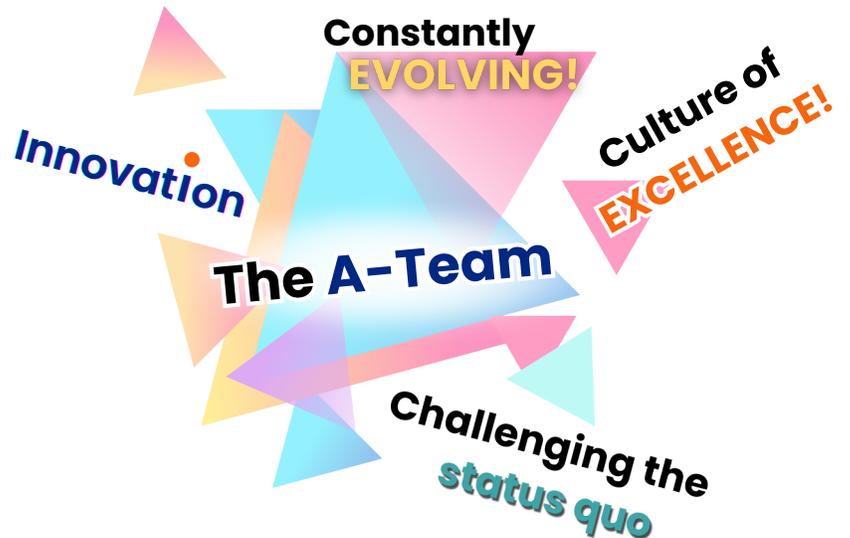


Preliminary Release Notes

1 March 2024



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Features and Enhancements

Calculation breakdown - enhancement

Ticket ID

59878

State

UAT complete

Description

On the calculation breakdown of an employee's payslip, the executed result line items will now be highlighted.

This will assist users during investigations to easily identify which line items were executed for the relevant employee without having to step through each line manually.

```
Formula Result
0

Income Base Result
var Current13th = (22815.70 + 0 + 0) / 12;
var CompareValue
if ((0 + 0) > (107.620000000000 + 14121.450000000000 + Current13th))
{CompareValue = (107.620000000000 + 14121.450000000000 + Current13th);}
else
{CompareValue = (0 + 0);}
var YTD = 14121.450000000000 + 107.620000000000;

if(YTD < 0){
YTD = 0;}
var TotalYTD = Current13th + YTD;

if (0 > 0)
{YTD * -1;}
else
{
  if ('Yes' == 'Yes' || 0 > 0)
  {
    (Current13th) - (CompareValue) - (((0 + 0) / 100) * (TotalYTD));
  }
  else
  {0;}
}
}
```

Custom Payslips | Leave expiry details

Ticket ID

57194

State

N/A

Description

The following leave expiry details can now be added to the Custom Payslip report:

- Days due to forfeit
- Days due to carry over
- Expiry/Carry over date

The fields can be found in the 'Payslips' data source under the Employee Field List on the Custom Payslip Designer:

FIELD LIST

Q Enter text to search...

- ▼ Payslips
 - ▼ LeaveBalances
 - 1.2 Accrual
 - 1.2 Balance
 - 1.2 DaysDueToCarryOver
 - 1.2 DaysDueToForfeit
 - ab Description
 - ✓ DoNotShowOnPayslip
 - 🕒 ExpiryOrCarryOverDate
 - 📄 LeaveType
 - 12 PayslipId

Note: Custom payslips is only available on Master edition.

User Profile layout enhancement | Role, Company and Frequency access

Ticket ID

59108

State

UAT complete

Description

Role, Company and Frequency access was previously located in a separate 'Security' section on the form when creating/editing a user profile record.

Config / Security

User Profile

Company

User Type	First Name	Last Name ↑ 2	Email	Status ↑ 1
	test			Select...

User Type *
Company

First Name *
Test

Email *
test123@mailinator.com
The email address is valid

Status *
Active

Contact Type
Select...

Does not require system access

Security

Security Role Access Company & Frequency Access

Search

This has now moved to separate tabs at the top of the screen, visible once a record has been opened.

Config / Security

User Profile

User Profiles

Security Role Access

Company & Frequency Access

General

User Type
Company

First Name *
Test

Email *
test123@mailinator.com

Status *
Active

The email address is valid

Contact Type
Select...

