2. DATA CLEANSING

With a view to ensuring completeness and correctness of data in respect of public officers, a Quality Assurance (QA) exercise is conducted by the HRMIS Core Team in each organisation having completed the Data Cleansing exercise.

As of date, Quality Assurance exercises have been completed in 71 organisations and the 4 remaining sites, namely Ministry of Education and Human Resources, Tertiary Education and Scientific Research, Education Zones 1 & 2, Ministry of Health and Quality of Life (Flacq Regional Hospital) will be covered by end February 2017.

A glimpse of QA exercises carried out in January 2017
3. LIVE DATA MIGRATION

Live Data Migration is a very crucial activity as it entails uploading of accurate data of public officers from the Data Cleansing Application to the HRMIS. This exercise is carried out by the State Informatics Ltd after validation of the completeness and correctness of the data by the Ministries/Departments concerned.

3.1 THE PROCESS

Ministry/Department submits Data Cleansing Validation Certificate to MCSAR

Conduct of Quality Assurance exercise by MCSAR

Necessary corrections done by Ministry/Department, wherever applicable

Submission of fresh Data Cleansing Validation Certificate by Ministry/Department

3.2 CURRENT STATUS

As of December 2016, data pertaining to around 27,000 public officers in 50 Ministries/Departments (Batch 1 & Batch 2 organisations) has already been migrated to the HRMIS.

The following 13 organisations (Batch 3) are embarking into Live Data Migration:

1. M/Energy & PU
2. M/Arts & Culture
3. Ombudsperson for Children’s Office
4. Office of the Ombudsman
5. Office of the Vice President
6. Forensic Science Laboratory
7. Foreign Affairs & RI Division
8. Central Procurement Board
9. Central Information Systems Division
10. The Judiciary
11. Corporate & Business Registration Dept
12. National Development Unit
13. Water Resources Unit

4. TRAINING OF USERS

4.1 BATCH 1

During the months of November and December 2016, training in Basic Core HR & Self Service (View-only) modules has been imparted to some 200 officers (Users) in 38 Ministries/Departments.

To help Users boost their self-confidence, a training instance of the HRMIS has been made available at their respective workplace to enable them to practice what they have learnt during the training. To ensure proper use of the HRMIS, access to the Live instance of the System would be open to the trained Users after an evaluation of the transfer of learning.

4.2 BATCH 2

The training of some 100 additional officers posted to the following 12 organisations is planned to start during the third week of February 2017:

1. M/Ocean Economy, MR, F, S & OI
2. M/Financial Services, GG & IR
3. M/Technology, C & I
4. M/Gender Equality, CD & FW
5. M/Housing & Lands
6. M/Youth & Sports
7. Mauritius Fire and Rescue Service
8. Public Infrastructure Division
9. National Transport Authority
10. Labour Division
11. Public Service Commission
12. Industry Division
5. UPDATING THE HRMIS WITH PRB 2016 CONDITIONS

Following publication of the PRB Report in March 2016, and the Addendum Report in October 2016, MCSAR has, after consultation with all Ministries/Departments, completed the compilation of the various changes that have been brought to the salaries and terms and conditions of service of public officers. These changes will necessitate some adjustments to the HRMIS to enable the system to capture the new requirements. This exercise would also involve changing job appellations, where applicable, to be in line with the Civil Establishment Order 2016, published in December 2016.

6. UPCOMING ACTIVITIES

February - April 2017

- Completion of User Acceptance Test for the Centralised Payroll System by the second week of February 2017
- Quality Assurance exercise to be completed in the remaining organisations by February 2017
- Training in Basic Core HR & Self Service modules - Batch 2 & 3 organisations (starting as from third week of February 2017)
- Live Data Migration for Batch 3 organisations to be completed by end March 2017
- Development of PMS and Leave Management Modules.

7. STAKEHOLDERS OF THE HRMIS PROJECT


CONTACT US

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