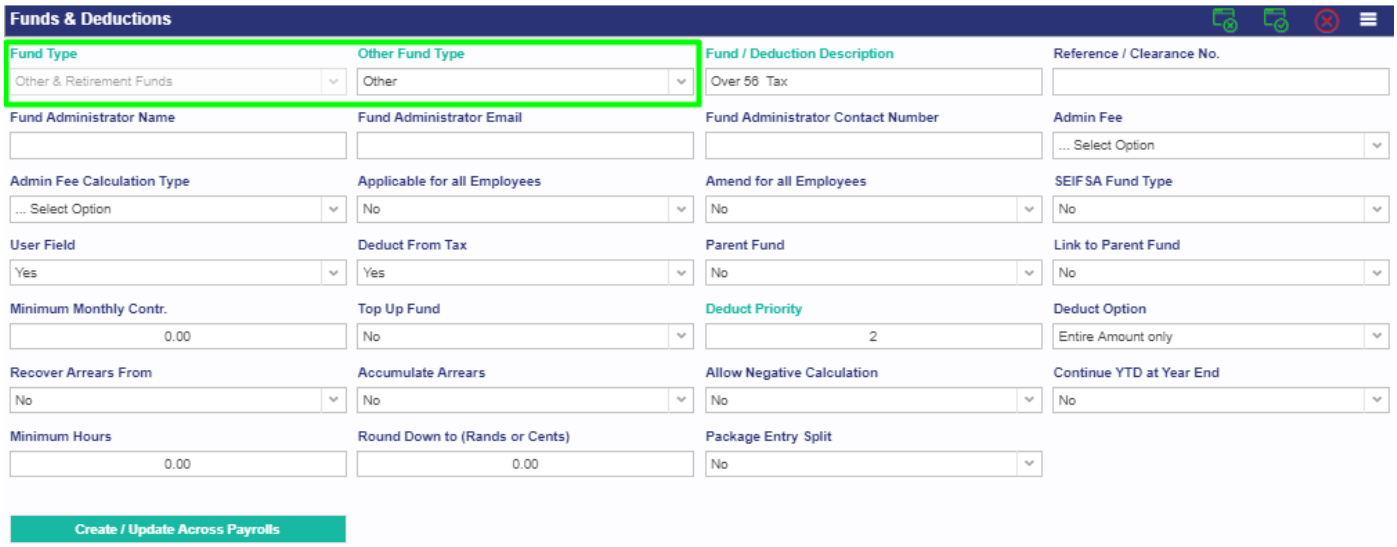
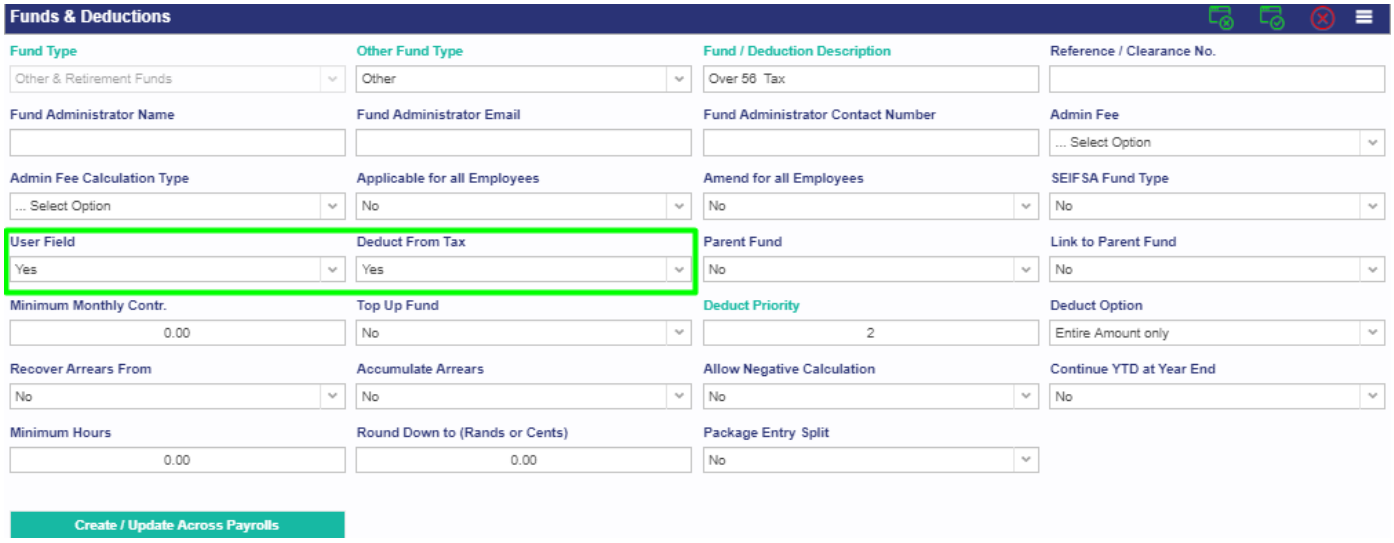


