



# **SISTEM SUMBER MANUSIA**

## **User Guide**

### **Rehire after Retirement (SKS)**

### **for Back End User (SAP GUI)**

**Role: Department HR Admin**

**VERSION: 1.0**

SSM\_UG\_Back\_End\_SAPGUI\_Rehire after Retirement\_SKS\_DeptHR Admin\_v1.0

## INTRODUCTION

This user guide acts as a reference for Back-End User (SAP GUI) on how they can use the features for **Rehire after Retirement (SKS) module**. In this user guide, it will show the users on how to:

1. View Notification via Front-End (FIORI)
2. Create and Submit Rehire after Retirement Application
3. Edit (Rework) and Submit Rehire after Retirement Application
4. Withdraw Rehire after Retirement Application
5. Generate Application Type Report
6. Additional Information: Approve Employee's Basic Pay

Should you have any questions or require additional assistance with the user guide materials, please contact the SSM Help Desk.

## GLOSSARY

The following acronyms will be used frequently:

Term	Meaning
<b>SSM</b>	Sistem Sumber Manusia
<b>SAP GUI</b>	SAP Graphical User Interface/Back End
<b>FIORI</b>	Front End/Web Portal ( <a href="http://www.ssm.gov.bn">www.ssm.gov.bn</a> )
<b>ESS</b>	Employee Self Service
<b>MSS</b>	Manager Self Service

## FURTHER ASSISTANCE

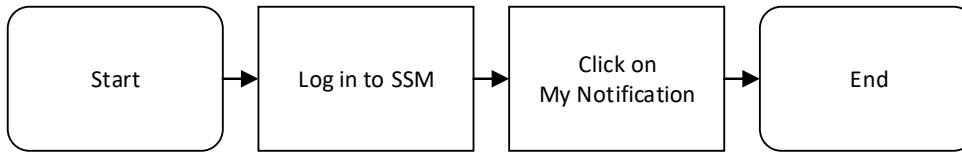
Should you have any questions or require additional assistance with the user guide materials, please contact **SSM Help Desk** at **+673 238 2227** or e-mail at **[ssm.helpdesk@dynamiktechnologies.com.bn](mailto:ssm.helpdesk@dynamiktechnologies.com.bn)**.

## Table of Contents

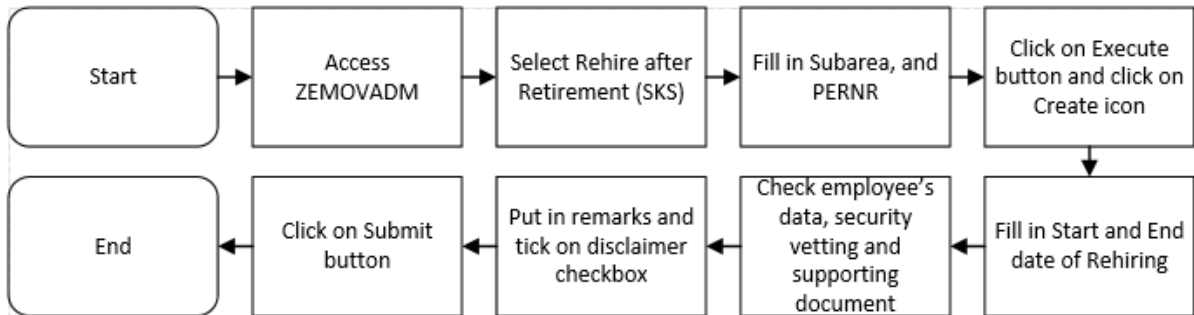
Topics	Page
Introduction	<a href="#">2</a>
Glossary	<a href="#">2</a>
Further Assistance	<a href="#">2</a>
Process Overview	<a href="#">4</a>
<b>NOTIFICATION</b>	
View Notification via Front-End (FIORI)	<a href="#">5</a>
<b>MAINTAIN APPLICATION – Rehire after Retirement Application</b>	
Create and Submit Rehire after Retirement Application	<a href="#">7</a>
Edit and Submit Rehire after Retirement Application	<a href="#">15</a>
Withdraw Rehire after Retirement Application	<a href="#">21</a>
<b>REPORT</b>	
Generate Application Type Report	<a href="#">24</a>
Additional Information: Approve Employee’s Basic Pay	<a href="#">27</a>

## Process Overview

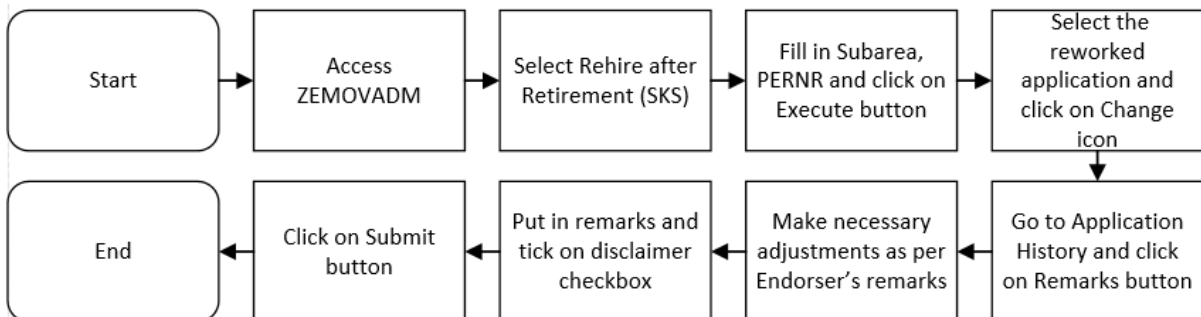
### View Notification via Front-End (FIORI)



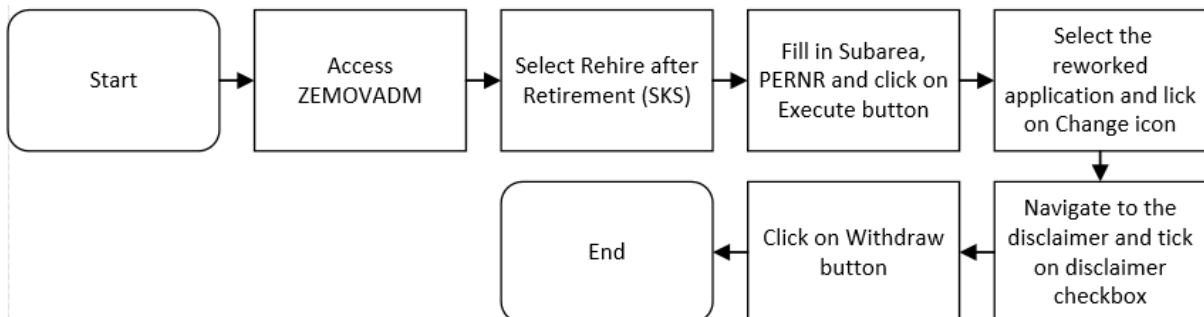
### Create and Submit Rehire after Retirement (SKS) Application



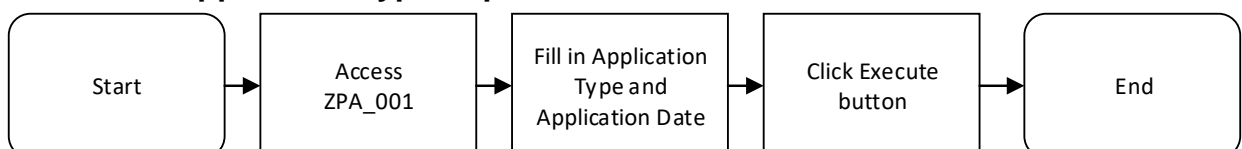
### Edit and Submit Rehire after Retirement (SKS) Application



### Withdraw Rehire after Retirement (SKS) Application



### Generate Application Type Report



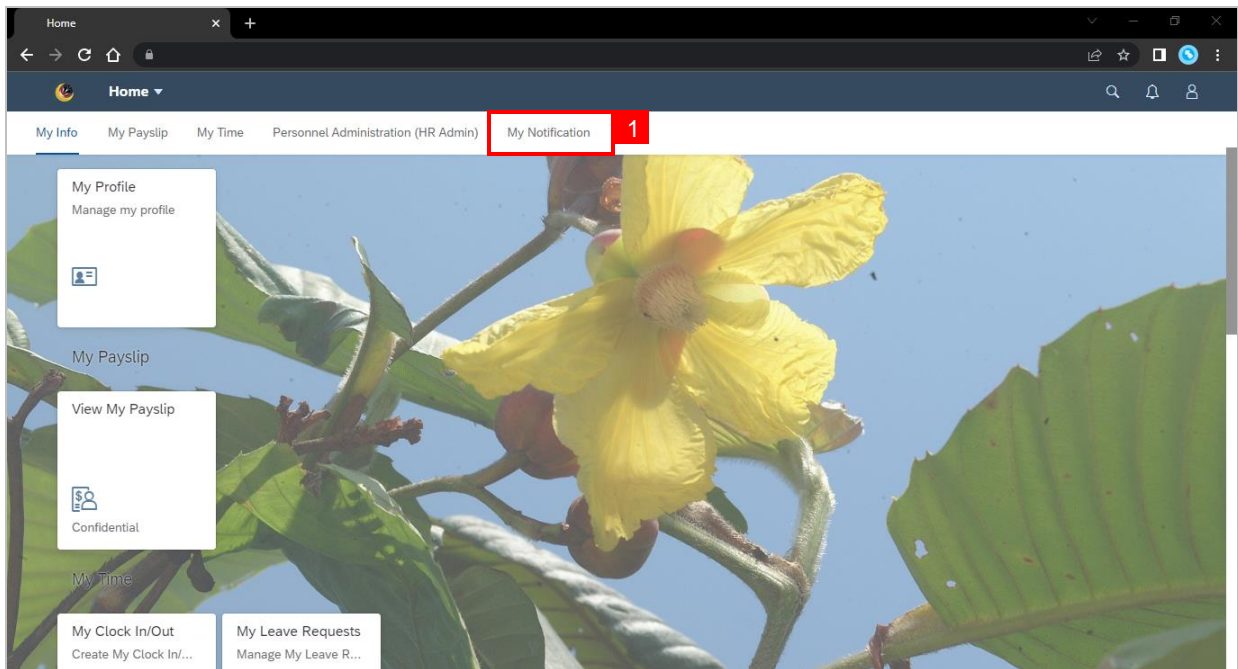
**VIEW NOTIFICATION VIA FRONT END**

**Front-End User**

Department HR Administrator

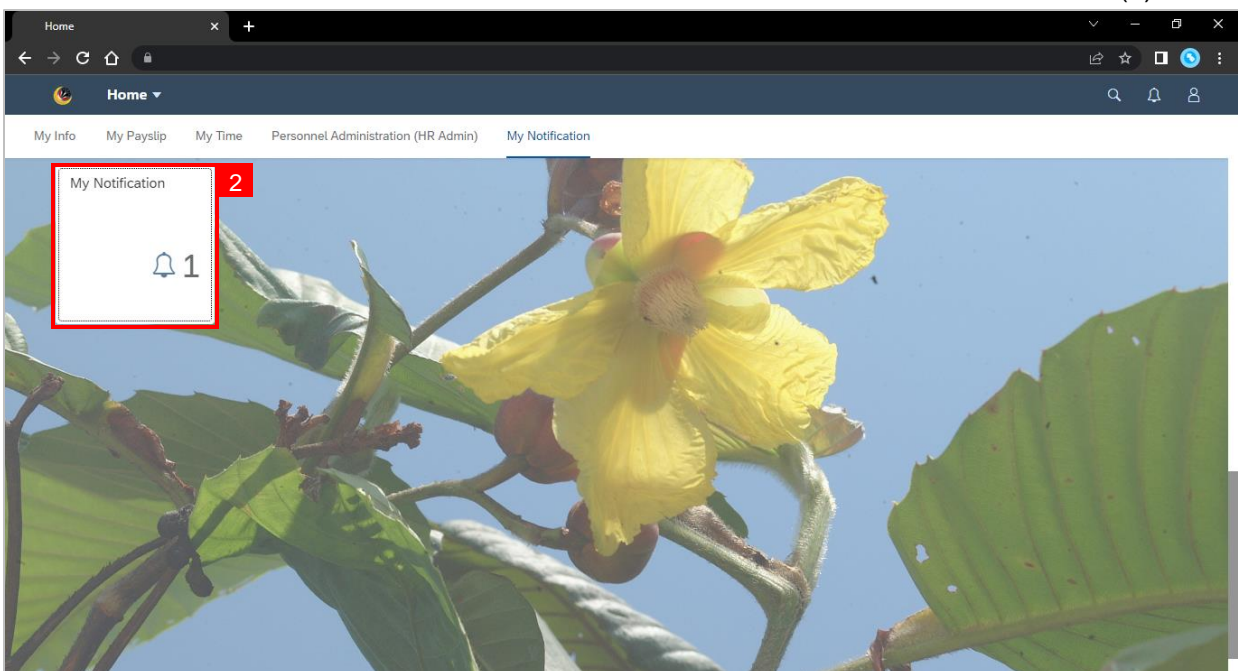
Log into **SSM (Front-End)** and proceed with the following steps.

