Electronic Attendance System

for

Ministry of Civil Service Affairs

& Administrative Reforms

USER MANUAL

VERSION 1.0

October 2017
VERSION HISTORY

<table>
<thead>
<tr>
<th>Version No.</th>
<th>Date</th>
<th>Prepared / Changed By</th>
<th>Reason for Change</th>
<th>Changes Made</th>
</tr>
</thead>
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<tr>
<td>1.0</td>
<td>07/09/2017</td>
<td>Akhtar Diljore</td>
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</tr>
</tbody>
</table>

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1. Introduction

1.1 Background Information
This user manual targets Human Resource Officers, Supervisors and Managers whose duty is ensure that Attendance are accurately captured and maintained, so that banktime and overtime hours can be processed and calculated with minimum human intervention as well as monitoring of employee productivity for decision-making.

1.2 Objective
The overall objective of this project is to bring changes to the ARMS in order to meet the requirements of the users which are not catered by the HRMIS.

1.3 Benefits
The EAS is expected to assist officers in the Civil Service by:
- Enabling users to access the electronic attendance data to process overtime and attendance banktime of employees.
- Providing a roster and shift module to cater for those employees who work on a roster basis.
- Providing a seamless integration of the Electronic Attendance System within the Oracle HRMIS so as to offer a transparent and cohesive solution.
- Providing an efficient user friendly web based online system for Civil Service Employees.
- Generating management & statistical reports for decision-making.

1.4 Definitions and Acronyms

<table>
<thead>
<tr>
<th>Acronyms</th>
<th>Explanation</th>
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</thead>
<tbody>
<tr>
<td>ARMS</td>
<td>Attendance Recording Management System</td>
</tr>
<tr>
<td>EAS</td>
<td>Electronic Attendance System</td>
</tr>
<tr>
<td>ETR</td>
<td>Electronic Time Recorder</td>
</tr>
<tr>
<td>DBA</td>
<td>Database Administrator</td>
</tr>
<tr>
<td>GOC</td>
<td>Government Online Centre</td>
</tr>
<tr>
<td>HRMIS</td>
<td>Human Resource Management Information System</td>
</tr>
<tr>
<td>MCSAR</td>
<td>Ministry of Civil Service Affairs &amp; Administrative Reforms</td>
</tr>
<tr>
<td>N/A</td>
<td>Not Applicable</td>
</tr>
<tr>
<td>PRB</td>
<td>Pay Research Bureau</td>
</tr>
<tr>
<td>SDD</td>
<td>Software Design Document</td>
</tr>
<tr>
<td>SSO</td>
<td>Single Sign On</td>
</tr>
</tbody>
</table>
2. General Description

2.1 System Perspective
The system being developed will be web-enabled and will be hosted on a Virtual Machine to be provided by the GOC. The HRMIS server will not host the EAS. The EAS will be accessed by officers from the different Ministries.

The EAS will consist of the following modules:
- Administration Module
- Reference Module
- Enrolment Module
- Roster Module
- Attendance Module
- Attendance Banktime Module
- Overtime Module
- Reports Module
- Archiving/Purging Module
- Legacy Data Module

2.2 Audit Trail and Logs
Audit trails will be available in the system to log user logins, unsuccessful login attempts and the creation, update and deletion of data.

2.3 Process Workflow

2.3.1 Enrolment
Enrolment process consists of the following activities:
- Creation of employee details or retrieve from HRMIS for newly recruited officer, with assignment of schedule code and default work site. For a transfer of employee, new posting and default work site are updated and automatically audit.
- Enrolment No. in replacement of Biometric/Access Card No. is assigned from HRMIS to officer with next available (ascending order) No. for the new posting (Ministry level) same is used in the ETR to produce the attendance data.
- Registration on ETR either by fingerprint or password using Enrolment No. replacing Biometric/Access Card No.
- Each employee will be identified by a Unique Employee ID in both HRMIS. Hence EAS will pick up the Unique Employee ID from HRMIS. Also MCSAR will need to ensure that Biometric No. recorded in ETR’s across all Ministries/Departments are synchronised with HRMIS.
2.3.2 Attendance

Attendance process consists of the following activities:

- Loading of Electronic Attendance Data (scheduled automated process).
- Produce Daily Attendance List - to verify Time-In on:
  - time of attendance
  - abnormal absences due to (Unauthorised/Urgent Leaves, Missing ETR entries, Employee forgets to clock-in)
- Duplicate/Wrong Enrolment No. replacing Biometric/Access Card No.
- Working during Authorised Leaves
- Work Site(s) other than employee Posting

and to investigate the cause for any eventual manual update of Attendance and/or Enrolment No. replacing Biometric/Access Card No. in employee details or ETR as appropriate.

