



# Automated Staff Termination

## Case Study

A client is looking to eliminate instances where a former worker's access rights were terminated on some systems but not all, creating potential security holes.

### PROBLEM

When an employee or contractor terminates their employment, how do you ensure that their access rights are removed from all business systems? For this client, access to common IT business systems was controlled through an IT single sign-on. Facility access was controlled through a physical access control system, which was disconnected from the client's enterprise IT landscape. This meant that two disconnected processes needed to occur when a worker was terminated. All of these access terminations also needed to be coordinated with the worker's status change in their HR system as well.

The client reported multiple instances where a former worker's access rights were terminated on some systems but not all, creating potential security holes. There were no checks to ensure that all requests for terminated access were properly approved and that they were properly completed by security staff. Furthermore, there was no audit trail to ensure all procedures were properly followed in the event of a security breach due to manual error or malfeasance.

# The RightCrowd Solution

RightCrowd provides a workflow system, which is used to automate and coordinate the termination of a worker's access rights in both IT business systems and physical access control systems, along with status changes in the enterprise's HR system. A workflow form is triggered based on a status change event in the HR system to trigger the processes to remove physical and IT business system access rights, or this workflow can be initiated manually by HR staff. In either scenario, the workflow process ensures that the appropriate people approve the termination and its associated details, such as the termination date.

When the workflow has been approved, RightCrowd automatically schedules the individual's physical site access to be terminated in the physical access control system at the appropriate date and time, and also trigger events in other IT business systems, including single sign-on systems, to terminate access to IT business systems. A single workflow process controls and guides the entire termination process across the enterprise. Any changes which need to be made can also be initiated via an associated workflow which, when approved, will automatically change the termination processes or discontinue them.

Thorough termination of relevant access privileges throughout the enterprise are assured and fully auditable.

- 1 **ASSURANCE**  
of system-wide termination of access rights for terminated workers in both IT business systems and physical access control systems
- 2 **AUTOMATION OF MANUAL PROCESSES**  
which automatically trigger termination processes based on company events and/or individual requests
- 3 **AUTOMATION OF TERMINATION**  
approval requests
- 4 **ASSURED COMPLIANCE**  
with company and regulatory requirements for site access
- 5 **WORKFLOW PROCESSES**  
configurable to the enterprise's specific requirements
- 6 **FULL ACTIVITY REPORTING**  
and audit capabilities

*For many years, some of the world's largest, most demanding enterprises have relied on RightCrowd's software to enhance the security, safety and compliance of their employees, contractors and visitors. Ask us how RightCrowd has provided cost efficiencies, process improvements and tangible business benefits with our solutions.*