

Sage Business Cloud Payroll Professional

What's New

April 2025

Sage

Release 6.4a *(Released 7 April 2025)*

Refer to the Release Notes for Details on changes

RSA Statutory Changes

The RSA Tax Table for 2025 -2026 has remained unchanged.

The prescribed rate for Reimbursive Kilometres (Travel) is now R4.76 (reduced from R4.84) *(released on 17 March 2025)*

- If you have already entered Travel Transactions before this deployment, the rate per kilometre will have been calculated at R4.84/km. Delete these transactions and recapture them to apply the reduced rate of R4.76/km.

Repayment/Refund effective March 2025. An employee will be entitled to a tax deduction on the payroll if they repay the employer any amount in respect of services rendered which was included in taxable remuneration in the current or prior year of assessment.

IRP5 Code 4042 – Repayment /Refund is now available on the Deduction Definition Screen

- If you want to make use of this, create a Deduction line, flagged as Tax Deductible. Use IRP5 Code 4042 (Repayment/Refund) The line should be included for SDL.

Please Note:

If you created a line with IRP5 Code 4030 (Payroll Giving) as an interim solution to accommodate the Repayment/Refund values, remember to amend the IRP5 code on the Deduction Definition Screen (Payroll > Defintions > Deduction Defintions)

National Minimum Wage Increase

From 1 March 2025, the National Minimum Wage rates increased as follows:

- from R27.58 to R28.79 per hour,
- from R27.58 to R28.79 per hour for farm workers,
- from R27.58 to R28.79 per hour for domestic workers,
- from R15.16 to R15.83 per hour for workers employed on an expanded public works programme, and
- for workers who have concluded learnership agreements contemplated in section 17 of the Skills Development Act, new rates are indicated in Schedule 2 of the Government Gazette.

Amend or add a Minimum Wage Code for ETI to accommodate the increase to the National Minimum Wage rate.



Employment Tax Incentive (ETI) Changes

National Treasury has also released the updated draft legislation on 14 March 2025 with the following changes regarding the Employment Tax Incentive, *effective 1 April 2025*.

1. Wage Test

One of the requirements for an employee to qualify for ETI is that the employee must earn at least the minimum wage, which is:

- the higher of:
 - the applicable minimum wage according to the National Minimum Wage Act, or
 - the applicable minimum wage according to the wage regulating measure (i.e. collective agreement, bargaining council or sectoral determination), or
- if none of the above is applicable (i.e. no wage regulating measure is applicable and the employer is exempt from the National Minimum Wage after successful application), then the employee must earn a monthly wage of at least R2 500 (was R2 000) for a full month (160 ordinary employed and remunerated hours).

Please Note:

We have made the adjustment of R2 500 in the system, so no user intervention is required.

2. Qualifying Employee

An employee does not qualify for ETI if their remuneration is **R7 500** (was R6 500) or more in a month.

3. ETI Calculation Table

The brackets have changed as well as the percentage in the first row.

Monthly remuneration	First 12 incentive months	Next 12 incentive months
R0 – R2 499.99	60% of monthly remuneration	30% of monthly remuneration
R2 500 – R5 499.99	R1 500	R750
R5 500 – R7 499.99	$R1\ 500 - (0.75 \times (\text{monthly remuneration} - R5\ 500))$	$R750 - (0.375 \times (\text{monthly remuneration} - R5\ 500))$
R7 500.00+	0	0

BCEA Earning Threshold Increase

The Minister of Employment and Labour published Gazette No. 52232 increasing the BCEA earnings threshold from R241 110.59 per annum to R261 748,45 per annum, effective **1 April 2025**.

VAT Increase

According to the Budget Speech by the Minister of Finance on 12 March 2025, the VAT is proposed to be increased from 15% by 0.5% to 15.5% with effect from **1 May 2025**. Another increase of 0.5% is proposed as from **1 April 2026**.

Please Note:

You will need to take this into account if you enter VAT on selected fields on your Employees' Perks Tax Screens.

- Industrial Council: SEIFSA

If your company is affiliated to the Industrial Council SEIFSA (MIBFA), the increase in VAT will have an impact on the "VAT Tech Levy" line on the Export Summary Report.

To comply with legislation, the VAT amount has been increased by 0.5% to 15.5% as from 1 May 2025.

The change has been applied to the Export File and to the Export Report.

RSA: UI19 Report Changes

We have made several changes to the UI19 Report to align to the Department of Labour submission requirements.

The "Service Certificate" is replaced with a "Salary Schedule", which reflects the employee's four latest increases.

The Summary Report will now print one employee per page.

All Users: Custom Bank File Enhancements

- Easier Editing of layout
- Exporting of Multiple companies now possible
- Shortcut option on Main Menu can now be created

Lesotho: Tax Changes

The 2025 Income Tax Amendments for Lesotho have been passed into law as per Income Tax (AMA) Regulations No.50 of 2025 and are effective as from **1 April 2025**. The amendments are as follows:

Annual Tax Table for the 2025/2026 Tax Year:

Annual Income		Rate %	Fixed Amount (M)
From (M)	To (M)		
0.00	74 040.00	20%	0.00
74 040.01	And above	30%	14 808.00

The Annual Tax Credit is M11 640.

NAMIBIA: SSC Limits Increased

The Social Security Commission have announced the following amendments to the Employment Compensation Act and Social Security Act, as per Government Notice No. 8461 dated 01 October 2024, effective **01 March 2025**:

- The maximum wage ceiling will increase from N\$ 9000 to N\$ 11 000 per month. The contribution rate remains unchanged at 0.9% of the employee's basic wage for both the employee and employer.
- The minimum wage ceiling will increase from N\$ 300 to N\$ 500 per month.