1. Navigate to **My Notification** tab and click on it.



2. Click on **My Notification** tile.

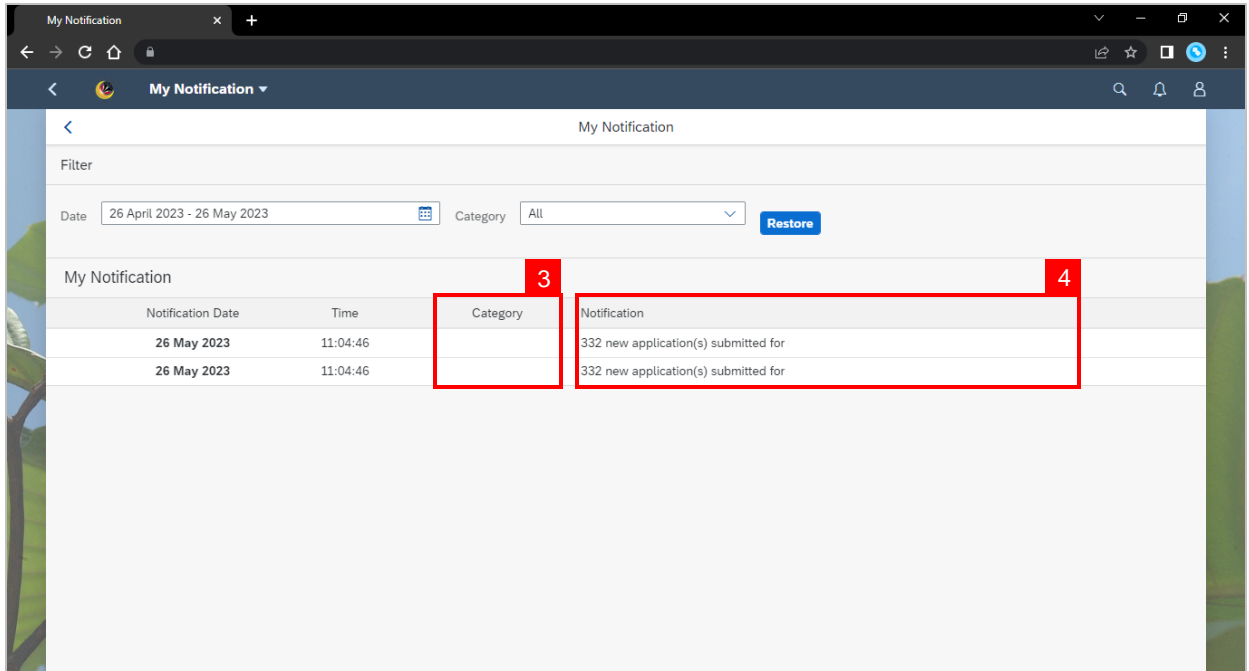
**Note:** The number shown on the tile indicates the total number of unread notification(s).



**Outcome:** My Notification page will be displayed.

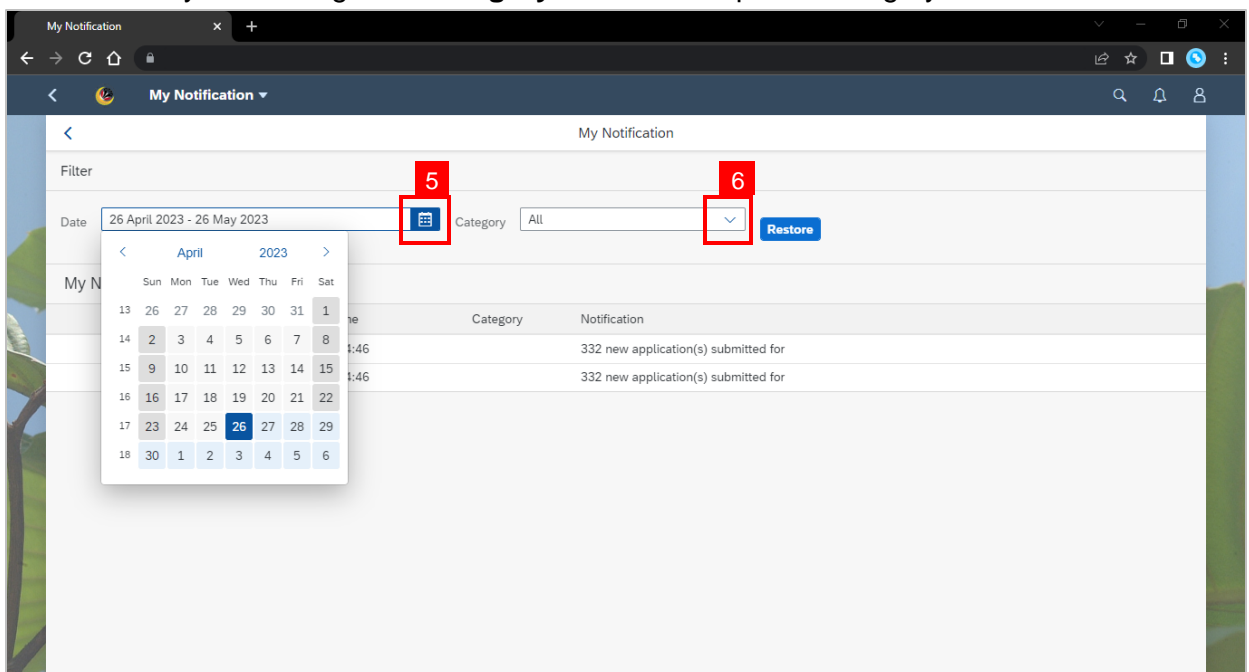
3. Under **Category** column, it will be shown as: (i) ***Pengambilan Semula Slps Bersara (SKS)*** or (ii) ***Penyambungan Perkhidmatan (SKS)***.

4. Under **Notification** column, the total number of application(s) will be summarised.



5. Users may change the **Date** to view the notifications at a specific period.

6. Users may also change the **Category** to view/filter specific category notifications.



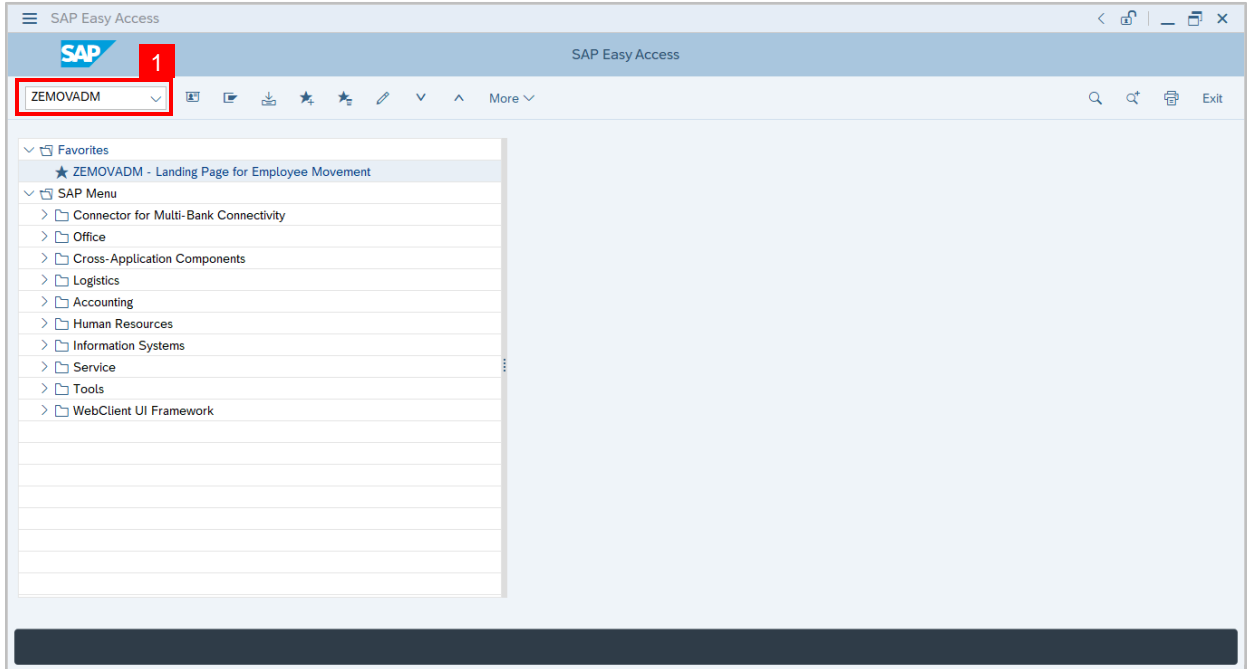
**CREATE AND SUBMIT  
REHIRE AFTER  
RETIREMENT APPLICATION**

**Back-End User**

Department HR Administrator

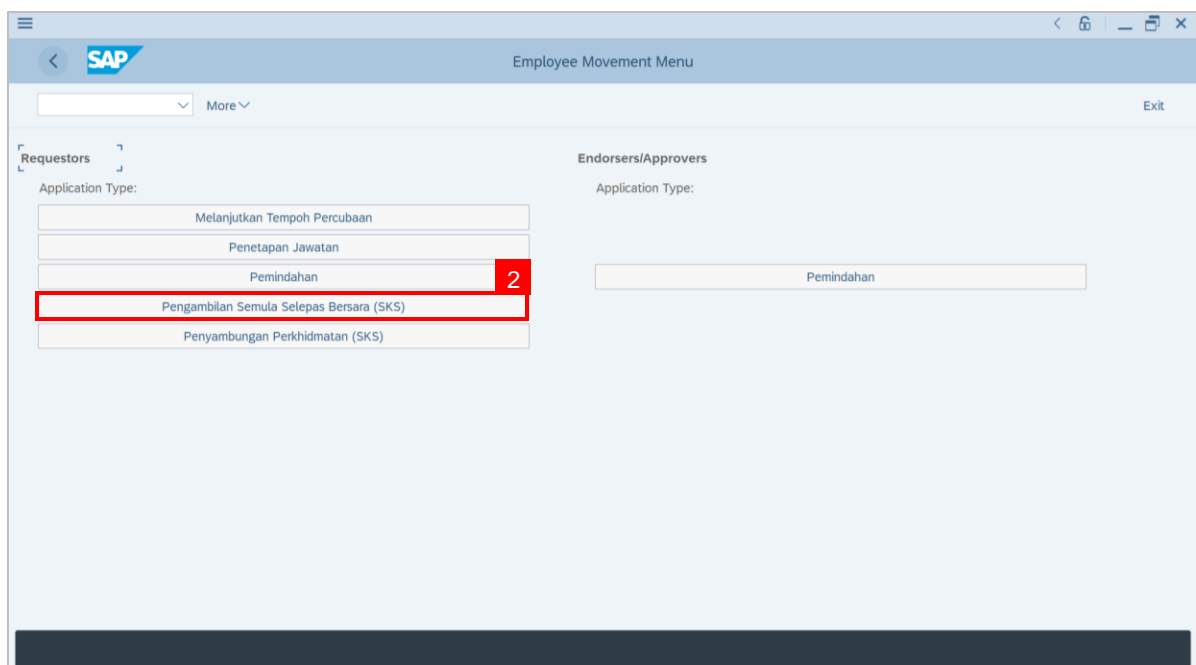
Log into **SAP GUI (Back-End)** and proceed with the following steps.

