

PAYE Modernisation

PSDA Summary Findings
11th July 2018

Agenda

- PIT Update
- Draft Income Tax (PAYE) Regulations
- List of Employees
- Parallel Test
- Error Messages
- Known Error List
- P35 2018
- PSDA Actions
- AOB

PIT Update

PIT Update

Issue: Leading Zeros removed from PPSN responses

Answer: Issue partially resolved, has been updated in action log.

Issue: Functional Release Schedule Update

Answer: Final functional release scheduled for 17/7/18

Issue: Query relating to other planned releases

Answer: No other planned releases at this time, only bug fixes as required. Notice will be given of same. Releases may also occur to fix subsequent items to Known issues.

Draft Income Tax (PAYE) Regulations

Draft Income Tax (PAYE) Regulations

Issue: Bodies who received draft regulations

Answer: TALC Committee, sub committees and external stakeholders. PSDA members to also receive a copy.

Issue: Regulation feedback

Answer: Regulation feedback is ongoing. Please note that these regulations are still in the draft stage. Any comments on the draft regulations should be sent to PAYEModernisation@revenue.ie using the subject line “Draft Regulations”

Issue: PRSI and USC changes

Answer: The current set of draft regulations do not cover the above – they will be included in future draft regulations

Draft Income Tax (PAYE) Regulations

Issue: Regulations Rubric

Answer: Numbering has not changed; missing numbers are new regulations and/or moved regulations.

Issue: P2C being used Year on Year

Answer: No longer available. RPNs will be renewed yearly. If RPN is not available for employee come 1/1/19, default put on emergency tax.

Issue: Emergency Tax

Answer: Only when no RPN available and cannot create new RPN/ If there is no RPN for the year apply emergency tax.

Draft Income Tax (PAYE) Regulations

Issue: RPNs Re-usage

Answer: If no RPN is returned after using the Lookup RPN by Last Updated, but existing RPN from current year is available, apply this RPN.

Issue: P2Cs

Answer: P2Cs applicability extended, RPNs will not extend past yearly mark.

Moving away from P45 & P46 therefore delays which could occur and were the basis for flexibility in regulations no longer apply. New regulations and provisions are for real time information.

Issue: Persistent Unavailability

Answer: Every reasonable attempt should be made to acquire up to date RPNs. Only in cases of persistent unavailability, the process for requesting RPN updates can be foregone and existing RPNs be used (provided they are current year RPNs only)

Draft Income Tax (PAYE) Regulations

Issue: Year Start Tax Basis

Answer: Each year from 2019 new RPNs required. Emergency Tax if no RPN obtained in the new year.

Issue: Employer Responsibility

Answer: Employers must supply & request required data to Revenue. It is the employer's responsibility to request RPNs. Previously, Revenue sent notifications to prompt employers, now employers must request RPNs and keep records updated.

Issue: Revenue Employment Definition

Answer: Based on the definition of an employer as someone paying emoluments and an employee as someone in receipt of emoluments.

Draft Income Tax (PAYE) Regulations

Issue: Questions received

Answer: Documentation is available and should be consulted before emailing questions

Issue: Employment ID Reuse

Answer: Cannot be reused within a given year if employee ceased and recommences. New Employment ID is required. Can be reused if they recommence in a different year.

Issue: Employment ID re-hires

Answer: When re-hired in the same tax year employment ID cannot be the same as the previous period of employment in that year.

Draft Income Tax (PAYE) Regulations

Issue: Employment ID year on year changes

Answer: If the Employment ID changes year on year this would cause a cessation for the old employment and the creation of a new one with the altered ID.

Issue: Employment ID List of Employees

Answer: Only dual employments which are submitted through the List of Employees will have an Employment ID based RPN on 1/1/19.

Issue: Employment ID 1/1/19 First Submission

Answer: Dual Employments must use the Employment ID submitted in the List of Employees. Single employments should be matched from the list of all RPNs for an employer and in the Submission , supply the employment ID to Revenue for the first time. This action will cause an RPN update for all employees where the employment ID was not on record already.

