

Social Security App

A1 applications made easy & compliant



Business travellers and commuters

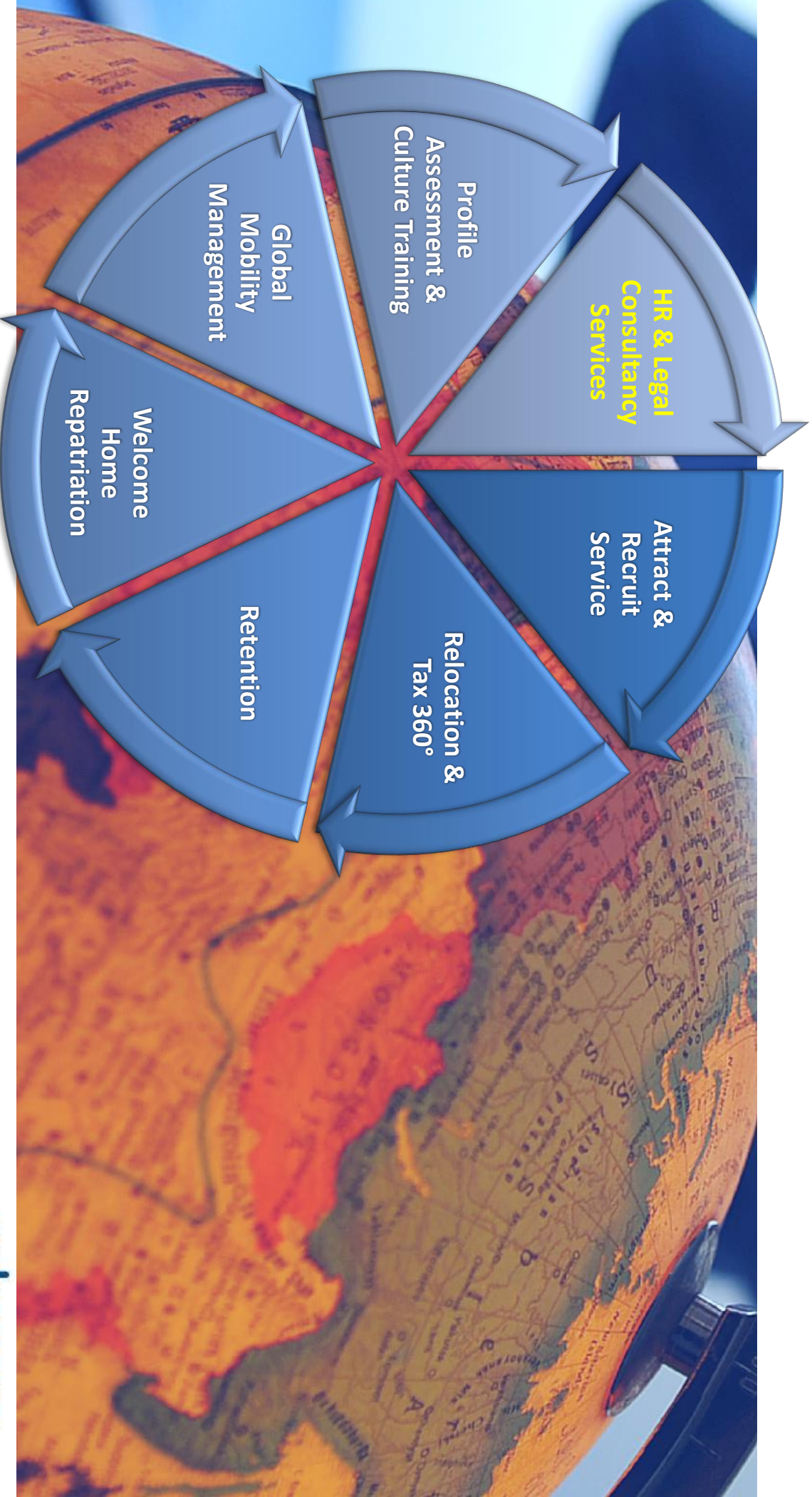
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Scheelevägen 15
22370 Lund
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RELOCARE SERVICE DELIVERIES – WE COVER THE WORLD



