GROUP 6

Members:

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TOPIC

- **Discussions around the current state of information management in the public service and significant opportunities presented by its use. Exploring how technology can revolutionize management and transactions and what leaders need for decision making in this regard.**

CURRENT STATE

- ▶ **IhRIS- Ministries utilize specific modules, system is not fully utilized- several challenges including filling of vacancies, inaccurate data entered, no ownership of IhRIS, lack of awareness and proper training**

- ▶ **Other HR Information Systems- e.g. Electronic Document Management Systems (Registry), Sharepoint for intranet, Microsoft office- excel, access**

- ▶ **Paper based system still exists- large volume of files, depleted files, storage issues**

- ▶ **Lack of accountability**

- ▶ **Handicaps as a result of frequent realignments**

- ▶ **All public service employees are paid via the IhRIS**

CURRENT STATE

- ▶ **iGovTT- support and consulting services across the Government for ICT projects and initiatives, procurement, Microsoft Enterprise Agreement**

- ▶ **Legislative changes- 2011 Electronic Transaction and Data Protection Act, FOIA**

FUTURE STATE

▶ **If HR wants to continue to play a critical role in managing organizational change, technology must be at the core**

▶ **Fully electronic records- HR portals and platforms that would digitize information HR needs to process, wealth of information would enable HR professionals to make decisions based on concrete data, would enable predictive analytics**

▶ **Employee self service for IhRIS- all employees having the opportunity to update their personal records**

FUTURE STATE

- Cloud for storage- move away from physical storage e.g. filing cabinets, drawers etc which lead to inefficiencies and disorganization of office space

- Mobile technology- access to more readily available information, portal or mobile app to request HR services ag job letter, as opposed to sending an email

- Creation of a Division dedicated to the management of IhRIS aligned to central HR

FUTURE STATE

▶ **Receipt of final payment on last day of employment**

▶ **PAR to be completed before salary changes are made (increments)**

▶ **Central Repository for HR information (circulars, regulations, cases etc) for wider public service**

ROADMAP TO GET THERE

- ▶ **Further Legislative changes/ policy changes to embrace evolving technologies- cloud usage, digitized signatures, mobile technologies etc.**

- ▶ **IhRIS sensitization and training, portal available on intranet for employees**

- ▶ **Creation of data entry backlog projects with incentives**

- ▶ **Data warehouse projects- attachment of scanned historical data to employees' IhRIS records**

- ▶ **Updated regulations/ policies**

- ▶ **Need to implement international standards and best practices for HR**

CRITICAL SUCCESS FACTORS

- **IhRIS:**
  - **Full usage of IhRIS modules**
  - **Execution of complete HR transformation**
  - **Implementation of eRecruit module (already owned)**
  - **Implementation of Pension Administration Module (already owned)**
  - **Maintain accurate Position Management**
  - **Proper governance / Ownership of the IhRIS**
  - **Change Management**

CRITICAL SUCCESS FACTORS

- Public Service Regulation amendment
- Dedicated Executive involvement and support
- Regulation to limit frequent realignments

The End