7. Select “User Field” “Yes” and “Deduct From Tax” “Yes”



3.6 Increase of ETI value as per COVID-19 Revised Draft Tax Bills published 1 May 2020

The additional ETI value will increase from R500 to R750 for all age groups.

See below Formulas:

Employees who are in the first qualifying cycle of ETI.

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Monthly Remuneration	Determination	Monthly Calculated ETI Amount
R0 – R1999	(50% x monthly remuneration) + R750	R750 – R1749.50
R2000 - R4499	Fixed at R1750	R1750
R4500 – R6499	Formula: X = A - (B x (C - D)) X = monthly calculated amount A = R1750 B = 0,875 C = Monthly Remuneration D = R4500	R 1750 – 0.875
R6500 and more	Nil	R0.00

Employees who are in the second qualifying cycle for ETI

Monthly Remuneration	Determination	Monthly Calculated ETI Amount
R0 – R1999	(25% x monthly remuneration) + R750	R 750 – R1249.75
R2000 - R4499	Fixed at R 1250	R1250
R4500 – R6499	Formula: X = A - (B x (C - D)) X = monthly calculated amount A = R1250 B = 0,625 C = Monthly Remuneration D = R4500	R1250 – 0.625
R6500 and more	Nil	R0.00

Employees for who you have exhausted ETI claims according to the existing rules of a 24-month qualifying cycle, provided the employee is between the age of 18 and 29 (inclusive) and is still in your employment, and;

Employees who are between the age of 30 and 65 (inclusive), provided they meet the salary bands and other qualifying criteria, you can claim:

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Monthly Remuneration	Determination	Monthly Calculated ETI Amount
R0 - R4499	Fixed at R 750	R 750
R4500 – R6499	Formula: X = A - (B x (C - D)) X = monthly calculated amount A = R750 B = 0,375 C = Monthly Remuneration D = R4500	R750 – 0.375
R6500 and more	Nil	R0.00

3.7 SDL Payment Holiday as per COVID-19 Revised Draft Tax Bills published 1 May 2020

From 1 May 2020 there will be a four-month holiday for skills development levy contributions (1% of total salaries).