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AI applications for business travellers

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BUSINESS TRAVELLERS A1 APPLICATIONS – CURRENT OBSTACLES

It is a legal requirement that all business travellers have an approved A1 social security application on them on all business travels. The A1 certificate is an approval from the authorities that the employee has the right to remain under social security while being at work in another EU country. The A1 application is needed for travels in all European countries and it needs to be accurate.

The application can be done either by the company or by the employee. It can be a comprehensive task, which is not always easily understood by the employees. In Sweden or Denmark the process time takes from *20 min to 60 min per application* once the employee has understood the requirements.

All employees travelling need to bring the A1 application on business travels. Also the not frequent travelers who tend to fly more easily under the radar. Employees not in control of or handling the A1 application process oppose a risk to the company with possible heavy fines and non-compliant status for the company.

Although the A1 application form has the same name all over Europe, the different European countries have different needs for data and different processes for filing the A1 application.

Some countries demand online filing, whereas other countries demand manual filing of the form.

In 2019 this has changed, and all countries are expected to have an online filing option in the future.



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CURRENT RISKS

The employee is under another country's social security coverage without an approved and valid A1!

The moment an employee sets foot on ex-Czech republic without an approved A1 certificate from their country of social security, the employee is under Czech social security with similar health care payments as Czech employees.

The Blue Health Card only covers business trips if an employee has an approved A1 certificate.



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CURRENT RISKS



The Danish A-kasse may refuse payment of unemployment or sickness benefits!

The Danish A-kasse can require proof that the employee has been covered by Danish social security during business trips abroad - otherwise, the employee can risk losing their rights to get unemployment benefit, child maternity leave, or sickness benefit later.

This confirms ex. Ledernes Hovedorganisation in their edition "Job abroad" on February first, 2020.



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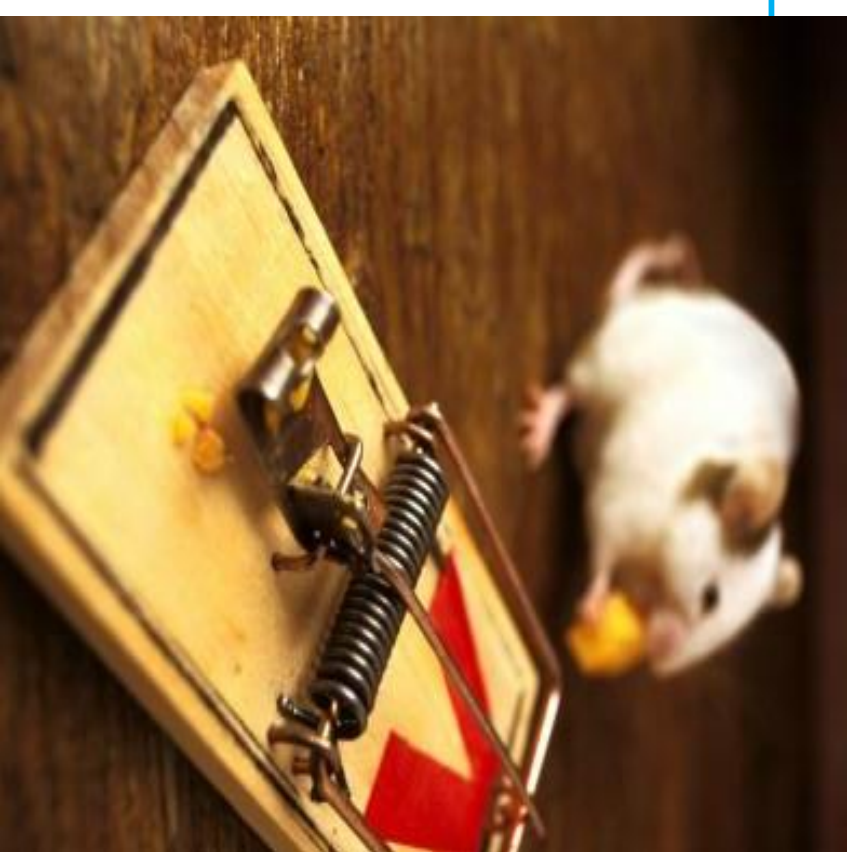
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CURRENT RISKS

