



HR Directors /

GDPR has put data generally under the microscope, and particularly raises the emphasis on employee data. Payroll data has also come under scrutiny with recent Government Gender Pay reporting requirements, and the continuing emphasis on Big Data Analytics means that clean and accurate data is crucial not just for traditional HR tasks, but operational analysis, budgeting and strategic forecasting.

Proposition overview

- ▶ **Data analysis/audit to ascertain quality of employee data being held and identify any remedial action**
- ▶ **Data Cleanse to correct historic data issues**
- ▶ **HR Data Consulting to minimise future corruption of employee data**
- ▶ **Payroll audits to reconcile and harmonise data from multiple payroll sources**
- ▶ **Archiving historical employee data**

We have developed proprietary software for data analysis and cleanse (**eDAaRT**) and data archiving (**eArchive**) which we will utilise along with the 14 years of data management experience we have accumulated to provide a first class HR data management service to both our private and public sector clients and wider markets.

eDAaRT is a powerful web-based software which helps control, manage and report on all data migration, data audit and cleansing requirements. Initially developed for the complex and highly regulated world of UK pensions data, **eDaART** facilitates the analysis and cleansing of data through a series of sophisticated tools and processes.

- ▶ Simple interface design – designed for end user
- ▶ Web-based – no install required
- ▶ Data Analysis
- ▶ Data Cleanse
- ▶ Intuitive user experience
- ▶ Straightforward report writing
- ▶ Ongoing technical support

Platform changes and moving legacy books of business to new systems can create a problem with what to do with 'closed records'. It makes little financial sense to transfer all records and history on to a new platform or software, yet the cost of maintaining the existing platform can be prohibitive and affect the overall return on investment.

Of course, you need to be able to view and have access to these records going forward, particularly with the expected increase in Subject Access Requests following the introduction of GDPR.

eArchive is software based on ITM's **eDAaRT** data suite which securely retains the data as a faithful representation of the legacy source system, allowing access to data through custom reports and offering inbuilt access controls. The software runs on modern commodity architecture, providing a low-cost and compliant alternative as the data structure is determined by the original system.

With GDPR requirements imminent **eArchive** can help you meet your legal obligations with your legacy data.

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Call Colin Hamilton on **020 7643 9990** or email **colinhamilton@itmlimited.com** to find out more.

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// We have found ITM to be highly responsive and intelligent in their approach. I have no hesitation in recommending ITM for data and benefit audit projects. //

Tom Ground /
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