

Sage X3 HRP – V12

Zambia – Payroll plan changes
March 2020

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1.0 Pay Plan Patch

1.1 Pay plan patch content

- Exclusion from NAPSA contribution
- Personal Levy heading amended

1.2 Update patch path

1.2.1 Headings and Variable

Access: *Development > Utilities > Patches > Patch Integration*

The file name **W_ZMB005_2020R3**

2.0 Payroll plan setup

2.1 National Pension Scheme (NAPSA) exclusion

The following employees are exempt from paying NAPSA:

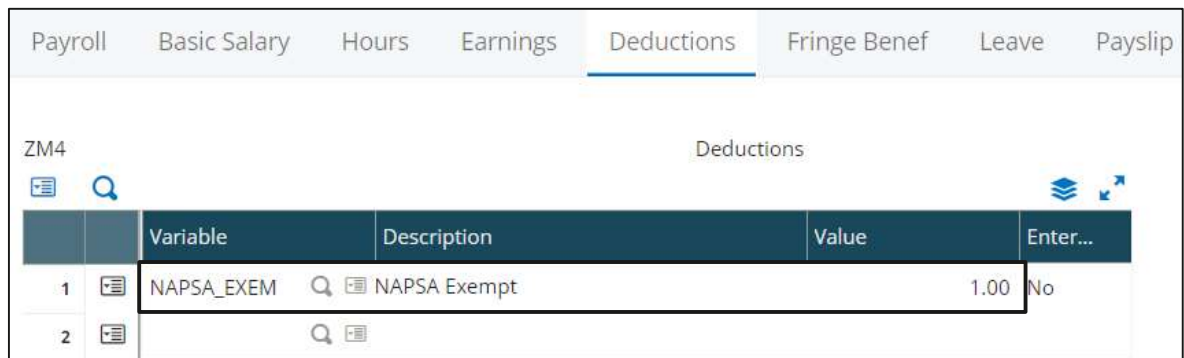
- Members of the Armed Forces
- Employees that have diplomatic status
- Those that joined the civil service before February 2000

To cater for these exemptions in the pay plan, the following **STAT variable** has been created to exclude an employee from NAPSA contributions:

- NAPSA_EXEM – NAPSA Exempt

This variable must be **activated with a 1** on the deductions tab of the employee's payslip.

Access: Payroll > Payslips > Employee payslips



| Payroll | | Basic Salary | Hours | Earnings | Deductions | Fringe Benef | Leave | Payslip |
|---------|--|--------------|--------------|----------|------------|--------------|-------|---------|
| ZM4 | | Deductions | | | | | | |
| | | Variable | Description | Value | Enter... | | | |
| 1 | | NAPSA_EXEM | NAPSA Exempt | 1.00 | No | | | |
| 2 | | | | | | | | |

The following **STAT headings** have been updated to not calculate the NAPSA contribution where the above variable has been activated:

- NAPSA_2 – National Pension Scheme New
- NAPSA_3 – National Pension Scheme Old

Access: Setup > Payroll plan > Headings > NAPSA_2

Heading SAGE

Code * NAPSA_2 Legislation * ZMB Sequence * 23200 Description * National Pension Scheme New

General Amounts Profiles Printing Others

General

Short description Theme Activity code Access code
STAT

Activation **Type**

Activation from Heading type: Contribution Adjustment *
Activation to Intermediate calculation: Accounting tracking:

Calculation condition
_EARLY_RET <> 1 & V_NAPSA_NEW = 1 & V_NAPSA_EXEM = 0

Calculation rounding: 0.01 Employee record total

Access: Setup > Payroll plan > Headings > NAPSA_3

Heading SAGE

Code * NAPSA_3 Legislation * ZMB Sequence * 23300 Description * National Pension Scheme Old

General Amounts Profiles Printing Others

General

Short description Theme Activity code Access code
STAT

Activation **Type**

Activation from Heading type: Contribution Adjustment *
Activation to Intermediate calculation: Accounting tracking:

Calculation condition
EARLY_RET <> 1 & V_NAPSA_NEW <> 1 & V_NAPSA_EXEM = 0

Calculation rounding: 0.01 Employee record total

2.2 Personal Levy heading

The following STAT heading has been amended to use the year to date earnings to calculate the personal levy amount:

- LEVY – Personal Levy