Other

Does not require system access

Edit Historical Records

Cloud Room User

Power BI

Legislation and Statutory Reports

Burkina Faso | Guaranteed Interprofessional Minimum Wage (SMIG) Enhancement

Ticket ID

57399

State

Active

Estimated Release Date

2024/03/04

Description

[NOTE] All open runs will be recalculated. If customers would not like the payroll to be recalculated, then the runs should be closed.

The following enhancement has been made to the Social Security calculation in Burkina Faso:

Component Name: CNSS Income

Ta Code: CNSSI

Payslip Action: Note

How does this work?

- The Social Security Income will look at the Minimum Wage (45 000.00) to do the Social Security income comparison.
- If the CNSS Income (CNSSI) is less than 45 000.00 per month, the Minimum Wage of 45 000.00 will be used, else the actual CNSSI Income will be used.
- The maximum will still be applied.
- The minimum wage must be pro-rated if the employee doesn't work a full month.
- 30 days will be used in the pro-ration calculation and not calendar days.
- Flexibility has been added to make use of the table builder functionality.
- Refer to release note #573991 for more information on how to use this functionality.
- The new "SMIG Minimum Wage" note component will apply the minimum wage comparison by comparing the values on CNSS Income (CNSSI) and the 45 000.00.
- Weekly calculation: Spread the monthly Minimum Wage over the weeks or

fortnights in the month.

Paymaster Impact:

- The minimum wage calculation has been enhanced.

Legislation:

The Council of Ministers have set the monthly SMIG amount to 45 000 francs CFA from 30 684 francs CFA, effective from date of promulgation.

For payroll, the SMIG amount affects the minimum CNSS contribution. Therefore, any corrections to CNSS amounts should be managed directly with the CNSS office.

Please apply these changes to the CNSS calculation, where the minimum values for CNSS contribution base is set to 45 000. However, if employees are earning at the SMIG rate therefore 45 000 a month. If the employee did not work a full month, the base will be pro-rated according to the days worked using an average days of 30.

Example:

- * X is an employee paid at the minimum wage rate (SMIG)
- * His monthly salary is therefore 45 000
- * In January, X worked 12 days
- * X's January salary = $45\,000 \times 12 / 30 = 18\,000$
- * X's salary to be declared to CNSS in January = 18 000

Burkina Faso | Guaranteed Interprofessional Minimum Wage (SMIG) Flexibility

Ticket ID

573991

State

Active

Estimated Release Date

2024/03/04

Description

Paymaster has acknowledged the importance of flexibility in setting up minimum wage rates due to the varying rates dictated by labour law in different sectors and industries.

Customers now have the flexibility to configure these rates with the applicable minimum wage rates using the Component Table Configuration feature.

- Add the applicable minimum wage rates on company level (*Config > Basic Settings > Dropdown Management > Component Table Configuration*).

The screenshot shows a form with the following fields:

Description	Code
Group A	A
Effective Date	
2024/01/01	
Minimum Wage	
30000	

Buttons: Save, Cancel

- Add the new SMIG Minimum Wage Rate note component on the Company Payroll Component (*Config > Payroll > Payroll Components*).
- Add the SMIG Minimum Wage Rate note component as a Recurring Payroll Component with the correct Effective Date, and link the employees to the applicable rates (*Payroll Processing > Recurring Payroll Components*).

- If the SMIG Minimum Wage Rate note component exists on an employee's payslip, this rate will override the system default minimum ceiling amounts.
- If the rate is entered as a 0.00, then no minimum limit will be applied.

Paymaster Impact:

- The new minimum wage has been implemented on the system effective 1 January 2024.

Cameroon | New Regularisation Enhancement

Ticket ID

59368

State

Active

Estimated Release Date

2024/03/04

Description

[NOTE] All open runs will be recalculated. If customers would not like the payroll to be recalculated, then the runs should be closed.

A new regularisation calculation has been introduced to Cameroon.

New Functionality:

- A new custom field has been added to the Basic Company Information screen.
- The custom field is a checkbox field, named "Apply a regularisation at Year End or on Termination".
- If the custom field is activated then a regularisation calculation will take place in the final month of the tax year, or when the employee is terminated.
- If the company is linked to the "Non cumulative" tax method, and the regularisation field is activated, then the average tax calculation is applied to the Total Allowable (tax code: ALLOW), Impôt sur le revenu (tax code: PIT), and IRPP CAC (tax code: CAC) components.
- On both the "Average tax method" and "Non cumulative tax method", the annual Social Security Income limit of 9 000 000.00 will be applied.
- The CNPS revenu (tax code: NSIFI) and Social Security Income Storage (tax code: NSIFISTRG) income bases will apply a year-to-date limit of 9 000 000.00, and not a month-to-date limit of 750 000.00.

