

## LT in Focus

# Electronic sick leave certificate

A federal law enabling the accrual and payment of temporary disability and maternity benefits on the basis of an electronic sick leave certificate\* was adopted by the Russian State Duma in the third reading on 14 April 2017. The law is scheduled to enter into force on 1 July 2017.

### Electronic sick leave certificates can be used subject to the following requirements:

- The employee has given his/her written consent
- The medical provider and the employer are the members of the electronic sick leave data exchange framework

### Rules of electronic sick leave data exchange

The procedure and rules for exchanging data among the Russian Federal Social Security Fund ("FSSF"), employers, medical providers, and medical and social expert boards are currently being developed. According to the draft rules, a medical provider will be able to issue electronic sick leave certificates provided that both it and the patient's employer are connected to the integrated social security information system ("the System").

The draft rules require that the IT systems used by the members of the electronic information exchange framework be compliant with the Russian statutory requirements.

Thus, the employer's software must enable the integration with the FSSF's services, support the use of advanced electronic signature and data exchange within the System. The employers' IT systems shall also be connected to the Internet.

According to the new rules, the electronic sick leave data exchange will help to achieve the following objectives:

- To optimise reporting the insured events to medical providers
- To streamline the awarding, accrual, and payment of temporary disability and maternity benefits
- To reduce paperwork
- To mitigate the risks of document forgery

### The legal value of the electronic sick leave certificate must be verified by the advanced electronic signature of the medical provider, medical specialist, medical and social expert board, and the employer

The new regulation envisages the following algorithm of issuing sick leave e-certificates:

- The medical provider requests a written consent of the insured to issue an electronic sick leave certificate
- Once the consent is obtained, the medical provider fills in a special form and logs a call with the System to assign a number to the document generated
- The System automatically assigns the number to the sick leave e-certificate or grants access to amend the existing one (with respect to one insured event); the information submitted is verified by an advanced electronic signature of the doctor and the medical provider
- The employee informs the employer that his/her sick leave e-certificate was generated in the System

- The employer identifies the certificate and logs a call in the System to fill in the data required to make settlements with the FSSF; the data are signed with the employer's advanced electronic signature
- The temporary disability or maternity benefits are accrued and paid out by the FSSF on the basis of the relevant data entered in the System in accordance with the Russian legislation

According to the official sources, the above-mentioned mechanism has been successfully tested in several

Russian regions.

We expect all open issues regarding the execution of electronic sick leave certificates to be formalised shortly and, taking into account the digitalisation trends across various sectors, employers may use the new opportunities to optimise their processes already now.

More details about the required software and instructions for using the System are available on the Federal Social Security Fund's website at <https://cabinets.fss.ru/>.

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We hope that you will find this newsletter interesting and informative. Please feel welcome to contact us for more information on the topics covered.

Best regards,

**Deloitte CIS Partners**

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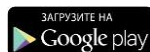
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