

CLC (Country Legal Change) Packages

New HCM Legal Change Delivery Process@SAP



SAP AG
June 2008

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Topics



1. Motivation

2. Solution

2.1. CLC – Country Legal Changes – the new process

2.2. Information Concept

2.3. Consistent Procedure

3. CLC – Technical Realization

4. What has changed?

4.1. System Status

4.2. Details on SAP Notes

4.3. Frequently Asked Questions

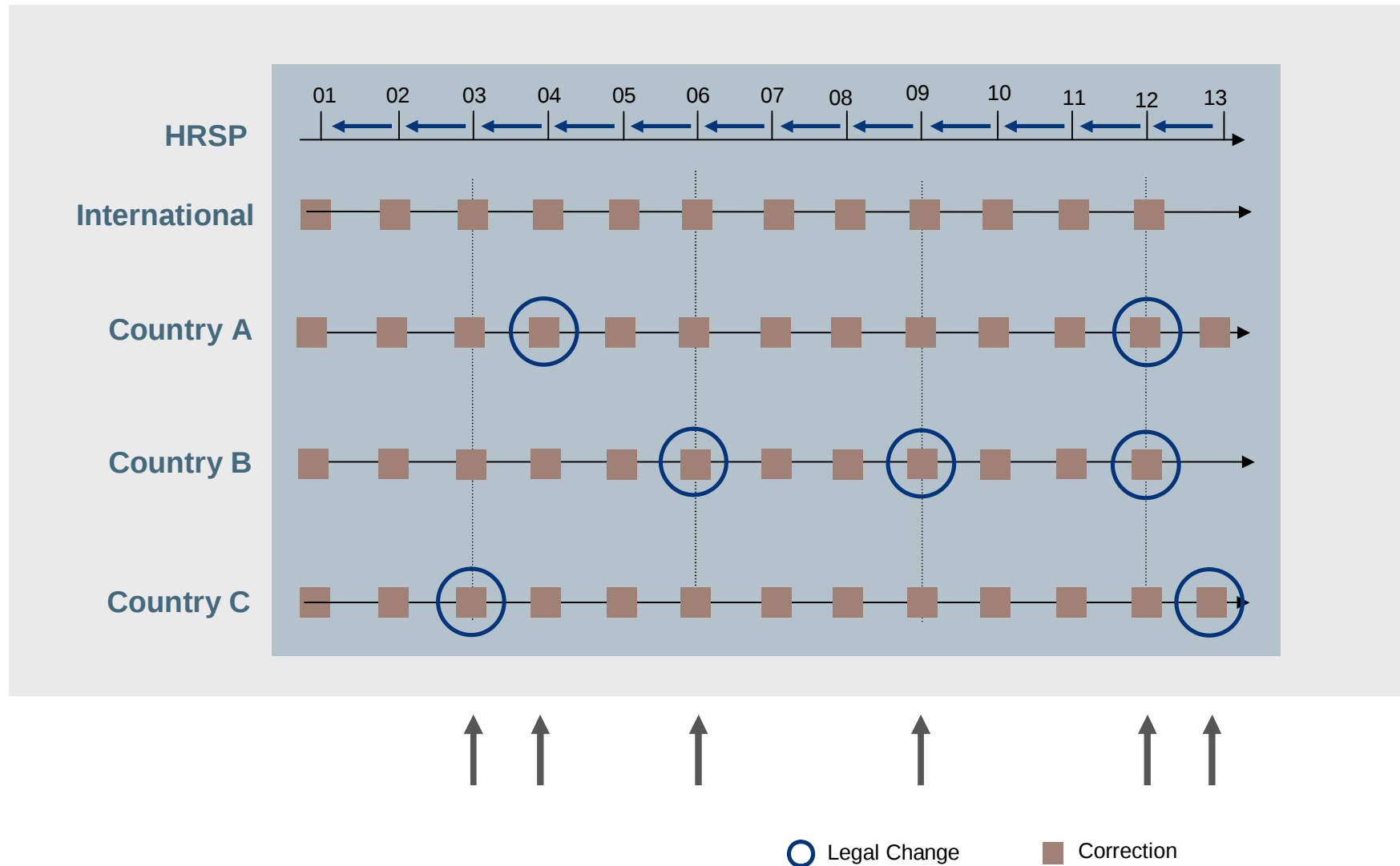


**In 2006 we received
feedback from large global
customers**



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

Example – Typical Customer Situation (1)