1. Enter transaction code (t-code) **ZEMOVADM** in the search bar.



**Note:** Employee Movement page will be displayed.

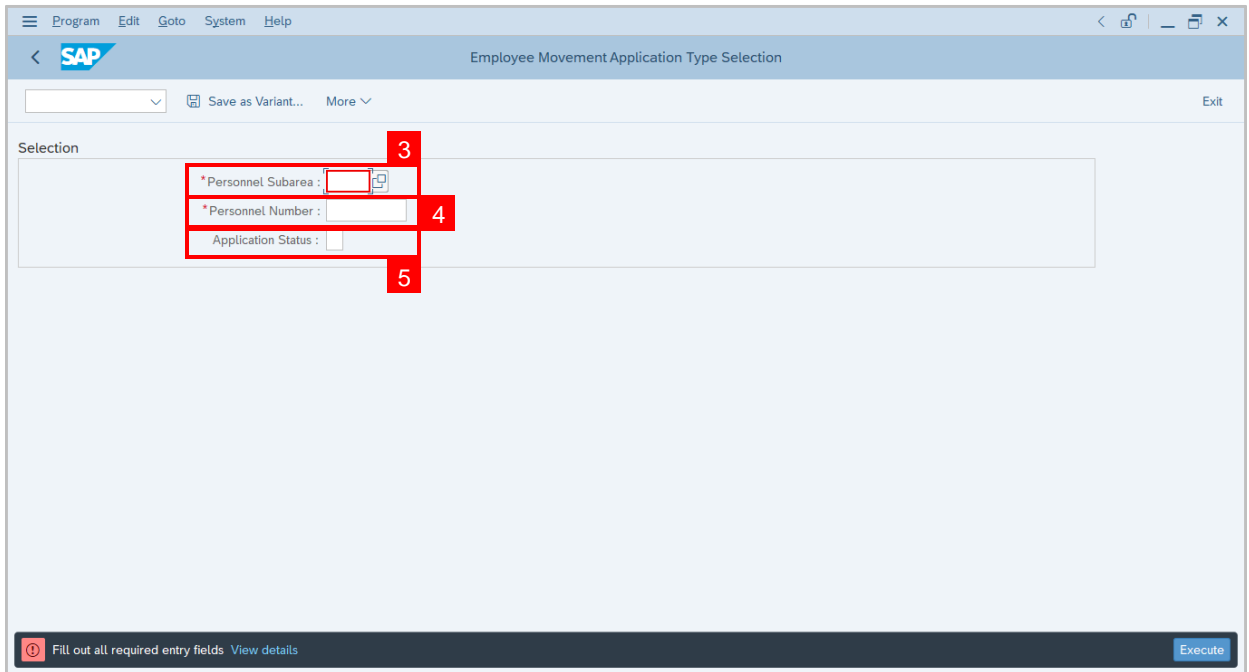
2. Click on **Pengambilan Semula Selepas Bersara (SKS)** button.



3. Fill in **Personnel Subarea**.

4. Fill in **Personnel Number**.

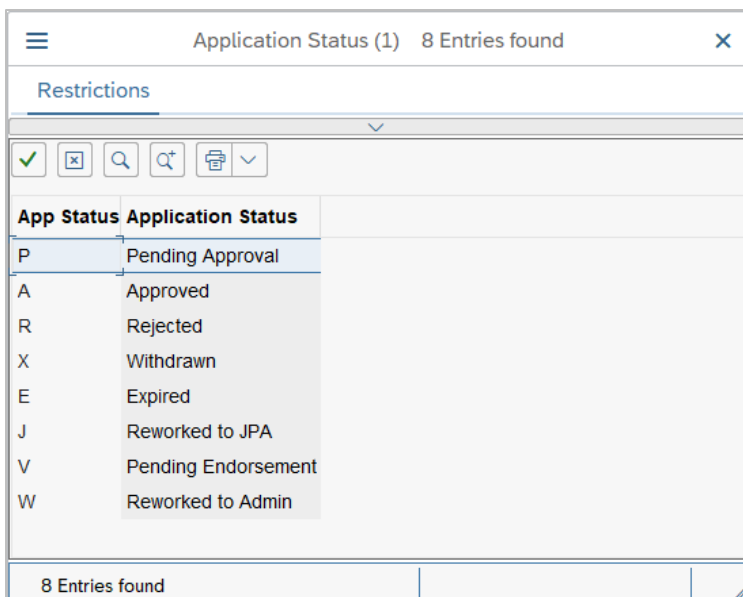
5. User may filter specific **Application Status** when required.



**Note:** Application Status pop-up window will be displayed.

User may select any of the eight (8) Application Status. E.g. To display application(s) with Pending Approval status only, user should select Pending Approval.

To see **all statuses**, user **should leave the field blank**.



App Status	Application Status
P	Pending Approval
A	Approved
R	Rejected
X	Withdrawn
E	Expired
J	Reworked to JPA
V	Pending Endorsement
W	Reworked to Admin



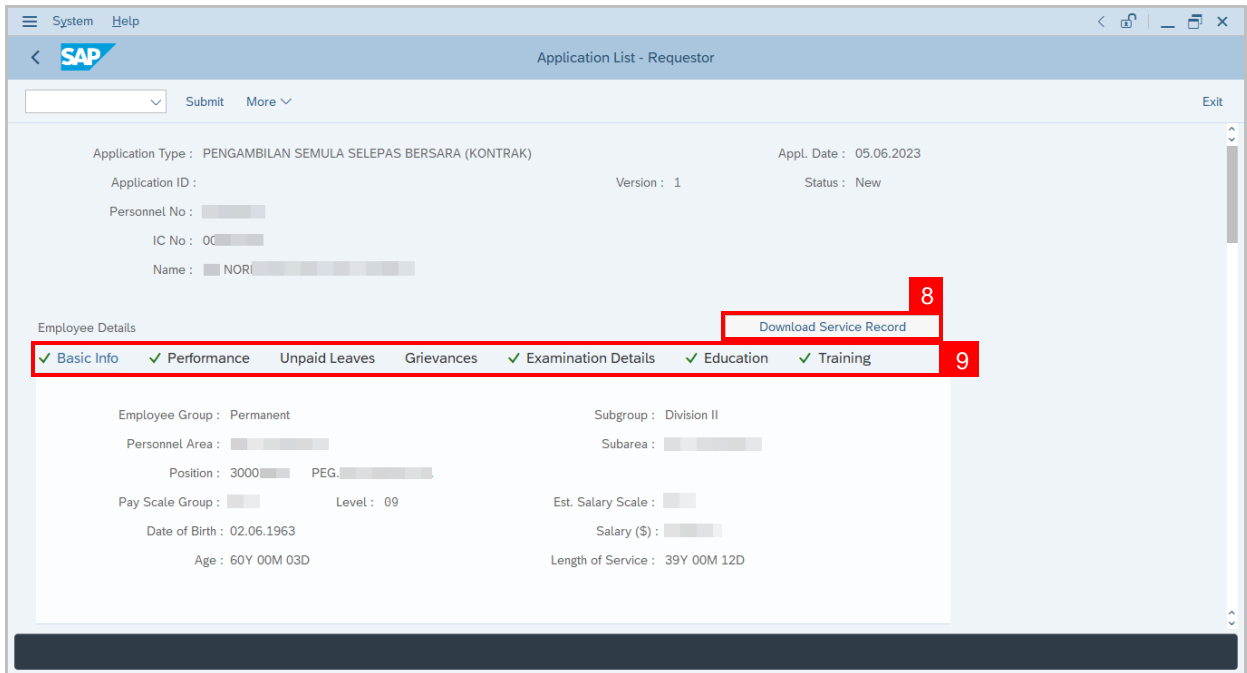


8. User can download the **Service Record**.

9. User must **check the details** from **each tab**, ensure that the data is updated and correct.

**Note:** If any of the data is incorrect, it can be updated by Department HR Admin via PA30.

The green tick icon represent that there is information stored.



Application Type : PENGAMBILAN SEMULA SELEPAS BERSARA (KONTRAK)      Appl. Date : 05.06.2023  
 Application ID :      Version : 1      Status : New  
 Personnel No :      IC No : 00      Name : NORI

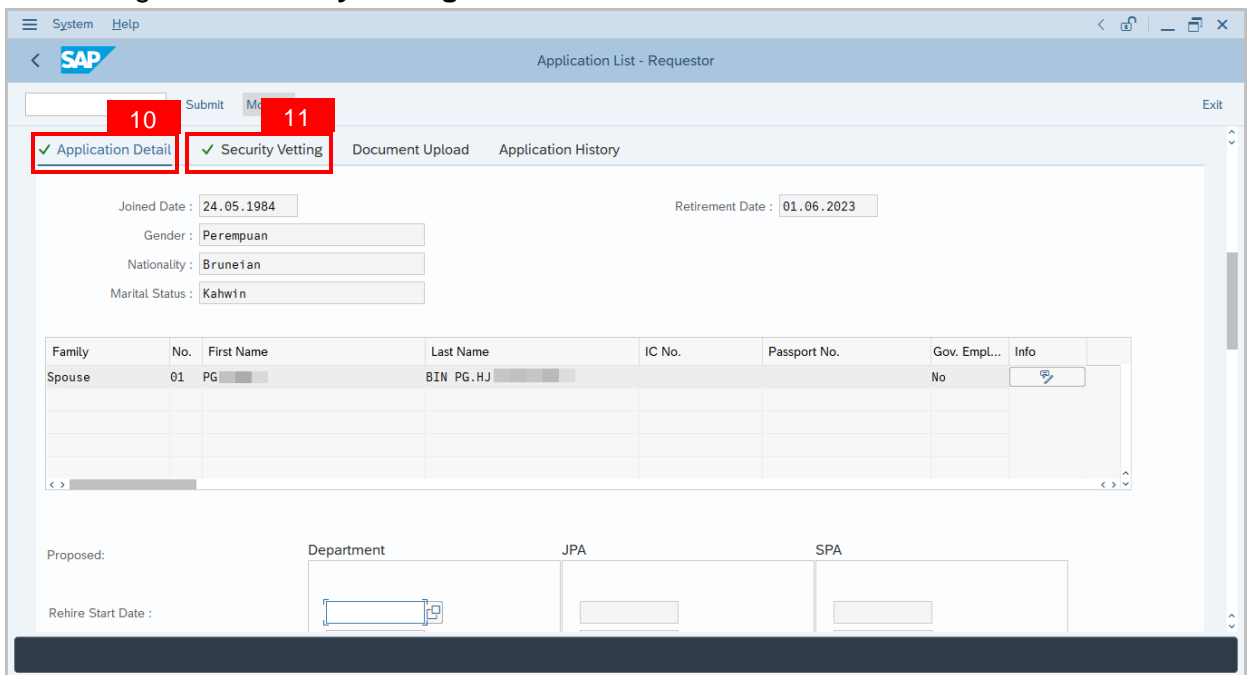
Employee Details      Download Service Record

✓ Basic Info    ✓ Performance    Unpaid Leaves    Grievances    ✓ Examination Details    ✓ Education    ✓ Training

Employee Group : Permanent      Subgroup : Division II  
 Personnel Area :      Subarea :  
 Position : 3000      PEG.      Pay Scale Group :      Level : 09      Est. Salary Scale :  
 Date of Birth : 02.06.1963      Salary (\$) :  
 Age : 60Y 00M 03D      Length of Service : 39Y 00M 12D

10. Navigate to **Application Detail** and ensure that all information is correct.

11. Navigate to **Security Vetting** tab and click on it.



Application List - Requestor

Application Detail    Security Vetting    Document Upload    Application History

Joined Date : 24.05.1984      Retirement Date : 01.06.2023  
 Gender : Perempuan  
 Nationality : Bruneian  
 Marital Status : Kahwin

Family	No.	First Name	Last Name	IC No.	Passport No.	Gov. Empl...	Info
Spouse	01	PG	BIN PG.HJ			No	

Proposed:      Department      JPA      SPA  
 Rehire Start Date :

**Note:** Security Vetting tab will be displayed.

(i) **Rehire Start Date** and **End Date** at **Application Detail** for **Department** must be filled in before clicking on **Security Vetting** tab.

