**Advisory Report**

### **Executive Summary**

Swisscom’s **TravelMate** platform lets employees work abroad for up to ten days a year, yet today neither staff nor tribe administrators can see whether those “**Open Days**” are actually used. The result is wasted quota, last-minute reallocations, and zero insight for planning.  
We analysed four implementation approaches and three technology stacks for each layer (backend, frontend, database) against nine non-functional requirements (performance, scalability, security, maintainability, cost, etc.). Decision matrices summarise the evidence.

* **Backend.** Extending the existing **Java / Spring Boot** codebase—optionally writing the new module in **Kotlin** for cleaner, better-tested code—scores highest on effort, risk and performance. A separate micro-service was ruled out as over-engineered for a feature of this size.
* **Frontend.** Although React or Vue win in a green-field comparison, the current admin portal is **Angular** with a shared component library; re-use avoids visual drift and duplicated effort.
* **Database.** PostgreSQL tops the green-field ranking, but the present system already runs **MongoDB**, which meets data-volume and reporting needs once properly indexed—so no second datastore is introduced.

**Recommendation:** Extend TravelMate in-place: add an “Open Days Tracking” module (written in Kotlin where practicable), surface the data in the existing Angular dashboard, and evolve the MongoDB schema. This path minimises integration risk, leverages current CI/CD pipelines, and can be delivered inside the planned release window. Immediate next steps are to:

1. uplift unit-test coverage on affected Spring services,
2. prototype AnyOrg integration to validate data quality / remove the AnyOrg integration and replace it with another service.

This strategy delivers transparency for administrators, prevents unused-day waste, and positions TravelMate for future incremental enhancements without architectural change.

**1. Introduction**

**Context**

TravelMate is an internal business travel management system used at Swisscom to facilitate international work travel for employees. The application enables employees to work from an international office for up to 10 days per year, with costs covered by the organization. Travel days are centrally managed at the "tribe" level (a group of teams), and each tribe has a fixed annual quota (180 days) that can be allocated and booked by employees.

The current version of TravelMate does not offer visibility into whether allocated Open Days (designated travel days) were used. This results in inefficiencies such as underutilization of travel days, inability to reallocate unused days, and a lack of insight for administrators.

To address this gap, a new feature called Open Days Tracking is proposed. It aims to enhance transparency and administrative control by enabling the tracking, reporting, and reallocation of travel days. This feature must integrate with external systems such as AnyOrg, which provides employee data and travel records but is known for data inconsistencies.

**Purpose**

The purpose of this advisory report is to evaluate multiple technical solutions for implementing the Open Days Tracking feature. This includes a comparison of tools, languages, architectural approaches, and integration strategies. The report provides a recommendation based on key quality aspects such as scalability, maintainability, performance, security, and alignment with organizational constraints and development practices.

The target audience includes technical stakeholders (developers, software architects), product owners, and decision-makers responsible for feature planning and implementation within Swisscom.

**Scope**

This report focuses on advising the design and implementation of the Open Days Tracking feature in terms of:

* Backend architecture
* Frontend strategy
* Database modeling and access
* External integrations
* Prototyping considerations
* System quality

This report does not provide a finalized technical design or project timeline but instead focuses on strategic architectural direction and technology choices.

**2. Requirements Overview**

The Open Days Tracking feature aims to improve transparency and control over the allocation and utilization of travel days within the TravelMate system. It must support both business goals and technical constraints while integrating smoothly with existing and external systems.

**2.1 Business Requirements**

* Provide a clear overview of which Open Days have been used, remain unused, or have been reallocated.
* Ensure tribe administrators (reviewers) have access to accurate and up-to-date information on Open Day usage.
* Allow administrators to manually reallocate unused Open Days to improve resource efficiency.
* Enable better planning and decision-making through reporting and visibility features.
* Reduce waste of allocated travel days by ensuring they are used effectively.

**2.2 Technical Requirements**

* Real-time or near-real-time visibility of Open Day statuses (used, unused, reallocated).
* Integration with the external AnyOrg system, which provides employee data but may return incomplete or inaccurate responses.
* Administrative dashboard that allows reviewers to view, update, and manage Open Day usage.
* Role-based access control to ensure only authorized users can access or modify sensitive data.
* Robust error handling and retry mechanisms for unreliable AnyOrg responses.
* Scalability to support multiple tribes and large volumes of travel data (e.g., 10,000+ Open Days).
* High performance: admin interfaces should load within 2 seconds, and backend queries should complete in under 1 second.
* Maintainability: the solution must be testable, modular, and easy to update in the future.
* Data privacy and compliance with internal policies: sensitive data must be encrypted both in transit and at rest.

