

# Experiences on data management requirements for social insurance schemes

Oct 21, 2021 openIMIS Community Connect

*Ann Baeten*

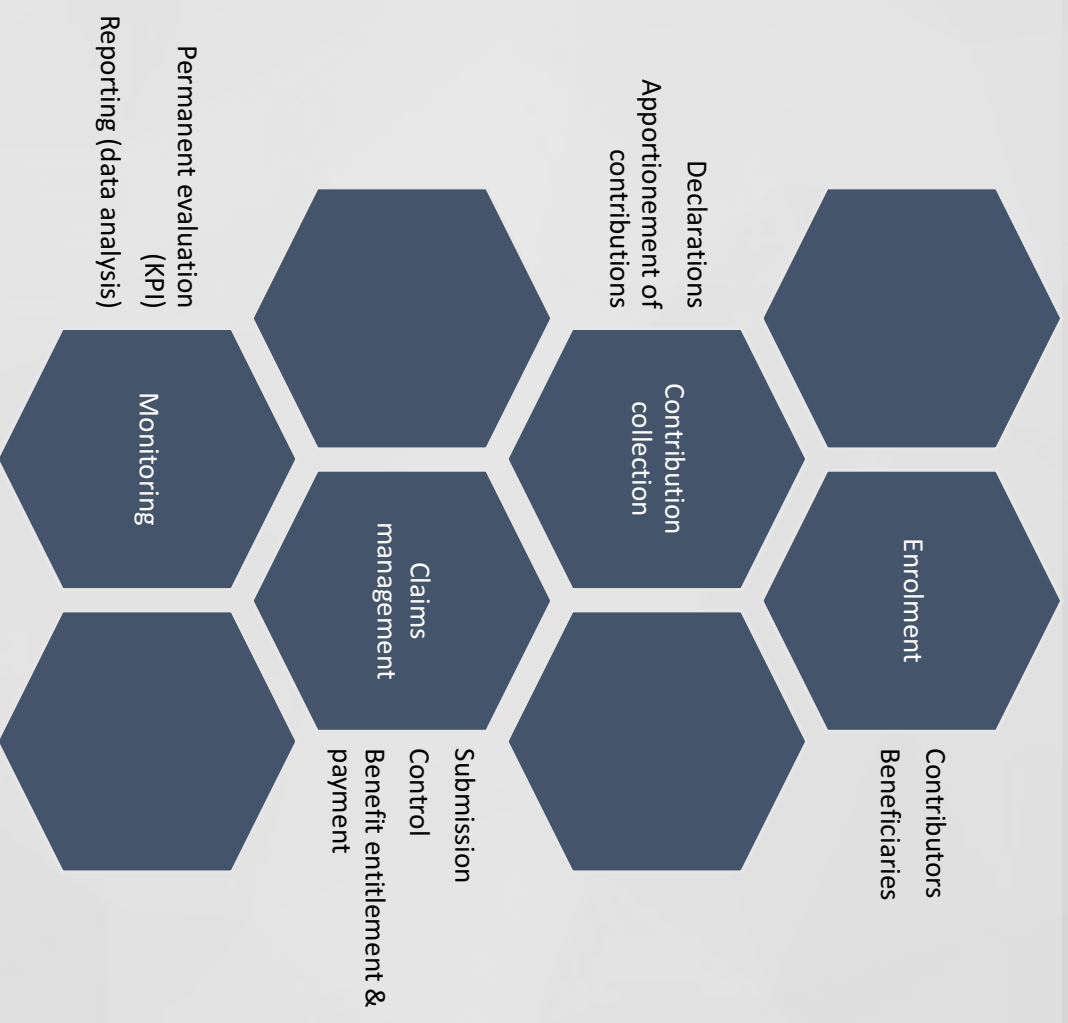
*Rodrigo Ortiz D'Avila Assumpção*

# First things first: Learnings from the Social Security Business Process Matrix of ISSA

		<b>Schemes</b>						
		<b>Long-term benefits</b>		<b>Hybrid benefits</b>		<b>Short-term benefits for income replacement</b>		
<b>Business processes</b>		<b>Pensions</b>	<b>Disability</b>	<b>Family</b>	<b>Health insurance</b>	<b>Sickness</b>	<b>Unemployment</b>	<b>Maternity</b>
<b>Registration</b>		Common implementation in all schemes						
<b>Contribution collection</b>		Common implementation in all schemes						
<b>Application receipt</b>		Common implementation in all schemes with potentially automatic activation based on life events known by the institution						
<b>Benefit Management</b>		Main common controls: - Enrolment, worked periods, compliance with contributions, proof of life.						
<b>Eligibility &amp; other controls</b>		Cessation of work due to age or contingency		Child birth	Proof of expenses if based on reinbursement	Cessation of work due to contingency		
		Worked periods	Medical certificate (proof of disability)	Family status		Medical certificate (proof of sickness)	Compliance with unemployment regulations.	Medical certificate
<b>Adjudication</b>		Based on working history and salary.		Base benefit amount	Proof of expenses for reinbursement	Based on current salary.		
<b>Payment</b>		Common implementation in all schemes						
<b>Appeals and Complaints</b>		Common implementation in all schemes						
<b>Process and programme evaluation</b>		Common implementation in all schemes						