Note: To activate the "Disaster Tax relief Measures SDL", See the below steps

1. Select "Company Setup & Maintenance"

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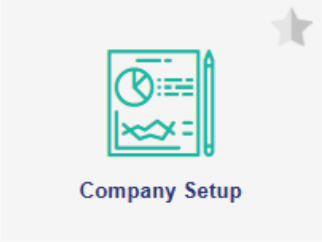
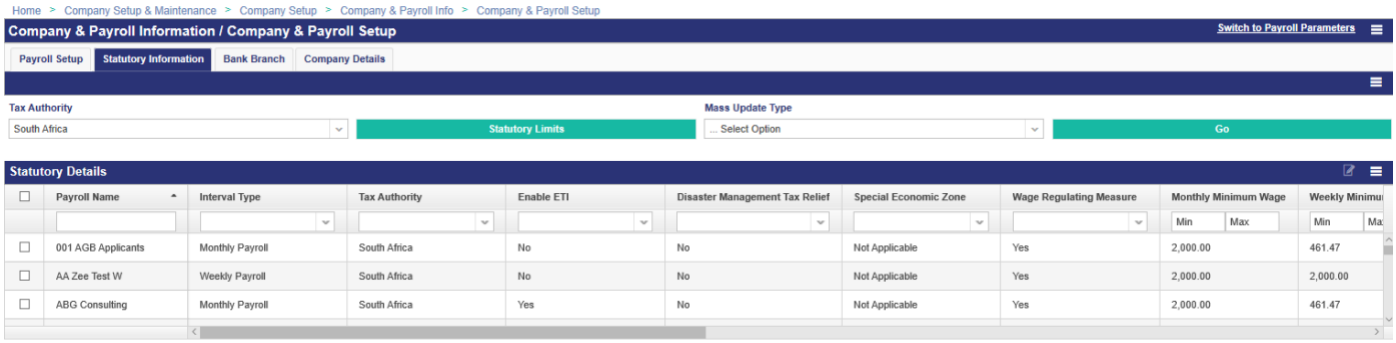
2. Select “Company Setup”



3. Select “Company & Payroll Info”

4. Select “Company & Payroll Setup”

5. Select “Statutory Information” and select the to edit the relevant Entity



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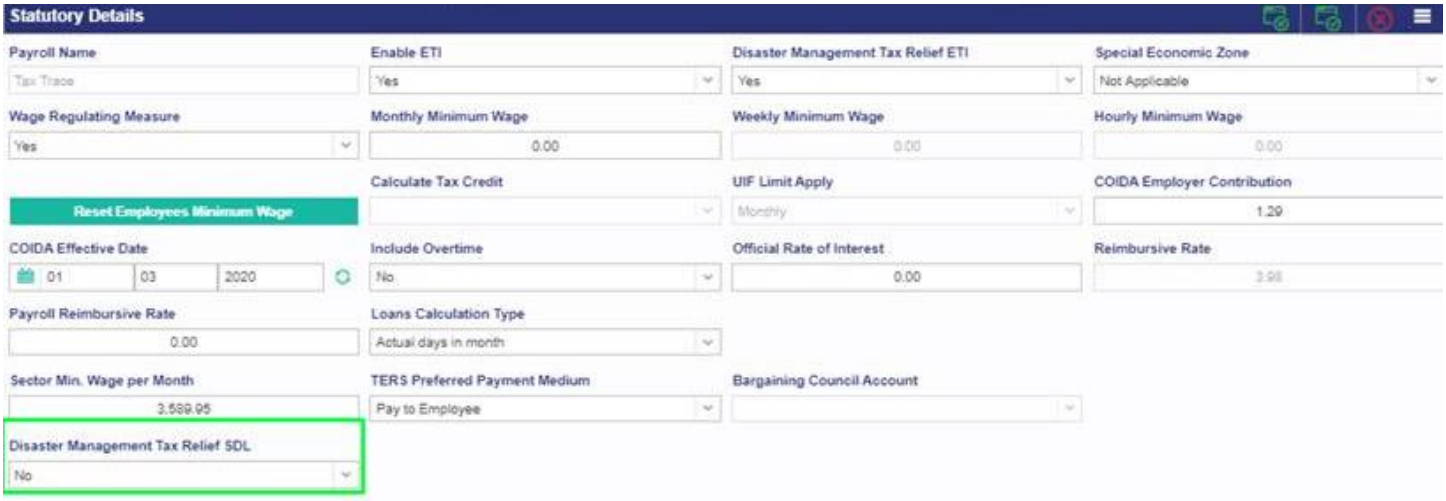
6. Change the “Disaster Management Tax Relief SDL” Parameter to “Yes”



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