If estimated work and travel periods are not correct or no A1 certificate issued or carried you face:

- **Fine**
(France as example 3.600 EURO per business traveller)
(Austria and Holland 5.000 EURO per business traveller)
- **Retroactive social security payment**
(Example: France claims employee has been in the country for 3 months. The social security payment is 36%, i.e a payment of 8.640 €, if the salary for 3 months is 24.000€)
- **Authorities refuse to issue A1 or refuse to acknowledge the issued A1 when not accurate**
(A1 must be approved by issuing Member State). As an example France refused to recognize Swiss A1 in the case A-Rosa C-620/15)



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RISK CONTROL INCREASING



It is EU rules which are governing social security when employees work across countries within the EU/ EURES.

Already now, governments have increased control options and can extract data between RUT register and social security across the EU-countries.

It has increased further 01/06/2020 with the Posted Workers Directive giving fines of example DKK 20.000 + DKK 1500 per employee per day.

The system EESSI implemented in 2019 enables the authorities in each country to get better opportunities to enforce the rules and to check if the employees have the A1 form.

Example 1: Authorities abroad can contact the Danish authority and ask questions about the A1 form. The Danish authorities then have 30 working days to respond, otherwise the A1 form will be deemed invalid. A Danish employer is therefore dependent on Udbetaling Danmark giving the response before the deadline expires. It is therefore important to reduce the risk that foreign authorities ask questions about the validity of the A1 form.



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Business travellers AI applications – Solution



Our aim was to create a super simple, flexible and agile tool for HR to secure compliance for their employees in a world with increasing demands.

Once onboarded, employees will only be involved when they have to confirm a travel. Handling time can be reduced to 30 sec. per allocation.

The company will be fully compliant and in line with both current compliance demands but also ahead of future requirements likely to come for tax and immigration purposes.

With Denmark and Sweden as the first countries Relocare and partners have an automatic application in process and soon we will have an automatic application filing for all EU/EURES countries matching the requirements for data and filing for each country. The data handling is ready for all 32 countries.

Relocare and partners can of course handle and control the data for social security, but our tool can also be handled and used exclusively by the companies on the basis of a license per user.

Should you wish to outsource the process to us, we can offer practical support with global travel policy, if needed.

Relocare can also offer legal guidance on special cases – but more importantly you should be getting warnings on special cases before they appear.

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Solution - App with GEO location

Employees will download Social Security App on their work mobile (Android or iPhone).

The solution will utilize the location feature of the device to automatically detect, when the user enters a foreign country and proactively prompt the user to log this information, if it is work-related.

If the user marks the travel is for private reasons, then no data will be stored.

If business trip is confirmed, a day is counted, and data is stored.



