CLC Packages

HCM Country Legal Change Process @ SAP

Globalization Services
Agenda

- Motivation to deliver CLC packages
  - Typical customer situation

- Solution
  - CLC Country Legal Changes – the process
  - Consistent procedure
  - Key benefits of CLC process

- CLC – the technical background
  - SAP NetWeaver
  - Subcomponents
  - System status
  - Details on SAP Notes
  - Information for customers
  - Frequently asked questions
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Motivation to deliver CLC packages

CLC stands for Country Legal Change Package. It is an additional shipment to HR Support Packages and a proven process already since a few years.

Before we introduced the delivery of CLC packages we received feedback from large global customers:

- The delivery of legal changes by HR Support Packages (HR SPs) does not fit their processes
- Global players only want to import HR Support Packages 2-3 times per year
- Countries provide legal changes in different ways
- Standard countries and add-on CEE (Central Eastern European) countries are not synchronized below 608

We like to give you comprehensive information about the motivation to deliver CLC packages, the prerequisites and finally the advantages for you as our customer to implement CLC packages.
Example – Typical Customer Situation before CLC (1)
Detailed explanation see next slide
Example – Typical Customer Situation before CLC (2)

In the example, the customer runs three different country versions. This means…

- …the customer has to implement six HR SPs due to legal changes
  - with corrections in the international functionality
  - with corrections in each country version
- … the customer has to test the entire system
- … each subsidiary has to test the country functionality

The former procedure took a lot of effort in the case of one or a few countries having a legal change.

If a customer runs 10 - 20 country versions, the customer has to implement almost each HR SP – and the effort grows enormously.

The former procedure is too expensive in terms of time and money.
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Solution Overview

Information for Customers
- Early announcement of upcoming legal changes
- Overview of legal changes in the countries in the SAP Support Portal

CLC – Country Legal Change
- Legal changes per country will be shipped in addition via CLC Packages

Consistent Procedure
- One delivery process for all countries
- Delivery synchronization of standard countries and add-on CEE countries
Legal Change Delivery per Country
Internal Process Definition I

- 12 HR SPs & Christmas HR SP per year

- 2 of these HR SPs are **Synchronization HR SPs** - mandatory for the process and delivered in May and November

In case of a legal change for a country in between the two synchronization points, a CLC (Country Legal Change) package for this country will be created. This CLC package...

- contains **all country-specific transports** of the **current** HR SP
- **all country specific transports** of that country **down to the synchronization HR SP**
- or to a **previous CLC package** of this country
Legal Change Delivery per Country

Internal Process Definition II

**Description**

- CLC Packages only when necessary
- The CLC Package of one country is independent from the CLC Package of another country
- *Restriction:* International changes that affect several country versions (such as payroll, reporting, company car) are only delivered with a Synchronization HR SP
- International changes that do not affect any country versions (such as Travel, Learning, Recruiting) can be delivered with any HR SP

**Validity of the process**

- The process is valid for the software components SAP_HR, EA-HR, and HR-CEE
- The process is valid for all releases in standard maintenance: up ECC 6.0 for all its Enhancement Packages (EHP2, EHP3, EHP4, EHP5, EHP6, EHP7, EHP8)
Legal Change Delivery per Country

Customer Process Definition

Description

If you have decided to use CLC Packages

- At synchronization points all available HR Support Packages must be installed
- Additionally, when you wish to update your HR system, you must install
  - the CLC Package of your interest
  - the CLC Packages already released for the same localization up to the previous synchronization point
Legal Change Delivery per Country

Process Example I

Synchronization

HR SP

HR SP 95

International reused/general

A B C

HR SP 96

International general

A B C

HR SP 97

International general

A B C

HR SP 98

International general

A B C

HR SP 99

International general

A B C

Usual HR SP Process

CLC 97 B

CLC 99 B

CLC 98 A

Additional CLC Process

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Legal Change Delivery per Country
Process Example II

