Sage X3 People V9

Swaziland – Compliance & Pay Plan Changes
January 2019

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1.0 Pay Plan Patch

1.1   Pay plan patch content

Increase in Swaziland SNPF limit for 2019.

1.2   Prerequisites

1.2.1   Folder values

Access: Payroll > Entry of values > Legislation values > Leg SWZ > Tax Info tab

Create a new 'valid from' date 01/01/2019 by copying the latest values. This must be done before integrating the pay plan patch, to ensure all other statutory values are created for the new date.

Miscellan	Employ rat	Employ rat	Stoppage	Expenses	Tax Info

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006   Tax Information

Values

14 Results Display: 25

		Variable		Title	Value
1		AVE_DAYS		Average Days in Tax Year	30.4166
2		BUS_KM_1		Businesss Kilometres Car 1	6,000.0000
3		BUS_KM_2		Businesss Kilometres Car 2	6,000.0000
4		FIXED_COST		Fixed Cost	0.2500
5		GEN_REBATE		General Rebate	8,200.0000
6		MOTOR_RATE		Motor Vehicle Rate	0.2000
7		NON_EX_DIR		Non-executive Director	0.3300
8		OTH_REBATE		Other Rebate	360.0000
9		PSP_COMP		PSP Company	0.3000
10		PSP_TRUST		PSP Trust	0.3300
11		SEC_REBATE		Secondary Rebate	2,700.0000
12		SNPF_LIMIT		SNPF Monthly Limit	2,700.0000

1.3   Update patch path

1.3.1   Folder value

Access: Development > Utilities > Patches > Patch Integration

The file name **W_HR001_SWZU9.dat**

2.0 Compliance changes and Payroll plan setup

2.1 Increase in Swaziland SNPF limit for 2019

As from 1 January 2019, the new SNPF limit is **E270** per month. The maximum an employee or employer will contribute per month at 5% is **E135**.

Period	Total Contribution (Limit)	Employee and Employer Contribution (Limit)
Jan 2010 – Dec 2010	E130	E65 per month for the employee and the employer
Jan 2011 – Dec 2011	E140	E70 per month for the employee and the employer
Jan 2012 – Dec 2012	E150	E75 per month for the employee and the employer
Jan 2013 – Dec 2013	E160	E80 per month for the employee and the employer
Jan 2014 – Dec 2014	E170	E85 per month for the employee and the employer
Jan 2015 – Dec 2015	E190	E95 per month for the employee and the employer
Jan 2016 – Dec 2016	E210	E105 per month for the employee and the employer
Jan 2017 – Dec 2017	E230	E115 per month for the employee and the employer
Jan 2018 – Dec 2018	E250	E125 per month for the employee and the employer
Jan 2019 – Dec 2019	E270	E135 per month for the employee and the employer

2.2 Legislation Value – SNPF Limit

The folder value for the variable SNPF_LIMIT has been changed to **E2700.00** effective 1 January 2019.

Create a new 'valid from' date 01/01/2019 by copying the latest values. This must be done before integrating the pay plan patch, to ensure all other statutory values are created for the new date.

2.3   SNPF on Supplementary Runs

Enhancements were made to the SNPF calculation to cater for supplementary runs.

The following totals were created:

- SNPF_LIMIT

- WAGE_MTDD

- WAGE_MTDL

The following heading was amended:

- SNPF

The following heading was created:

- SNPF_INC