SAP On-Prem Payroll compared to Employee Central Payroll Mike Timm ICG July 28, 2022

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Learning Points

- Definitions
- On-Premises Responsibilities
- ECP Responsibilities
- Similarities
- Differences
- What to Expect





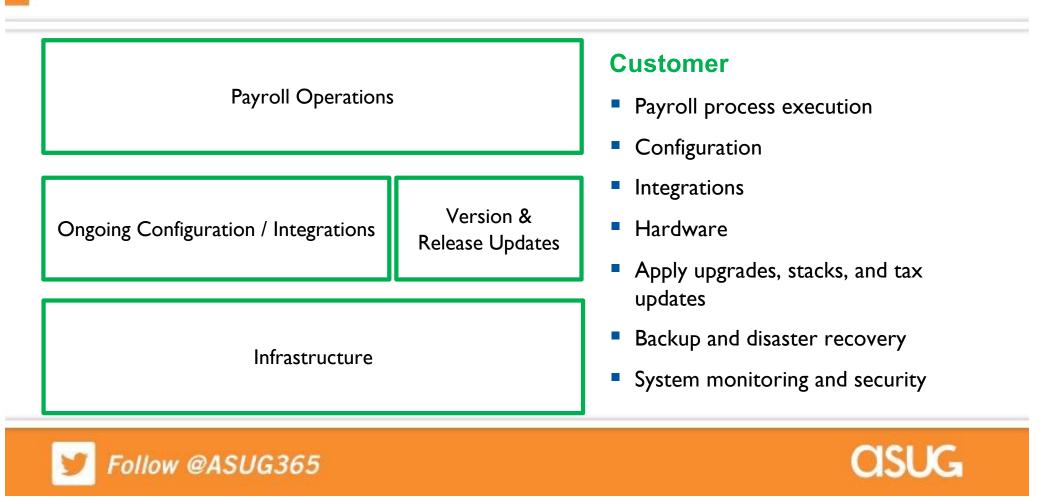
Definitions

- On-Premises Payroll
 - SAP ECC system that may be on any level of enhancement pack
 - Most recent enhancement pack (EHP) available on-prem is 8
 - End of Life 2025 with support ending 2027
 - Migration to S/4HANA starting later this year with end of life 2040
- Employee Central Payroll (ECP)
 - SAP ECC EHP 8 hosted by SAP
 - Next gen payroll likely in beta starting this year

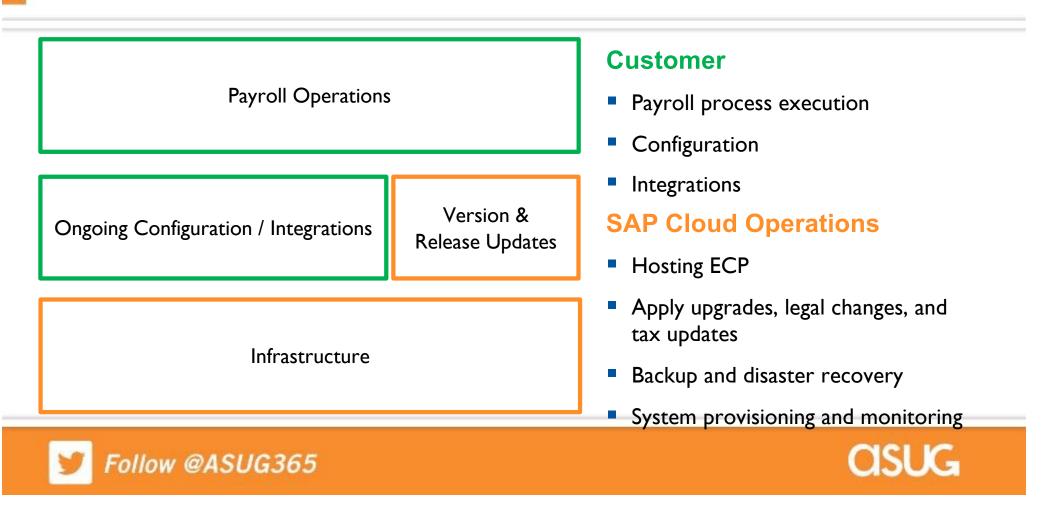




On-Premises Responsibilities



ECP Responsibilities



- ECP looks very similar to the On-Prem version you are used to and uses the same payroll drivers and much configuration
 - Schemas and rules
 - Wage types
 - Payroll Infotypes
- Off-Cycle payroll processing
- Programs to post payroll results are the same
- Tax Reporter is available





- Time evaluation is available
- Payroll Control Center is available
- SAP Stacks and HR Support Packs are requested by customer
- Customer testing after system updates
- Authorization role maintenance
- ABAP development