Example – Typical Customer Situation (2)



- In the example, the customer runs three different country versions
 - The customer has to implement six HRSPs due to legal changes
 - with corrections in the international functionality
 - with corrections in each country version
 - The customer has to test the whole system
 - Each subsidiary has to test the country functionality
- **This is very much effort in the case of one or a few countries having a legal change**
- If a customer runs 10 - 20 country versions, it has to implement almost each HRSP – and the effort grows enormously
- **This procedure is too expensive in terms of time and money**

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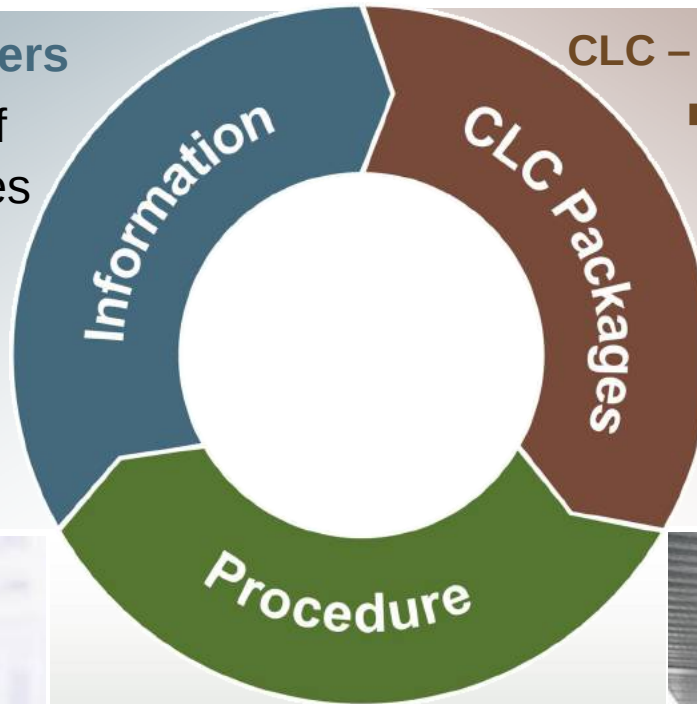
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Information for Customers

- Early announcement of upcoming legal changes
- Overview of legal changes in the countries in the SAP Service Marketplace



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



LC Delivery per Country

Process Definition (1)



- 12 HR Support Packages & Christmas HRSP per year (as usual)
- 2 HRSPs are Synchronization HRSPs - mandatory for the process; Synchronization HRSPs will be December HRSP (Year-End Legal Changes, YELC) and June HRSP
- **In case of a legal change, a CLC (Country Legal Change) Package for this country will be created that contains all country-specific transports of the current HRSP and the previous HRSPs down to the Synchronization HRSP or previous CLC Package of this country**

