Black Light for SAP ILM

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Enhanced functionality for SAP ILM for HCM information

Introducing Proceed

We're passionate about unlocking the business potential of SAP.

Our experienced SAP consultants provide unrivalled knowledge of Information Lifecycle and Process Management for businesses using SAP.

We've helped over 500 customers across North America and Europe to:

> Improve business and IT performance

> Reduce costs

> Increase return on investment

Through applied best practice, innovative tools and SAP certified add-on applications, we provide data management solutions that deliver real business goals.

What we have learnt

Proceed have gained a lot of experience working with SAP customers on information compliance in readiness for the GDPR with SAP ILM retention management toolset, here is what we have found;

> There is often an assumption that ILM has everything you need for HCM Data

> Minimum SP Level for HR/HCM is SAPKE604C6

> SAP ILM provides deletion objects only

> There is no functionality in SAP ILM to block access to an employee once they have Left the organisation

> Legislation depicts we still have to keep employee data for many years

> SAP ILM does not delete all the data, Key employee record data is still retained, infotypes 0000, 0001, 0002, 0003, as well as last known address in 0006

> Company specific tables need bespoke ILM objects. Database tables in the ZHR* ZHCM* and PA9* ranges need to have ILM objects developed

> On average 75 standard ILM objects need to be configured and 25 non standard objects require development. Typically an end-to-end project lasts 4 to 6 months

> To delete 1 employee often more than 100 ILM objects have to be run in the correct sequence.

How does Black Light overcome these obstacles?

Black Light enhances the functionality of SAP ILM, giving a wide variety of choice when it comes to personal information, so your data is compliant for GDPR and meets with other legislation rules.

Proceed Black Light for SAP ILM

Enhanced functionality for GDPR compliance
Removes all employee data
Provides blocking functionality
Option to soft or hard delete data
Simple solution for ZHR* and PA9000 Data
Uses ILM retention management rules
Provides an audit trail of employees blocked or deleted

Reduce costs
Significant reduction in customisation time
Simplified testing
Rapid deployment
Reduced cost for bespoke objects required to manage ZHR* & PA9000 range data

What does Black Light look like?

Range of Personnal number or selection can be entered

Proceed Black Light

Employee Selection

Personnel Number   1048   to

Black Light Options

☑ Run Encryption / Dec   Use ILM Customisation ☐
   ⦿ Encrypt Employee
   ○ Decrypt Employee

Employee Destruction Options

☐ Activate Deletion
   ⦿ Soft Delete Employee
   ○ Hard Delete Employee
   ○ Restore from Soft Delete

Option to soft or hard delete

Option to delete the employee

Option to either Encrypt or Decrypt the data

Option to use ILM customisation

Activity log:

Data Browser: Table ZBLACK_LOG Select Entries   25

Cl.	PersNo	Log Date	Timestamp	Encryption / Decryption Status	Encryption / Decryption Status	Soft Deleted	Hard Deleted	Description of Activity
800	1043	12.06.2018	201806121409534880000				X	Employee hard Deleted
800	1200	17.05.2018	201805171532192960000	X				Employee Encrypted
800	1201	17.05.2018	201805171722156420000	X				Employee Encrypted
800	1203	17.05.2018	201805171822355280000	X				Employee Encrypted
800	1204	17.05.2018	201805171834246600000	X				Employee Encrypted
800	1206	17.05.2018	201805172031544490000	X				Employee Encrypted
800	1208	17.05.2018	201805172049257480000	X				Employee Encrypted
800	1210	18.05.2018	201805180103016390000		X			Employee Decrypted
800	1211	18.05.2018	201805181012162220000		X			Employee Decrypted
800	1212	18.05.2018	201805181045320740000		X			Employee Decrypted
800	1213	18.05.2018	201805181045247750000		X			Employee Decrypted
800	1214	18.05.2018	201805181241319440000		X			Employee Decrypted
800	1215	18.05.2018	201805181311264300000		X			Employee Decrypted
800	1402	13.05.2018	201805131400139260000	X				Employee Encrypted
800	1403	13.05.2018	201805131416597190000	X				Employee Encrypted
800	1404	13.05.2018	201805131428344120000	X				Employee Encrypted
800	1405	13.05.2018	201805131438306950000	X				Employee Encrypted
800	1406	13.05.2018	201805131506337660000	X				Employee Encrypted
800	1410	20.05.2018	201805201353256640000			X		Employee Soft Deleted
800	1412	24.05.2018	201805241053587850000				X	Employee hard Deleted
800	1461	20.05.2018	201805201800330520000				X	Employee hard Deleted
800	1462	20.05.2018	201805201805265270000				X	Employee hard Deleted
800	1469	29.05.2018	201805291514396130000	X				Employee Encrypted
800	1510	07.06.2018	201806071148372050000				X	Employee hard Deleted