😆 🗐 📫 Existing BC Sets 60 BC Sets for Activity 60 Activated BC Sets for Activity 👔 Rele	as 😂 🛐 📫 Existing BC Sets 68 BC Sets for Activity 68 Activated BC Sets for Activity 📝 Relea
Structure	Structure
Y Payroll: USA	✓ Payroll: USA ^
> 🛃 Basic Settings	Basic Settings
> Background Processing with the HR Process Workbench	Background Processing with the HR Process Workbench
🔁 🚯 Hourly rates with several decimal places	🖹 😔 Hourly rates with several decimal places
> 🛃 Day Processing of Time Data	Day Processing of Time Data
> 🗟 Absences	> 🗟 Absences
> 🗟 Time Wage Type Valuation	> 🔁 Time Wage Type Valuation
> Fair Labor Standards Act (FLSA)	Fair Labor Standards Act (FLSA)
> 🗟 Reduction Formulas	Reduction Formulas
> 🗟 Incentive Wages	> 🖪 Incentive Wages
🗟 🚱 Create wage types for cost accounting	🖹 😥 Create wage types for cost accounting
> 🗟 Cumulation Wage Types	> 🖹 Cumulation Wage Types
> 🗟 Cumulations	> 📴 Cumulations
> 🗟 Deductions	> 🛃 Deductions
> Overpayment Recovery	Overpayment Recovery
> 🗟 Benefits Integration	Benefits Integration
> 🗟 Tax	> 📴 Tax
> 🗟 Garnishments	> 🗟 Garnishments
> 🗟 Tips	> 🗟 Tips
> 🚯 Off-Cycle Activities	> 🖹 Off-Cycle Activities
> External Wage Components	External Wage Components
> 🗟 Payroll Results Adjustment	> 🔁 Payroll Results Adjustment
> 🗟 Electronic Funds Transfer (EFT)	> 📴 Electronic Funds Transfer (EFT)
> 🗟 Cash Breakdown List for Persons Making Cash Payments	> 🗟 Cash Breakdown List for Persons Making Cash Payments
> 🗟 Forms	> 🖹 Forms
> HR Forms Workbench	HR Forms Workbench
> 🗟 Tax Reporter 🗸 🗸 🗸 🗸 🗸	> 🗟 Tax Reporter





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🔚 SAP Menu	👻 🔂 SAP Menu
Y 🚾 Payroll	V 🛄 Payroll
IRPAYUS_CLD_NOTIF - Notify BSI eFormsFactory about changes	(i) HRPAYUS_CLD_NOTIF – Notify BSI eFormsFactory about changes
PC00_M10_CALC_SIMU - Simulation	PC00_M10_CALC_SIMU - Simulation
PC00_M99_PA03_RELEA - Release payroll	PC00_M99_PA03_RELEA – Release payroll
PC00_M10_CALC - Start payroll	
PC00_M99_PA03_CHECK - Check result	PC00_M99_PA03_CHECK - Check result
PC00_M10_CLMR - U.S. Overpayment Recovery	
PC00_M99_PA03_CORR - Corrections	PC00_M99_PA03_CORR - Corrections
PC00_M99_PA03_END - Exit payroll	PC00_M99_PA03_END – Exit payroll
PC00_M10_CEDT - Remuneration statement	PC00_M10_CEDT - Remuneration statement
PC00_M10_HRF - Remuneration statement with HR-Forms	PC00_M10_HRF - Remuneration statement with HR-Forms
> 🤚 Bank transfer	> Bank transfer
Y 🧧 Off-cycle	✓ 📹 Off-cycle
PUOC_10 – Off-Cycle Workbench	PUOC_10 – Off-Cycle Workbench
Ø PUOCBA – OC Batch: Follow-up for payroll	Image: Big Budden and Bud
OPUOCBLTI - OC Batch: Mass LTI-processing	PUOCBLTI – OC Batch: Mass LTI-processing
🚯 PUOCLG – List batch table	🔞 PUOCLG – List batch table
OPPOCLL - List replacements, reversals	PUOCLL – List replacements, reversals
> 🧮 Subsequent activities	> Dubsequent activities
> 🧮 Outsourcing	> Cutsourcing
> 📒 Info system	> 🔚 Info system
> 🧮 Tools	> Tools
	> Settings





On-Prem and ECP Differences

- Key difference between On-Prem and ECP is the system of record:
 - On-Prem is SAP ERP HCM
 - ECP is SuccessFactors Employee Central
- No middleware needed to integrate Employee Central with ECP
- BSI tax updates are applied every month by SAP
- SAP will recommend Stack and HR Support Packs
- SAP Stacks and HR Support Packs are applied by SAP
- SAP will update kernels, database, and networking after notification





What to Expect with ECP

- End users won't <u>necessarily</u> see much change
- ECP access should be limited to only the payroll team
- Basis will have a reduced role, but their expertise will still be needed
- Security will continue to create authorizations in ECP like in ECC
- ABAP developer need will vary on approach to integrations
- Aligning EC and ECP for replication takes effort





Questions & Answers

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