



## Danish Payroll: Infotypes



**ATP Pension and Barselsfond (Infotype 0075)** : This infotype stores all the information needed to calculate ATP (wage earners' supplementary pension) of an employee. Every wage earner between 16 and 66 is covered by ATP. Both the employee as well as the employer has to contribute to ATP. The supplementary pension will be paid out when the employee is 67 years old.

The amount paid out is depending on how many years the employee has contributed to ATP.

### **Company Car Infotype (0442)**

**Fiscal Data Infotype (0072)**: This infotype stores an employee's tax details.

### **Garnishment (Infotype 0200)**

### **Private Pension Infotype (0073)**

**Statistics Infotype (0204)**: The information stored in this infotype, is used when reporting statistical data to DA (Danish Employer Association), DS (Statistics Denmark) and FA (Finanssektorens Arbejdsgiverforening).

### **Vacation Savings (Infotype 0074)**



## Danish Payroll: Net Pay



**Tax:** The Tax component holds all the numbers and information used when calculating the employee's tax. The tax calculation itself is handled by the third party, PBS. Based on the data entered in the *Fiscal Data* Infotype (0072), PBS calculates the amount to be paid. The amount is then transferred to the tax authorities, "Told & Skat".

**Supplementary Benefit ("supplerende dagpenge"):** If an employee works on short time and is a member of an unemployment fund ("arbejdsløshedskasse"), it is possible under certain conditions to get a supplement to the salary for the working hours up to 37 hours (full-time).

**First and Second Day of Unemployment ("1. og 2. ledighedsdag"):** The employer has to pay the first and second day of unemployment if an employee becomes unemployed because of dismissal, disbanding, or completion of task. The remuneration for the first and second day of unemployment must be paid with the last pay.

**Sickness Benefit and Sickness Vacation Benefit ("sygedagpenge og sygeferiepenge") :** Sickness benefit ("sygedagpenge") is for employees who are not paid during absence due to sickness. According to the Sickness Benefit Act ("sygedagpengeloven"), the employer must pay sickness benefit, the two first weeks when an employee is sick. The sickness benefit is not regarded as a salary and for that reason, is not included in the salary when calculating the vacation base ("ferieberettigende løn").



## Danish Payroll: Net Pay Continued



**Vacation:** Most employees in the private labour market are covered by the regulations in the Ferielov (Vacation Act). Employees not covered by the Ferielov are for instance public servants and officials ("tjenestemænd") and employees included in the vacation card-system (feriekort).

Irrespective of the conditions of employment, the fundamental rule is that it must not be possible to put the employee in a less fortunate position than the one the Ferielov (Vacation Act) prescribes.

**FerieKonto:** FerieKonto is managed by Arbejdsmarkedets Feriefond. FerieKonto is used for employees who are not entitled to paid vacation (workers). The total vacation pay ("feriegodtgørelse") is paid to FerieKonto for the past quarter at latest the 10<sup>th</sup> in the month after ending the quarter. For employees who are entitled to paid vacation, for example salaried employees ("funktionærer"), FerieKonto only becomes important when the employee is leaving the company. When an employee is leaving, the vacation pay (after A-tax is deducted) must be paid to FerieKonto at latest the 10<sup>th</sup> in the month after the employee has left the company.

**Vacation card ("Feriekort") :** Vacation card ("Feriekort") is mainly used to manage the vacation for employees in the organized labour market. The employees included in the vacation card-system are employees who are hourly-waged, weekly-waged or the like. Vacation card is not for salaried employees who are entitled to paid vacation. The vacation card is only used for salaried employee when the employee is leaving the company. The employee who is leaving during the year will receive a vacation card for the past year of earning the vacation pay ("optjeningsår").



## Danish Payroll: PBS Interface



**Interface to Third-Party Payroll Systems:** The SAP interface provides PBS (Pengeinstitutternes BetalingsService) with all the required gross payroll data. PBS then uses the gross data to make the net calculations. The net results are then imported in the SAP system. PBS also makes the actual transfer of money to employees, tax authorities, etc.

### Implementation Considerations

In order to use this component for carrying out transfers via PBS from *SAP Payroll Denmark*, you need to be able to transfer data electronically to PBS. Your company also needs to have certain details, concerning the company's structure, defined in the PBS system beforehand.



## Danish Payroll: PBS Interface



**Payroll Control for Interfacing Data with PBS:** This process (transaction rpdk) describes the interface which provides PBS with all required gross payroll data. PBS uses the data to make net payroll calculations and the results are imported back into the SAP system. Finally, PBS makes the bank transfers to every employee. The process consists of five subprocesses. The process also makes it possible to send data used for statistics to DA and DS.

**Prerequisites:** Before you can start a payroll run, you must create a general dataset, which has to be the same during all subprocesses. The general dataset consists of: Payroll period, Selection of persons, Payroll areas and Company name.



## Danish Payroll: PBS Interface



**Process Flow:** When all changes to the master data are done and the general dataset is created, you are ready to run the payroll.

**Testrun:** You first run a *testrun*, in this run no bank transfers are done or no data is sent to DA and DS. The *testrun* is to make sure that everything is correctly processed, before running the actual payout or sending the statistical data to DA and DS.