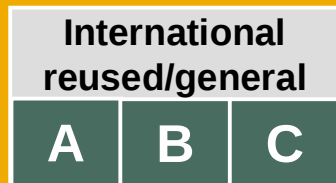


Example of the Process

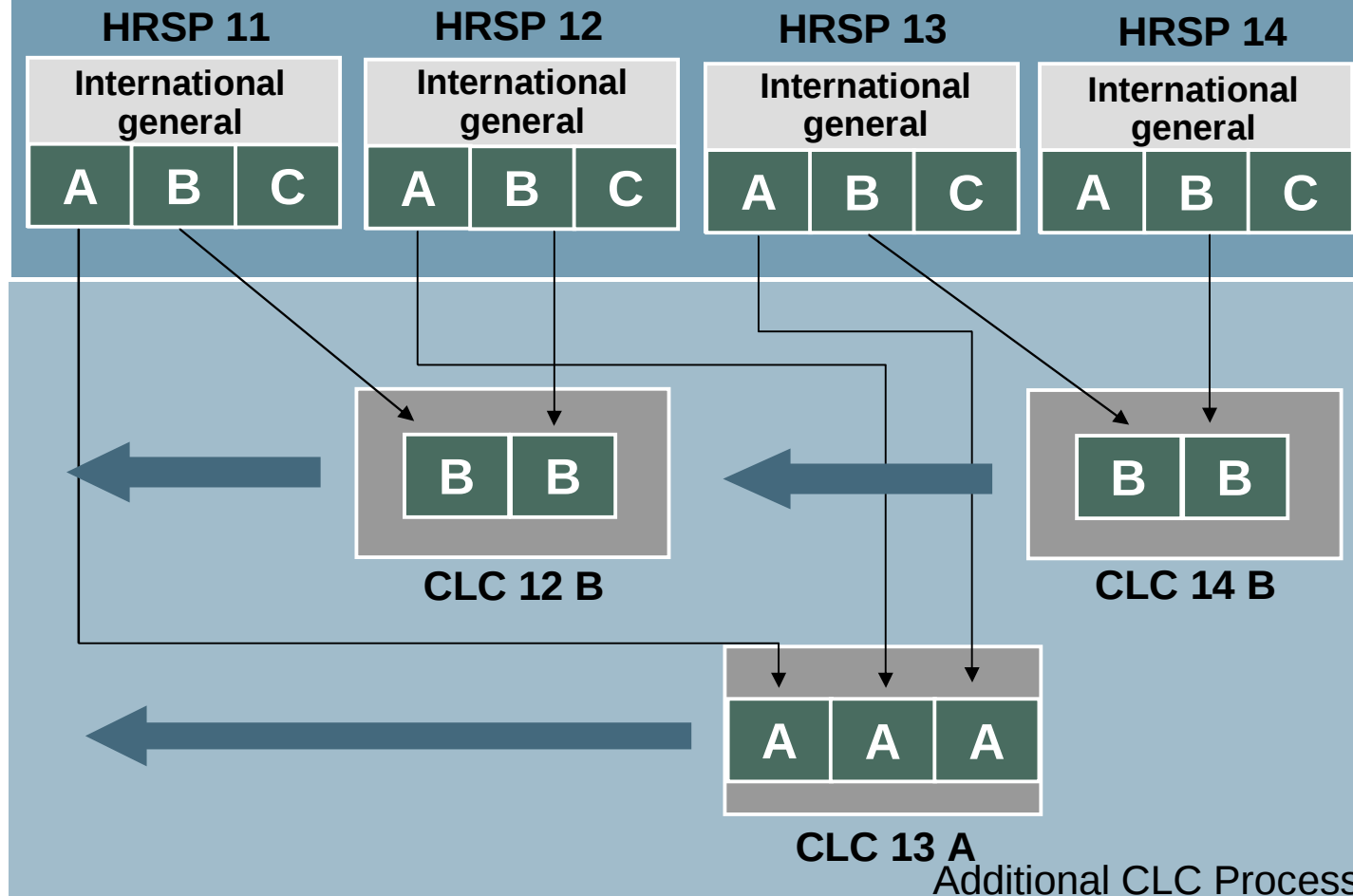


Synchronization HRSP

HRSP 10



"Normal" HRSP Process



LC Delivery per Country Process Definition (2)



Description

- CLC Packages only when necessary (expectation: 1-3 CLCs per country/year)
- 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 HRSP
- International changes that do not affect any country versions (such as Travel, Learning, Recruiting) can be delivered with any HRSP

Validity of the new 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: 4.70, ECC 5.0, ECC 6.0, and SAP enhancement packages for SAP ERP 6.0



■ SAP Service Marketplace

- Overview of planned legal changes per country

Quick link: LegalChanges

<http://service.sap.com/LegalChanges>

(coming summer 2008)

- Early announcement of upcoming legal changes

■ New SAP Note category: Announcement of Legal Change

- Notes with category “Announcement of Legal Change” will be posted automatically in the customer’s inbox in the Solution Manager Work Center (depending on the active country versions, as determined by Solution Manager)