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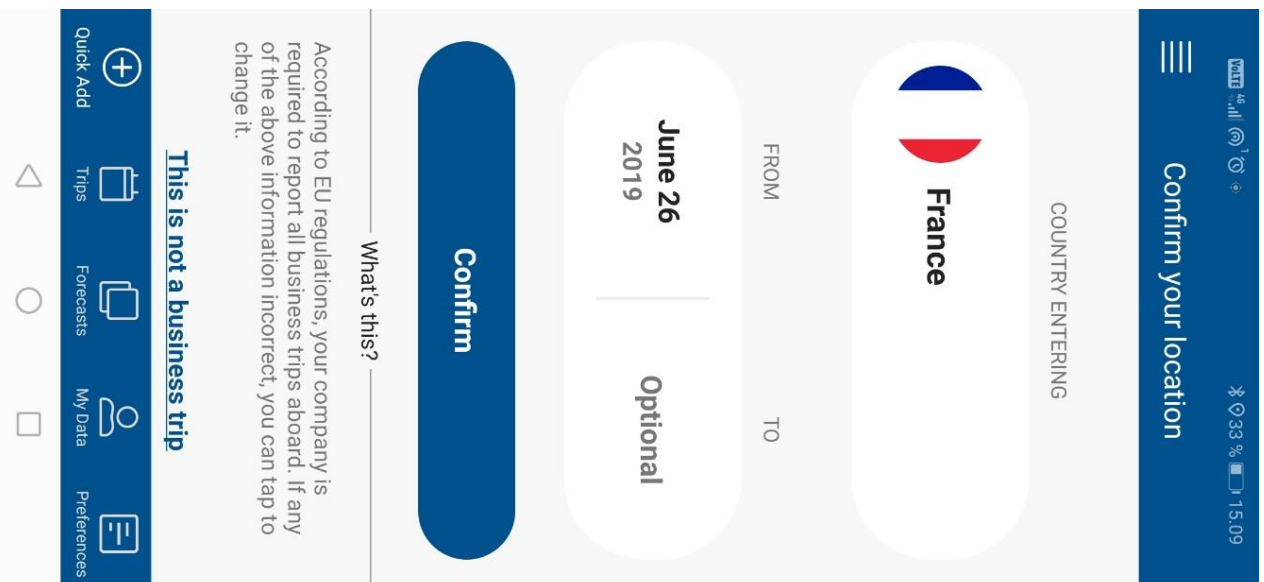


Social Security App

The app will determinate the employee's location.

If the employee knows the return date, they can add it. If they do not, it will ask again the next day.

The days will then appear as spent and employees can revise if they need to file a new application with more days for future travels.

