

# **Sage X3 HRP – V9**

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\_HR006\_ZMBV9**

## 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



Variable	Title	Value	Entered text
NAPSA_EXEM	NAPSA Exempt	1.00	No

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

Heading *	Sequence *	Title *
NAPSA_2	23200	National Pension Scheme New

**General** | Amounts | Profiles | Print-out | Others

**General**

Short title	Theme	Activity code	Access code
App Pens			STAT <small>Statutory</small>

**Activation**

Activation from	Activation to

**Calculation condition**

```
RET <> 1 & V_NAPSA_NEW = 1 & V_NAPSA_EXEM = 0
```

**Type**

Heading type	Adjustment *
Contribution	

Intermediate calculation     Accounting tracking

Calculation rounding: 0.01    Employee record total: None

Access: Setup > Payroll plan > Headings > NAPSA\_3

Heading SAGE

Heading *	Sequence *	Title *
NAPSA_3	23300	National Pension Scheme Old

**General** | Amounts | Profiles | Print-out | Others

**General**

Short title	Theme	Activity code	Access code
App Pens			STAT <small>Statutory</small>

**Activation**

Activation from	Activation to
01/01/18	

**Calculation condition**

```
ET <> 1 & V_NAPSA_NEW <> 1 & V_NAPSA_EXEM = 0
```

**Type**

Heading type	Adjustment *
Contribution	

Intermediate calculation     Accounting tracking

Calculation rounding: 0.01    Employee record total: None

## 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