Customers requested one delivery process for all countries

- All legal changes need to be realized in an HRSP
- Additional possibilities to deliver legal changes:
 - Via SAP Note
 - Correction instruction for coding, interfaces, UI, and so on
 - Description for table entries
 - No CLC Package is necessary
 - Via CLC Package
 - Changes are not possible via correction instruction (extensive DDIC changes, and so on)
 - As few SAR files as possible

Delivery synchronization of standard countries and add-on CEE countries

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Enhancements in SAP NetWeaver



Sub-components

- Introduction of subcomponents to separate country-specific and international functionality

Support Package Manager

- Must recognize subcomponents
- Queue calculation on HRSP level and CLC level
- Support Package Manager Version 28

SAP Notes

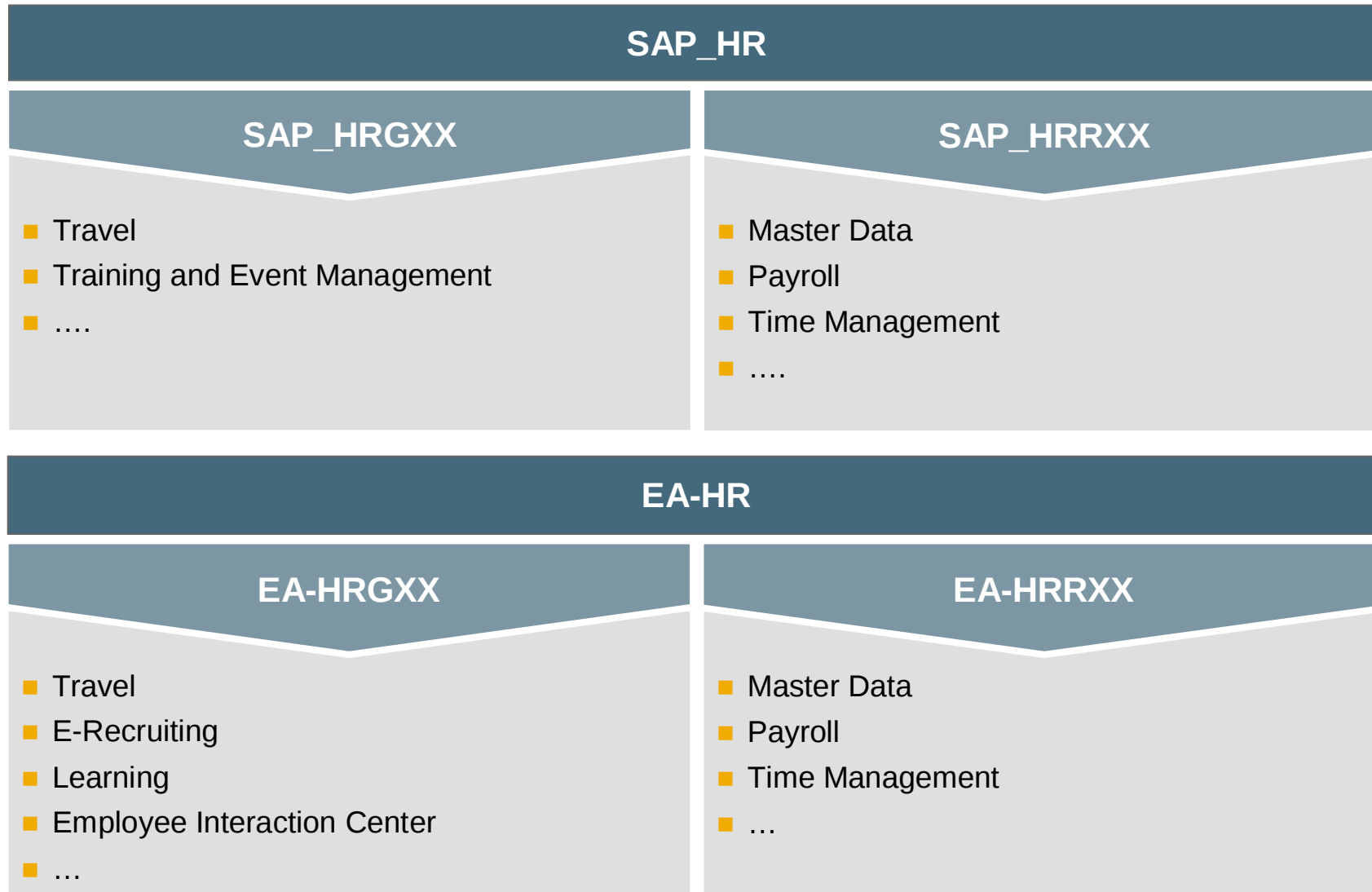
- SAP Notes and correction instructions are valid for subcomponents