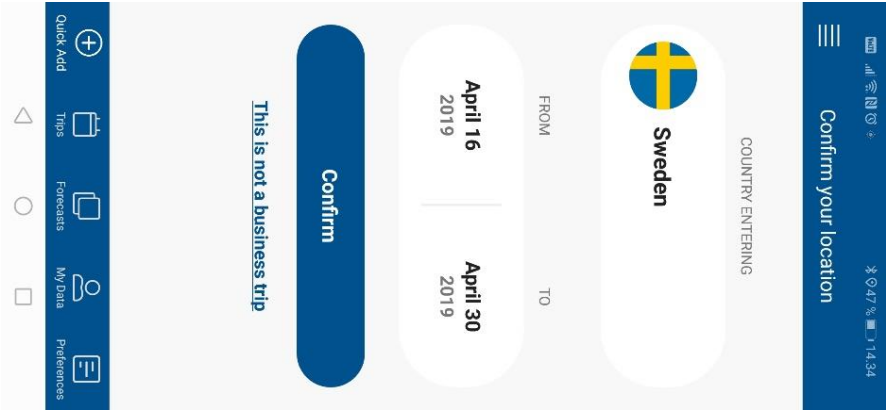


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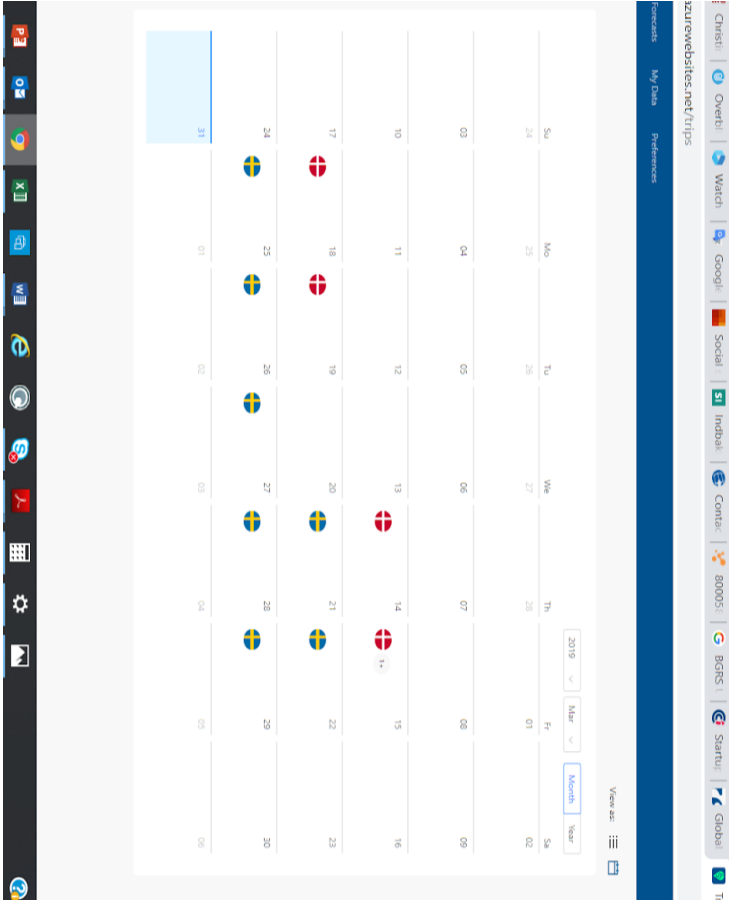
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Solution kit Employee:

App



Web



www.socialsecurityapp.eu

Homepage with FAQ'

Zendesk and hotline support

Instructional video

Social Security App

All applications made easy & compliant



Solution kit Employer:

All employees, and individual employee report and

www.socialsecurityapp.eu

The screenshot shows the Social Security App interface. At the top, there's a navigation bar with the app name and a user profile. Below it, a list of users is displayed with checkboxes. The user 'Eise Christensen' is selected, and a detailed view is shown for their application. This view includes a status of 'Approved, pending application', a date range from '2019 - 2020', and a table of estimates for the month of November 2019.

| Revision Number | Spent Days | Estimated Days | Difference | Percentage |
|-----------------|------------|----------------|------------|------------|
| 1 | 0 | 15 | 15 | 0 |

