

Total HR Technology for Professionals

Anywhere, Anytime, Always Online

Release Notice

22.04.00

9 July 2020



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1. Introduction

Release Number	22.04.00
Release Date	09 July 2020
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	21.08.00
Import/Export Changes / New	Yes
Database Changes	Yes
ACB File	No



2. Release Overview

2.1 Tax Tables Update: Tanzania

Tanzania's most recent gazetted tax tables have been updated.

2.2 Tax Tables Update: Egypt

Egypt's most recent gazetted tax tables have been updated.

2.3 Lesotho: Dispatch of PAYE Adjusted Return Form for FDS Implementation (Export File)

The PAYE Adjusted Return Form for FDS Implementation has been added to exports. A profile to map values to the export has also been added.

2.4 Take on Screen Validation when an inactive job Grade/Title is selected

A validation on the take on screen has been added for when a user add a new employee and selects an inactive Job Grade or Job Title.

2.5 Bank/Branch Codes – remove multiple bank branch codes

An enhancement has been made to allow the user to remove multiple bank/branch codes from the Bank Branch (Company & Payroll Info) screen.



3. Enhancements

3.1 Tax Tables Update: Tanzania

The 2020/2021 Budget Statement was delivered by the Minister of Finance and Economic Planning, Hon. Dr. Philip Mpango, on 11 June 2020. Tanzania's most recent gazetted tax tables have been updated.

Note: See the below

Total Annual Income (TSZ)	Tax Rate
0 – 3,240,000	0%
3,240,001 – 6,240,000	9% of the amount in excess of 3,240,000
6,240,001 – 9,120,000	TSZ 270,000 plus 20% of the amount in excess of TSZ 6,240,000
9,120,001 – 12,000,000	TSZ 846,000 plus 25% of the amount in excess of TSZ 9,120,000
Above 12,000,000	TSZ 1,566,200 plus 30% of the amount in excess of TSZ 12,000,000



3.2 Tax Tables Update: Egypt

On 7 May 2020 the Egyptian Government issued Law no. 26 of 2020, amending certain provisions and an update on the the Income Tax Tables.

Note: See the below

Tax rates, effective 1 July 2020

Brackets	Annual Payroll Taxable Income	Rate
First Bracket	Up to EGP 15,000	Exempt
Second Bracket	EGP 15,001 up to EGP 30,000	2.5%
Third Bracket	EGP 30,001 up to EGP 45,000	10%
Fourth Bracket	EGP 45,001 up to EGP 60,000	15%
Fifth Bracket	EGP 60,001 up to EGP 200,000	20%
Sixth Bracket	EGP 200,001 up to 400,000	22.5%
Seventh Bracket	More than EGP 400,000	25%

Personal Reliefs, effective 1 July 2020

The annual personal exemption increased from EGP7,000 to EGP9,000. All employees are entitled to an annual personal relief of EGP 9,000. The personal relief of EGP 9,000 is calculated on a prorated basis.

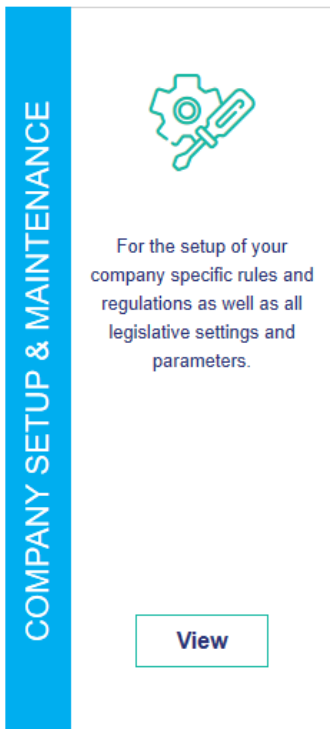


3.3 Lesotho: Dispatch of PAYE Adjusted Return Form for FDS Implementation (Export File)

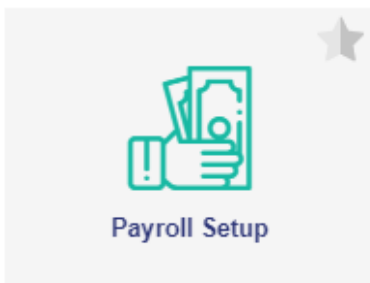
The Lesotho PAYE FDS form has been added to Psiber’s export utility. A Profile to map values in Psiber to the required field on the form has also been added.