Paymaster Impact:

- All open runs have been recalculated.
- Customer Action: None.
- No changes can be expected unless the new custom field is activated.

Background:

Previously, a regularisation calculation did not take place.

Ghana | Public Holiday Update – Calendar Year 2024

Ticket ID

59701

State

Closed

Estimated Release Date

2023/10/01

Description

Summary of Change:

- The Public Holiday Calendar for the 2024 year has been updated on Paymaster.

Paymaster Impact:

- Users are advised to review the employees' Leave Balances.
- [Click here](#) for the published dates.
- Users are advised to review the calendar as dates can be subject to change.
- Users now have the function to add their own public holidays during the year. Please refer to release note #50822 for more information.

Ivory Coast | Public Holiday Update – Calendar Year 2024

Ticket ID

59706

State

Closed

Estimated Release Date

2023/10/01

Description

Summary of Change:

- The Public Holiday Calendar for the 2024 year has been updated on Paymaster.

Paymaster Impact:

- Users are advised to review the employees' Leave Balances.
- [Click here](#) for the published dates.
- Users are advised to review the calendar as dates can be subject to change.
- Users now have the function to add their own public holidays during the year. Please refer to release note #50822 for more information.

Namibia | Workmens Compensation Main report Enhancements

Ticket ID

55794

State

Active

Estimated Release Date

2024/02/26

Description

The following enhancements have been made to the Workmens Compensation (E.As) reports in Namibia

Report Name: Employee Return of earnings for Workmens Compensation fund

Report Description: Annual return of earnings for employee's compensation fund. Select from the drop-down menu the company's industry.

Report Changes:

- Amendments to the report name and description.
- Changes to the inclusion rule to include all employees with MTD Ta code GROSS > 0 AND Employees are attached to their categories for Employee or Director.
- Changes to the date formats to DD/MM/YYYY
- Updated tax code mapping and the introduction of using the Workmens Compensation Income Uncapped note component.
- The inclusion rule for transfers, terminations and reinstatement in the tax year has been changed to the following rules:

Terminations

- If the employee is terminated and reinstated resuming the record - then the employee will be counted once.
- If the employee is terminated and reinstated with a break - the employee records are split and counted as 2.

Transferred between frequencies:

- If the employee is transferred and not "terminated for statutory reporting" - then the employee records are consolidated and counted as 1.
- If the employee is transferred and is "terminated for statutory reporting" - then the employee records are split and counted as 2.

Paymaster Impact:

- Ensure that the employees are linked to their employment categories on the Employee Basic Profile.

Legislation:

Every employer who is liable for assessment shall submit by 31 March each year the E.As.7 or 7 form in respect of workmen not engaged in the agriculture sector or non agriculture sector.

The employer must report the annual wages paid to the employees between the 1st of March of the preceding year to the last day of February of the following year and submit the form manually to the Social Security Commission by the 31st of March each year.

Rwanda | Flexible CSR, CSR Maternity and CSR Medical Aid Income

Ticket ID

58528

State

Testing

Estimated Release Date

2024/03/04

Description

[NOTE] All open runs will be recalculated. If customers would not like the payroll to be recalculated, then the runs should be closed.

The calculation of the *CSR Income*, *CSR Maternity Income*, and *CSR Medical Aid Income* has been enhanced to allow flexibility.

Default:

- *CSR Income* will default to month-to-date tax codes SAL, BONUS, OTHEREARN, COL, HOUSETAX, GRATUITY TERM, FBOTHER, FBHOUSE, and FBHOUSEA.
- *CSR Maternity Income* will default to month-to-date tax codes SAL, BONUS, OTHEREARN, COL, HOUSETAX, GRATUITY FBOTHER, FBHOUSE, and FBHOUSEA.
- *CSR Medical Aid Income* will default to month-to-date tax code SAL.