Homepage with FAQ

Zendesk and hotline support

Instructional video

Option to order number of licenses

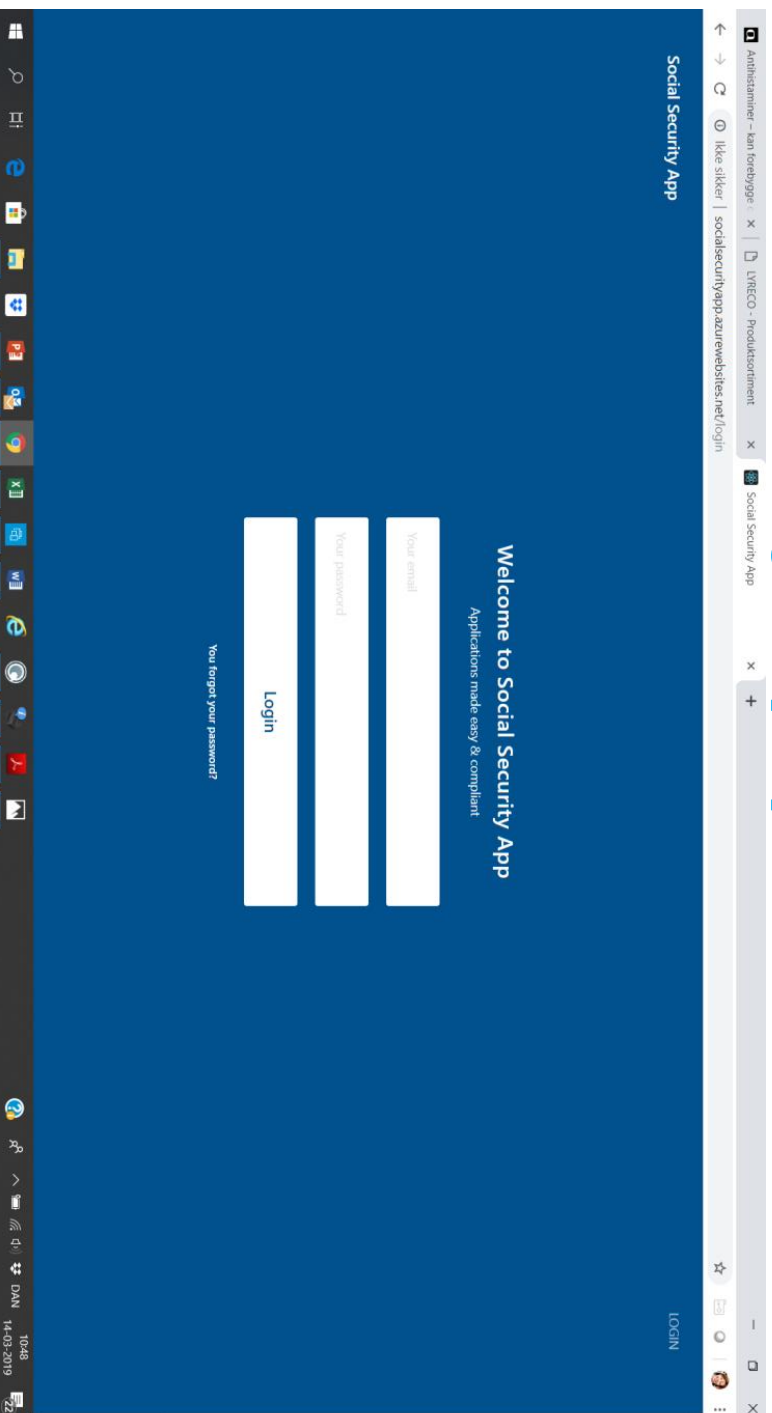
Download legal standard addition to employee contract for tracking

Download legal standard power of attorney and declaration of consent

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Onboarding employee base data