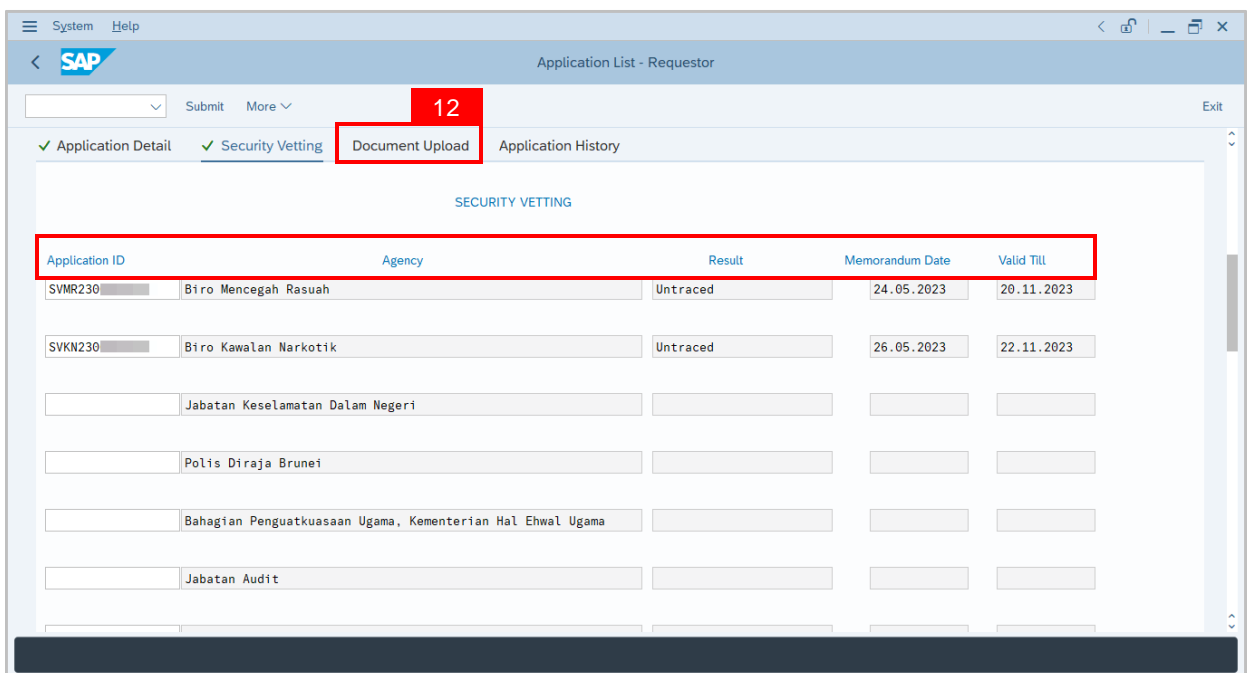
(ii) All eight (8) Security Vetting agencies name will be displayed.

(iii) Only the **latest application result** will be shown along with the **Application ID**, **Memorandum Date** and **Valid To** date.

(iv) **Department Security Vetting Requestor role** may request Security Vetting application to any of the eight agencies when required via ZVETREQUEST.

(v) **Department Security Vetting Requestor role** may view the result with attachment (if any) via ZVETDISPLAY.

12. To upload any attachment, navigate to **Document Upload** tab.

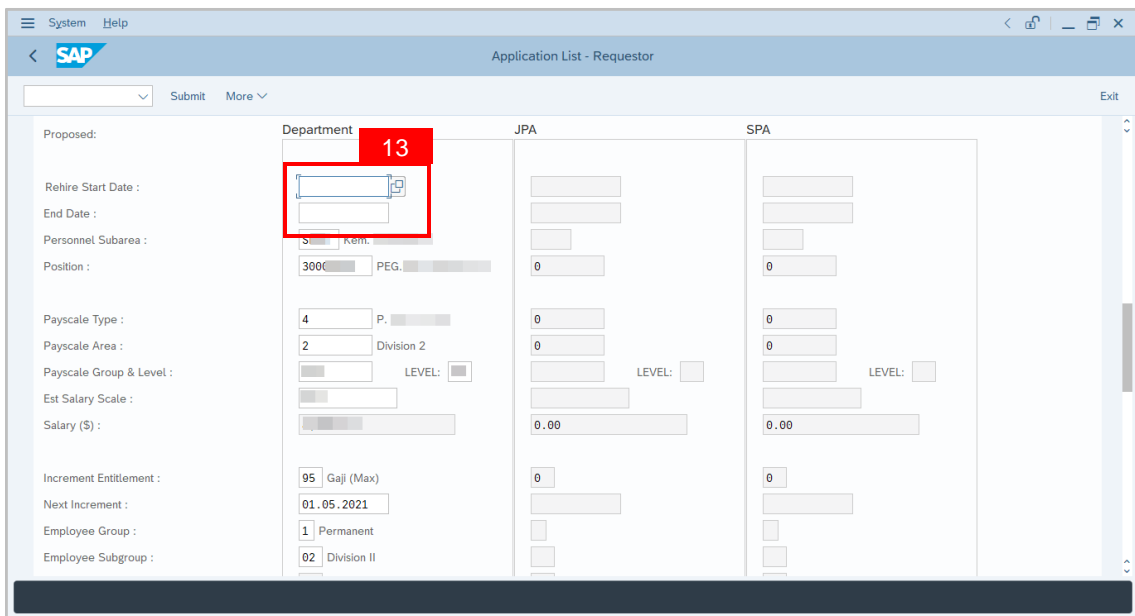


Application ID	Agency	Result	Memorandum Date	Valid Till
SVMR230	Biro Mencegah Rasuah	Untraced	24.05.2023	20.11.2023
SVKN230	Biro Kawalan Narkotik	Untraced	26.05.2023	22.11.2023
	Jabatan Keselamatan Dalam Negeri			
	Polis Diraja Brunei			
	Bahagian Penguatkuasaan Ugama, Kementerian Hal Ehwal Ugama			
	Jabatan Audit			

Navigate to **Application Detail**, under **Department** column and proceed with the next step.

13. **Fill in the Rehire Start Date and End Date.**

**Note:** The employee existing SSM data will be pulled and auto-fill the fields under Department column.



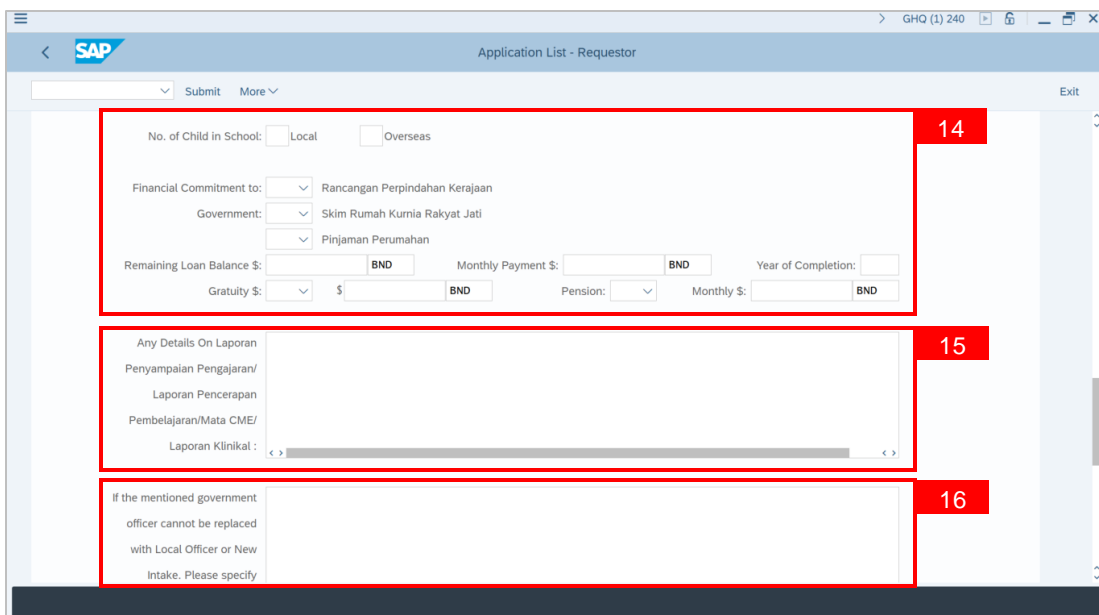
The screenshot shows the 'Application List - Requestor' form in SAP. The 'Department' field is highlighted with a red box and labeled '13'. Other fields include 'Rehire Start Date', 'End Date', 'Personnel Subarea', 'Position', 'Payscale Type', 'Payscale Area', 'Payscale Group & Level', 'Est Salary Scale', 'Salary (\$)', 'Increment Entitlement', 'Next Increment', 'Employee Group', and 'Employee Subgroup'.

**Note:** Department HR Administrator may adjust the details under Department column except for the greyed-out fields.

14. Navigate to **Pension Commitment details** and fill out any necessary information.

15. Navigate to **Any Details On Laporan Penyampaian Pengajaran / Laporan Pencerapan Pembelajaran / Mata CME / Laporan Klinikal** and fill in the remarks (if any).

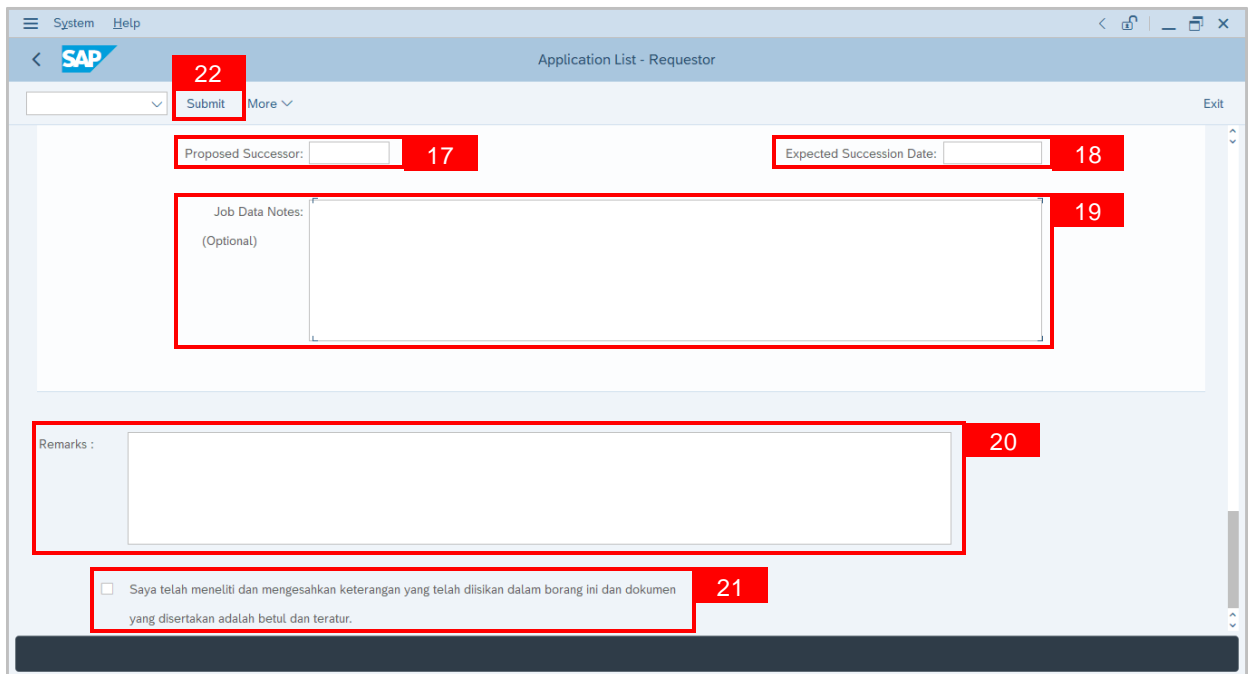
16. Fill in **If the mentioned government officer cannot be replaced with Local Officer or New Intake. Please specify reasons** if any.



The screenshot shows the 'Application List - Requestor' form in SAP, specifically the 'Pension Commitment details' section. The form is divided into three main sections, each highlighted with a red box and labeled with a number:

- Section 14:** Pension Commitment details. Fields include: No. of Child in School (Local/Overseas), Financial Commitment to (Rancangan Perpindahan Kerajaan), Government (Skim Rumah Kumia Rakyat Jati/Pinjaman Perumahan), Remaining Loan Balance (\$), Monthly Payment (\$), Year of Completion, Gratuity (\$), Pension, and Monthly (\$).
- Section 15:** Any Details On Laporan. Fields include: Penyampaian Pengajaran/, Laporan Pencerapan Pembelajaran/Mata CME/, and Laporan Klinikal.
- Section 16:** If the mentioned government officer cannot be replaced with Local Officer or New Intake. Please specify reasons.

17. Fill in the **Proposed Successor IC number** (6 digits without '-'), if any.
18. Fill in the **Expected Succession Date**, if any.
19. Fill in **Job Data Notes**, if any. It will appear at the employee's job data in PA30.
20. Fill in **Remarks**, if any. It will appear at **Application History** for **Endorser** and **Approver** to view.
21. **Click on the checkbox** to agree with the disclaimer.
22. Click on **Submit** button to submit the application for **Rehire after Retirement (SKS)**



The screenshot shows the SAP 'Application List - Requestor' form. The interface includes a top navigation bar with 'System' and 'Help' menus, and a 'Submit' button. The form contains several input fields: 'Proposed Successor' (labeled 17), 'Expected Succession Date' (labeled 18), 'Job Data Notes' (Optional) (labeled 19), and 'Remarks' (labeled 20). At the bottom, there is a checkbox (labeled 21) for a disclaimer: 'Saya telah meneliti dan mengesahkan keterangan yang telah diisikan dalam borang ini dan dokumen yang disertakan adalah betul dan teratur.' The 'Submit' button (labeled 22) is located at the top left of the form area.