April
BE
PL

HR SP Sync

FR
GB
IT
IN
KR
PH

May
FR
GB
IT
IN
KR
PH

BE
GB
MY
PL

June
BE
GB
MY
PL

HR SP Sync

HR_CEE

July
BE
GB
MY
PL

DE
BE
CA
HU

August
DE
BE
CA
HU

AT
AU
CA
JP

September
AT
AU
CA
JP

CA
ES
GB
IN

October
CA
ES
GB
IN

PL
MY
PH

November
PL
MY
PH

CO
HR
HU

December
CO
HR
HU

SAP_HR / EA-HR
Consistant Procedure

One Delivery Process for all Countries

- All legal changes need to be realized in an HR SP
- Additional possibilities to deliver legal changes:
  - Via SAP Note
    - Correction instruction for coding, interfaces, user interface
    - Description for table entries
    - No CLC package is necessary
  - Via CLC Package
    - Changes are not possible via correction instruction (extensive DDIC changes)
- Delivery synchronization of standard countries and add-on CEE countries
Key Benefit of CLC Process

- **Reduction of test effort**
  - = Reduction of costs

- **Planning reliability**
  - = Import of HR SPs can be planned in long term

- **System stability**
  - = Only implementation of changes for one country version

- **CLCs are integrated** in SAP Support Package Manager and Note Assistant
Motivation to deliver CLC packages
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CLC – the technical background
  • SAP NetWeaver
  • Subcomponents
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  • Frequently asked questions
**SAP NetWeaver**

**Sub-components**
- Introduction of subcomponents to separate country-specific and international functionality

**Support Package Manager**
- Recognize subcomponents
- Queue calculation on HR SP level and CLC level
- Since SPAM Version 28

**SAP Notes**
- SAP Notes and correction instructions are valid for software components and subcomponents
## Subcomponents for SAP_HR, EA-HR, and HR-CEE

<table>
<thead>
<tr>
<th>Software Subcomponents</th>
<th>SAP_HR</th>
<th>EA-HR</th>
<th>HR-CEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country subcomponent</td>
<td>SAP_HRC&lt;ISOcode&gt; (Example SAP_HRCIT for Italy)</td>
<td>EA-HRC&lt;ISOcode&gt; (Example EA-HRCIT for Italy)</td>
<td>HR-CEEC&lt;ISOcode&gt; (Example HR-CEECPL for Poland)</td>
</tr>
<tr>
<td>Subcomponent for international functions reused by countries</td>
<td>SAP_HRRXX</td>
<td>EA-HRRXX</td>
<td>-</td>
</tr>
<tr>
<td>Subcomponent for general international functions without any country dependencies</td>
<td>SAP_HRGXX</td>
<td>EA-HRGXX</td>
<td>-</td>
</tr>
</tbody>
</table>
International Functions Divided into Subcomponents

SAP_HR
- Travel
- Training and Event Management
- …

SAP_HRGXX

SAP_HRRXX
- Master Data
- Payroll
- Time Management
- …

EA-HR
- Travel
- E-Recruiting
- Learning
- Employee Interaction Center
- …

EA-HRGXX

EA-HRRXX
- Master Data
- Payroll
- Time Management
- …
System Status

Example Release 608:
System status after implementation of Synchronization HR SP 50
## Example