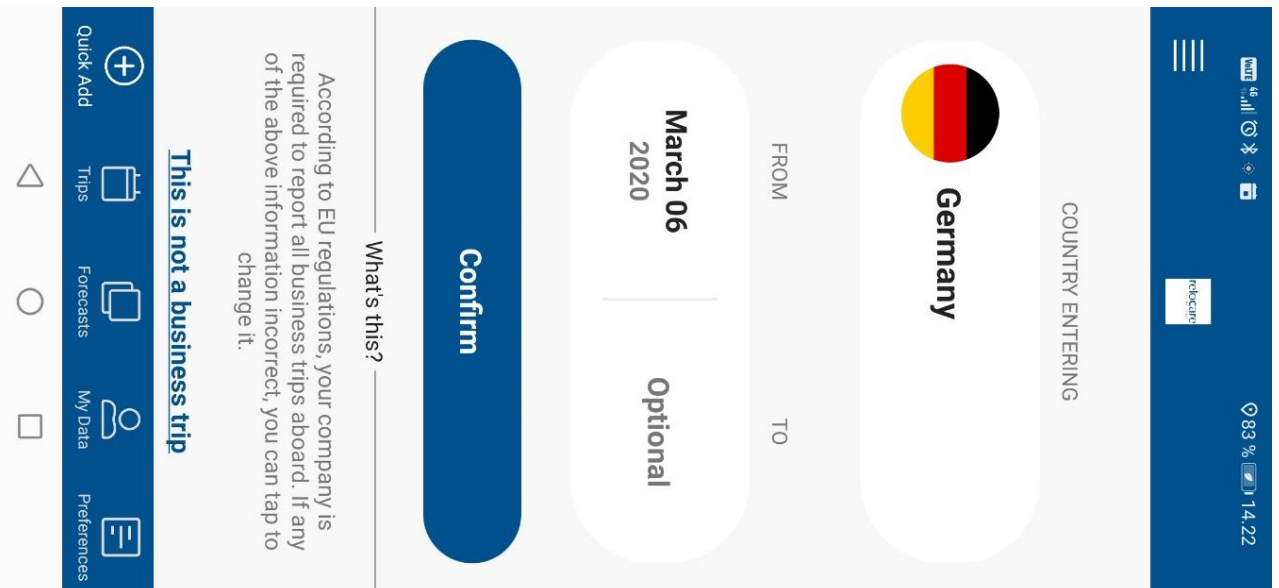


1. Employee data can be manually entered by administrators *or*
2. “Self-service onboarding” where admin gives employees a link that enable them to create their own user accounts and provide relevant basic data.



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App Quick Add



Each estimate always covers a period of exactly 12 months, but this 12-month period can start on any arbitrary date and will be calculated based on the specific country's yearly workdays, employment contract etc.

There is hence quite a lot of calculations needed, but the employee will not see this. The App will take care of this, the employee just needs to add days, and the App can calculate percentage and days used. As example:

France: 5 days, = 2,50%

Bulgaria: 12 days = 6,00%

Sweden: 40 days = 20,00%

When writing the A1 application employees need to add percentage – not days, and it hence becomes complicated without the App.



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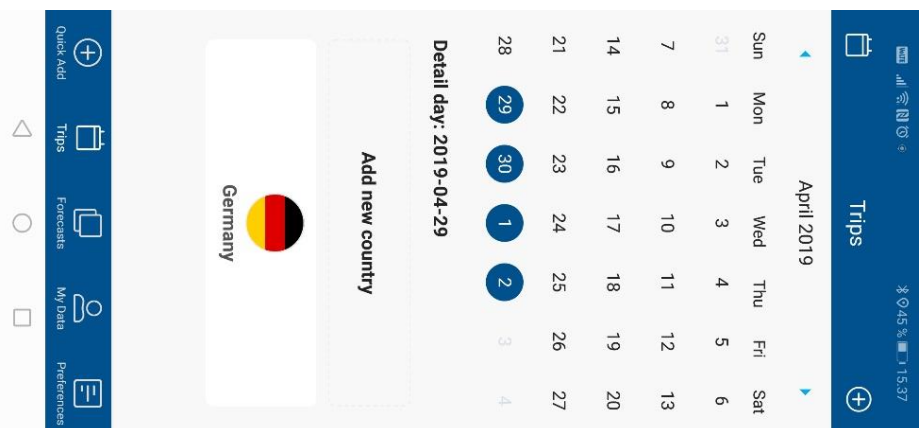


Location detection notification

This view is intended for the employee to be able to revise, correct and supplement their entries of actual travel data if needed.

The employee will be able to enter new trips and edit existing ones, all by interacting with a calendar, where each relevant day is decorated with a flag icon indicating the foreign country associated with that date.

After revision, the employee can push the approve button and HR or administrator will be able to send the application to the authorities within seconds.



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Administrator access



Administrators will be able to review estimates and estimate revisions submitted by individuals or all employees with the ability to edit them and change their status. The wireframe below illustrates that administrators can see a list of employees and select one for which to view data or get reports. The main part of the screen displays data related solely to the currently selected employee.

All users (4)

Search user... Forecast statuses Pending ...