**Note:** Application List – Requestor will be displayed.

23. The **Application ID** will be auto-generated.
24. The **Version** number will be 1 (Version 1).
25. The **Application Status** will show as **Pending Endorsement**.

**Outcome:** Rehire after Retirement (SKS) Application has been successfully submitted for endorsement.



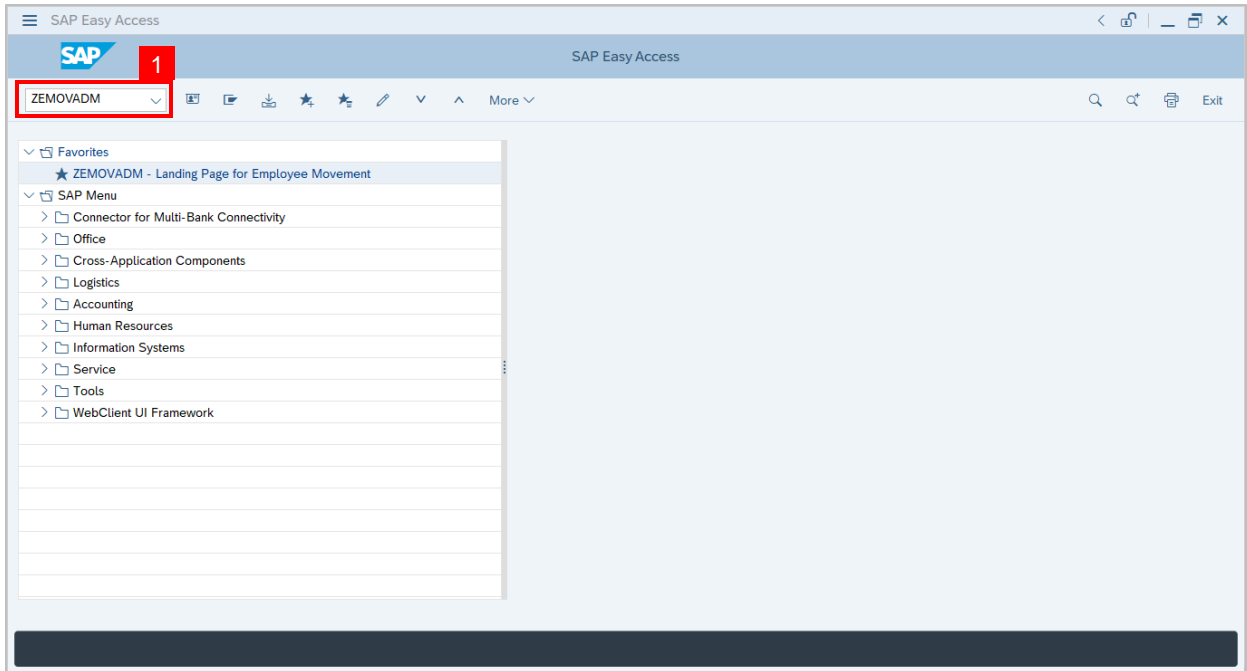
**EDIT AND SUBMIT REHIRE  
AFTER RETIREMENT  
APPLICATION**

**Back-End User**

Department HR Administrator

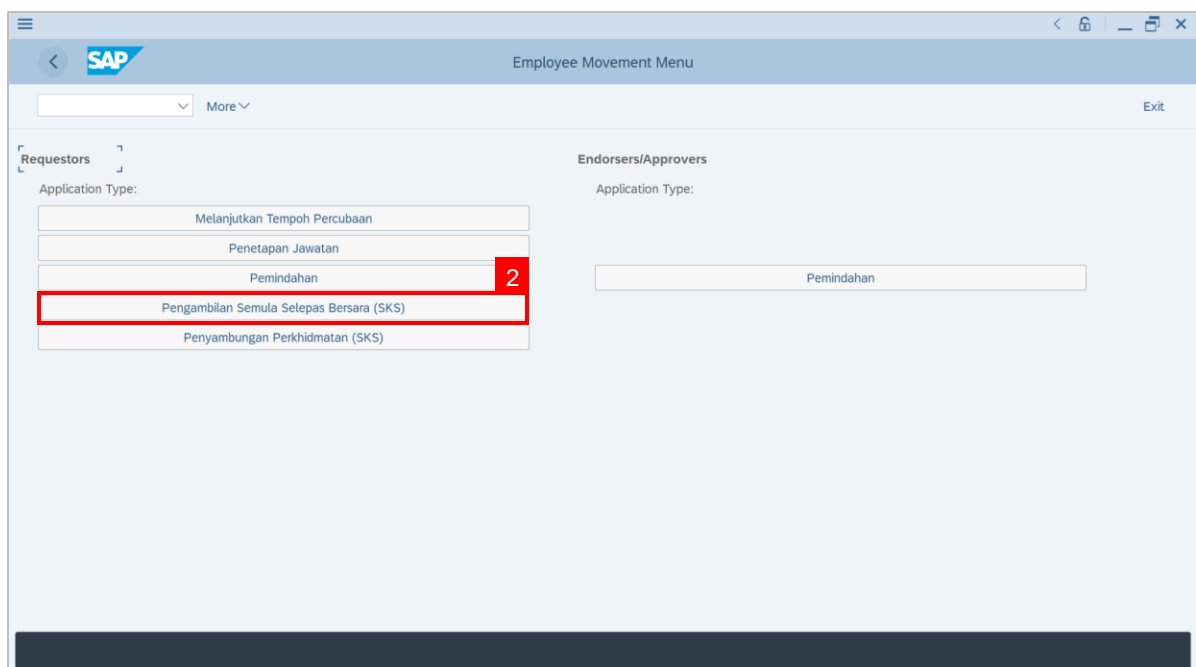
Log into **SAP GUI (Back-End)** and proceed with the following steps.

1. Enter transaction code (t-code) **ZEMOVADM** in the search bar.



**Note:** Employee Movement page will be displayed.

2. Click on **Pengambilan Semula Selepas Bersara (SKS)** button.



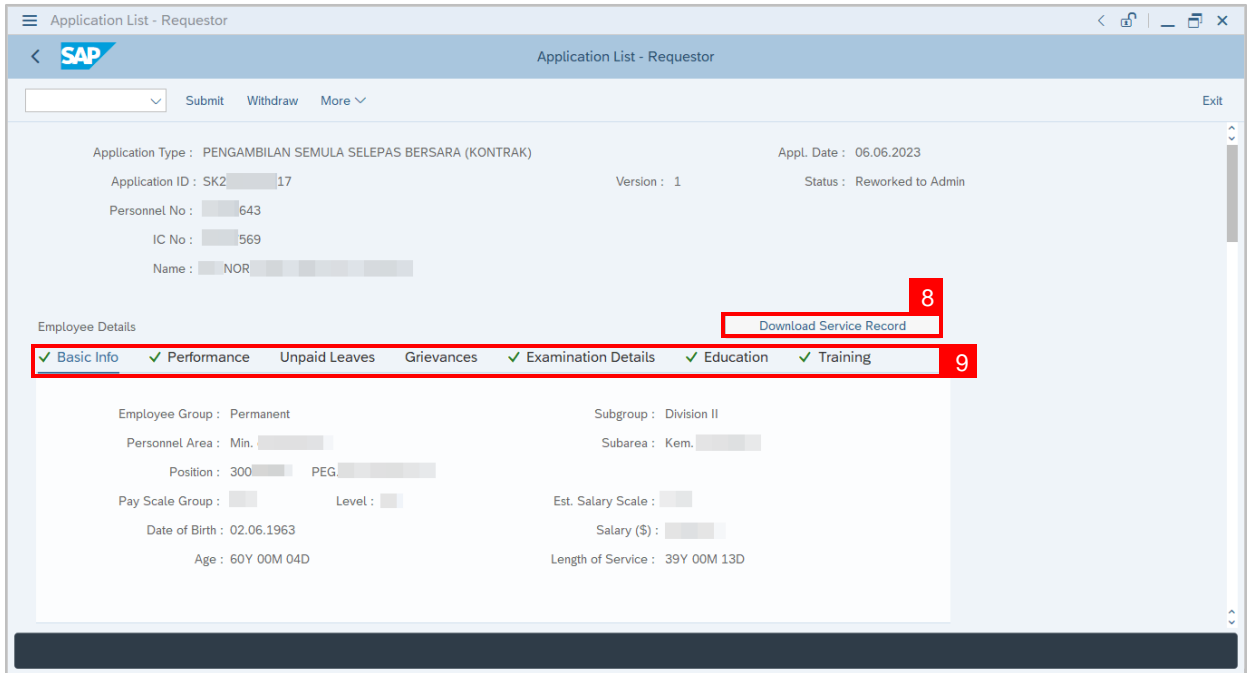




8. User can download the **Service Record**.

9. User must **check the details** from **each tab**, ensure that the data is updated and correct.

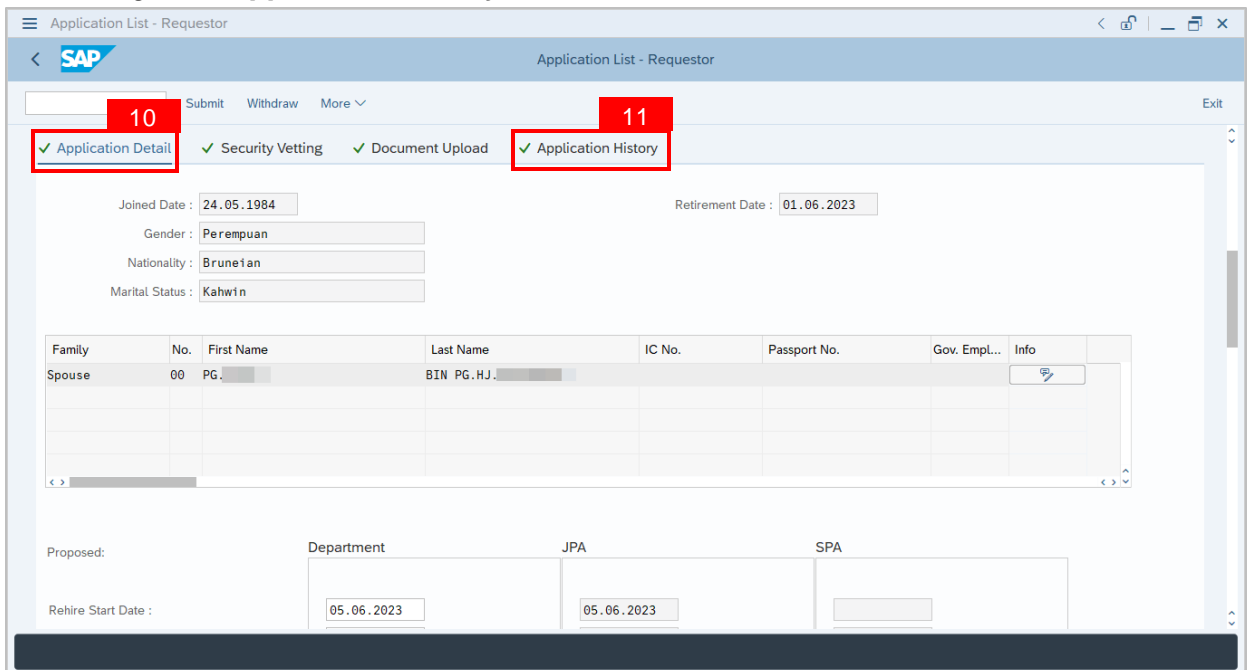
**Note:** If any of the data is incorrect, it can be updated by Department HR Admin via PA30.



The screenshot shows the SAP Application List - Requestor interface. The application type is "PENGAMBILAN SEMULA SELEPAS BERSARA (KONTRAK)" with an application ID of "SK2-17". The status is "Reworked to Admin". The employee details include: Personnel No: 643, IC No: 569, Name: NOR. The "Employee Details" section has a "Download Service Record" button highlighted with a red box and the number 8. Below this, a row of tabs is highlighted with a red box and the number 9. The tabs are: Basic Info (checked), Performance, Unpaid Leaves, Grievances, Examination Details (checked), Education (checked), and Training.