Introduction of Subcomponents for SAP_HR, EA-HR, and HR-CEE



Software Subcomponents	For SAP_HR	For EA-HR	For HR-CEE
Country subcomponent	SAP_HRC<ISOcode> (Example SAP_HRCIT for Italy)	EA-HRC<ISOcode> (Example EA-HRCIT for Italy)	HR-CEEC<ISOcode> (Example HR-CEECPL for Poland)
Subcomponent for international functions reused by countries	SAP_HRRXX	EA-HRRXX	-
Subcomponent for general international functions without any country dependencies	SAP_HRGXX	EA-HRGXX	-

International Functions Divided into Subcomponents



Subcomponents for SAP_HR

Package View



SAP_HR

SAP_HRGXX

- PEPM
- PP05
- PPEM
- PTRAVEL
-

SAP_HRRXX

- P99D
- P99L
- P99S
- P99U
- PBAS
- PCAL
- PBEN
- PBNA
- PP00
- PTIM
-

SAP_HRCAT

- P03C
- P03P1
- P03P2
- P03U
- PB03
- PC03

SAP_HRCBR

- P37C
- PB37
- PBAS_0001_BR
- PC37

...

Subcomponents for EA-HR

Package View



EA-HR

EA-HRGXX

- EA-Travel
- PAOC_TM
- PAOC_HCP
- ...

EA-HRRXX

- PAOC_PAD
- PAOC_PAY
- PAOC_TIM
-

EA-HRCAT

- PAOC_PAD_AT
- PAOC_PAD_AT_PS
- PAOC_PAD_INFITY_0002_AT
- PAOC_PAD_INFITY_0006_AT
- PAOC_PAD_INFITY_0021_AT
- PAOC_PAD_UI_AT
- PAOC_PAD_UI_INFITY_0002_AT
- PAOC_PAD_UI_INFITY_0006_AT
- PAOC_PAD_UI_INFITY_0021_AT
- ...

EA-HRCBR

- PAOC_PAD_BR
- PAOC_PAD_INFITY_0002_BR
- PAOC_PAD_INFITY_0006_BR
- PAOC_PAD_INFITY_0008_BR
- PAOC_PAD_INFITY_0016_BR
- PAOC_PAD_INFITY_0021_BR
- PAOC_PAD_INFITY_0057_BR
- PAOC_PAD_UI_BR
- PAOC_PAD_UI_INFITY_0001_BR
- PAOC_PAD_UI_INFITY_0002_BR
- PAOC_PAD_UI_INFITY_0006_BR
-

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System: Component information				
Software Compon...	Release	Level	Highest Support ...	Short Description of Software Compon
SAP_HR	470	0082	SAPKE47082	Human Resources
SAP_HRCAR	470	0000	-	Sub component SAP_HRCAR of SAP_
SAP_HRCAT	470	0000	-	Sub component SAP_HRCAT of SAP_
SAP_HRCAU	470	0000	-	Sub component SAP_HRCAU of SAP_
SAP_HRCBE	470	0000	-	Sub component SAP_HRCBE of SAP_
SAP_HRCBR	470	0000	-	Sub component SAP_HRCBR of SAP_
SAP_HRCCA	470	0000	-	Sub component SAP_HRCCA of SAP_
SAP_HRCCH	470	0000	-	Sub component SAP_HRCCH of SAP_

