

How Government Digital Systems Process Employee-Related Data

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The digitization of public administration has significantly changed the way information about employees is handled. Employees can access most data regarding employment relationships, social security contributions, and insurance status directly through the government agencies' electronic platforms.

These systems do not operate in isolation; rather, they reflect a continuous flow of data that moves from the employer to government agencies and then to the employee.

REGES Online – Registration of the Employment Relationship

The first step after signing an employment contract is for the employer to register it in the REGES Online system before the employee starts work.

Employees can directly view information such as their hire date, position, base salary, working hours, work location, contract changes, or termination of employment. This increases transparency and allows them to verify the accuracy of the data recorded by the employer.

Declaration 112

After the employment relationship begins, the employer submits Declaration 112 monthly to report each employee's wage income and the corresponding social security contributions.

The following information is reported: gross income, income tax, and social security and health insurance contributions. The data is processed by ANAF and then forwarded to the relevant authorities.

SPV – Verification of Tax Data

The Virtual Private Area (SPV) provides employees with access to the tax data submitted by their employer. The account can be set up online using the identification procedures established by ANAF.

Through the SPV, employees can view their reported income, contributions, and tax documents, as well as submit applications or request certificates.

CNPP – Recording of Pension Contributions

Based on the data from Form D112, the National Pension Fund records the contribution periods for each insured person.

Through the CNPP online account, employees can view their monthly contributions, employer history, periods of employment, information imported from scanned employment records, and contributions to the second pillar of the pension system.

Using this data, the information from the SPV can be cross-checked against the records of contribution periods.

Insurance Status in the Public Health System

Based on the employment contract, an employee acquires the status of an insured person in the public health care system.

This information can be viewed online via the CNAS service for checking insured status. In practice, it may happen that this information is not updated immediately, even though the employment relationship exists and the contributions have been reported.

In such cases, the verification process is carried out in stages: first through REGES Online to confirm the existence of the contract, then through the SPV to verify the contributions, and finally by submitting an application to the health insurance provider along with the supporting documents.

Data reconciliation between systems

The platforms mentioned link information across government systems.

Ideally, the data for a given employee should therefore match across REGES Online, SPV, CNPP, and CNAS. Any discrepancy—such as missing contribution periods—may indicate that additional verification is required.

This transforms the employee from a mere recipient of information provided by the employer into an active participant in verifying his or her own career path.

Conclusion

The digital flow of information regarding employees reflects a paradigm shift in the management of labor relations. Data generated by employers is automatically collected by public authorities and made available to employees through integrated electronic platforms.

As a result, the administrative tools REGES Online, SPV, and CNPP, along with the services provided by CNAS, become mechanisms that allow employees to directly verify the accuracy of the data on which their wage, tax, and social security entitlements are based.

However, the digitization of employment relationships requires shared responsibility. The employer is obligated to provide complete, accurate, and timely information, and the authorities must ensure that this information is imported into, integrated with, and updated in their own IT systems, and that interoperability between these systems is guaranteed.

Ultimately, the success of digitization should be measured not only by the number of services available online, but also by the quality and interoperability of the data, in order to reduce administrative burdens, lower the risk of errors, and strengthen the trust of both employers and employees in digital public services.

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