10. Navigate to **Application Detail** and ensure that all information is correct.

11. Navigate to **Application History** tab and click on it.



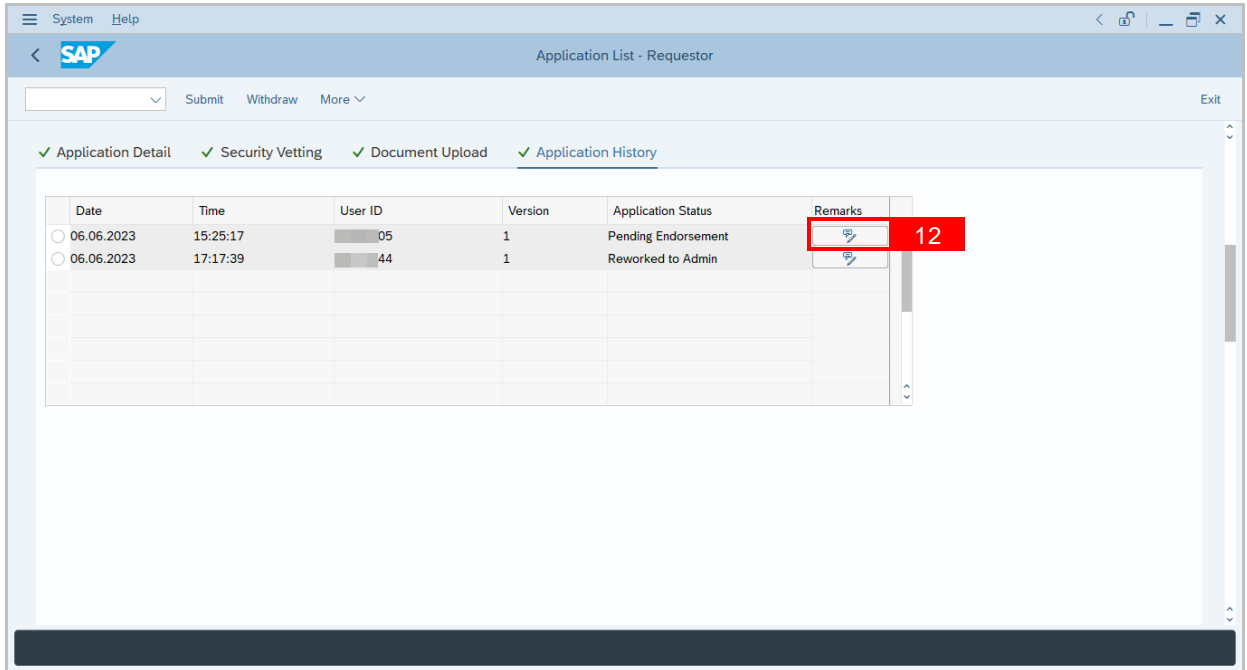
The screenshot shows the SAP Application List - Requestor interface. The application details include: Joined Date: 24.05.1984, Retirement Date: 01.06.2023, Gender: Perempuan, Nationality: Brunetan, Marital Status: Kahwin. Below this is a table for family members:



Family	No.	First Name	Last Name	IC No.	Passport No.	Gov. Empl...	Info
Spouse	00	PG.	BIN PG.HJ.				

At the bottom, the "Proposed:" section shows the Department as JPA and SPA, and the Rehire Start Date as 05.06.2023. The "Application History" tab is highlighted with a red box and the number 11, and the "Application Detail" tab is highlighted with a red box and the number 10.

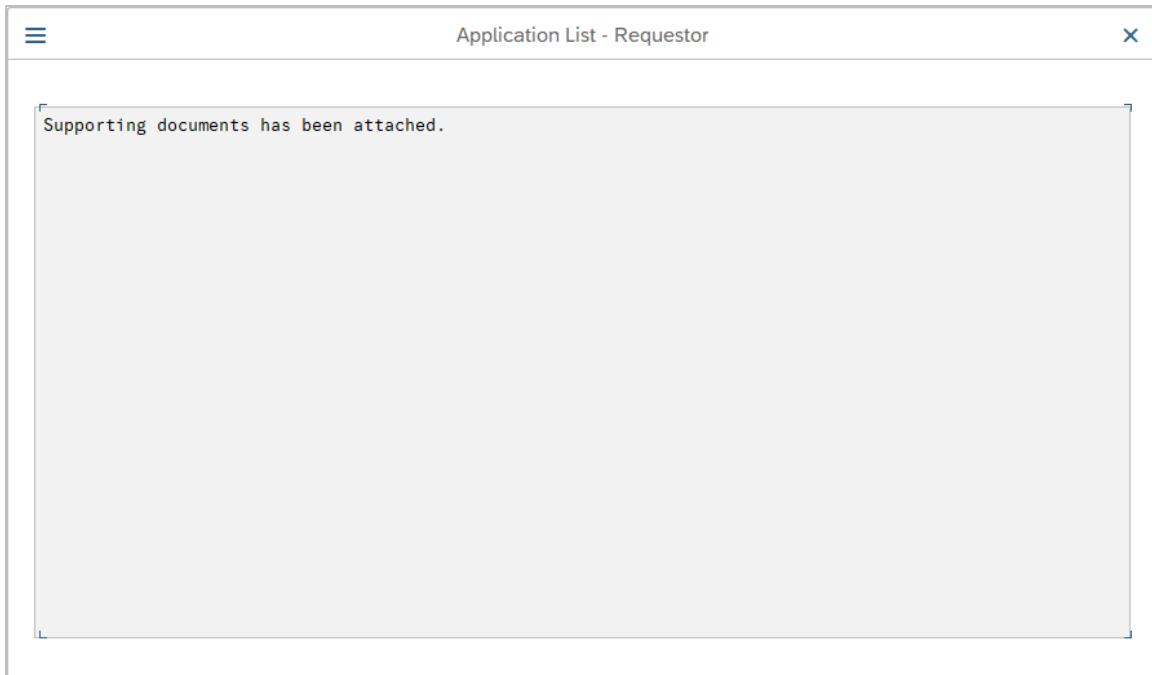
**Note:** Application History tab will be displayed.

12. Click on **remarks** button to view the remarks from JPA Endorser what needs to be reworked on.



Date	Time	User ID	Version	Application Status	Remarks
06.06.2023	15:25:17	05	1	Pending Endorsement	
06.06.2023	17:17:39	44	1	Reworked to Admin	

**Note:** Application List – Requestor remarks pop-up window will be displayed.



Application List - Requestor

Supporting documents has been attached.

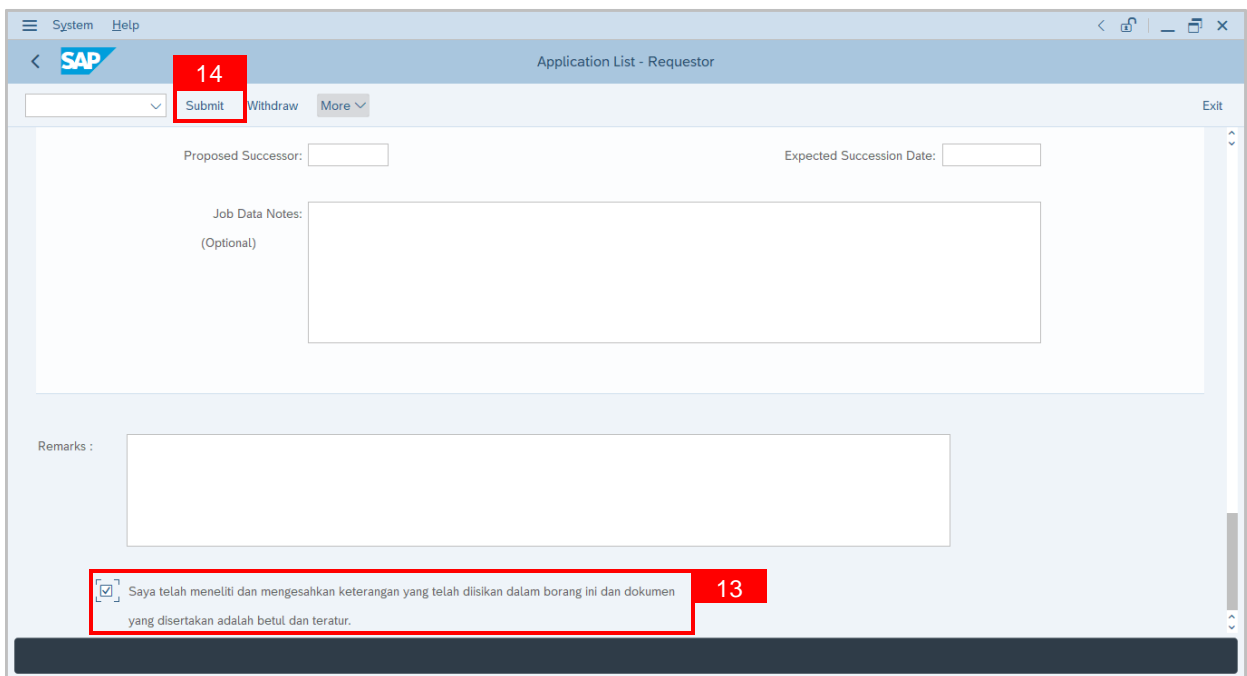
Navigate to **Application Detail**, under **Department column** and proceed with the adjustments required.

**Note:** Department HR Administrator can only adjust the details under Department column except for the greyed-out fields.

Once all the adjustments have been made, proceed with the next step:

13. **Click on the checkbox** to agree with the disclaimer.

14. Click on **Submit** button to submit the application for **Rehire after Retirement (SKS)**



The screenshot shows the SAP 'Application List - Requestor' form. At the top, there are navigation buttons: 'System', 'Help', and a search icon. Below that, the SAP logo is visible. The main form area includes a 'Proposed Successor' field, an 'Expected Succession Date' field, and a 'Job Data Notes (Optional)' text area. At the bottom, there is a 'Remarks' field. A red box highlights the 'Submit' button with the number 14. Another red box highlights a checkbox with the number 13, which is checked. The text next to the checkbox reads: 'Saya telah meneliti dan mengesahkan keterangan yang telah diisikan dalam borang ini dan dokumen yang disertakan adalah betul dan teratur.'

