



We provide digital and operational security solutions
dealing with resilience and risk

ePay case study

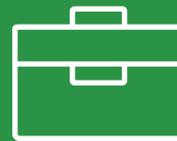
Paul Wurth SMS Group



Dataguard ePay
Encrypted Payslips



Dataguard eMail
Encrypted eMail



Dataguard eBox
Encrypted Storage

Paul Wurth Group project to transfer to digital secure payslips



Headquartered in Luxembourg since its creation in 1870, Paul Wurth is an international engineering company. Combining experience and innovation, the Paul Wurth Group is today a leading player in the design and supply of technological solutions for the primary stage of integrated steelmaking.

A special focus is on the construction and modernisation of complete blast furnace and coke oven plants, incorporating state-of-the-art technologies. Their portfolio also extends to agglomeration plants, direct reduction plants, environmental protection technologies as well as waste treatment and recycling facilities.

Paul Wurth has stepped up initiatives to take its engineering and project management expertise to other business areas such as the energy and oil & gas sector.

Besides its activities for the metals sector, Paul Wurth has also gained a reputation for tailor-made services, in particular integral planning and multidisciplinary engineering for town planning, civil construction and infrastructure projects.

With more than 1 700 employees and entities in around 20 countries, the Paul Wurth Group has a strong presence primarily in those regions of the world where a significant iron and steel industry operates.

Goals



Move to a digital process of payslip distribution to reduce consumption of high volume of paper



Increase security of personnel/company data

Challenges



Avoid the security issues inherent in conventional email



Avoid higher admin workload of managing additional data control



Avoid burden of additional controls over transmission of personal data

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Looking for a digital solution allowing us to reduce the high volume of paper, we became aware of the possibility ePay offers to send payslips to our employees via email instead of printing, folding, putting them into an envelope and distributing them or sending them per post. For security reasons especially in this case, we did not want to use the habitual email as a tool for sending payslips.

Our main concern in this context was that we did not want to use external or internal sites where personnel data must be stored and where documents are only accessible via download. This would not only be accompanied with a higher administrative workload to maintain user information, but also imply additional controls when submitting personal data.

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Solution



ePay encrypted payslip transmission



To run ePay alongside conventional method to allow familiarisation and demonstrate functionality

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ePay allows us to transmit encrypted documents from the sender to the recipient directly without storing them temporarily and possibly making them accessible to others. The risk of decryption by third parties has thus been minimized considerably if not avoided at all. This approach was presented to the staff council and has been accepted and supported by them.

The introduction of ePay has brought us substantial time savings – we collected the private email addresses of our employees in a couple of weeks and were operational after only one month. To allow our colleagues to familiarize with the new tool, we have used the classic and the electronic ways at the same time for one month. Eventual initial scepticism could be wiped out completely, the new system has been fully accepted by our entire staff.

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Benefits



High confidence in security of data



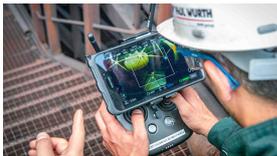
Time saving



No additional controls over transmission of personal data

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Since January 2017, all employees have electronic access to their payslips and can administer them the way they want. The easy use of the software convinced us to use the system also beyond ePay and the initial purpose. In the meantime, we also use it to send other documents such as insurance certificates, additional notes etc., that are stored in the electronic libraries of our employees.



Besides the substantial time savings for the distribution of payslips, we now can also reach those employees who are on a business trip or on sick leave. The possibility to retrieve lost payslips and to have them ready to hand when needed also relieves the HR department in the way that there are no requests for issuing a new payslips after an unfortunate loss.

Due to ePay, we save a lot of time and could significantly reduce the volume of paper used. As a result, our employees may complete their electronic document libraries ever since and have electronic access to all important HR documents at any time as well.

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