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Example

System Status SAP_HR



Software Component	Release	Level	Highest Support Package	Description
SAP_HR	600	0031	SAPKE60031	Human Resources
SAP_HRCAT	600	0000	-	Subcomponent SAP_HRCAT
SAP_HRCAU	600	0000	-	Subcomponent SAP_HRCAU
SAP_HRCBR	600	0034	SAPK-60034INSAPHRCBR	Subcomponent SAP_HRCBR
SAP_HRCCH	600	0035	SAPK-60035INSAPHRCCH	Subcomponent SAP_HRCCH
SAP_HRGXX	600	0000	-	Subcomponent SAP_HRGXX
SAP_HRRXX	600	0000	-	Subcomponent SAP_HRRXX

Example: Release 600, Synchronization HRSP 31, CLC Package 34 Brazil,
CLC Package 35 Switzerland

Example

System Status EA-HR



Software Component	Release	Level	Highest Support Package	Description
EA-HR	600	0033	SAPKGPHD33	SAP R/3 Enterprise Add-On HR
EA-HRCAT	600	0035	SAPK-60035INEAHRCAT	Subcomponent EA-HRCAT
EA-HRCAU	600	0033	SAPK-60033INEAHRCAU	Subcomponent EA-HRCAU
EA-HRCBR	600	0033	SAPK-60033INEAHRCBR	Subcomponent EA-HRCBR
EA-HRCCA	600	0036	SAPK-60036INEAHRCCA	Subcomponent EA-HRCCA
EA-HRGXX	600	0033	SAPK-60033INEAHRGXX	Subcomponent EA-HRGXX
EA-HRRXX	600	0033	SAPK-60033INEAHRRXX	Subcomponent EA-HRRXX

Example: Release 600, HRSP 33, CLC Package 35 Austria, CLC Package 36 Canada

SAP Notes

Affected Releases



Affected Releases

Software Component	Release	From Release	To Release
SAP_HR	46C	46C	46C
SAP_HR	470	470	470
SAP_HR	5.00	500	500
SAP_HR	600	600	600
SAP_HRCDE	470	470	470
SAP_HRCDE	500	500	500
SAP_HRCDE	600	600	600

SAP Note validity on subcomponent; here SAP_HRCDE in 2008:
additional validity on SAP_HR, EA-HR, or HR-CEE

SAP Notes

Support Packages



Correction delivered in Support Package

Support Packages	Release	Package Name
SAP_HR	46C	SAPKE46CD8
SAP_HRCDE	470	SAPK-47083INSAPHRCDE
SAP_HRCDE	500	SAPK-50049INSAPHRCDE
SAP_HRCDE	600	SAPK-60032INSAPHRCDE

- SAPK-470**83**INSAPHRCDE - Delivered with Support Package 83
- SAPK-500**49**INSAPHRCDE - Delivered with Support Package 49
- SAPK-600**32**INSAPHRCDE - Delivered with Support Package 32

SAP Notes

Correction Instructions



Corrections Instructions

Correction Instruction	Valid from	Valid to	Software Component	Type *)	Ref. Correction
1016050	46C	600	SAP_HR	C	L6BK162283
1015572	470	600	SAP_HRCDE	C	L6BK162283

- Correction instructions for subcomponent
- Correction instructions for SAP_HR, EA-HR, or HR-CEE

SAP Notes: Correction Instructions SAP_HR

Valid until First Synchronization HRSP



Correction Instruction

☐ Show all

General Information

Number	0001016050		
Installation	0120061532	Package	2
Note	0001174920 - CLC Test		
Software Component	SAP_HR		
Status	Released	Last Change By	Gudrun Middendorf
Date	03.06.2008	Time	10:54:17

Validity Details of Correction

Release	Valid to Support Package
46C	SAPKE46CD3 - SAPKE46CD7
470	SAPKE47078 - SAPKE47081
500	SAPKE50044 - SAPKE50047
600	SAPKE60027 - SAPKE60030

Reference Correction

System ID:	L6B
Request/Task	L6BK162283

TADIR Entries

Object Description			TADIR Entry		
Program ID	Object Type	Object Name	Program ID	Object Type	Object Name
LIMU	REPS	RPCBWAD0	R3TR	PROG	RPCBWAD0