**Payout run:** When the *testrun* has been completed without any errors, the *payout run* can start. This leads to the actual bank transfers from PBS and data is sent to DA and DS.

**Forced Payout run:** The *forced payout* can be started with no previous *testrun*. The *forced payout* forces the payout through even though persons have been rejected. The *forced payout* is mostly used in emergency cases.

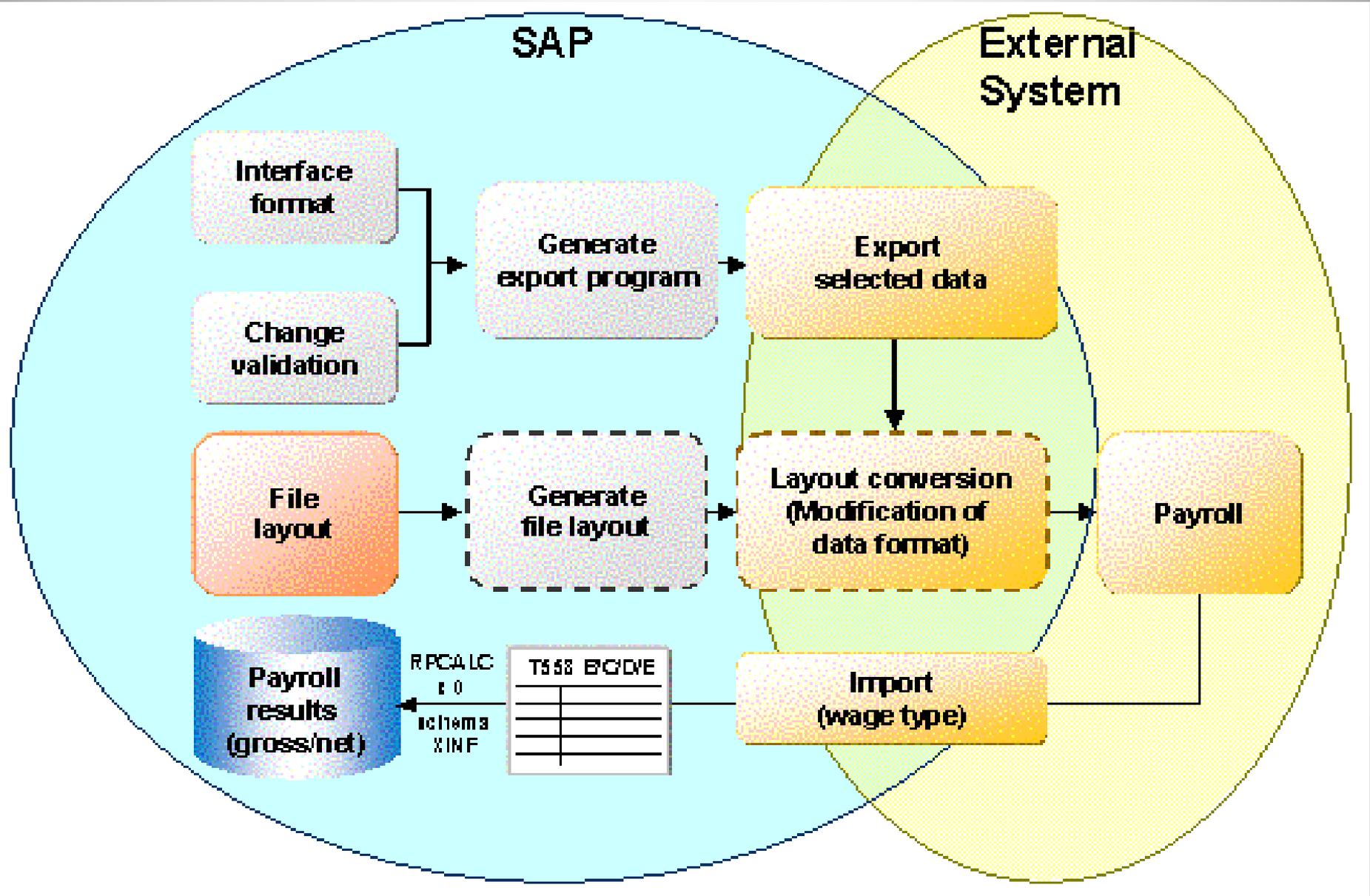
The three payroll runs all consist of five subprocesses which are processed sequentially. The five subprocesses are: Gross payroll; Process gross data; Write gross to PBS; Read net data from PBS; Transfer net data to R/3

For every subprocess, it is indicated if any persons were rejected. If a person is rejected in one of the subprocesses, the calculation for that person stops. You must correct the data. When data has been corrected, the process is not started over again, but continues with the next subprocess.

**Result:** You can transfer the payroll results into the general ledger in FI (Financials). You can transfer the payroll results to remuneration statements and print the payslips. You can use the payroll result for generating official statistics for DA and DS, which you also can use for evaluation. If an employee changes his/her job within a group, you can transfer the payroll result to *change of employer*. Here you can use the payroll result to find any retroactive changes, which can be used as a base for settlements between the two companies involved.