**Note:** Application List – Requestor will be displayed.

15. The **Application ID** will remain the same.

16. The **Version** number will be 2 (Version 2).

17. The **Application Status** will show as **Pending Endorsement**.

**Outcome:** Rehire after Retirement (SKS) Application has been successfully reworked and submitted for endorsement.



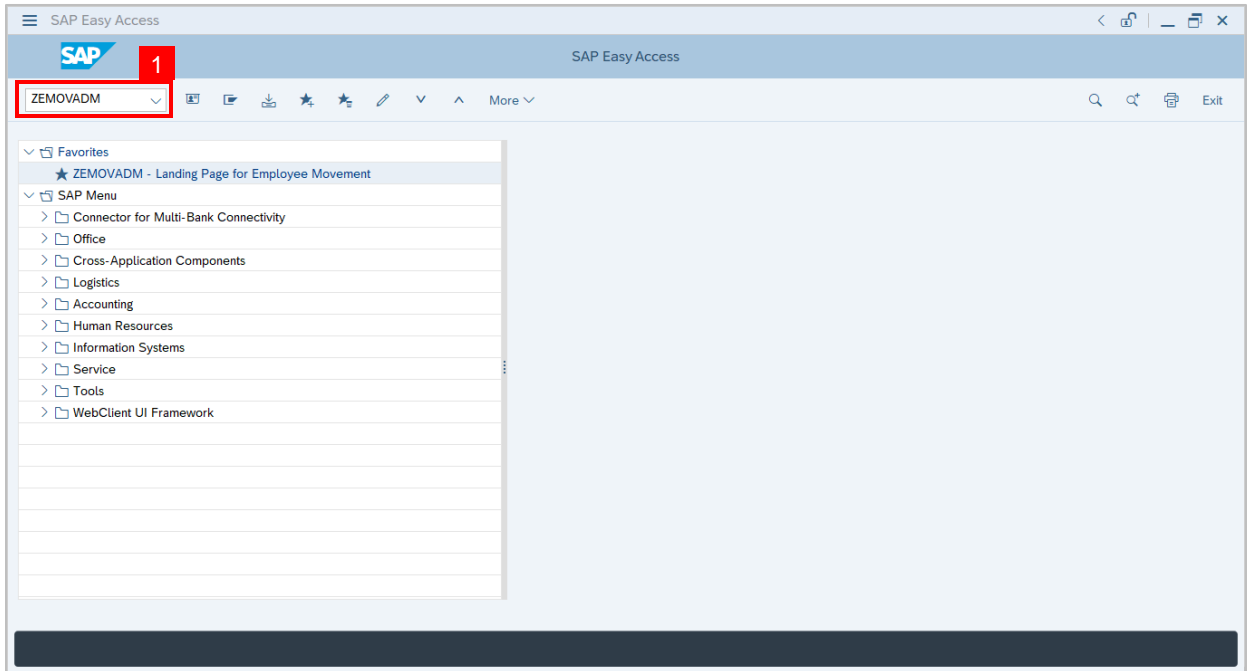
**WITHDRAW REHIRE AFTER  
RETIREMENT APPLICATION**

**Back-End User**

Department HR Administrator

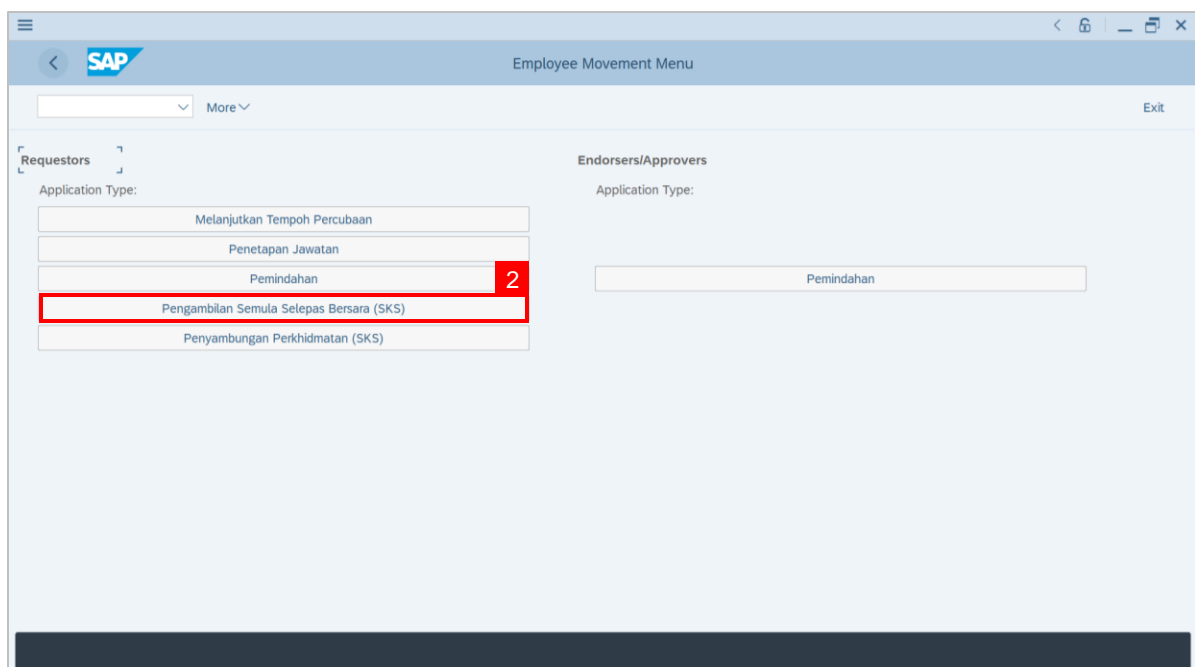
Log into **SAP GUI (Back-End)** and proceed with the following steps.

1. Enter transaction code (t-code) **ZEMOVADM** in the search bar.



**Note:** Employee Movement page will be displayed.

2. Click on **Pengambilan Semula Selepas Bersara (SKS)** button.







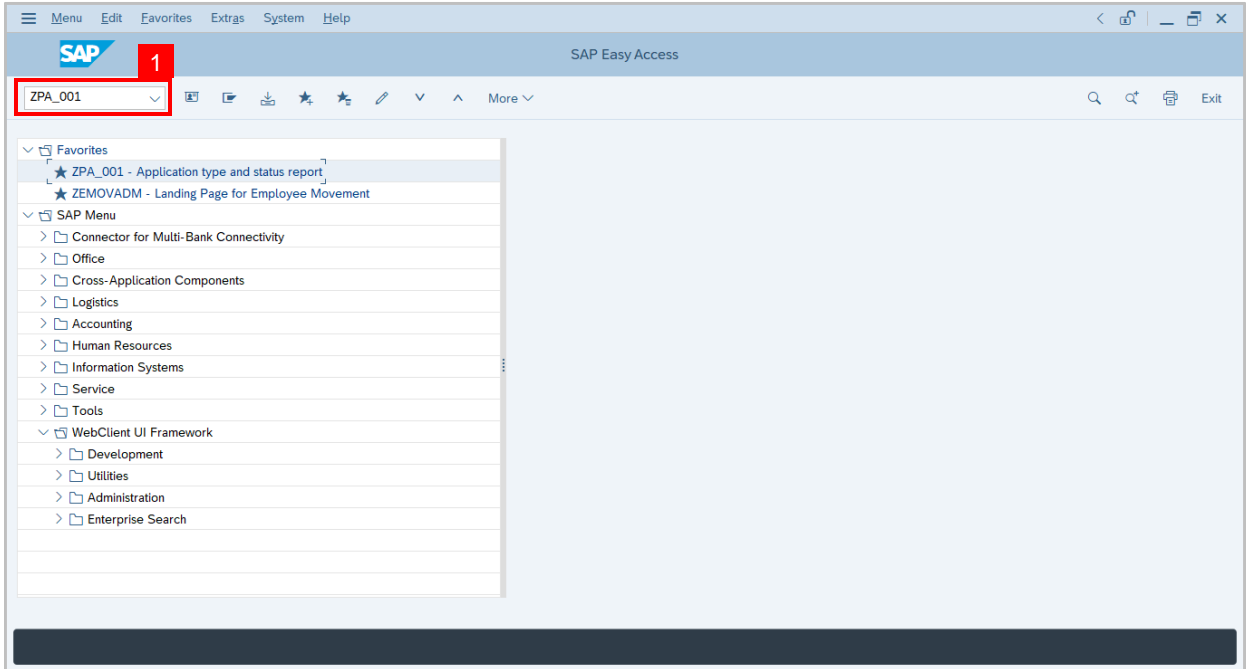
**GENERATE APPLICATION  
TYPE REPORT**

**Back-End User**

Department HR Administrator

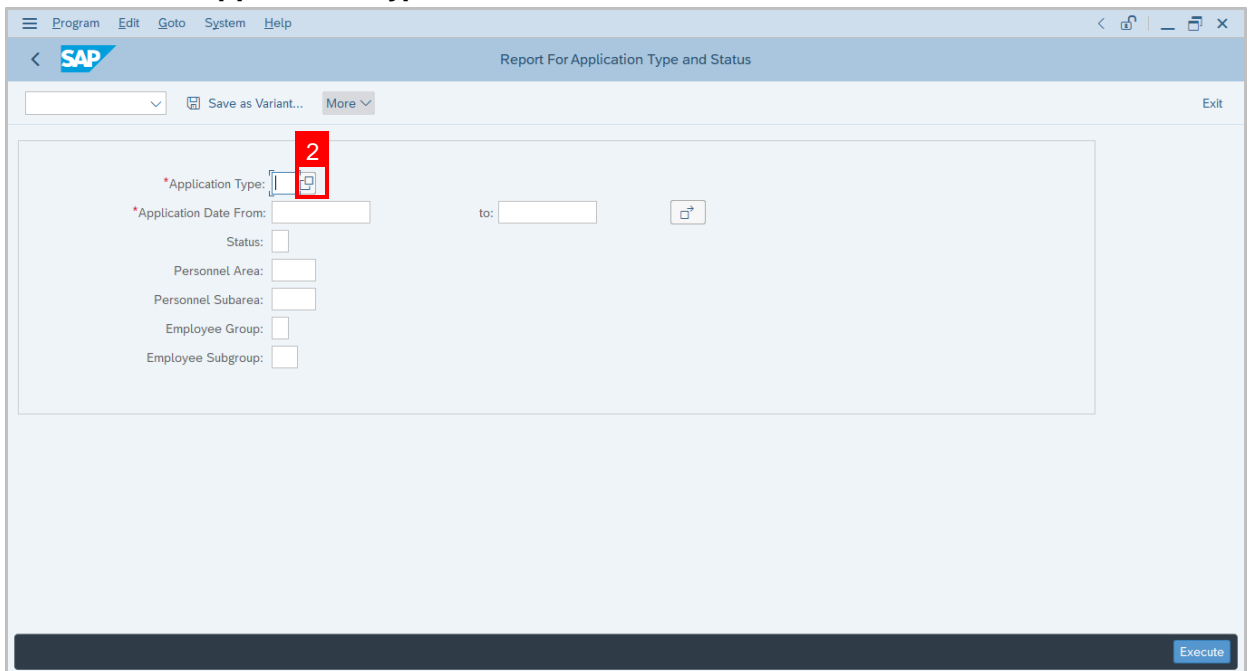
Log into **SAP GUI (Back-End)** and proceed with the following steps.

1. Enter transaction code (t-code) **ZPA\_001** in the search bar.



**Note:** Employee Movement page will be displayed.

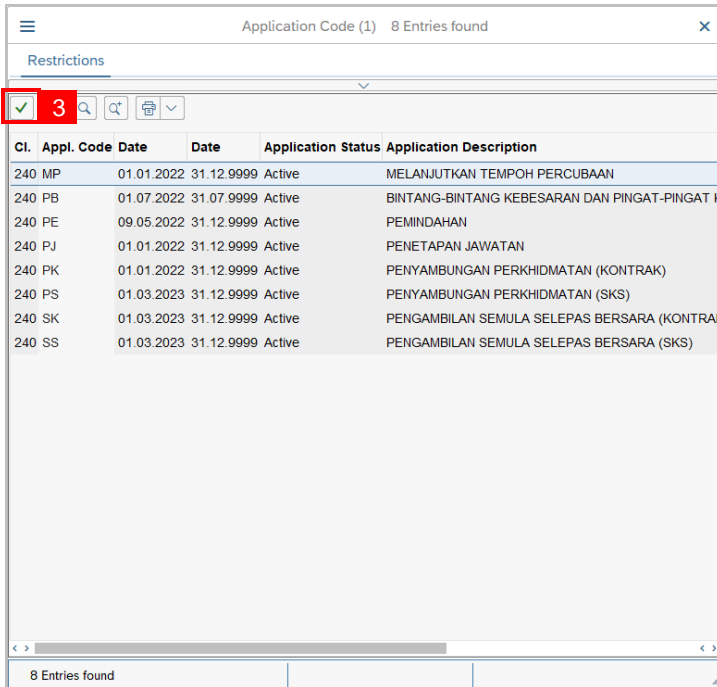
2. Select the **Application Type**.





**Note:** Application Code (1) pop-up window will be displayed.

3. Select any of the required application type and click on the **copy / green tick icon**.



Application Code (1) 8 Entries found

Restrictions

✓ 3

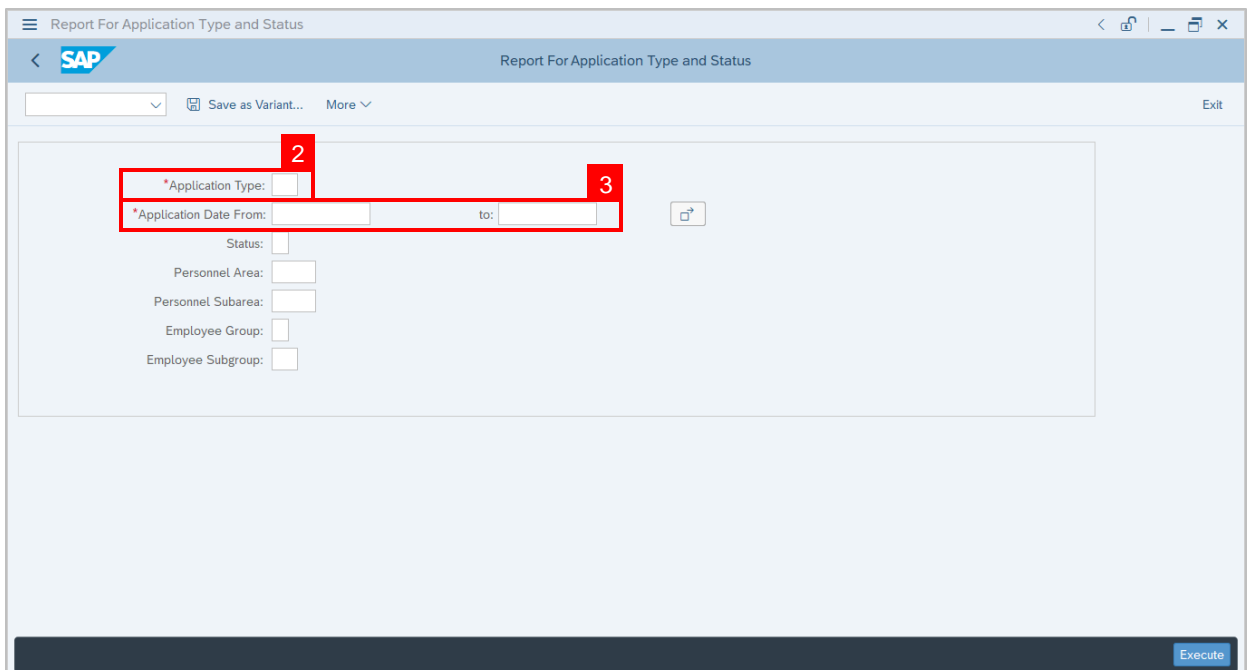
Cl.	Appl. Code	Date	Date	Application Status	Application Description
240	MP	01.01.2022	31.12.9999	Active	MELANJUTKAN TEMPOH PERCUBAAN
240	PB	01.07.2022	31.07.9999	Active	BINTANG-BINTANG KEBESARAN DAN PINGAT-PINGAT K
240	PE	09.05.2022	31.12.9999	Active	PEMINDAHAN
240	PJ	01.01.2022	31.12.9999	Active	PENETAPAN JAWATAN
240	PK	01.01.2022	31.12.9999	Active	PENYAMBUNGAN PERKHIDMATAN (KONTRAK)
240	PS	01.03.2023	31.12.9999	Active	PENYAMBUNGAN PERKHIDMATAN (SKS)
240	SK	01.03.2023	31.12.9999	Active	PENGAMBILAN SEMULA SELEPAS BERSARA (KONTRAK
240	SS	01.03.2023	31.12.9999	Active	PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)