# Key elements in social insurance schemes

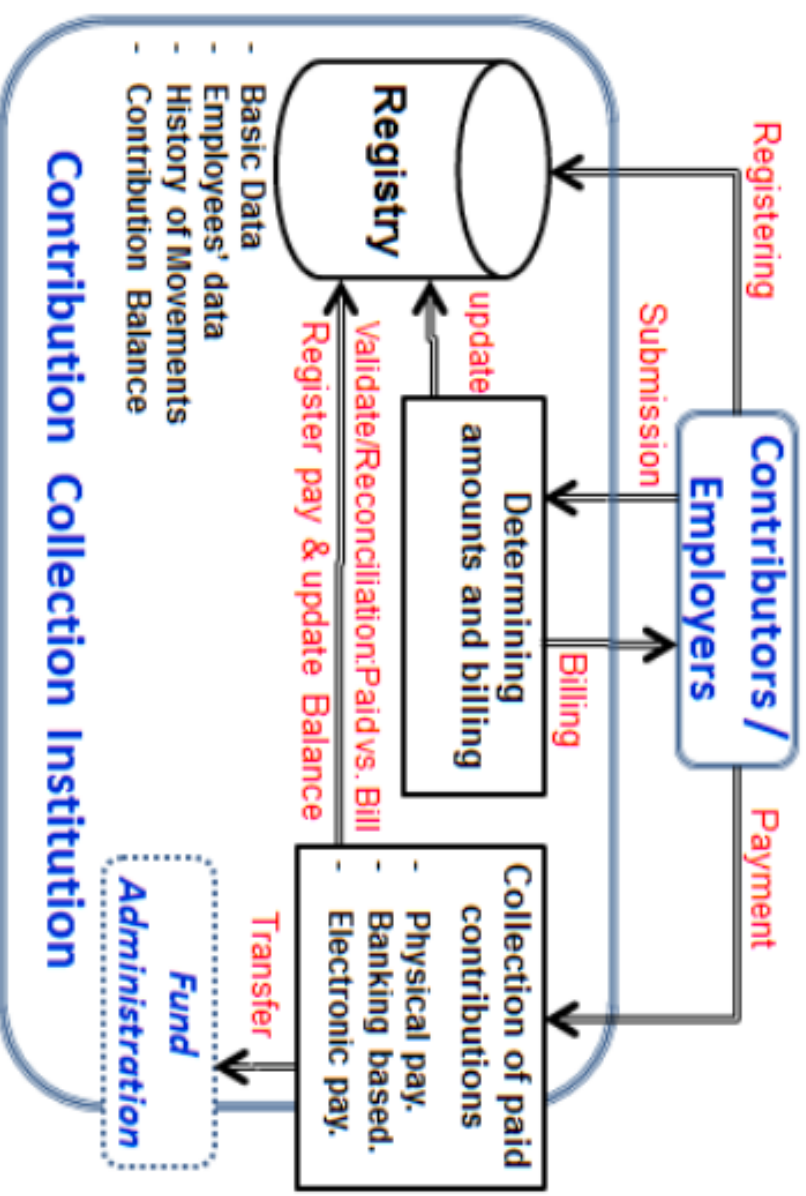
---



# Data to be captured

- Employer data
  - Employer masterdata: Unique ID, Establishment name, date of establishment, address, business sector etc.
- Employee data
  - Employee masterdata: Unique ID, Name, Address, gender, birthdate, nationality etc.
  - Employee service data: Date of service in, date of service out, type of contract, contract days
  - Employee Payroll data: Monthly salary, currency, number of days worked, absences
- Historical data to be kept → ever increasing amounts of data !
- Processual data: Declaration period (current or historical), identification number of the declaration, submission data, balance, reconciliation, registry of payment etc.

# Logical view on dataflows for Contributions Collection



# Intricacies in the dataflow

---

Online services for contributors and integration with legacy system

---

Cross checking of incoming data (e.g. How to manage an employee switching employers) or benefit payments

---

Validation process of the contributions/payroll data submitted

---

Error handling

---

Data storage

---

Information exchange with other organizations

---

Links to employment policies and statistics

Thank you !