# Danish Payroll: PBS Interface





# Danish Payroll: Schema



Schema Edit Goto Utilities(M) System Help

Personnel Calculation Schemas: Initial

Schema  Standard Export Schema for Danish Payroll

Create

Subobjects

Source text  
 Attributes  
 Documentation

Display Change

Schema Edit Goto Utilities(M) System Help

Display Schema : MOOE

Cmmnd [ ]

Line	Func.	Par1	Par2	Par3	Par4	D	Text
000010	COM						Payroll schema: DENMARK-EXPORT
000020	COM						only gross amt for ORG-PER
000030	COM						Gross+net in RR-PER
000040	COPY	XINO					Initialization of payroll
000050	COPY	MGOK					Check whether gross run is allowed
000060	COPY	MBDO					Process basic data for Denmark
000070	IF		MOLD				Check if old results are used
000080	COPY	MOLD					Reuse Old Results
000090	ELSE						No > normal payroll
000100	COPY	MLRO					Import last payroll result
000110	COPY	MT00					Gross remuneration (time management)
000120	COPY	MAPO					Import Additional Payments/Deductions
000130	COPY	MV00					Calculate value of leave day
000140	COPY	METR					External Transfers (Infotype 0011)
000150	COPY	MMEM					Memberships (Infotype 0057)
000160	COPY	MCAR					Company Car
000170	COPY	MLON					Loans
000180	COPY	MALO					Partial Period Factoring and Storage
000190	COPY	MPEN					Accumulate Pensions
000200	COPY	MREI					Travel Expenses Management
000210	COPY	MBKI					Transfer Bank Data Per Receiver Key
000220	COPY	MIFE					Prepare exp.; unchecked WTs; difference
000230	COPY	MCST					Store customer information for PBS
000240	COPY	MEND					Final Processing
000250	ENDIF						End different processing
000260	COPY	MGFN					Gross run was successful





# PBS Interface: Importing Payroll Results



Program Edit Goto System Help



## Import payroll results from PBS to R/3



Selections from



Search helps

Payroll period

Payroll area



Current period

Other period

Selection

Personnel Number



Payroll area



Special payroll run

Date of payroll run

Data reception

Data received from PBS server

Repeat for error attempt, every

minutes. Max. time

Minutes

Import data from local files

Results file

Error file



# PBS Interface: PU12



File Edit Goto System Help



## Interface Toolbox

Export

Export History

Configuration

Object to be processed

Interface format

PBS

Change validation

File layout

Create

Change

Display

Copy

Generate

Delete



# PBS Interface: PU12



Interface format Edit Goto System Help

Display interface format "PBS" : data selection

Attributes Change validation

Interface format PBS

- PCL2 HR Cluster 2
  - RM Cluster RM
    - AB Cluster RD/B2: Table AB
    - BT Payroll Results: Bank Transfers
    - GRT Payroll Results: Results Table
    - MABS HR-DK: Absence Information for PBS (Form 27)
    - MABSC HR-DK: Cumulated Absence Information for PBS (Form 27)
    - MACC SAP-PBS Interface: Accumulators (DK)
    - MATP Payroll Result: ATP (DK)
    - MFA HR-DK: Payroll Results for FA Statistics
    - MGAR Garnishments DK
    - MLON HR-DK: Relationship between SAP Loans and PBS Wage Types
    - MPAC Prior Pension Accumulations after PBS Splits
    - MPBS HR-DK: Modifiable Field Information for PBS
    - MPENS Private Pension (DK)
    - MSTAT Payroll Structure MDADS: DA/DS Statistics (DK)
    - MTAX Payroll Result: Tax (DK)
    - MURSP HR-DK: Original Payroll Period
    - MVAC Payroll Structure MVAC: Leave Handling (DK)
    - VO Variable Assignment



## Danish Payroll:

[http://help.sap.com/erp\\_hcm\\_ias2\\_2014\\_03/helpdata/en/6e/c1d253913e4608e10000000a174cb4/content.htm?current\\_toc=/en/c3/e4d153c9684608e1000000a174cb4/plain.htm&show\\_children=true](http://help.sap.com/erp_hcm_ias2_2014_03/helpdata/en/6e/c1d253913e4608e10000000a174cb4/content.htm?current_toc=/en/c3/e4d153c9684608e1000000a174cb4/plain.htm&show_children=true)

## Interface:

[http://help.sap.com/erp\\_hcm\\_ias2\\_2014\\_03/helpdata/en/08/a4e2539c70424de10000000a174cb4/content.htm?frameset=/en/6b/3ac2531bb9b44ce10000000a174cb4/frameset.htm&current\\_toc=/en/6b/3ac2531bb9b44ce10000000a174cb4/plain.htm&node\\_id=143&show\\_children=false](http://help.sap.com/erp_hcm_ias2_2014_03/helpdata/en/08/a4e2539c70424de10000000a174cb4/content.htm?frameset=/en/6b/3ac2531bb9b44ce1000000a174cb4/frameset.htm&current_toc=/en/6b/3ac2531bb9b44ce10000000a174cb4/plain.htm&node_id=143&show_children=false)