Basic Company Information Screen

Please Note:

You need to follow the steps below to apply these new limits.

1. Once you are in the first pay period of the 2025 – 2026 Tax Year, access Main Menu > Company > Basic Company Information:
2. Click on the entry field for the “Upper Limit”. The “9 000.00” will change to “11 000.00”.
3. When you enter out of the field, select <Yes> on the “Recalculation” message:
4. Click on the entry field for the “Lower Limit”. The “300.00” will change to “500.00”.
5. When you enter out of the field, select <Yes> on the “Recalculation” message.
6. The system will apply the new limits to calculate the SSC values for all eligible employees.

Namibia: Form 10 (SSC Submission)

The report has been aligned to apply the latest limits.

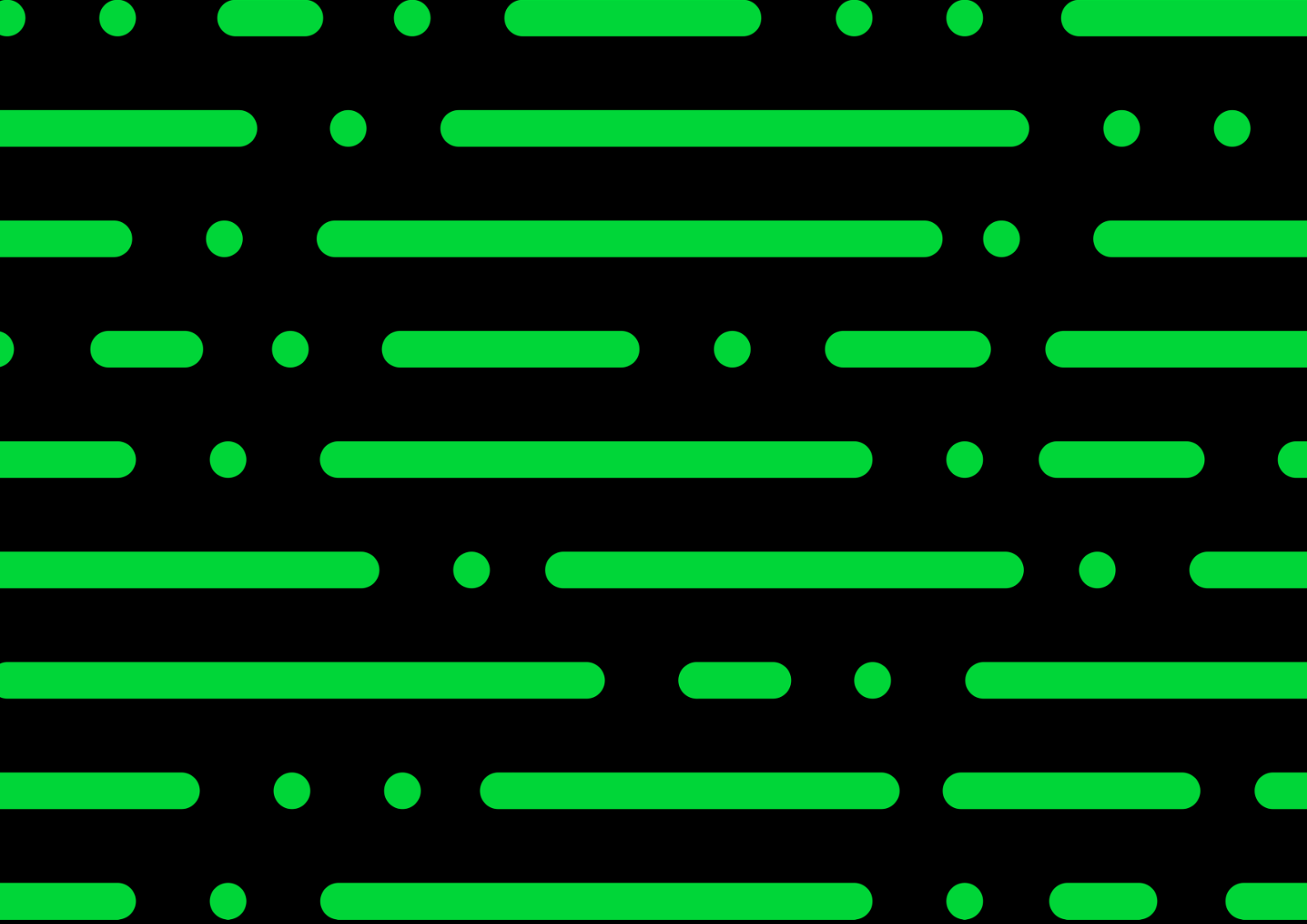
If you need to submit the report for a previous month, e.g. March, select the “Print report for Previous months” option and select the relevant month when printing the report.

Other Africa: Report Changes

Country	Report	Details
Mauritius	Monthly PAYE Return	<p>Special Allowances should be excluded from:</p> <p>“Taxable Income and Wage Relativity Adjustment, Travel Excluded” and “Taxable Income Bonus Excluded”</p> <p>A new option has been added for selection on the Report Setup Screen:</p> <p>“Total Wage Bill”</p> <p>Ensure that you amend linking on the Report Setup Screen.</p>
Mauritius	Monthly PAYE and Contribution Return	<p>Special Allowances should be excluded from:</p> <p>“Taxable Income Travel excluded”, “Taxable Income Bonus excluded” and “Wage Bill excluding WRA”</p> <p>Ensure that you adjust your linking on the Report Setup accordingly.</p> <p>The report has been amended to include the new selections</p>
Zimbabwe	PAYE Return	<p>Change on the Submission file:</p> <p>TIN Number field – if no TIN Number is captured field will be blank</p> <p>New field ID/Passport has been added</p>

Issues Resolved

See Release notes for details on various issues resolved



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