These requirements will form the basis for evaluating different architectural approaches and technology options in the following sections of this report.

**3. Quality Aspects to Consider**

The implementation of the Open Days Tracking feature must meet several quality attributes that are critical to the long-term success, usability, and maintainability of the system. These aspects will serve as evaluation criteria for comparing technical solutions in the subsequent sections.

**Security**

* Access to Open Day data and administrative actions must be restricted to authorized users only.
* All communication, particularly with external systems like AnyOrg, must occur over secure channels (e.g., HTTPS).
* Sensitive data must be encrypted at rest and in transit, in compliance with internal security policies.

**Scalability**

* The system should scale to support many tribes and a growing volume of Open Day records (e.g., 10,000+ entries).
* The solution should allow for future expansion without major architectural changes.

**Performance**

* The administrative dashboard must load quickly, with a target of under 2 seconds for 95% of user interactions.
* Backend queries and status checks should be optimized to return results in under 1 second for typical use cases.

**Maintainability**

* The implementation should follow modular design principles to support future changes and enhancements.
* The codebase must be testable, with a goal of achieving high unit and integration test coverage.
* Documentation and clear separation of concerns should support ease of onboarding and long-term maintenance.

**Privacy**

* Employee travel data must be handled in accordance with data protection guidelines.
* Audit logging should be implemented to track changes to Open Day statuses and administrative actions.

**Reliability**

* The system must gracefully handle issues with AnyOrg, including timeouts, data inconsistencies, and partial failures.
* Retry logic, fallback mechanisms (e.g., cached data), and clear error reporting should ensure robust operation even under degraded conditions.

These quality attributes will be used to assess the strengths and weaknesses of each proposed solution in the upcoming evaluation section.

**4. Solution Options & Evaluation**

This section evaluates four potential approaches to implementing the Open Days Tracking feature. The comparison is based on key quality attributes (security, scalability, performance, maintainability, privacy, and reliability) and considers the current state of the TravelMate system: a well-structured backend with low test coverage.

**4.1 Option A – Extend the existing TravelMate Backend**

**Description**  
Implement the feature directly in the existing Java Spring Boot backend of TravelMate. Extend current models and services to support Open Day status tracking. UI enhancements would be made within the existing Angular application.

**Pros**

* Minimal overhead — no new systems, infra, or deployment processes required.
* Keeps logic close to existing travel and booking features.
* Full access to current data models and authentication flow.
* Suitable for a feature of this size and complexity.

**Cons**

* Risk of regression due to low test coverage.
* Requires careful validation and possibly manual QA.
* Changes may need to be coordinated with others working in the same codebase.

**Assessment**

|  |  |
| --- | --- |
| **Quality Aspect** | **Evaluation** |
| Security | Reuse existing auth. |
| Scalability | Limited in long term, but acceptable for feature size. |
| Performance | Efficient, no inter-service calls. |
| Maintainability | Depends on clean integration and added tests. |
| Privacy | Existing data protections apply. |
| Reliability | Some risk due to limited tests; mitigable with manual QA. |

**When to choose:**  
This is the preferred option if the affected areas of code are stable and can be extended with minimal disruption. Given the feature’s scope, this is the most pragmatic choice if properly tested.

**4.2 Option B – Modular Subsystem Within TravelMate**

**Description**  
Create a self-contained module or package inside the TravelMate backend, with clearly separated services, APIs, and data models. This isolates the logic somewhat while remaining part of the same codebase and deployment.

**Pros**

* Better testability and structure than Option A.
* Still benefits from shared authentication and data.
* More modular design supports future extensions.

**Cons**

* Slightly higher development effort and overhead.
* Still shares deployment and runtime with the main system.

**Assessment**

|  |  |
| --- | --- |
| **Quality Aspect** | **Evaluation** |
| Security | Reuses existing auth. |
| Scalability | Medium – still coupled but logically separated. |
| Performance | Local service calls; no latency overhead. |
| Maintainability | Better test boundary than Option A. |
| Privacy | Existing data protections apply. |
| Reliability | Depends on how well the module is isolated and tested. |

**When to choose:**  
Use this option if the TravelMate codebase is stable but complex, and if you want to introduce testable, modular structure while avoiding new infrastructure.

