

EMIS Unique Identification Numbers for Individuals

In an EMIS all entities must have a unique identification number. In particular it is very important that all individual people have a unique identification number including students, staff, guardians and others.

In the past unique identification numbers were created manually using complex logic by including information about the individual such as parts of their date of birth, gender, name or location.

However, we now recognise that:

1. information about people can change whereas the unique identification numbers assigned to people should never change eg. gender, area, role
2. information about people should be private and unique identification numbers assigned to people should not be used to identify people

Further to point 1 above, people can transfer from one school / area to another school / area and people can have multiple roles such as a person may be a teacher and a parent.

The other important issue is that these unique identification numbers in EMIS can be linked to other non EMIS unique identification numbers such as passport numbers, birth certificates, national numbers, payroll numbers etc. Each non EMIS unique identification number should be linked to a specific nationality.

Finally, it is important to consider that 1) people may enter the education system (EMIS) from outside of a country via immigration or as refugees; 2) there may be people in the country that do not have a non EMIS unique identification number such as a birth certificate. In both of these cases people should be able to enter the education system (EMIS) and ensure that no one is left behind.

Therefore, if a complex logic is built EMIS unique identification number it will restrict the Ministry of Education in future.

It is highly recommended that EMIS unique identification numbers are random numbers.