Sage X3 HRP – V12

Zambia – Payroll plan changes
March 2020

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1.1 Pay plan patch content

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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

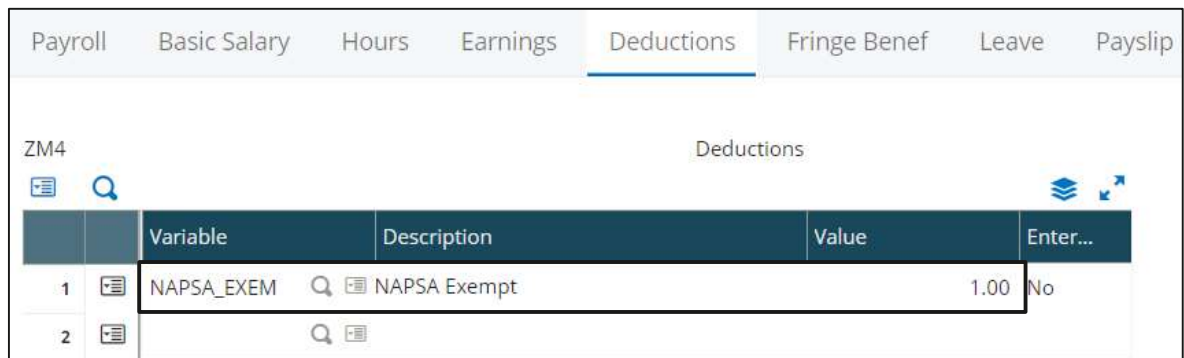The following employees are exempt from paying NAPSA:
- Members of the Armed Forces
- Employees that have diplomatic status
- Those that joined the civil service before February 2000

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 <u>not calculate</u> 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

Access: Setup > Payroll plan > Headings > NAPSA_3

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