**4.3 Option C – Fully Decoupled Microservice**

**Description**  
Implement the feature as a standalone service its own API and database. Integrate with TravelMate via API calls or embedded UI components.

**Pros**

* Completely isolated from the main system, no regression risk.
* Allows use of modern frameworks and clean testing practices.
* Scales independently if needed in future.

**Cons**

* Overhead is disproportionate to feature size.
* Requires separate deployment, monitoring, and authentication handling.
* Introduces system complexity for a relatively small gain.
* Must migrate a lot of existing logic as well.

**Assessment**

|  |  |
| --- | --- |
| **Quality Aspect** | **Evaluation** |
| Security | High – can be isolated tightly. |
| Scalability | Strong, but likely overkill. |
| Performance | Slightly lower due to cross-service latency. |
| Maintainability | Very high – independent codebase. |
| Privacy | Easier to enforce tight data boundaries. |
| Reliability | Fault-tolerant design possible. |

**When to choose:**  
Best suited for larger features, or if TravelMate is unstable or hard to extend — which is not the case here.

**4.4 Option D – Prototype-First (for Feasibility Validation)**

**Description**  
Develop a lightweight prototype (e.g., FastAPI, NestJS) to validate integration with AnyOrg and explore the UI/UX. This could serve as a technical spike or an early demonstration for stakeholders.

**Pros**

* Rapid experimentation.
* Helps de-risk tricky parts (e.g., flaky API behavior).

**Cons**

* Not production ready.
* Duplicated effort if discarded.

**Assessment**

|  |  |
| --- | --- |
| **Quality Aspect** | **Evaluation** |
| Security | Minimal, unless explicitly built in. |
| Scalability | Not intended for production load. |
| Performance | Basic-level acceptable. |
| Maintainability | Prototype code often lacks structure/tests. |
| Privacy | Depends on data handling approach. |
| Reliability | Not production-grade. |

**When to choose:**  
Use when you need to validate assumptions quickly. This option is a backup plan when something comes up that makes the other points impossible.

**Conclusion**  
After evaluating all four options, the team decided to implement the Open Days Tracking feature directly within the existing TravelMate backend (Option A). While more modular or decoupled approaches offer better isolation and future flexibility, they also introduce additional overhead and complexity that is not justified given the current scope and delivery timeline.

One prerequisite for this decision is that the existing functionality must be properly tested before integration begins. The current backend has low test coverage in key areas, so improving this is necessary to avoid regressions and ensure safe extension of the codebase.

Additionally, the team expressed a clear preference to keep this feature accessible and maintainable within the existing TravelMate system. There is no appetite for managing a separate application or microservice for a feature of this size. Instead, the goal is to build it in a way that fits naturally into the current architecture and can evolve over time as part of the core system.

In summary, extending the existing backend is the most pragmatic and aligned choice, provided we invest in test coverage and follow clean, modular implementation practices.

**5. Technology Evaluation**

### **5.1 Backend Technologies**

#### **Greenfield Perspective**

If the Open Days Tracking feature were developed independently from the existing system, selecting the right backend technology would be a critical architectural decision. In this analysis, we compare **Java (Spring Boot)**, **Kotlin (Spring Boot or Ktor)**, and **Node.js (with NestJS)**—three mature and widely used platforms with strong ecosystems [4].

These technologies were selected because they represent three distinct backend paradigms:

* Java with Spring Boot provides a well-established enterprise-grade framework with deep support for security, transactions, and integrations.
* Kotlin builds on the Java ecosystem with a more expressive syntax, better safety features, and improved developer ergonomics.
* Node.js with NestJS offers a highly asynchronous, TypeScript-based approach that aligns well with frontend-heavy teams and fast-paced API development.

The goal is to determine which would be most suitable in a greenfield context based on non-functional criteria such as performance, scalability, and maintainability.