8 Entries found

4. Fill in **Application Date From:** and **to:**

**Note:** The Application Date has a **restriction of 1 year period**.

5. Click on **Execute** button.



Report For Application Type and Status

SAP Report For Application Type and Status

Save as Variant... More

Exit

\*Application Type:  2

\*Application Date From:  to:  3

Status:

Personnel Area:

Personnel Subarea:

Employee Group:

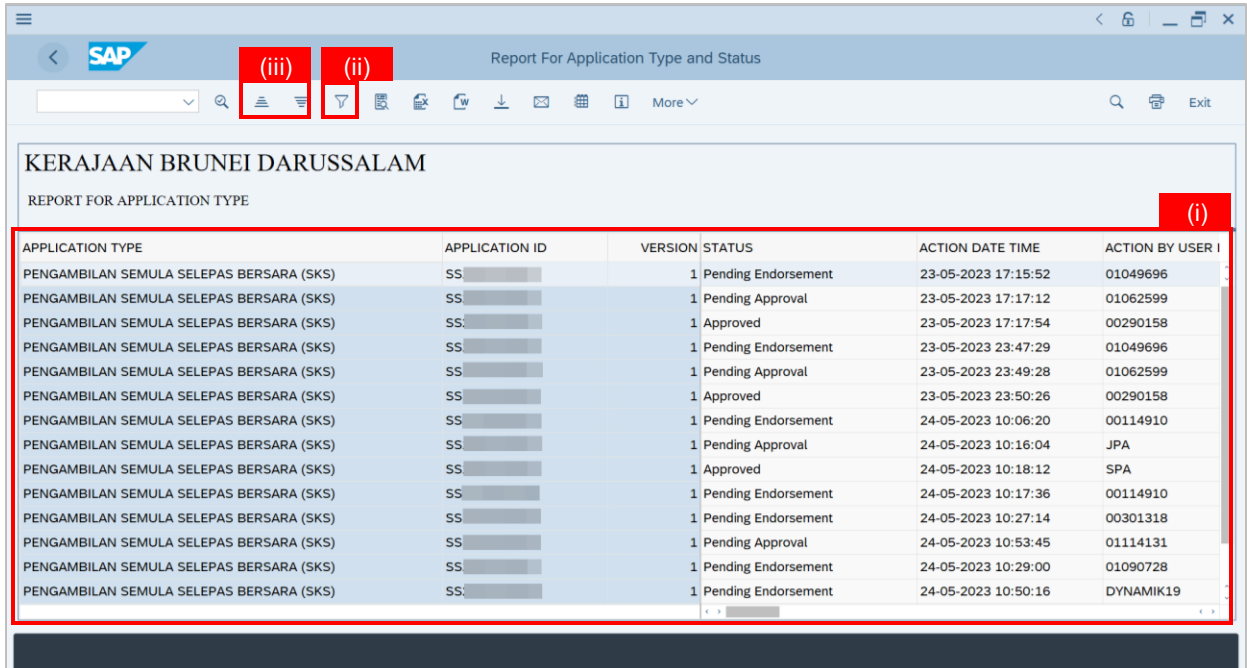
Employee Subgroup:

Execute

**Outcome: Report For Application Type and Status is generated.**

**Note:**

- (i) To download the report, right click anywhere on the report and click **Spreadsheet...**
- (ii) To set a filter on the report, user may click on the Filter icon.
- (iii) To sort the order of the report, user may click on either **Sort in ascending order** or **Sort in descending order** icon.



KERAJAAN BRUNEI DARUSSALAM  
REPORT FOR APPLICATION TYPE

APPLICATION TYPE	APPLICATION ID	VERSION	STATUS	ACTION DATE TIME	ACTION BY USER I
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Endorsement	23-05-2023 17:15:52	01049696
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Approval	23-05-2023 17:17:12	01062599
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Approved	23-05-2023 17:17:54	00290158
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Endorsement	23-05-2023 23:47:29	01049696
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Approval	23-05-2023 23:49:28	01062599
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Approved	23-05-2023 23:50:26	00290158
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Endorsement	24-05-2023 10:06:20	00114910
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Approval	24-05-2023 10:16:04	JPA
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Approved	24-05-2023 10:18:12	SPA
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Endorsement	24-05-2023 10:17:36	00114910
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Endorsement	24-05-2023 10:27:14	00301318
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Approval	24-05-2023 10:53:45	01114131
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Endorsement	24-05-2023 10:29:00	01090728
PENGAMBILAN SEMULA SELEPAS BERSARA (SKS)	SS: [REDACTED]	1	Pending Endorsement	24-05-2023 10:50:16	DYNAMIK19

<b>ADDITIONAL INFORMATION: APPROVE EMPLOYEE'S BASIC PAY</b>	<b>Back-End User</b>
	Department Payroll Officer

Once approved by SPA, the employee's **basic pay record will be locked in PA30.**

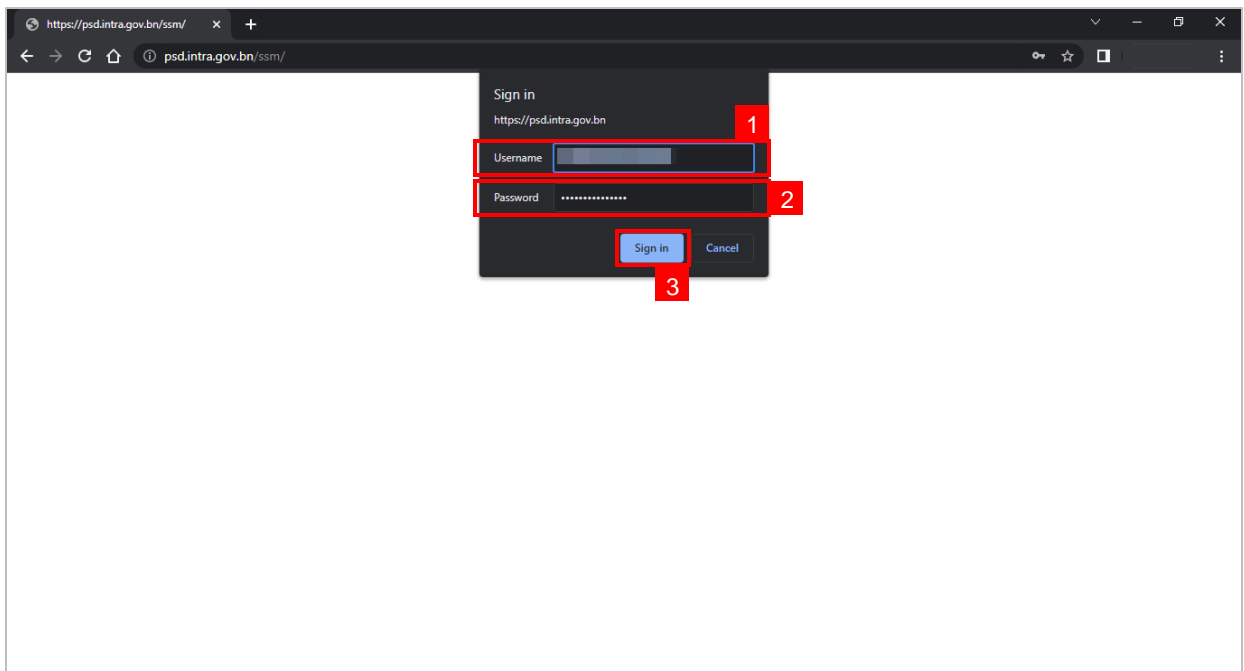
**Basic pay record** can only be unlocked / approved by **Department Payroll Officer.**

To unlock / approve the **basic pay record**, **Department Payroll Officer** can follow the steps in **Payroll User Guide** available in **JPA Intra Website: Maintain Basic Pay (IT0008).**

To visit **JPA Intra Website**, click on this link: <https://psd.intra.gov.bn/ssm/>

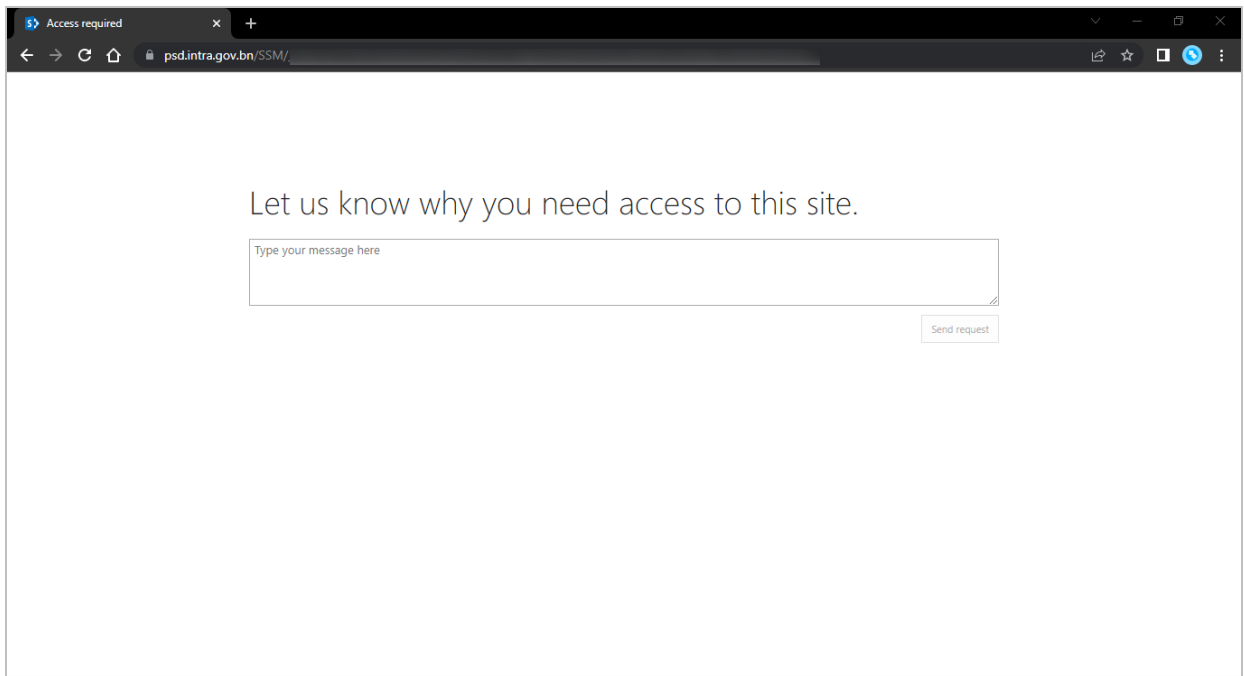
**Note:** A Sign in pop-up window will be displayed.

1. Enter **Username**.
2. Enter **Password**.
3. Click on **Sign In** button.



**Note:** JPA Intra Website page will be displayed.

If user does not have access to the website, an **Access required** page will be displayed.



**Note:** If the Payroll Officer, Payroll Clerk and Finance Officer is **unable to access** the website, please contact **JPA Helpdesk** via email at [ssm.info@psd.gov.bn](mailto:ssm.info@psd.gov.bn) to request for access.