



EUROPEAN CENTRAL BANK
EUROSYSTEM

SAP ESS/MSS Case Study

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**PRICE STABILITY –
OBJECTIVE OF THE EUROSISTEM**



MONETARY POLICY

Article 127 of the Treaty on the Functioning of the European Union:



**“1. The primary objective of the ESCB
[Eurosystem] shall be to maintain price stability.**

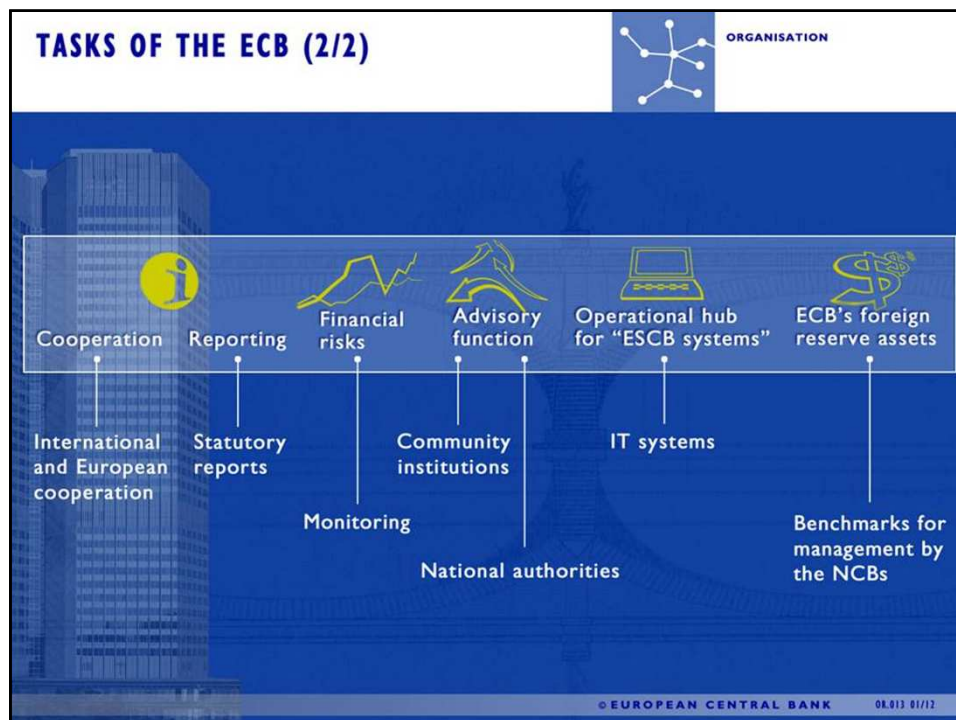
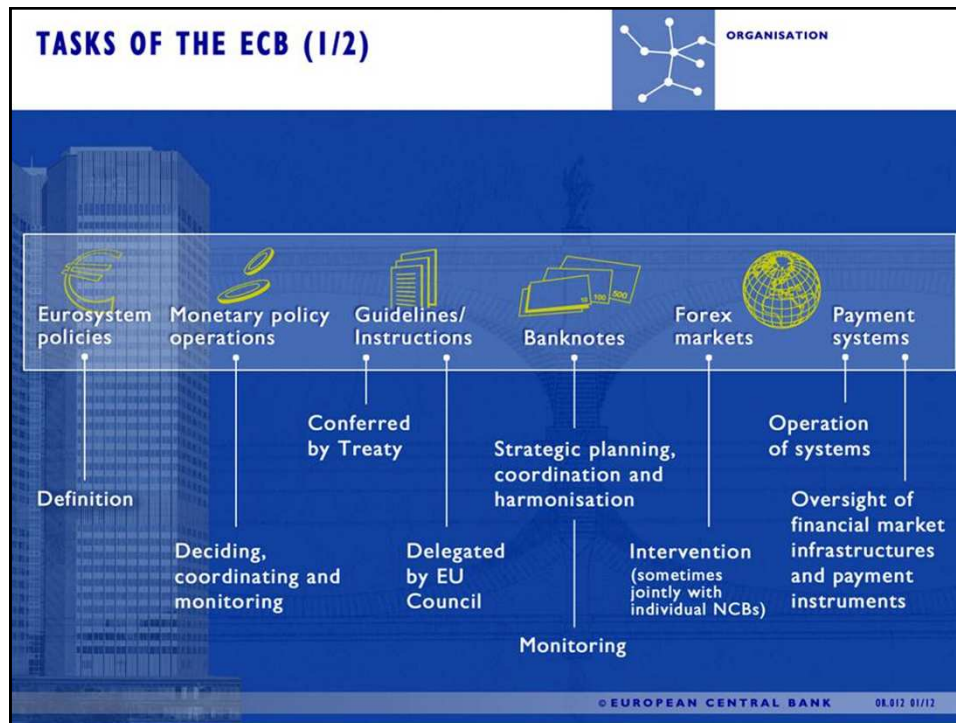
Without prejudice to the objective of price stability,
the ESCB [Eurosystem] shall support the general economic
policies in the Union with a view to contributing to the
achievement of the objectives of the Union as laid down
in Article 3 of the Treaty on European Union.”