#### **5.1.1 Framework Comparison: Java vs. Kotlin vs. Node.js**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Criterion** | **Java + Spring Boot** | **Score** | **Kotlin (Spring Boot / Ktor)** | **Score** | **Node.js + NestJS** | **Score** |
| Performance | JVM JIT + tuned GC; strong performance benchmarks [1] | 4 | Same JVM base; negligible std-lib overhead | 4 | Excellent async I/O; weaker CPU-bound performance [3] | 3 |
| Scalability | Scales well vertically; mature support for horizontal scale | 4 | Same JVM infrastructure | 4 | High concurrency; scalable via event loop | 4 |
| Maintainability / Testability | Verbose syntax, but strong patterns available | 3 | Null-safety, fewer LOC, more expressive [2] | 4 | Good modularity; less standardization than JVM | 3 |
| Security / Privacy | Spring Security, mature policy frameworks | 4 | Inherits Spring stack or similar | 4 | Requires extra effort; more manual setup | 3 |
| Reliability / Operability | Mature JVM stack; well-known monitoring tools | 4 | Same JVM tools and guarantees | 4 | Needs more manual setup for observability | 3 |
| Team cost & ramp-up | Widely known; in-house expertise already available | 4 | Low barrier for Java teams; natural next step | 4 | Steeper ramp-up for backend TypeScript | 3 |
| Prototype speed | Slower due to boilerplate; tooling helps | 3 | Concise syntax, quick interop with Java | 4 | Fastest dev cycles; ideal for rapid iteration | 5 |

**Average scores:**  
Kotlin: 4.00  
Java: 3.71  
Node.js: 3.43

#### **Summary**

Kotlin offers the best balance of maintainability, safety, and performance in a greenfield setting. It retains all the strengths of the JVM ecosystem while reducing boilerplate and improving code clarity. Java remains a reliable and stable choice, especially for teams already using Spring Boot. Node.js is excellent for fast development and async-heavy applications but has less built-in support for enterprise features like security and monitoring.

#### **5.1.2 Within the Existing System and Conclusion**

The TravelMate backend is currently built in Java using Spring Boot. The codebase is well-structured, though it has low test coverage in some areas. For this reason, integrating Open Days Tracking directly into the existing backend is the most practical and least disruptive path.

I discussed this with the backend team, and we agreed that continuing with Java is the safest and most efficient approach. However, there is interest in introducing Kotlin selectively for new modules. Kotlin allows cleaner syntax and improved maintainability without requiring a full rewrite, since it runs seamlessly alongside Java on the JVM. Yet the entire team does not want to include Kotlin because it has a “steeper” learning curve.

Changing to Node.js or another ecosystem would involve substantial migration effort and introduce risks that aren’t justified by the scope of this feature.

In summary, while Kotlin or Node.js might be attractive in a greenfield scenario, sticking with Java (potentially enhanced with Kotlin) is the right choice within the current architecture.

**5.2 Frontend Technologies**

**Greenfield Perspective**  
If the Open Days Tracking feature were to be developed as a standalone admin application, choosing the right frontend framework would be a key architectural decision. React, Vue, and Angular are included in this comparison because they are the most widely adopted frameworks for building modern web applications, each with strong community support, proven scalability, and long-term viability.

These three represent distinct design philosophies:

* React offers flexibility and a rich ecosystem with minimal assumptions about application structure.
* Vue emphasizes simplicity and rapid development with a more approachable learning curve.
* Angular provides a complete, structured solution with integrated tooling and strong enterprise features.

They are compared here to determine which would be best suited for building a maintainable, performant admin interface in a greenfield scenario, before narrowing the decision based on TravelMate’s existing technology stack.

**5.2.1 Framework Comparison: React vs. Vue vs. Angular**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Criterion** | **React** | **Score** | **Vue 3** | **Score** | **Angular** | **Score** |
| Performance / bundle size | React 18 streaming; Preact option [4] | 4 | ≈30 kB core gzip [4] | 4 | Larger ≈75 kB; zone.js overhead [4] | 3 |
| Learning curve | JSX & hooks are powerful but steeper to learn | 3 | SFC + Options API are intuitive | 4 | RxJS, DI, and module system require more onboarding | 2 |
| Ecosystem & community | Largest ecosystem; strong community support [5] | 5 | Smaller, growing ecosystem [5] | 3 | Mature and enterprise-focused ecosystem [6] | 4 |
| Scalability & architecture | Needs added patterns like Redux for structure | 3 | Flexible, some architectural support via Vuex | 3 | CLI, DI, and modules support scalable design | 5 |
| Maintainability | Highly flexible but team-dependent conventions | 4 | Lightweight structure, less formal guidance | 3 | Strong consistency, built-in testing and style guide | 4 |
| TypeScript support | First-class support, but verbose generics | 4 | Optional integration | 3 | Mandatory use, including template typing | 5 |
| Prototype speed | Fast reload with CRA or Vite | 4 | Fastest dev loop with Vite + SFC | 5 | Slower setup, heavier configuration | 2 |