SAP Notes: Correction Instruction SAP_HRCDE Valid on First Synchronization HRSP



Correction Instruction

☐ Show all

General Information

Number	0001015572	Package	5356
Installation	0120061532		
Note	0001174920 - CLC Test		
Software Component	SAP_HRCDE		
Status	Released	Last Change By	Gudrun Middendorf
Date	03.06.2008	Time	10:52:41

Validity Details of Correction

Release	Valid to Support Package
470	470 - 470
500	500 - 500
600	600 - 600

Reference Correction

System ID:	L6B
Request/Task	L6BK162283

TADIR Entries

Object Description			TADIR Entry		
Program ID	Object Type	Object Name	Program ID	Object Type	Object Name
LIMJ	REPS	RPCBWADO	R3TR	PROG	RPCBWADO

SAP Notes: Correction Instruction SAP_HRCDE Valid after First Synchronization HRSP



Correction Instruction

☐ Show all

General Information

Number	0001015572	Package	5356
Installation	0120061532		
Note	0001174920 - CLC Test		
Software Component	SAP_HRCDE		
Status	Released	Last Change By	Gudrun Middendorf
Date	03.06.2008	Time	10:52:41

Validity Details of Correction

Release	Valid to Support Package
470	470 - 470
500	SAPK-47083INSAPHRCDE - SAPK-47085INSAPHRCDE
600	SAPK-50049INSAPHRCDE - SAPK-50051INSAPHRCDE
	SAPK-60032INSAPHRCDE - SAPK-60034INSAPHRCDE

Reference Correction

System ID:	L6B
Request/Task	L6BK162283

TADIR Entries

Object Description			TADIR Entry		
Program ID	Object Type	Object Name	Program ID	Object Type	Object Name
LIMJ	REPS	RPCBWADO	R3TR	PROG	RPCBWADO