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MP.001 01/12



Implementation ESS MSS

- Following ESS scenarios are in place:
 - Online payslip
 - Leave request/ teleworking request
 - Overtime claim / time statement
 - Learning Portal
 - Appraisal
 - Pension scheme benefit statement / choose voluntary contribution scheme
 - Personal Data (Pers.details, addresses, bank information)

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Implementation ESS MSS

- Following MSS scenarios are in place:
 - General Information (team calendar, personal data, absences)
 - People Management reports (position plan, report on non-standard working hours, Absences, absence ratio, training requests and attendances training duration, age and years of service)
 - Annual Salary and Bonus review (Compensation Information, Compensation planning)
 - Appraisal and Staff Development (appraisal status, training activities)

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Implementation ESS MSS

- Why did we go for ESS and MSS
 - Streamlining Processes (less paper, less manual printing, enveloping, distributing, losing/searching paper)
 - Improve information flow (Managers and staff have information at hand whenever they need them)
 - Improve reporting possibilities (data is now available on e. g. trainings booked or cancelled, etc.)
 - Improve response time through monitoring (daily reporting on completion rate for appraisals during appraisal period)
 - Transparency (staff can maintain/display own data)

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Implementation ESS MSS

- Which technology do we use:
 - Implementation in 2007/2008 (before EHP5):
Mainly standard SAP ESS/MSS scenarios (except Personal data, which is customer-specific WebDynpro development)
 - Plan to upgrade to EHP5/6 with change of technology which will make amendments more easy

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Implementation ESS MSS

- Acceptance / Experience
 - Users are forced to use ESS/MSS (no processing of paper requests from day one)
 - Reduction of routine work (staff savings)
 - In general very positive about leave request and possibility to have up-to-date information at hand
 - Users ask for improvement of usability/user friendliness (too many clicks)
 - Limitation to tailor-make portal pages (before EHP5)
 - On manager side, some use MSS and reports available extensively while others don't

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Online payslip

Welcome Mr. Plain vanilla employee T_1310001

DEV

Navigation: [Home](#) | [My Profile](#) | [Employee Services](#) | [Business Services](#) | [Collaboration](#)

Me at ECB | [Ordering & Purchasing](#) | [Recruitment - Permanent and Fixed-term Staff only](#) | [Travel & Expenses](#) | [Who is Who](#)

ESS Home > Employee Services > My at ECB > Payslip

Navigation:

- My at ECB
 - My Personal Data
 - My Salary and Services
 - Payslip**
 - My Passport Scheme Benefits
 - My Working Time and Leave
 - My Development
 - Processes and Forms
 - Ordering & Purchasing
 - Recruitment - Permanent and Fixed-term
 - Travel & Expenses
 - Who is Who

Portal Facilities: There are no items to display

PERSONAL AND CONFIDENTIAL		SALARY STATEMENT	
Mr Patrice Banno Lindenbergh Reeperbahn 78 40322 Berlin Germany		Employee Number: 99001533 Salary Band: FIG_067 Working Time Arrangement: 100.00% Marginal Tax rate: 25.00 %	
		Starting Date: 01.03.2009 End of Contract:	
PAYMENT Payment Date: 15/06/2012 IBAN: ABN AMRO BANK NV., NL64ABN05412116673 Pay period: June 2012			
	Number/Unit	Current Month in EUR	Annual Totals
PAY AND ALLOWANCES			
0110 Basic Salary		6,334.00	38,004.00
1340 Expatriation Allowance (14%)	16.00	1,013.44	6,080.64
Total Gross Amount		7,347.44	
TAX			
9199 Total Tax		638.03	3,828.24
EMPLOYEE'S CONTRIBUTION TO SOCIAL SECURITY			
9110 ECB Accident Insurance		12.20	73.20
9130 ECB Health Insurance	2.4000	152.02	912.12
9170 ECB Pension Scheme DBS (Comp)	6.0000	380.04	2,280.24
Total Net Amount		6,145.15	
EMPLOYER'S CONTRIBUTION TO SOCIAL SECURITY			

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Overtime

... Inbox > Employee Services > Me at ECB > My Working Time and Leave > Record and Claim Non-Standard Working Hours

Record and Claim Non-Standard Working Hours

Name: Curly Raase Personnel Number: 99001292 Date of submission:
 Working period: 08 2012 Responsible manager: Curly Uli Fran Brüggendick; Uli Kling; Approved by user:
 Workschedule: NORM - Normal Status of Timesheet: OPEN Date of Approval:

☒ Timeevents for 08 2012 have been recorded successfully

Previous Period Next Period Save Timesheet Print version non-standard working hours **Submit Timesheet**

Absences

Day	Beg. Time	End Time	HRS	Type	Time Event
06.08.2012	::	::	08.00	0100	AnnualLeave
07.08.2012	::	::	08.00	0100	AnnualLeave
08.08.2012	::	::	08.00	0100	AnnualLeave
09.08.2012	::	::	08.00	0100	AnnualLeave
10.08.2012	::	::	08.00	0100	AnnualLeave

NORM - Normal

Attendances:

Day	Begin Time	End Time	Overnight	HRS	TE	Event	Remark	Status
04.08.2012	08:00:00	12:00:00	☐	4.00	TE30	WeekEnd/PublicHoliday/Work	SPECIAL DUTIES	open
05.08.2012	07:00:00	13:00:00	☐	6.00	TE30	WeekEnd/PublicHoliday/Work	CALLED IN	open

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Learning Solution

Navigation

Training Home

- Information in intranet
- Overview of Contacts
- Privacy statement

Find

Search Term

Find Extended Search

Course Catalog

- A. Specific Job Related Skills
- B. Personal & Interpersonal Skills
- C. Generic Job Related Skills
- D. People Management Skills
- E. Language Training
- F. Secondary Training

Messages and Notes

There are no messages or notes for you.

My Training Activities

Open Evaluations

Training catalog (overview)

Top-Level List Hierarchy Display

A. Specific Job Related Skills

- a. Monetary P/Banking/Financial Markets
- b. IT professionals Training & Conference
- c. IT Financial applications
- d. FAME and Statistical Data Warehouses
- e. Request Training/Conferences (extern)
- f. Request spec. IT training&conferences
- g. Selected Conferences

B. Personal & Interpersonal Skills

- a. Personal awareness and effectiveness
- b. Communication skills

C. Generic Job Related Skills

- a. Business understa
- b. IT/end users Office
- c. DARWIN training
- d. SIS training

E. Language Training

- a. English offer for stu
- b. German offer for stu
- c. German offer for stu

Assigned seminars

The following seminars are assigned to the subject area currently displayed:

Seminar	Delivery Method
Effective Business Writing	Classroom Training
(E) International Negotiations	Classroom Training
Meeting skills	Classroom Training
(E) Negotiating skills banking supervisor	Classroom Training
Presentation skills	Classroom Training
(E) Advanced International Meeting Skills	Classroom Training
Verbal and non-verbal communication	Classroom Training
(E) International Meeting Skills	Classroom Training
Speech Writing Course	Classroom Training

Learning Solution

Training Dates

Seminar dates for the next 365 days: [Refresh seminar dates](#)

Schedule	Location	Language	Free Places	Action/Status
23.06.2009 - 23.06.2009	ECB Commerzbank	English	4	To Registration
29.09.2009 - 29.09.2009	ECB Commerzbank	English	9	To Registration

Book

The result of the prerequisites check indicates that you may submit a seminar registration request.

Please provide the following information for the training you wish to attend.
What is your business need for attending this training?

How do you expect your performance at work to benefit from your attendance?

[Request Participation](#)

Classroom Training Using shopping carts 03.08.2009 - 03.08.2009

Training Catalog > C. Generic Job Related Skills > A. Specific Job Related Skills > A. Specific Job Related Skills > 03.08.2009 - 03.08.2009

Participation was successfully booked.

Schedule

Day	Date	From	To
Monday	03.08.2009	09:00	17:30

Seminar Duration

Number of hours: 8.50 on number of days: 1

Favorites

[Add seminar date to Favorites](#)

Cancel

You have already cancelled this course date 2 times.

[Cancel booking for this seminar](#)

[Refresh](#)

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Learning Solution

... Employee Services > My Working Time and Leave > Time Statement > My Development > Enter Learning Portal

Navigation

- Me at ECB
 - My Personal Data
 - My Salary and Benefits
 - My Pension Scheme Benefits
 - My Working Time and Leave
 - My Development
 - Appraisals
 - Manage appraisal forms as non-managerial first app.
 - Processes and Forms
 - Ordering & Purchasing
 - Recruitment - Permanent and Fixed-term Staff only
 - Travel & Expenses
 - Who is Who
- Enter Learning Portal**

Learning Portal Help

Processes in the Learning Portal

Please be aware that any correspondence that you receive via e-mail in relation to the processes below is automatically triggered by the system.

You book yourself on a training course

You can book yourself on a seminar date if places are available. In most cases, this request will be sent to your manager for approval (when this happens the message "Participation requested" is displayed under My Training Activities). You will be informed via e-mail about the status of your request (either approved or rejected).