**Average scores:**  
React: 3.86  
Vue 3: 3.57  
Angular: 3.57

**Summary**  
React stands out for its flexibility, fast development cycles, and broad ecosystem. It is a strong choice for greenfield projects focused on dashboards or highly interactive UIs. Vue is attractive for teams that prioritize simplicity and fast onboarding, especially for smaller applications. Angular offers built-in architectural guidance, testing tools, and a scalable structure that is well-suited for larger enterprise-grade applications.

**5.2.2 Within the Existing System**  
Although React and Vue offer appealing benefits in a greenfield context—particularly for speed, flexibility, and ease of use—those options are not viable within the current TravelMate system. The frontend is built with Angular and relies heavily on an internal component library developed specifically for Angular applications.

I discussed the framework choice with the frontend designer, and we agreed that despite the potential advantages of other technologies, we are effectively required to continue using Angular. It is the company standard, and the component library is tightly coupled to Angular’s architecture. Switching to a different framework would mean abandoning the shared design system, duplicating effort, and significantly increasing maintenance overhead.

For these reasons, Angular is the only practical choice. It ensures consistency in UI and development practices, supports seamless integration with the existing dashboard, and aligns with internal frontend development standards.

In summary, while Angular may not be the most lightweight or flexible option, it is the correct and necessary one in the current environment.

### 5.3 Database Technologies

#### **Greenfield Perspective**

The Open Days Tracking feature involves structured, interrelated entities: tribes, employees, travel records, and open day statuses. It must enforce business rules (e.g., a 180-day tribe limit), support complex filtering (e.g., by date or usage status), and deliver reporting (e.g., unused days per tribe). These requirements strongly point to the need for a **relational data model.**

#### **5.3.1 Relational vs. Non-Relational Databases**

A foundational architectural decision is the choice between **relational databases** (e.g., PostgreSQL, MySQL/MariaDB) and **non-relational/document-oriented databases**(e.g., MongoDB). This decision should be based on the structure of the data, consistency requirements, and reporting needs.

**Relational databases** are inherently well-suited for applications like Open Days Tracking, which:

* Require **structured schemas and enforceable integrity constraints**
* Depend on **relationships** between multiple entities (e.g., employees belong to tribes, tribes have quotas)
* Demand **complex queries** for filtering, grouping, and aggregation
* Must uphold **data consistency** across multiple operations

In contrast, **non-relational databases** like MongoDB emphasize flexibility and speed, but delegate all integrity enforcement and relationships to the application layer. While this allows for rapid development, it increases the risk of **data inconsistency** and makes **reporting more complex**.

|  |  |  |
| --- | --- | --- |
| **Criterion** | **Relational (SQL)** | **Non-Relational (NoSQL - MongoDB)** |
| **Data relationships** | Strongly supported via joins, foreign keys | Must be enforced manually |
| **Schema enforcement** | Strict, declarative constraints | Flexible, but validation must be external |
| **Query & Reporting** | Powerful SQL, joins, CTEs, window funcs | Aggregation pipeline less intuitive |
| **Data consistency** | ACID-compliant | Consistency handled in application logic |
| **Suitability for this use case** | Excellent – structured data, clear rules | Weak – high maintenance overhead |

**Conclusion**:  
Given the need for **data integrity, structured relationships, and robust reporting,** a relational database is clearly the better fit. MongoDB is therefore excluded from greenfield consideration, although it may still be viable in the current system for pragmatic reasons.

### **PostgreSQL vs. MySQL/MariaDB — Summary and Scoring**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Criterion** | **PostgreSQL** | **Score** | **MySQL / MariaDB** | **Score** |
| Schema & Integrity | Rich constraints, foreign keys, strong types | 5 | Good support, but fewer advanced constraints | 4 |
| Query Capabilities | CTEs, window functions, JSONB | 5 | Standard SQL; fewer analytical features | 3 |
| Performance | High with tuning and indexing | 4 | Strong defaults, stable general performance | 4 |
| Scalability | Vertical scaling; horizontal via extensions | 3 | Partitioning support less advanced | 3 |
| Maintainability | Large ecosystem; steep learning curve | 3 | Easier for small-to-medium teams | 4 |
| Tooling & Ecosystem | Excellent, especially for analytics | 5 | Good, especially for admin and CMS use cases | 4 |

**Average Scores:**

* **PostgreSQL: 4.17**
* **MySQL / MariaDB: 3.67**

**Summary:**  
PostgreSQL scores higher overall, particularly in areas critical for the Open Days Tracking feature—namely schema enforcement, advanced querying, and tooling for analytics. MySQL/MariaDB still performs well and may be easier for teams with limited SQL depth, but PostgreSQL is a better fit for complex, evolving features in a greenfield setup.