### System Status SAP_HR

<table>
<thead>
<tr>
<th>Software Component</th>
<th>Release</th>
<th>Level</th>
<th>Highest Support Package</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>SAP_HR</td>
<td>608</td>
<td>0050</td>
<td>SAPKE60850</td>
<td>Human Resources</td>
</tr>
<tr>
<td>SAP_HRCAT</td>
<td>608</td>
<td>0050</td>
<td>SAPK-60850INSAPHRCAT</td>
<td>Subcomponent SAP_HRCAT</td>
</tr>
<tr>
<td>SAP_HRCAU</td>
<td>608</td>
<td>0050</td>
<td>SAPK-60850INSAPHRCAU</td>
<td>Subcomponent SAP_HRCAU</td>
</tr>
<tr>
<td>SAP_HRCBR</td>
<td>608</td>
<td>0052</td>
<td>SAPK-60852INSAPHRCBR</td>
<td>Subcomponent SAP_HRCBR</td>
</tr>
<tr>
<td>SAP_HRCCH</td>
<td>608</td>
<td>0053</td>
<td>SAPK-60853INSAPHRCCCH</td>
<td>Subcomponent SAP_HRCCH</td>
</tr>
<tr>
<td>SAP_HRGXX</td>
<td>608</td>
<td>0050</td>
<td>SAPK-60850INSAPHRGXX</td>
<td>Subcomponent SAP_HRGXX</td>
</tr>
<tr>
<td>SAP_HRRXX</td>
<td>608</td>
<td>0050</td>
<td>SAPK-60850INSAPHRRXX</td>
<td>Subcomponent SAP_HRRXX</td>
</tr>
</tbody>
</table>

**Example:** Release 608, Synchronization HR SP 50, CLC Package 52 Brazil, CLC Package 53 Switzerland
## Example System Status EA-HR

<table>
<thead>
<tr>
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<th>Level</th>
<th>Highest Support Package</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>EA-HR</td>
<td>608</td>
<td>0050</td>
<td>SAPK-60850INEAHR</td>
<td>SAP R/3 Enterprise Extension HR</td>
</tr>
<tr>
<td>EA-HRCAT</td>
<td>608</td>
<td>0051</td>
<td>SAPK-60851INEAHRCAT</td>
<td>Subcomponent EA-HRCAT</td>
</tr>
<tr>
<td>EA-HRCAU</td>
<td>608</td>
<td>0051</td>
<td>SAPK-60851INEAHRCAU</td>
<td>Subcomponent EA-HRCAU</td>
</tr>
<tr>
<td>EA-HRCBR</td>
<td>608</td>
<td>0052</td>
<td>SAPK-60852INEAHRCBR</td>
<td>Subcomponent EA-HRCBR</td>
</tr>
<tr>
<td>EA-HRCCA</td>
<td>608</td>
<td>0051</td>
<td>SAPK-60851INEAHRCCA</td>
<td>Subcomponent EA-HRCCA</td>
</tr>
<tr>
<td>EA-HRGXX</td>
<td>608</td>
<td>0050</td>
<td>SAPK-60850INEAHRGXX</td>
<td>Subcomponent EA-HRGXX</td>
</tr>
<tr>
<td>EA-HRRXX</td>
<td>608</td>
<td>0050</td>
<td>SAPK-60850INEAHRRXX</td>
<td>Subcomponent EA-HRRXX</td>
</tr>
</tbody>
</table>

**Example:** Release 608, HRSP 50, CLC Package 51 AT / AU / CA, CLC Package 52 BR
Information for Customers I

Certain options are available:

- **Core HR in SAP ERP → Product Capabilities → Globalization Capabilities**
  Navigate to the region and country specific information

- **Legal Change Notification** in SAP ONE Support Launchpad
  Navigate to the legal changes of a certain country

- **SAP ERP Human Capital Management** Support Package Schedules
  Plan your next HR update activities

- **SAP Knowledge Base Search**
  Enter a specific SAP Note number and navigate to important information about legal changes and corrections
Information for Customers II

Countries for which CLC packages have been planned plus content information

The following links are available:

SAP Schedules for Maintenance Deliveries
SAP ERP HCM Support Package Schedules
Frequently Asked Questions

On the SAP Support Portal we provide a certain set of FAQs for the following topics:

- CLCs – Country Legal Changes
- LCs – Legal Changes
- HR SPs – HR Support Packages
- SAP Notes

If you think that a certain question is missing kindly contact us.
Thank you.

Contact information:

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