

**Integrated Establishment System(IES)**  
**For DEBC department of Reserve Bank of India**

**Business Case**

Integrated Establishment System (IES) for Reserve Bank of India (RBI) covers central office departments, SDUs and all its regional offices. This IES system will be an uniform and standard package in bilingual form (English and Hindi) across all the offices of the bank, catering to the establishment and housekeeping requirements of the bank. The system will provide for all related accounting entries and interfaces with the Integrated Accounting System (IAS)/BASIS, Human Resource Information System (HRIS), Electronic Clearing System (ECS), etc.

**Background**

IES system has been designed to take care of RBI's big employee base. It will also cater to different requirements of various categories of employees in different grades and classes. It also caters to various types of pay and allowances, which may be complex and difficult to manage manually.

**Basic Features**

- Online maintenance of all Payroll-related Masters
- Online data capture of attendance information
- Automated Accounting entries
- Integration with salary processing for recovery of loans and advances
- Functionality to handle Special Payments like claims, loans, advances, funds
- Functionality to handle Income-Tax computation and reporting
- Employee-wise, grade-wise support for allowances / deductions
- Policy wise standard deduction reports for LIC etc.
- Medical reimbursement eligibility calculation
- Support for multiple payroll processing in a month
- Elimination of schedule verification
- Ease of arrears and pay re-fixation calculations
- Bilingual report generation

**CMC's Solution**

**the architecture is divided into two parts.**

**a. User Interface Layer**

This layer will consist of the API to get the client certificates and perform the necessary actions at the user side. This layer basically deals with the cryptographic functions needed at the client end.

**b. System Layer**

This is divided in to 3 parts

**i. Control Layer**

This layer acts as the control system for the code execution. This layer contains the policy specific data needed to run the system. This layer contacts the policy information defined in the database to see if a particular request can be processed or

not. Some of the functionality includes, Archive Server Manager, Audit Log signer, CRL Verification Manager, OCSP Manager, Notarization Manager, etc.

**ii. Business Implementation Layer**

This layer is the execution place in the system. A request from the client is first received and processed by this layer after getting approval from the control layer.

**iii. Database Layer**

This is divided into two parts

▪ Policy Control Layer

This layer is the place where the policy of the system is stored. This layer contains data. The data is kept in sync with the immediate higher office using various database synchronization techniques. All data flows between the databases is handled through VPNs.

▪ Data Layer

This layer contains data. This data is exported using VPNs.

**Following are the features of IES**

- HRIS in respect of employee related matters for the information available with IES
- Electronic submission of forms
- Facility for employees to view information pertaining to them
- Number of authorisations can be configured
- Audit trails will be maintained
- Exceptional transactions report will be generated for
  - i Same officer entering and authorising the transaction
  - ii Modifications of data requires double authorisation
  - iii All rejections
  - iv Cancellation of transactions and passing revised transactions
  - v Any changes to the master data
  - vi Cases where discretion has been used like PF withdrawal exceeding 50 %
  - vii List of sanctions not disbursed on the same day
  - viii List of bounced cheques
- Unauthorised attempts to access system will come as an exceptional report and a system alert to the system administrator
- At the time of retirement besides checking loan / adv details, the system would also check the sundry and suspense accounts maintained within IES
- Account heads configured for each transaction
- Provision for bulk filing of IT returns
- List of conditions required for settling a bill/adv etc. will be displayed. This list can be modified. Only the relevant details for the particular transaction will be displayed
- Wherever info is available on the system like PF bal, Salary details, the current practice of asking the user to submit copies will be done away with.
- Issue of credit slip for purchase of medicine from authorized medical stores and corresponding marking off by Medical section on payment thereof.
- There will be specific formats for TRA whereby the system will automatically pick up the TRA whenever it is received and debit/credit corresponding heads of accounts without any manual intervention. Manual intervention will be needed only for authorizing the TRAs which, the system shows as pending.
- There will be facility for generating all India ad-hoc reports at Central Office level.
- System will display the budget estimate and the actual expenditure before sanctioning any new expenditure for selected Establishment items.
- Note for calling of budget estimates from various sections of a particular office.