Navigation

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- Privacy statement

Find

Search Term:

[Find](#) [Extended Search](#)

Course Catalog

- A. Specific Job Related Skills
- B. Personal & Interpersonal Skills
- C. Generic Job Related Skills
- F. Language Training

My Learner Account

- Training Activities
- Course Prebookings
- Favorites
- Qualifications Profile
- Profile Matchup
- Settings

Messages and Notes

New Seminar Dates (1)

Course dates have been scheduled for the period in which you made a prebooking for a course. You can click on a course date to access registration.

Seminar	Start	End
Macromedia Dreamweaver advanced	03.08.2009	03.08.2009

My Training Activities

All (3) Classroom Training (3)

Seminar	Delivery Method	Schedule
Office Applications Mini Project	Classroom	Start 05.12.2008 At: 09:00 End 05.12.2008 At: 17:30
Gruppe Easen (CEF B1)	Classroom	Start 27.01.2009 At: 09:00 End 30.04.2009 At: 17:30
Gruppe Freiburg (CEF B1)	Classroom	Start 04.05.2009 At: 09:00 End 22.07.2009 At: 17:30

[Refresh](#)

Open Evaluations

All (1)

Seminar	Delivery Method
Gruppe Freiburg (CEF B1)	Classroom

[Refresh](#)

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Appraisal

Employee Documents

Status Overview (7)

Show Quick Criteria Maintenance

View: [Standard View] Edit Display Export

Appraisal Status	Substatus	Appraisee Name	Ap
Completed	approved by Graduate	Deborah Marinelli	Gr
In Planning		Deborah Marinelli	Ap

Personal and Confidential

Status: In Planning

Appraiser: Carmen Henning

Appraisee: Deborah Marinelli

Org. Unit: DIV HR Policies & Staff R

Job: Research

Date of appraisal discussion: 01.12.2012

Fill the date of the appraisal discussion (dd/mm/yyyy)

Appraiser's job title:

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Pension Scheme

Contribution Rate and Investment Strategy - CREATE

Start Date: 30.10.2012 End Date: 31.12.2012

My Voluntary Contribution Rate: 5.00 % (max: 12 %)

Investment Strategy:

Type of Investment: 01 Fund A: World Equity/Bond/Cash 0.00 %

Type of Investment: 02 0.00 %

Type of Investment: 03 0.00 %

Type of Investment: 04 0.00 %

Type of Investment: 05 0.00 %

Type of Investment: 06 0.00 %

Type of Investment: 07 0.00 %

Type of Investment: 08 0.00 %

Cancel Save

Personal and Confidential

Patrice Bueno

Reeperbahn 78

60322 Berlin

Germany

Your Personal Details

Staff No: 99001533

Date of Birth: 08.07.1985

Gender: Female

Marital Status: Married

Date joined Scheme: 01.06.2009

Normal Retirement Date: 31.07.2050

Working Hours: 40.00

Your Dependants' Details (in accordance with CoE):

Name	Date of Birth
Patrice Bueno	08.05.1990

Defined Benefit Scheme (DBS)

Contributions	ECB	Staff Compulsory
Contribution Rate	18.00 %	6.00 %

Your and your Dependants' Benefits

Estimated Retirement Benefits (per annum)	Age 60			Age 65		
	DBS	VCS	Total	DBS	VCS	Total
Your Annual Pension	122,751 €	0 €	122,751 €	188,847 €	0 €	188,847 €
In % of Final Salary	31.40 %	0.00 %	31.40 %	66.49 %	0.00 %	66.49 %
Your Spouse's Pension	73,650 €	0 €	73,650 €	113,308 €	0 €	113,308 €

For members of the ECB Retirement Plan, the benefits above should be added to the estimated retirement pension on page 2 of your ECB Retirement Plan Benefit Statement to give your total estimated pension at a relevant age.

In case of your death as of 30 October 2012, the payable pensions to your dependants would have been:

Death in Service Benefits (per annum)	Pension for your spouse	For each dependent child

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Personal Data

Personal Data Overview and Maintenance

My Personal Data and Communication Data

Personal Data

Title:

First name: Nickname:

Last name: Name at Birth:

Date of Birth: Birthplace:

City of Birth: Nationality:

2nd Nationality: 3rd Nationality:

Marital Status: Since:

No. of children:

Communication Data

Private mobile phone

Valid From: Valid To:

My Addresses

My Bank Information

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Personal Data Help

Overview of Personal Data

Addresses

Permanent residence (Mandatory)

Residence address in Germany to be used for official communication. If you are staying at a temporary residence/hotel, you should enter the relevant address here until you find a permanent residence and change it later on.

Home address (Optional)

Address in your country of origin or your previous residence (before joining the ECB), if that applies to you. The data will be used for information purposes only.

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