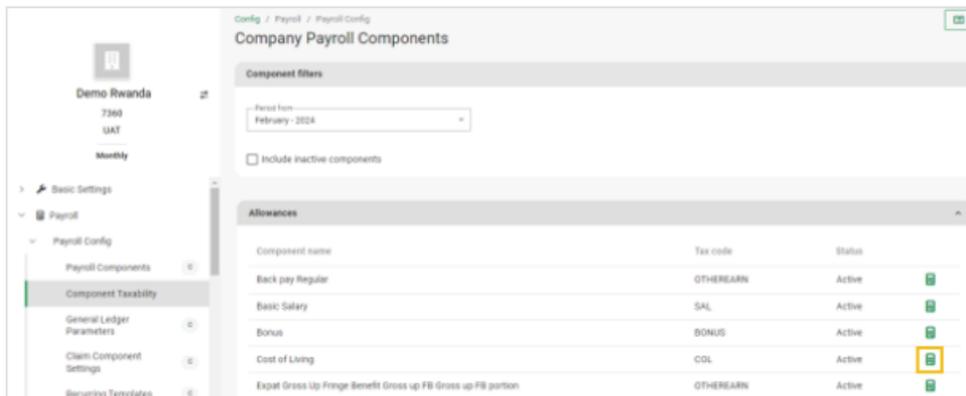
Customisation:

- This new functionality will enable the users to include or exclude the relevant payroll components in the *flexible* income bases.
- All Payroll Components except components with tax code FBHOUSE will be available to include/exclude depending on the nature of each component.
- *CSR Income*, *CSR Maternity Income*, and *CSR Medical Aid Income* will include the abovementioned default and include/exclude the **relevant payroll components** as selected by the customer on the *Component Taxabilit* screen.
- Any component with tax code FBHOUSE will always be included in the *CSR Income* and *CSR Maternity Income* and always be excluded from the *CSR Medical Aid Income*.
- *CSR Pension contributions (CSREE and CSRER)* will be based on the abovementioned flexible *CSR Income*.
- *CSR Maternity contributions (CSRMATE and CSRMATER)* will be based on the abovementioned flexible *CSR Maternity Income*.
- *CSR Medical Aid contributions (CSRMEDEE and CSRMEDER)* will be based on

the abovementioned flexible *CSR Medical Aid Income*.

How does it work?

- Navigate to *Config > Payroll > Payroll Config > Component Taxability*
- This screen returns all the components configured per frequency on the Payroll Components screen (*Config > Payroll > Payroll Config > Payroll Components*).
- If a specific component should be included or excluded from the income base, then a *component calculation exception* can be added.
- It is set up on the component that should be included or excluded. It is not set up on the income base component.
- To add the *component calculation exception* the user must select the icon on the far right on the component line item.



- A sub-screen will appear with the component setup.
- To add an exception rule, select the + icon on the right of the sub-screen.

Cost of Living

Effective Date *
2024/02/01

If **Cost of Living** should be treated differently in the calculation of one of the components listed below, specify the exception rule, and the component that should be impacted.

Exception Rule	Component

- Once the + icon is selected, the *Effective Date*, *Exception Rule*, and the *Component (income base)* must be defined.
- There are only two exception rules available for selection: *Exclude* and *Include*.
- In this scenario select *Exclude*.

Cost of Living

Effective Date *
2024/02/01

If **Cost of Living** should be treated differently in the calculation of one of the components listed below, specify the exception rule, and the component that should be impacted.

Exception Rule	Component
<input type="text" value="Search"/> Exclude Include	

Cancel

- Only the income bases that are available for customisation will be available for selection in the *Component* dropdown.
- This cannot be defined by the user.
- In below example, the *Cost of Living* component will be excluded from the *CSR Maternity Income* base:
- Select *Submit*.

Cost of Living

Effective Date *
2024/02/01

If **Cost of Living** should be treated differently in the calculation of one of the components listed below, specify the exception rule, and the component that should be impacted.

Exception Rule	Component
Exclude	<input type="text" value="Search"/> CSR Income CSR Medical Aid Income CSR Maternity Income

Cancel

Paymaster Impact:

- The *Component Taxabilit* screen is per frequency therefore, if a rule applies to all employees, it must be set up on each frequency

- The *component calculation exception* is defined per component, and not per tax code.
- The *Period from* field on the top left of the *Component Taxabilit* screen is not applicable, only the *Effective Date* on the *component calculation exception* sub-screen is applied.
- Customers are advised to remove any *override formulas* to use the default calculation or new flexible functionality.