SAPK-60034INSAPHRCDE
Support Package Level 34

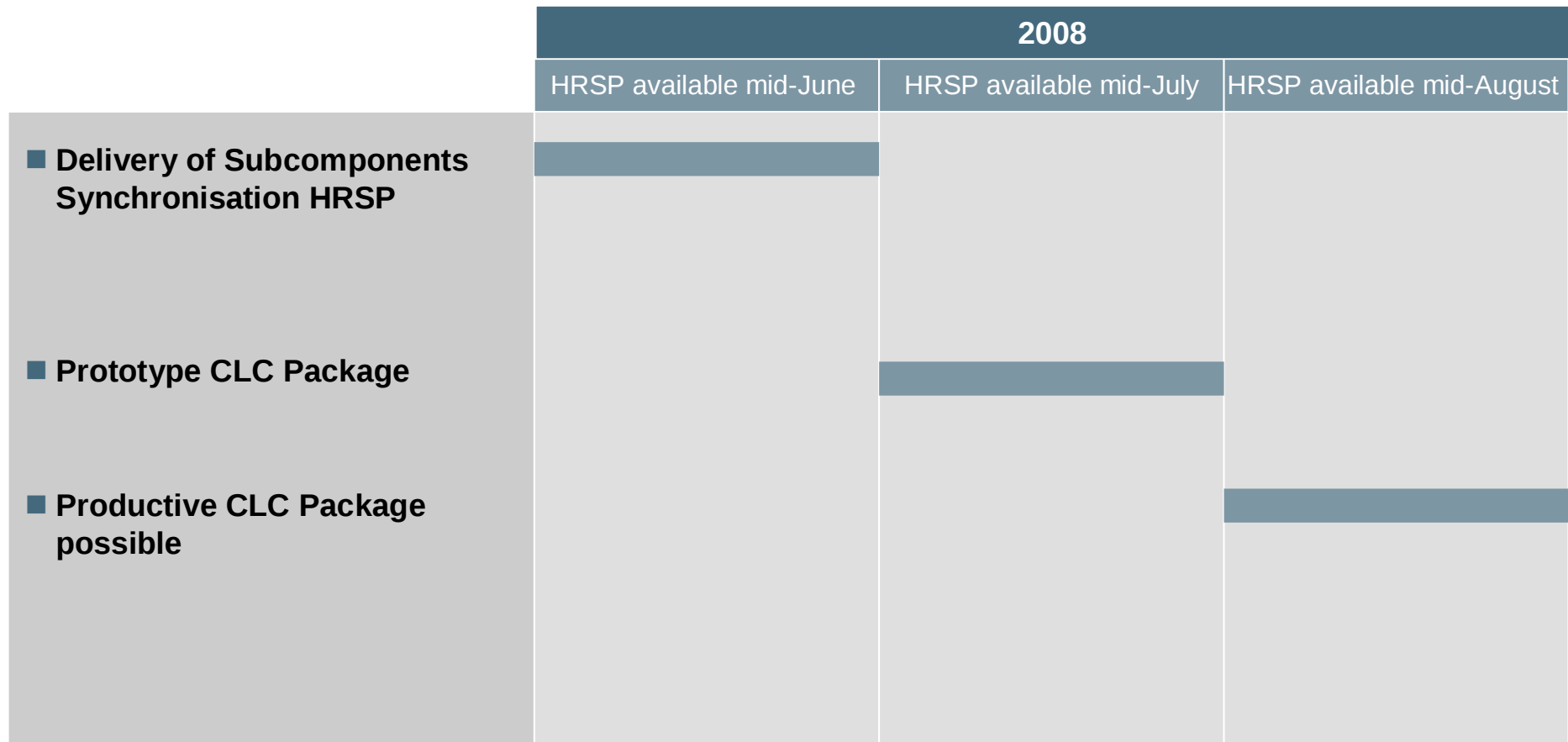
Further information



- SAP Service Marketplace
<http://service.sap.com/HRLegalChanges>
- SAP Note 1167891:
Announcement: New HCM Legal
Change Delivery Process
- SAP Note 1170539:
Changes in Notes in HCM

Timeline

CLC Delivery



Legend: ■ Duration ◆ Milestone

Frequently Asked Questions – 1



Q: You want to continue to implement HRSPs only. What has changed and what is important for you to know?

- The software components SAP_HR, EA-HR, and HR-CEE are divided into subcomponents. There are subcomponents for each country and two subcomponents for international functions - one reused by countries and one without any country dependencies.
- International functions reused by countries are only shipped twice per year with a Synchronization HRSP (June and December HRSP). Corrections will be available as correction instructions in SAP Notes.
- Corrections on international functions without any country dependencies will be shipped with every HRSP.
- Legal changes and corrections of country functions will be shipped with every HRSP.
- SAP Notes and correction instructions are valid on subcomponents from June 2008 on.
- SAP recommends to import the first Synchronization HRSP (June 2008) by the end of 2008. Until then, SAP Notes will have a double validity on subcomponent and SAP_HR, EA-HR, or HR-CEE. From 2009 on, SAP Notes will only be valid on subcomponents.
- The changes are valid for Release 470x110 and higher.

Frequently Asked Questions – 2



Q: Where can customers find information?

A: SAP Service Marketplace <http://service.sap.com/HRLegalChanges>
SAP Note 1167891 to announce the new HCM legal change delivery process
SAP Note 1170539 about changes in SAP Note search for HCM

Q: Which HRSP is a Synchronization HRSP?

A: In general, the June and December (YELC) HRSP
– Information can be found in the [HRSP schedule](#)

Q: Which CLC Packages will be delivered?

A: Information can be found in the [HRSP schedule](#)
Information about legal change planning is coming in summer 2008
SAP Service Marketplace <http://service.sap.com/LegalChanges>

Frequently Asked Questions – 3



Q: Will Synchronization HRSPs and SP Stacks be delivered at the same time?

A: No.

Synchronization HRSPs will be delivered at the same time for all releases, while SP Stacks are delivered at different times for the releases.

For ECC 5.0 and ECC 6.0, the SP Stack available in spring is required for the year-end legal changes (YELC). For example, customers can implement the SP Stack and the June Synchronization HRSP in June, and then continue with CLC Packages.

For 4.70, customers must implement the SP Stack delivered in the fall before implementing the YELC HRSP.

Questions?



Thank you!





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