SAP Globalization Services:
Highlights of SAP Local Version CO HCM

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At the end of this lesson, you will be able to:
• Understand the scope of Colombian Payroll localization.
• Outline features of Colombian Payroll localization.
• Explain features of Colombia Payroll localization.
• Understand Payroll integration and support.
Agenda

- Local Version Colombian Payroll (HCM-PY) Quick Facts

- Solution Features:
  - Organizational Management
  - People, Transactions, Organizational and Position Management
  - Master Data
  - Payroll
  - Actionable alerts and notifications
  - Reports

- Additional Highlights
  - Integration with other components
  - Support
  - Legal changes process
  - Recommendations
Local Version Colombia (HCM-PY)

Quick Facts
Local Version of Colombia (HCM-PY)

Quick Facts

**Key Strengths**
- Customizable and global product.
- Provides legal compliance for payroll runs.
- Integration with other components

**Challenges**
- Legal Changes
  - Sometimes come unplanned
  - Applicable on short Notice
  - Must be an often mission critical category
Solution Features: An Insight

Legal Compliance Snapshot
SAP HCM: Master Data

MASTER DATA

- Personal data
- Family data
- Organization data
- Severance Advance
- Withholding Tax
- Affiliation to social security entities (EPS, AFP, ARL, CAJA)
- Contributions Parties to charge and to pay
- Vacation Pay
- Garnishment
- Loans
- Contract termination
PAYROLL

- Salary
- Social Security contributions
- Withholding Tax
- Garnishment and Loans
- Legal Provisions
- Vacations advance
- Parafiscals (SENA, ICBF and CAJA)
- Transfer Payroll Results FI/CO
- Termination payments
SAP HCM: Payroll

MANDATORY LAW REPORTS

- PILA Report - Social Security & Parafiscals contributions
- UGPP Report
- Certificate of Income and Deductions.
- Percentage calculation procedure semester
- Garnishments – Bank Agrario
- Voluntary contribution with tax Benefit Report
Additional Highlights

- Integration
- Support
- Legal change process
- Recommendation's
Additional Highlights

INTEGRATION

- Integration with financial (FI)
- Integration with costs (CO)
- Integration with treasury (TR), Banks transfer and payments
- Budget
- Time Management
- Human Capital Management contains more than 45 integration points
Additional Highlights

SUPPORT

- Full support on Legal changes throughout the year delivered through SAP Notes and Support Packages, under PY-CO component.
- Software component SAP_HR and SAP_HRCCO
- Proactive Analysis backed up with Legal Experts.
- Country Page @ SAP Service Market Place: [https://launchpad.support.sap.com/](https://launchpad.support.sap.com/)
- CIC – Customer Interaction Center
- Knowledge Base Articles (KBAs)
- Expert Chat
- Schedule an Expert
Additional Highlights

Legal Change process

- Monitoring
  - Government official pages
  - News

- Legal Change released
  - Government release or publish the law, like:
    - Law
    - Decree
    - Resolutions
    - Concepts

- Analysis
  - SAP validate the impact into the system

- Announcement of Legal Change
  - SAP publish a SAP note of legal change announcements

- SAP validations
  - SAP Validation internal and/or external advisers

Validation of interpretations

- SAP explain the interpretations and scope to customers
- Validation between SAP and Pilot Customers

Development

- SAP Labs develop new functionality
- Unit test

Pilot customers

- SAP release a SAP note in Pilot release mode
- Only Pilot customers will be able to implement the SAP note

Release for Customers

- SAP release and publish a SAP note of legal change for all installed base

Implementation

- All SAP customers will be able to implement this SAP note
**Additional Highlights**

**RECOMMENDATIONS**

- Not a “Do It Yourself” System.
- Expert knowledge required.
- User Training.
- Maintain the system updated at the last Support Package released.
Customer Collaboration

ASUG – Colombia User Group

- ASUG Board consists of SAP and Customer representations
- Collaboration and feedback channel, A platform for sharing Best Practices and information exchange
- Early reflection of emerging opportunities.
- Focused programs to influence and smoothly implementing SAP Localization initiatives.
Lesson Summary

You should now be able to:

- Explain Payroll Requirements around Legal compliance
- Provide an overview of HCM Payroll Local Version Colombia, Solution Coverage.
- Explain HCM Payroll Colombian Localization features
- Understand solution support.
- Outline the Recommendations for implementation.
Thank you.

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