South Africa | Enhanced Directive Details Report

Ticket ID

61364

State

Active

Estimated Release Date

2024/02/26

Description

The legislative Directives Numbers report has been enhanced in South Africa.

Report Name: Directive Details Report

Report Description: Provides a list of all the Fixed Rate and Lump Sum directives for the selected tax year, and the details thereof.

Report Changes:

- The report was previously named "Directive Number Report".
- The report should now be downloaded in Excel.
- A new tab/page has been added to the report with all the Lump Sum directive information.
- All the fields on the Lump Sum sub-screen will return on the report.
- The report will now return all frequencies in a company.

Paymaster Impact:

- No customer action is required.
- If a user only has access to a certain frequency, then only that frequency will return on the report.

South Africa | New Take-On Validations for Medical Aid FB and MTC

Ticket ID

56045

State

Active

Estimated Release Date

2024/02/26

Description

New validation messages have been added on the financial take-on screen and the 'Take On Yearly Date Figures' bulk action in South Africa.

How does it work?

Medical Fringe Benefit:

- If there is a value on code 3810,

but there is no value on codes 4005 or 4474,

then return the error message: **Code 3810 is completed, then codes 4005 and 4474 must be completed.**

- If there is a value on codes 3810 and 4005,

but there is no value on code 4474,

then return the error message: **Codes 3810 and 4005 are completed, then code 4474 must be completed.**

- If there is a value on codes 3810 and 4474,

but there is no value on code 4005,

then return the error message: **Codes 3810 and 4474 are completed, then code 4005 must be completed.**

Medical Ta Credits (4116)

- If there is a value on code 4116,

but there is no value on code 4005 or the "Entitled Medical Aid Ta Credit" component

then return the error message: **Code 411 is completed, then code 4005 and "Entitled Medical Aid Ta Credit" must be completed.**

- If there is a value on code 411 and the "Entitled Medical Aid Ta Credit" component,

but there is no value on code 4005.

then return the error message: **Code 411 is completed, then code 4005 must be completed.**

- If there is a value on codes 411 and 4005,

but there is no value on the "Entitled Medical Aid Ta Credit" component.

then return the error message: **Code 411 is completed, then "Entitled Medical Aid Ta Credit" must be completed.**

Additional Medical Ta Credits (4120):

- If there is a value on code 4120,

but there is no value on code 411 or the "Entitled Additional Medical Expense Ta Credit" component,

then return the error message: **Code 4120 is completed, then code 411 and "Entitled Additional Medical Expense Ta Credit" must be completed.**

- If there is a value on code 4120 and the "Entitled Additional Medical Expense Ta Credit" component,

but there is no value on code 4116,

then return the error message: **Code 4120 is completed, then code 4116 must be**

completed.

- If there is a value on codes 4120 and 4116,

but there is no value on the "Entitled Additional Medical Expense Tax Credit" component,

then return the error message: **Code 4120 is completed, then "Entitled Additional Medical Expense Tax Credit" must be completed.**

Paymaster Impact:

- Customer Action: None.
- The validation messages have been added on the employee 'Tax On Year Tax Date Figures' screen and the 'Tax On Year Tax Date Figures' bulk action.

South Africa | New Tax File Breakdown Report

Ticket ID

59800

State

Active

Estimated Release Date

2024/03/04

Description

A new report has been added to South Africa.

The report can be found on the Tax Certificate Run screen.

Report Name: Tax File Breakdown Report

Report Details:

- This report will return all the financial details per employee, according to the tax file.
- Each tax code (source code) with financial values will be returned in separate columns.
- All Income, Deduction, Total, and Tax source codes will be returned.
- The report can be used to reconcile the tax file.

Paymaster Impact:

- Customer Action: None.
- ETI values will not be returned. The ETI breakdown report can be used to reconcile these values.
- The foreign tax codes will return to the right of all the standard tax codes.
- Information codes will not be returned, such as 4150 (non contribution reason).
- The Certificate number will only return once a live run has been generated.
- If the customer generates a consolidated tax file, then all frequencies will return in the report.

South Africa | Removal of Tax Statuses

Ticket ID

39970

State

Active

Estimated Release Date

2024/04/07

Description

[NOTE] The following enhancement might affect APIs and will be released on the weekend of the 7th of April.