Draft Income Tax (PAYE) Regulations

Issue: Employment ID 2nd Submission

Answer: Revenue will have a large volume of RPNs updated after taking in the Employment IDs for most employees in the first submission

Issue: Employment ID Change Option

Answer: No facility for this in the current schema and would require CAB and changes for once off scenario for 1st submission.

Issue: Employment ID unique

Answer: Employment ID should be unique for a given set {employer reg. number, employee PPSN, employment ID}

Draft Income Tax (PAYE) Regulations

Issue: Employment ID Length

Answer: 20 Characters is too short for some Employment ID structures. Revenue to look at expanding this field.

Issue: Employment Mistakes creating an Additional Employment

Answer: If a mistake is made software will need to fix it and cease one of the employments.

Issue: Switching Software Provider Issues

Answer: Not a Revenue matter. PSDA to discuss if they have an agreed strategy amongst themselves.

Draft Income Tax (PAYE) Regulations

Issue: Employment ID guide & implications

Answer: Revenue to create a guide for employee ID and outline implications of different actions. Also to cover Jan 2019 flow/ expectations.

Issue: X/T Employment ID

Answer: X/T are not part of the PPSN. This is the old Revenue identifier being replaced with Employment ID. All 2018 processes (P35L) which are applicable should continue to use the X/T.

Issue: Strip/ Remove X & T

Answer: This is a provider's decision. Until Jan 19 this identifier will be required.

Draft Income Tax (PAYE) Regulations

Issue: Date Commencement vs 1st Pay

Answer: Kevin to review regulations in relation to this.

Issue: Employment ID - Jobs and Pensions

Answer: The Employment ID cannot be set by the employee through Jobs and Pensions

Issue: PAYE cessation vs. company cessation

Answer: PAYE cessation relates to emoluments not company cessation.

Draft Income Tax (PAYE) Regulations

Issue: Cessation post list of employees submission

Answer: Employer should follow current processes for cessations and Revenue will update records accordingly. Important that once aligned employers keeps records aligned, this is the employer's responsibility.

Issue: Employer Reference Lifespan

Answer: This must not change and is needed until the PPSN is supplied with this reference so the records can be updated in Revenue's system.

Issue: Employer Reference Reuse

Answer: This cannot be reused. Should always be unique for every employment with no PPSN not just employee or for a given year.

Draft Income Tax (PAYE) Regulations

Issue: Regulations part J/K

Answer: (K) where there is a PPSN number, there must be an employment ID.

(J) The Employer ref number is a unique staff identifier assigned by the employer. This number must not be changed once submitted to Revenue, this is the employer's responsibility to ensure.

Issue: P2C date discrepancy

Answer: Start date is not the same as the Issue date

Issue: Emergency Tax Situations

Answer: Arises if:

- 1- The employee has never registered for PAYE before. Employee should use Jobs and Pensions
- 2- There has been no PPSN provided

Draft Income Tax (PAYE) Regulations

Issue: Nil Cert

Answer: Nil Cert return does not mean apply emergency tax

Issue: No RPN returned

Answer: Employer must not apply emergency tax immediately, should attempt to create RPN first.

Issue: Parallel Runs

Answer: Revenue will not specify what software providers should be checking in these runs.

Draft Income Tax (PAYE) Regulations

Issue: Credit changes backdates

Answer: Credits will be allocated based on real time information not forecasting, should remove need for backdates

Issue: Emergency Tax Credits

Answer: There will no longer be credits with emergency tax.

List of Employees

List Of Employees

Issue: E-Brief and Tax & Duty Manual

Answer: Issued 28th June with List of Employees information

Issue: Upload Window

Answer: Submissions taken until 31st October, however after initial upload 21 day limit to complete process.