PA30 view post encryption:
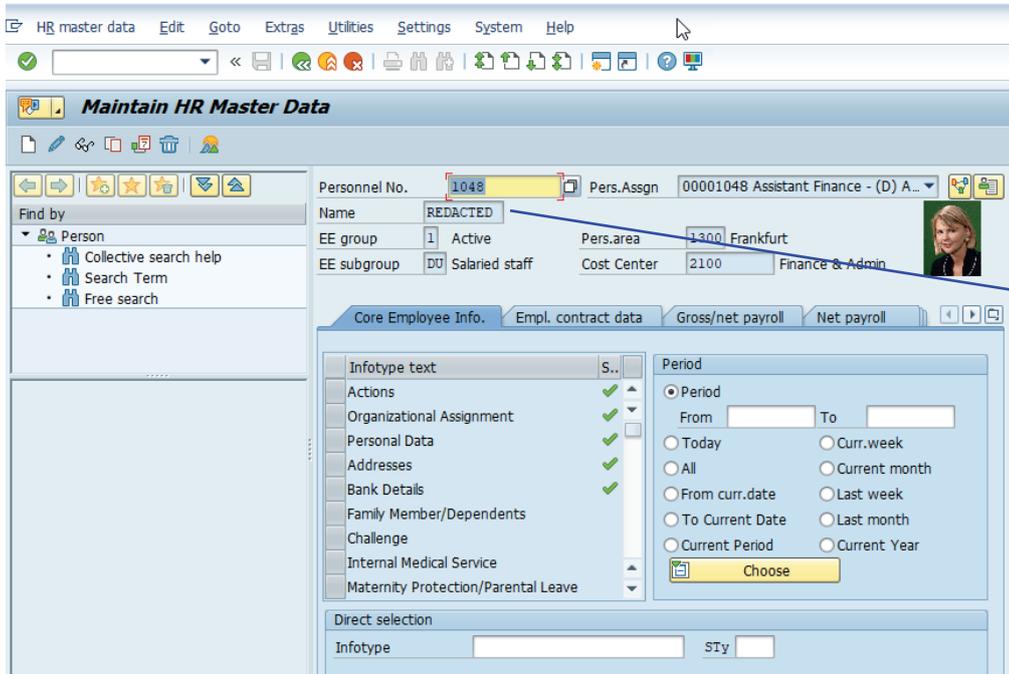
Name is Redacted

Personal data:
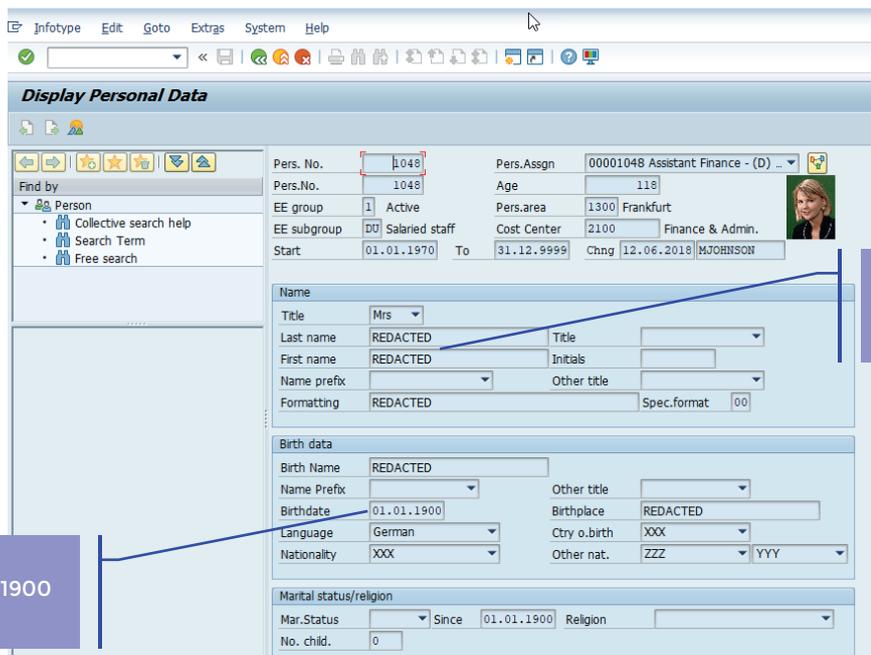
Name is Redacted

Dates are set to 1.1.1900

Address data:

Basic pay:

Bank details:

Screenshot of SAP "Display Bank Details" screen:

Field	Value
Pers. No.	1048
Pers. No.	1048
EE group	1 Active
EE subgroup	DU Salaried staff
Start	01.01.2002 to 31.12.9999
Pers.Assgn	00001048 Assistant Finance - (D) ...
Name	REDACTED
Pers.area	1300 Frankfurt
Cost Center	2100 Finance & Admin.
Chng	12.06.2018 MJOHNSON

Bank details

Field	Value
Bank details type	Main bank
Payee	REDACTED
Postal Code/City	REDACTED REDACTED
Bank Country	Germany
Bank Key	99999999 IHC Center
Bank Account	999999
IBAN	
Payment method	U Überweisung
Purpose	
Payment currency	EUR Euro (EMU currency as of 01/01/1999)

Data is Redacted
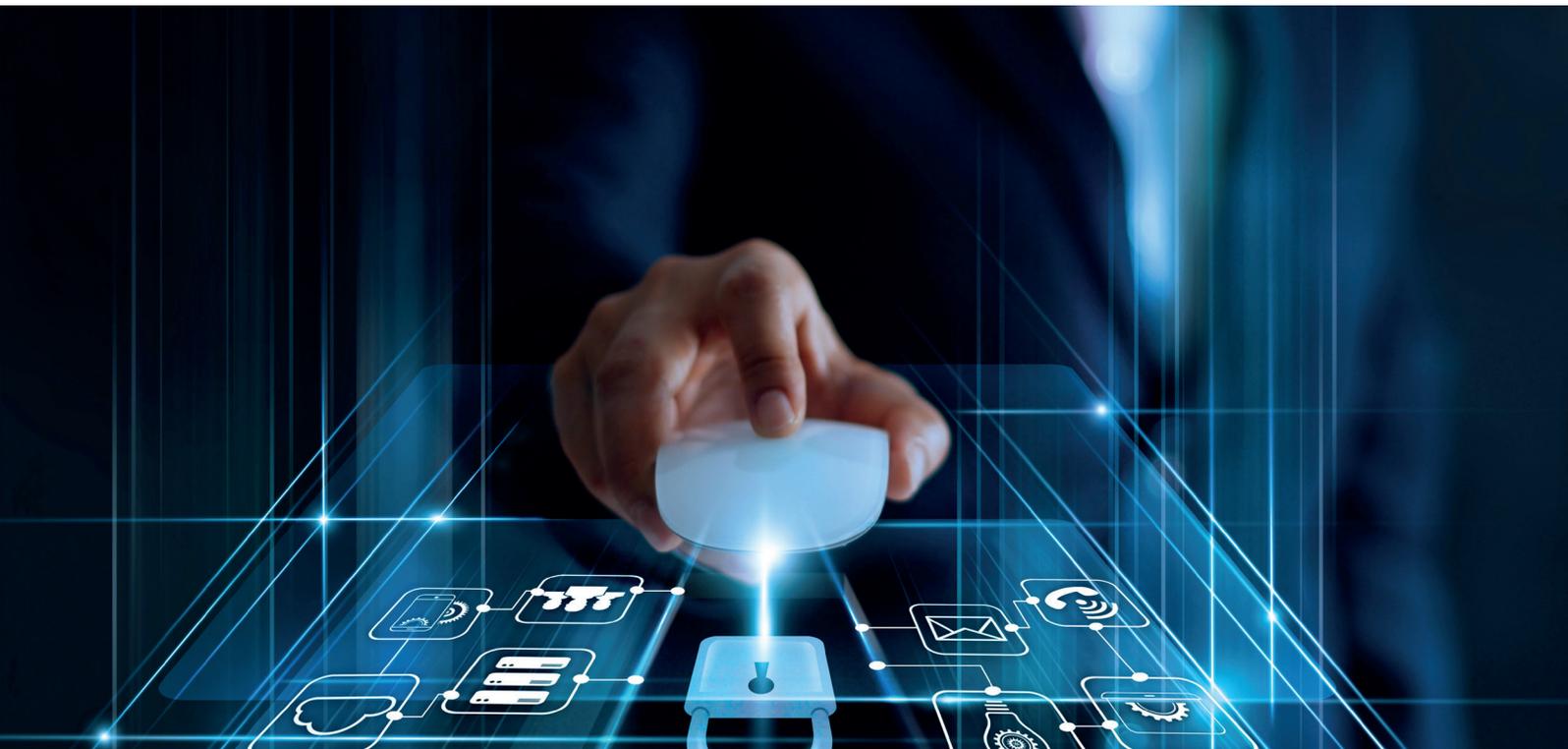
Six steps to success

6 STEPS TO SUCCESS

01 — ANALYSIS OF SAP SYSTEM
Analysis of the SAP database to establish where the GDPR relevant data is residing. Understand what business process consumes the data