See below instructions on how to view and edit the Lesotho profile:

1. Select “Company Setup & Maintenance”

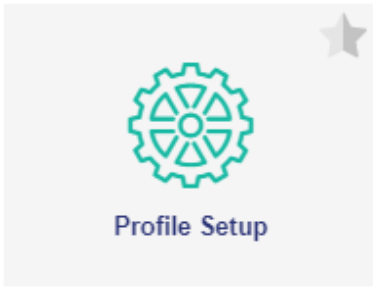


2. Select “Payroll Setup”



3. Select “Profile Setup”





4. Select/Add the Lesotho FDS monthly PAYE Return. This Profile may be edited.

Profile Setup						
Profile Type	Profile Name		Profile Setup Type			
Lesotho FDS Monthly PAYE Return	Lesotho FDS Monthly PAYE Return		Income Type			
<input checked="" type="checkbox"/> Default Profile for Type						
Income Type	Actual	Theoretical	% Value	% Taxable	Max	Fixed
ALLOWANCES	<input type="checkbox"/>	<input type="checkbox"/>				
Adjustment/Back pay (Other - Taxable Allowance)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00	2.00	0.00	0.00
Awards (Other - Taxable Allowance)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00	2.00	0.00	0.00
Car / Travel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00	2.00	0.00	0.00
Maternity Package (Other - Taxable Allowance)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00	2.00	0.00	0.00
Reimbursive Travel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00	2.00	0.00	0.00
Taxable 80 (Other - Taxable Allowance)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00	2.00	0.00	0.00

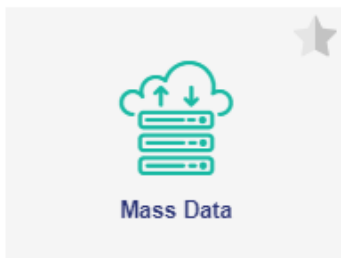


See below instructions on how to export the Lesotho FDS PAYE Return:

1. Select “Company Setup & Maintenance”



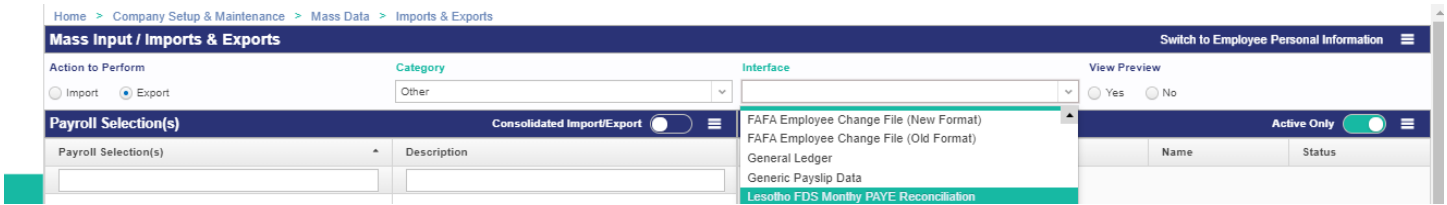
2. Select “Mass Data”



3. Select “Imports & Exports”



4. Select from Imports & Exports, “Export”, “Other” and “Lesotho FDS Monthly PAYE Reconciliation”

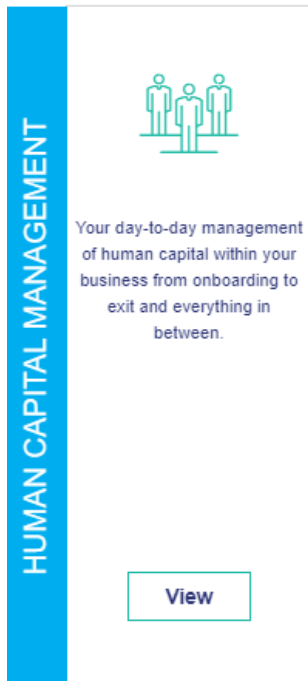


3.4 Take on Screen Validation when an inactive job Grade/Title is selected

An error message will display when a new employee is added and the user attempts to link the employee to an inactive Job Grade or Job Title.

See example below:

1. Select “Human Capital Management”

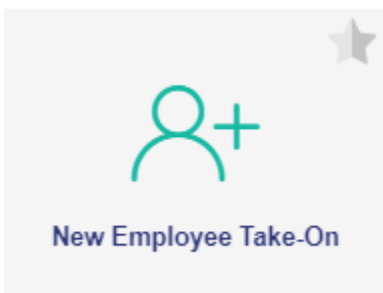


2. Select “Employee Maintenance”





3. Select “New Employee Take-On”



The below screen will appear and the user will capture the new employee’s details:

Engage, Terminate & Transfer / New Employee Take-On

Personal Information

Capture View

Basic Advanced

General Attachments

Personal Information

Nature of Employee	Employee Number	Last Employee Number	
Corporations	EBU01	10054	
Income Tax Number	Name		
3150102523	Ebusang CC		