Issue: P2Cs

Answer: P2Cs will issue for updates

List of Employees

Issue: Revenue Actions

Answer: Revenue is taking compliance actions on 2017 P35L. No compliance actions will be taken on List of Employees

Parallel Testing

Parallel Testing

Issue: Documentation

Answer: Documentation has been issued and is available on the Revenue Website

Issue: Environment Status

Answer: Environment currently being put together

Issue: Deadline of Client Data Capture

Answer: Deadline extended until 27th July, client data snapshot will be taken then.

Parallel Testing

Issue: Cert Instructions

Answer: Instructions for certs to be emailed. My Enquires file transfer service will be used to supply certs.

Issue: Revenue file transfer service

Answer: Emails issued 10th July, for registration to the file transfer service. This service is independent to ROS.

Issue: Parallel Environment Availability

Answer: Available for 8 weeks starting in September

Parallel Testing

Issue: Employer with multi pay frequency

Answer: Pay frequency and employer size is only information for Revenue to anticipate the capacity required.

Issue: Testing in Parallel Environment

Answer: Black Box test environment. Revenue won't verify what is being tested or give instructions re what should be tested. PSDA are to meet to formulate plan for recommendations on what to test.

Issue: Parallel Test Support

Answer: Live Support will manage all queries due to it being "live" data. Technical support strategy for this is under consideration.

Parallel Testing

Issue: Parallel Environment

Answer: The environment is only an approximation of live as data is old and more resources will be allocated in live.

Issue: Phone Support

Answer: MyEnquiries will have a specific category for parallel testing supports.

Issue: Support Permissions

Answer: Data Questions can only deal with Employer or Agent who has cert permissions to see employee live data.

Parallel Testing

Issue: GDPR concerns

Answer: Agents must check if data can be used for testing. Revenue will not be using the data for any other purpose.

Issue: Subgroup Meeting

Answer: A sub- group meeting is to be called by the PSDA on GDPR.

Issue: CAB proposal

Answer: Proposal to change to an industry standard approach to HTTP response codes and Error responses needs to be discussed and agreed.

Parallel Testing

Issue: Error Location

Answer: Revenue is looking at using the path variable to return the location of the error

Issue: Error Codes HTTP 400, HTTP 413

Answer:

HTTP 4xx codes: Proposal to use for authentication, duplicate submissions and for queries missing mandatory params

HTTP 413 code: to use for file size restrictions

Parallel Testing

Issue: Response Body

Answer: Proposal to make plans consistent across REST & SOAP (slides have examples)

Issue: Other “live errors”

Answer: PIT implements the business validation rules and provides errors based on requests. All validation rules should be available for testing in PIT.

Issue: Revenue Action

Answer: Revenue to verify that the validation rules in PIT match the published validation rules document

Known Errors

Known Errors

Issue: Error no 2536

Answer: Currently error code -1 with is returned in PIT a detailed description for digital signature related errors. This measure was introduced to help support troubleshooting of digital signature coding issues but will not be returned in live.

Issue: Error no 2115

Answer: Description has been updated in slides, Discussion needed to agree resolution.

Issue: General KEL

Answer: KEL to be updated on the helpdesk with next release. Work in progress to improve the contents, make clear what the issues are. Most recent updated added details on the resolution.

Known Errors

Issue: Production End Points

Answer: Available for coding and configuration in the beginning of December and Revenue will be able to confirm when they will be available come end of November.

Issue: Line Item ID

Answer: Submissions= 2 step process.

1- Submit, receive acknowledgement. Schema validations will be caught here.

2- Check Payroll Submission. Process of non-schema items happens asynchronously. Data based errors will now be returned. Processing is very fast, ongoing discussion on expected time interval.

Known Errors

Issue: RPN Response

Answer: RPN responses are synchronous unlike payroll submissions.

Issue: Repeated Check Payroll Interval

Answer: 1st Check payroll will not have an interval subsequent ones may have an interval imposed.

Issue: Throttling

Answer: Would be user based not IP based.

Issue: Production CAB

Answer: To avoid future issues and learn from recent problems production CAB to be planned to mitigate issues that could arise from Changes to current items (P35, P30, P45, P46, P2C) and differences in paper and ROS P35.