02 — MAP ANALYSIS TO GDPR POLICY
How does the GDPR data map to the companies policies for creation, use and ultimate destruction of its personal identifiable data ?

03 — IMPLEMENT TECHNICAL SOLUTION
Proceed Black Light technology is installed and if required SAP ILM is activated.

04 — CONFIGURE SOLUTION
Proceed Black Light is configured to manage any bespoke tables. SAP ILM is customised as required. Configuration is based upon the requirements from Steps 1 & 2

05 — TESTING
Initial testing is carried out to ensure that the solution is implemented and configured correctly. Detailed testing takes place with the key users.

06 — GO LIVE
Transition into BAU includes supporting initial operational runs to either block or delete employees who have the organisation.

Analysis & Design

There are hundreds of tables within SAP HR and many more which may have been created during developments and enhancement of the HR functionality.

Not all of these Tables will contain data and in some cases the data is not GDPR relevant.

Proceed provides a GDPR analysis tool to scan the database and provide a detailed analysis of GDPR data.

Realisation & Maintenance

Black Light can be configured to work with SAP ILM Customisation or as a stand alone solution.

It can also be implemented quickly to fast track GDPR compliance

Success Factors – Failure is not an option

> **Reduce Costs**

Black Light can significantly reduce the cost of implementing GDPR policies with ILM

> **Manage Bespoke Tables**

Customer specific database tables containing GDPR data can be quickly added to the solution

> **Audit**

Black Light creates an audit log of activity proving an employee has been encrypted or deleted

> **Soft & Hard Delete**

It's possible to soft delete an employee, this gives an option to undelete them if it was done in error

> **Extendable**

Black Light can be extended to provide GDPR functionality to other areas of SAP outside of HCM. Vendor, Customer and Business Partner data can also be blocked using the Black Light technology

> **Ease of use in BAU**

Align with Audit and User Teams. Look for a common reporting process which can fulfil the needs of both

Back Light service plans

OUR PLANS	STANDARD	EXTENDED	PREMIUM
Black Light is licenced per SAP instance.	Standard package may be deployed for either standard SAP HR or for a stand alone implementation of SAP HCM.	Extended package may be deployed for either standard SAP HR or for a stand alone implementation of SAP HCM.	Premium package may be deployed for both standard SAP HR, SAP ECC and for a stand alone implementation of SAP HCM.
Black Light plans start with the technology required to block and delete just the standard SAP HCM database tables. The plan can be extended to include customer specific tables such as ZHR* and PA9000 range. The extended plan allows for 30 custom tables to be included in the solution. Black light can be further licenced to also block data within the customer and vendor master database tables. A solution for CRM & SRM is also available, pricing remains the same.	Functionality provided by Black Light covers standard SAP HR and HCM database Tables. ✅ GDPR Analyser Tool ✅ Blocking for HCM Data ✅ Delete HCM Data ❌ Custom Objects ❌ Vendor & Customers	Extended functionality includes up to 30 customer specific HR database tables. ✅ GDPR Analyser Tool ✅ Blocking for HCM Data ✅ Delete HCM Data ✅ Custom Objects ❌ Vendor & Customers	Premium functionality adds blocking functionality to vendor and customer master data ✅ GDPR Analyser Tool ✅ Blocking for HCM Data ✅ Delete HCM Data ✅ Custom Objects ✅ Vendor & Customers

What next?

With the European Unions' 10 year Digital Single market plan has already brought us the GDPR, UK Data Protection Act 2018, NIST and MIFID2, and with enhanced E-Privacy regulations coming soon, along with further legislation to follow over the next 10 years. Managing personal information is not going to fade away, it is here to stay.

Proceed have exceptional wealth of experience and knowledge in guiding SAP customers through this barrage of legislation. Contact us to discuss your business requirements and our Black Light service plans, we will help you to decide which best suits your business.

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