The following tax statuses will no longer be available for selection:

- Foreign Employment (No Tax) [Obsolete]
- Labour Broker (Not Tax) [Obsolete]
- Standard Employment (YTD) [Obsolete]

How does it work?

- These tax statuses have been renamed to an [Obsolete] tax status in April 2022. Please refer to release note #29380 for more information.
- When adding an employee, the removed tax statuses will no longer be available to select. It will therefore be hidden on screen, when applying APIs and when uploading via bulk actions.
- Existing employees linked to these removed tax statuses, will display blank in the tax status field.
- The tax calculation and reports will still apply the tax status in the database.
- When the user edits the screen, they will need to select a new status from the available list.
- When accessing the information via APIs and bulk upload, the tax status of the employees linked to the removed tax statuses, will still display. However, when attempting to upload, an error will be returned, since the value does not exist

Paymaster Impact:

- Validate APIs if necessary.
- Existing employees linked to an obsolete tax status should be converted to any of the available tax statuses preferably before processing payroll for March.

South Africa | Travel and Company Car Enhancement

Ticket ID

55384

State

Active

Estimated Release Date

2024/03/04

Description

[NOTE] All open runs will be recalculated. If customers would not like the payroll to be recalculated, then the runs should be closed.

The following enhancement has been made in South Africa:

How does this work?

From 1 March 2024, the 100% taxable options on the following components will output an error message 'Travel tax cannot be 100% for this tax year' if selected:

- - Company Car component - Use of motor vehicle acquired by employer NOT via operating lease. (tax code: 3802)
 - Travel Business Usage Component (tax code: 0000)
- If a closed run is reopened for February 2024 and 100% is selected, 100% will still be calculated for February 2024.
- The employees that currently have this option selected, will be moved to the 80% option.
- The Bulk Actions screen will be updated accordingly with this change.

Paymaster Impact:

- Customers should expect a change in the employee's tax based on the 80% if 100% was calculated previously.

Legislation:

According to the definition of remuneration as defined in paragraph 1 of the Fourth Schedule:

- only 80% of a travel allowance (which includes a fuel card when used with a private vehicle) should be included in remuneration unless the employer is

satisfied that at least 80 percent of the use of the private motor vehicle for the year of assessment will be for business purposes, then only 20 per cent of the amount of such allowance or advance must be included, and

- only 80% of the right of use of a motor vehicle should be included in remuneration unless the employer is satisfied that at least 80 per cent of the use of the motor vehicle for the year of assessment will be for business purposes, then only 20 per cent of the amount of such allowance or advance must be included.

IRP5 code 4582 reports the 'remuneration portion' of a travel allowance/fuel card and right of use of motor vehicle fringe benefit to apply the correct limits when calculating the tax deduction portion for contributions towards a retirement fund upon personal income tax assessment. According to the latest SARS PAY BRS, code 4582 may not be less than 20% or more than 80% of the sum of 3701 + 3802 + 3816.

Contributions towards retirement funds are allowed as a tax deduction on the payroll, but limited to the lesser of-

- R350 000 per annum, and
- 27.5% of remuneration.

On assessment two more limits are added, of which one is 27.5% of taxable income before allowing section 11 deductions, section 6quat and section 18A.

In order to SARS to determine the lesser limit on assessment, it is important to include the correct values in remuneration and report the correct values on the employee's tax certificate.

In light of this, the 100% option is removed to be in line with legislation and the latest SARS PAY BRS.

Uganda | New 'Local Service Tax (LST) Return' Report

Ticket ID

61190

State

Ready for testing

Estimated Release Date

2024/03/18

Description

The Local Service Tax (LST) Return report has been added to Uganda.

Report Name: Local Service Tax (LST) Return

Report Description: A generic monthly LST return. This return must be completed and submitted to the local government authorities for local services tax (LST).

Report Details:

- The report is a monthly report.
- This is a generic report, created to assist customers with the monthly LST returns which must be submitted to their local government authorities.
- All employees with month-to-date value on Gross Taxable Income (tax code: TAXAB) are included in the report.
- The employer 'URA TIN Number' field will return the 'PAY Reference Number' field from the Basic Company Information screen.

Paymaster Impact:

- The report can be found on the Standard reports menu, under the Legislative category
- Customer Action: None.