- Elise Christensen
- Esben Hans Lim Porse
- Kirstina Rudnicki
- malene stausholm

Selected user: Elise Christensen Status: **Approved, pending application**

| Country | Revision Number | Spent Days | Estimated Days | Difference | Percentage |
|---------|-----------------|------------|----------------|------------|------------|
| Ireland | 1 | 0 | 5 | 5 | 0 |
| Spanien | 1 | 4 | 8 | 4 | 0 |
| Sverige | 1 | 10 | 15 | 5 | 0 |

Administrators will get information that a new estimate needs approval

Browser tabs: Arb, Goc, X, Høj, Chr, Ove, Wal, Goc, Soc, SI, Ind, Cor, 800, BGF, Star, Glo, We, B.O, ACI, Bec, AAF, We, For, +, ☆, 5

Address bar: like sikker | relocarefrontend.azurewebsites.net/dashboard

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Relocare Group Apps + Add Users

All users (14)

Forecast statuses

| | |
|-------------------------|-------------------------------------|
| Elise Christensen | <input checked="" type="checkbox"/> |
| Hans Holmegaard Lemming | <input type="checkbox"/> |
| Esben Porse | <input type="checkbox"/> |
| Kirstina Rudnicki | <input type="checkbox"/> |
| Michael Dennis Pedersen | <input type="checkbox"/> |
| Bodil O Lundberg | <input type="checkbox"/> |
| Dornitan Tamas Selician | <input type="checkbox"/> |
| Ole Brix Andersen | <input type="checkbox"/> |
| Hanne Birthe Rytgaard | <input type="checkbox"/> |
| Bent Ole Kristensen | <input type="checkbox"/> |
| Hans Henrik Hjorth | <input type="checkbox"/> |

Selected user: Elise Christensen

Status: Pending approval

2018 - 2019 - Pending approval

Dec 22nd 2018 -----> Dec 21st 2019

Ignore this revision?

| Revision Number | Spent Days | Estimated Days | Difference | Percentage | Status |
|-----------------|------------|----------------|------------|------------|----------|
| A | | | | | |
| Austria | | | | | |
| 1 | 4 | 1 | 3 | 0 | APPROVED |
| F | | | | | |
| Finland | | | | | |
| 1 | 2 | 0 | 2 | 0 | APPROVED |
| France | | | | | |

Latest Revision

Buttons: +, + Add Users, +, X Decline, Approve

1604 31-03-2019

Pending senior approval

Administrators will get two warnings at two different levels. One is for a senior approval if an employee is more than 24% in one country. This is not linked to Social Security but will act as a warning to investigate other matters, such as tax obligation, PE etc. The other warning is for 74% outside Home country.

The screenshot shows the 'Social Security App' interface. At the top, there is a list of 'All users (14)' with checkboxes. The user 'Elise Christensen' is selected. Below this, the 'Selected user: Elise Christensen' section displays a table of data for three countries: Poland, Sweden, and United Kingdom. A red circle highlights the status 'Pending Senior Approval' for Poland. The table also shows 'Spent Days', 'Estimated Days', 'Difference', 'Percentage', and 'Status' for each country.

| Country | Revision Number | Spent Days | Estimated Days | Difference | Percentage | Status |
|----------------|-----------------|------------|----------------|------------|------------|-------------------------|
| Poland | 1 | 3 | 0 | 3 | 0 | Pending Senior Approval |
| Sweden | 1 | 120 | 276 | -156 | 0 | OVER BUDGET |
| United Kingdom | 1 | 14 | 5 | 9 | 0 | APPROVED |



Future needs

Our tool is meant to control social security – and social security only – but we are aware that the next steps can be tracking in order to also secure compliance on:

- Immigration obligations
- Tax obligations
- Risk of permanent business establishment
- Registry of foreign service providers (RUT – work environment rules)
- Posted Workers Directive
- Local business needs such as a need to connect with payroll systems, travel systems etc.

Social Security App is built with the purpose to expand and to constantly improve.



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Come see us

Contact us

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if you run into any problems
or have any questions please
let us know!

Email us



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We are always here to
inspire and help, so please
don't hesitate to contact us.

Call us