**Conclusion:**  
I brought up the trade-offs between relational and non-relational databases in a discussion with the backend engineer who originally chose MongoDB. He acknowledged the strengths of a relational approach—especially for enforcing consistency and supporting complex reporting—but still preferred the flexibility MongoDB offers. After considering these points as a team, we decided to proceed with the existing MongoDB setup. While PostgreSQL would be the preferred choice in a greenfield scenario, switching databases isn’t planned. With the right schema design and indexing, MongoDB remains a workable and efficient option for this feature.

**6. Recommendation**

Based on the analysis of both greenfield and existing-system scenarios, the following approach is recommended for implementing the Open Days Tracking feature.

**Recommended Approach**

Given that the feature is relatively small in scope, and that the existing TravelMate system is well-structured (though with low test coverage), the best path forward is to implement the feature within the existing TravelMate backend and frontend, using the technologies already in place:

* **Backend:** Although the TravelMate backend is well-structured, it is not modular, and the Open Days Tracking feature is tightly coupled to existing functionality. In an ideal scenario, the feature would be implemented using a modular design or isolated service boundary to improve maintainability and testability. However, given the current structure and time constraints, this may not be feasible without significant refactoring. Therefore, the most realistic approach is to extend the existing backend carefully, while applying modular principles within the implementation where possible. Also making sure to refactor where possible. To do this we need to increase test coverage within the system. Kotlin may be selectively introduced to support a cleaner, more modern implementation.
* **Frontend:** Integrate the Open Days Tracking views into the current Angular application using the internal component library. This ensures visual consistency and leverages shared services.
* **Database:** Ideally, a relational database such as PostgreSQL would be the first choice for this type of feature due to its strong support for relationships, constraints, and reporting capabilities. However, given that the existing system uses MongoDB, and the feature's data structure is relatively simple, MongoDB will suffice. Extend the current MongoDB schema to accommodate the Open Day status fields. Use indexing and embedded documents where appropriate to maintain query performance. MongoDB can fulfill the feature's non-functional requirements, including performance, scalability, and data privacy, when properly structured and indexed. It supports fast read/write operations, flexible schema evolution, and integration with existing authentication and access controls.

This approach minimizes integration and infrastructure overhead, leverages existing deployment pipelines and team knowledge, and supports all the required non-functional goals: performance, privacy, maintainability, and scalability.

This approach minimizes integration and infrastructure overhead, leverages existing deployment pipelines and team knowledge, and supports all the required non-functional goals: performance, privacy, maintainability, and scalability.

### **7. Prerequisites and Technical Cleanup**

Before implementing the Open Days Tracking feature, a few improvements are required to ensure that the system is stable, maintainable, and ready to support the new functionality. These steps are essential to minimize technical risk and support long-term scalability.

#### **7.1 Increase Test Coverage of Existing Logic**

The current TravelMate backend has low test coverage in key areas that will be affected by Open Days Tracking. To avoid introducing regressions and ensure safe extension, tests should be added for:

* Travel day booking and cancellation
* Tribe quota logic and validations
* Role-based access control for admin features
* Filtering and aggregation of travel records

Improving coverage here will also speed up future development and reduce reliance on manual QA.

#### **7.2 Replace AnyOrg as the Source of Employee Data**

AnyOrg is currently used for both employee hierarchy and employee data. However, it is unreliable and not intended to serve as a complete source of employee details.

To address this:

* AnyOrg should remain in use **only for hierarchy data** (e.g., team structure, reporting lines).
* A new service or integration must be introduced for **accurate and reliable employee data** (e.g., name, role, employment status).
* This change will improve data correctness, reduce fallback logic, and ensure clearer system boundaries.
* Allows us to get more data about a person, like their email address.

Create a future proof solution for enriching models with data.

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