Legislation:

In Uganda, LST is filed at the beginning of the financial year that is, the first four months of a financial year (July, August, September, and October).

Employees with employment income excluding those exempt from LST

The salaries of the following categories of people are exempt from LST

- Members of the Uganda Police Force,

- Members of the Uganda Prisons Service,
- Members of the Uganda People’s Defense Forces,
- Unemployed persons, peasants (people living in poverty and unable to earn a minimum income to access basic necessities of life), and
- Members of the Diplomatic Missions Accredited to Uganda
- Members of the Local Defence forces sometimes referred to as LDUs; and
- Petty food vendors
- Boarder-Boarder (BODA-BODA) cyclists
- Sole petty artisans who are not fully established and are not business entities

Report Example:

LOCAL SERVICE TAX MONTHLY RETURN SCHEDULE						
Name of Organisation						
Employer's Address:				Return form for the Year Ending:		
Telephone Number				Payroll for Month:		
URA TIN Number				Date of Preparation:		
Employee ID No.	Name of Employee	TIN	Division/District/City/Municipality/Town Council	Amount Subject to LST	Annual LST Payable	Monthly LST Payable
1234	First Name Last Name	1111	City	1 000 000.00	5 000.00	1 250.00
5678	First Name Last Name	2222	Town	60 000.00	10 000.00	2 500.00
TOTAL				1 060 000.00	18 750.00	3 750.00

NOTE THE FOLLOWING GUIDELINES FROM The Local Governments (Amendment) (No.2) Act, 2008

- Local Service Tax is deducted and remitted in 4 Equal Installments during the Financial Year. The payment of the tax shall be completed within the first four months of the financial year for which it was assessed. Sec 9; (1-12)
- Where the Local Service Tax payable or any part of it remains unpaid at the end of the first four months of the financial year, there shall be a surcharge of 50% of the amount remaining unpaid. Sec 15 (1)

Declaration
I hereby certify that the above information is a true and correct statement of my business information.

Date: _____ Signature: _____

Prepared by: _____ Verified by: _____

Official Stamp: _____

Uganda | New Annual LST Payable Note Component

Ticket ID

61457

State

Active

Estimated Release Date

2024/03/11

Description

[NOTE] All open runs will be recalculated. If customers would not like the payroll to be recalculated, then the runs should be closed.

A new Annual LST Payable component has been introduced to Uganda.

Component Name: Annual LST Payable

Tax Code: ANNLST

Payslip Action: Note

Component Functionality:

- The new Annual LST Payable component will return annual LST amount that is payable by the employee.
- Annual Gross Taxable Income (tax code: TAXAB) is applied to the progressive LST tables to determine the LST due by the employee.
- The purpose of the new component is to return on the 'Local Service Tax (LST) Return' report.

Paymaster Impact:

- All open runs have been recalculated.
- Customer Action: None.
- Annual LST Payable (ANNLST) will only return on the payslip when there is a value for LST Tax (tax code: LST).
- The ANNLST tax code will not be allowed to be used as a tax code override on the General Ledger setup.
- Refer to release note #61190 for more information on the 'Local Service Tax (LST) Return' report.

Zambia | Enhanced NAPSA Income Component

Ticket ID

61635

State

Active

Estimated Release Date

Description

[NOTE] All open runs will be recalculated. If customers would not like the payroll to be recalculated, then the runs should be closed.

Deduction Component:

- NAPSA Employee (tax code: NAPSAAEE)

Company Contribution Component:

- NAPSA Employer (tax code: NAPSAER)

Note Component:

- NAPSA Income (tax code: NAPSAI)

How does it work?

- The 'NAPSA Income' component has been enhanced.
- This component includes the income that is applied when the, 'NAPSA Employee' component and the 'NAPSA Employer' component, calculate.
- By default, the following MTD tax codes are included: BONUS, CAR, COMM, DIV GRATNT OTHER, NONTAX SALARY SEV and TRAILPAY
- This enhancement will enable users to include or exclude the relevant components depending on the nature of each component.
- To do so:
 - Navigate to Config > Payroll > Payroll Config > Component Taxability
 - This screen returns all the components configured per frequency on the Payroll Components screen (Config > Payroll > Payroll Config > Payroll Components).
 - If a specific component should be included or excluded from the income base, then a component calculation exception can be added.
 - It is set up on the component that should be included or excluded. It is not set up on the income base component.
 - To add the component calculation exception the user must select the icon

- on the far right on the component line item.
- A sub-screen will appear with the component setup.
- In order to add an exception rule, select the + icon on the right of the sub-screen.
- Once the + icon is selected, the Effective Date, Exception Rule, and the Component (income base) must be defined.
- There are only two exception rules available for selection: Exclude and Include.
- Only the income bases that are available for customisation will be available for selection in the Component dropdown.
- This cannot be defined by the user.