Employment Details

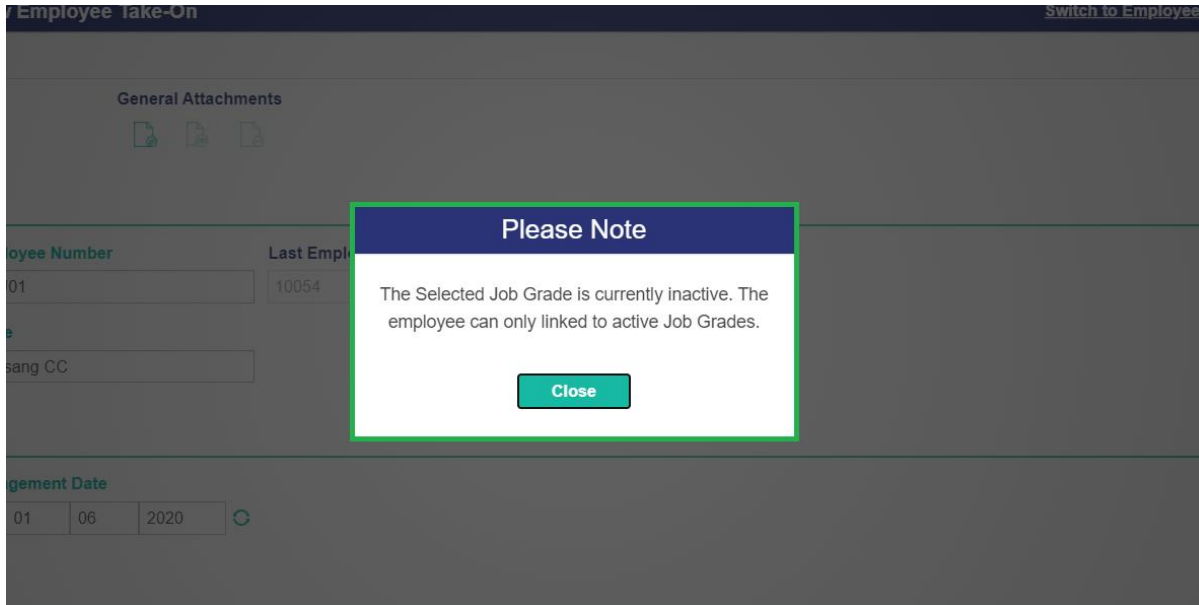
Employment Date	Engagement Date
01 / 06 / 2020	01 / 06 / 2020

Organisation Details

Add Job Grade	Job Grade	Job Title	Employment Type	Alternate Grade
	Business Analyst (Inactive)	Intermediate BA	Permanent	

In the event that the user attempts to link the employee to an inactive Job Grade, as above, the below message will appear:





3.5 Bank/Branch Codes “Remove All” Button


An enhancement has been made to allow the user to remove multiple bank/branch codes from the Bank Branch (Company & Payroll Info) screen

Note: See below

1. Select “Company Setup & Maintenance”



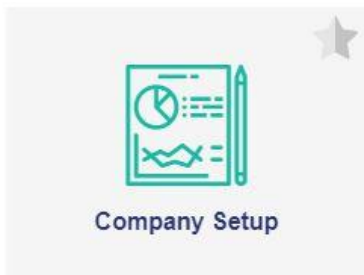
COMPANY SETUP & MAINTENANCE



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

[View](#)

2. Select “Company Setup”



3. Select “Company & Payroll Info”



4. Select “Company & Payroll Setup”





- Bank branch codes set up on the company and payroll setup screen, the tick selection on the left allows for mass selection of records

The screenshot shows the 'Company & Payroll Setup' interface. At the top, there are dropdown menus for 'Company' (A001: QA Consulting) and 'Payroll' (ASB 1 Consulting (Monthl...)). Below this is a navigation breadcrumb: Home > Company Setup & Maintenance > Company Setup > Company & Payroll Info > Company & Payroll Setup. The main section is titled 'Company & Payroll Information / Company & Payroll Setup' and includes tabs for 'Payroll Setup', 'Statutory Information', 'Bank Branch', and 'Company Details'. The 'Bank Branch' tab is active, showing a table of bank branches. The table has columns for 'Bank', 'Branch Code', 'Branch Name', 'Address Line 2', 'Address Line 3', 'Address Line 4', 'Employees Linked', and 'Third Parties Linked'. The 'Employees Linked' column has sub-columns for 'Min' and 'Max'. Three rows are visible, each with a checked checkbox in the 'Bank' column. The first row is 'ZZZ Bank E' with branch code '320050' and '1' employee linked. The second row is 'ZZZ Bank Un 1' with branch code '100203' and '0' employees linked. The third row is 'ZZZ bank Un 2' with branch code '300251' and '0' employees linked. A green box highlights the 'Employees Linked' columns for the first row.

Bank	Branch Code	Branch Name	Address Line 2	Address Line 3	Address Line 4	Employees Linked		Third Parties Linked	
						Min	Max	Min	Max
<input checked="" type="checkbox"/>	ZZZ Bank E	320050	ZZZ Bank			1	0	0	0
<input checked="" type="checkbox"/>	ZZZ Bank Un 1	100203	ZZZ Bank			0	0	0	0
<input checked="" type="checkbox"/>	ZZZ bank Un 2	300251	ZZZ Bank			0	0	0	0

The below message will appear when the bank branch code which the user is attempting to delete, is linked to an active employee:

Please Note

Unable to delete 320050, ZZZ Bank E, ZZZ Bank, branch is currently linked to employees

Close