Paymaster Impact:

- The 'Component Taxability' screen is per frequency therefore, if a rule is applicable to all employees, it must be setup on each frequency
- The 'component calculation exception' is defined per component, and not per tax code.
- The 'Period from' field on the top left of the 'Component Taxability' screen is not applicable, only the Effective Date on the 'component calculation exception' sub-screen is applied.

Zambia | Flexible WCF Income

Ticket ID

60512

State

Active

Estimated Release Date

2024/03/11

Description

[NOTE] All open runs will be recalculated. If customers would not like the payroll to be recalculated, then the runs should be closed.

The component, WCF Income, has been enhanced.

Note Components:

- WCF Exemption (tax code: 9999)
- WCF Income (tax code: WCFI)

How does it work?

- The 'WCF Exemption' component has been made inactive.
- Going forward, activate the 'Exempt from WCF' field, on the employee Basic Profile screen to prevent the 'WCF Employer Contribution' component from calculating. The employee will be exempt from WCF from the month of the open run in which this field has been activated.
- The 'WCF Income' component includes the income that is applied when the 'WCF Employer Contribution' component, calculates.
- Up to now, the 'WCF Income' component applied the income stored on the note component, 'Gross Income'. This included the following MTD tax codes: BONUS, CAR, COMM, GRATNT NONTAX OTHER, SALARY SEV
- A new tax code, LEAVE, has been created for the 'Leave Pay' component. It was previously linked to tax code, BONUS. Please refer to task 61635 for more information.
- A new tax code, NOT has been created for the 'Salary in lieu of notice (Notice Pay)' component. It was previously linked to tax code, NONTAX Please refer to task 61635 for more information.
- By default, the following MTD tax codes are included: LEAVE, OTHER, SALARY TRAILPAY
- The tax code, OTHER, has been included to provide for scenarios where shift differential payments are made or for payments made to casual workers employed in connection with the employer's nature of business.

- The annual limit of 14 400 is applied to the 'WCF Income' income base.
- The enhancement to this component will enable users to include or exclude the relevant components depending on the nature of each component.
- To do so:
 - Navigate to Config > Payroll > Payroll Config > Component Taxability
 - This screen returns all the components configured per frequency on the Payroll Components screen (Config > Payroll > Payroll Config > Payroll Components).
 - If a specific component should be included or excluded from the income base, then a component calculation exception can be added.
 - It is set up on the component that should be included or excluded. It is not set up on the income base component.
 - To add the component calculation exception the user must select the icon on the far right on the component line item.
 - A sub-screen will appear with the component setup.
 - In order to add an exception rule, select the + icon on the right of the sub-screen:

Overtime

Effective Date *
2024/03/01 📅

If **Overtime** should be treated differently in the calculation of one of the components listed below, specify the exception rule, and the component that should be impacted.

+

Exception Rule	Component
No data	

- - Once the + icon is selected, the Effective Date, Exception Rule, and the Component (income base) must be defined.
 - There are only two exception rules available for selection: Exclude and Include:

- - Only the income bases that are available for customisation will be available for selection in the Component dropdown.
 - This cannot be defined by the user.

Example:

The above represents an exception rule where the 'Overtime' component will be excluded in the WCF Income from 1 March 2024.

Paymaster Impact:

- All open runs will be recalculated. If customers would not like the payroll to be recalculated, then the runs should be closed.
- Opening a closed run, will apply the newly implemented flexible income base.
- The 'Exempt from WCF' field, on the employee Basic Profile screen has been activated for all employees who were linked to the 'WCF Exemption' component.
- The 'Component Taxability' screen is per frequency therefore, if a rule is applicable to all employees, it must be setup on each frequency
- The 'component calculation exception' is defined per component, and not per tax code.
- The 'Period from' field on the top left of the 'Component Taxability' screen is not applicable, only the Effective Date on the 'component calculation exception' sub-screen is applied.