- Daily verification of anomalies in the day before Attendance against Leave/Time-Off Authorisation (Leave Form or HRMIS), missed clock-out and condition time-off for manual update of attendance (before Calculation of Excess/Short Working Hours/Approval).
- Calculate Excess/Short Working Hours. This activity can be done on one or All Employee(s) for a Period (Weekly Monday – Sunday) and ministry/department any no. of times for Attendance not yet Approved on a daily or weekly frequency. Any Attendance with anomalies will be reported in Attendance Exception List.
- Approve or Reject Attendance with Excess or Short Working Hours as per PRB by Responsible/Supervising Officer for each employee having completed the required weekly no. of hours (Monday – Sunday) on a daily or weekly frequency (before Populate Attendance Banktime Transactions).

2.3.3 Banktime

Banktime process consists of the following activities:

- Populate Attendance Banktime Transactions. This activity can be done on one or All Employee(s) for a Period (Weekly Monday – Sunday) and Posting (ministry/department) once for Approved Attendance on a daily or weekly frequency.
- Close Attendance Banktime Balance. This activity will be done on All Employee(s) for a Period (Weekly Monday – Sunday or Monthly) and ministry/department once if all Attendances have been approved and populated in Attendance Banktime Transactions, depending on Earning and Lapse period.
2.3.4 Overtime
Overtime process consists of the following activities:

- Input Overtime Authorisation for calculation of overtime for specific period.
- Process Overtime based on Overtime Authorisation, Attendance, Roster Workdays and Working Hours/Sessions Schedule for All Employee(s) for a Period (Weekly Monday – Sunday) and ministry/department once for valid Attendance on a weekly frequency.
- Approve Overtime Transactions for each employee on a daily or weekly frequency.
- Generate Approved Overtime (including In-Attendance)/Extra-Time Transactions (EAS) as well as On-Call, Bank/Extra Hours, Confinement, Stand-By and Sessional working arrangement – push to HRMIS once on a weekly frequency.

2.4 Getting Started

➢ Select a web browser

The EAS system, being web-based, will be accessed through the following (or latest) web-browser:

- Mozilla Firefox 35
- Google Chrome 40
- Apple Safari 7
- Microsoft Internet Explorer 9

The user can type in the following URL:


on their web browser to directly access the login screen. Eventually when the HRMIS system reached its full functionalities, user can access the EAS system (hosted at GOC) from within the HRMIS system (SSO).

➢ Login

User will be prompted to enter a username and password to access the EAS system, be it directly or via the HRMIS system. Each user will be provided with a login and password to access the EAS system.
On logging into the EAS system, the menu will be displayed as follows.
3. Reference Module

Before you start to use the Reference Module, you need to ensure that the required setup has been correctly performed. This chapter will go through all required setup that need to be undertaken before users start using the system. Reference data is captured in the initial stages of the system lifecycle. Once the setup is completed, designated users should continually review and update reference data, so that it reflects the organization’s needs.

- Log in to the EAS Application.
- Click on the Reference list button to access the menu and functions for this application.

To open any form under the Reference system, click on a button.

The Reference module consists of:

- Reference Type Code
- Posting Combinations
- Overtime periods
- Time-off Condition
- Working Hours Schedule
- Working Sessions Schedule
- Working Hrs Arrangement
- Training
3.1 Reference Type Code
This function will cater for reference codes for the following reference types. The LOVs used in the system will be retrieved from the values maintained via this function, subject to validity period (Start – End Dates).

- Employee Grade
- Employee Category
- Employee Reason
- Ministry
- Department
- Division
- Section
- Unit
- Leave Type
- Shift Type
- Transaction Type
- Period
- Attendance Transaction Type
- Attendance Approval Status
- Attendance Process Status
- Banktime Approval Status
- BankTime Process Status
- Banktime Transaction Process Status
- Overtime Transaction Type
- Overtime Transaction Approval Status
- Overtime Transaction Process Status
- Overtime, Time-off, Ad-hoc Type
- User Status
- Training Type
All the reference codes will be unique w.r.t. Reference Type. For each reference code, we shall maintain the code and its description. To insert new Codes and Descriptions, for instance, Type ‘ATT_TRANSTYPE’, click on the reference type as shown above. On clicking, system will prompt the screen, as shown below, whereby new Codes and Descriptions can be inserted.
Click on the Save Button to save the Codes and Descriptions.

To add another Code and Description, click on the Add Row Button.

If User wants to delete a Code and Description, click on the Delete Checkbox and click Delete Button to apply the changes. A pop-up screen with Delete Confirmation message will be displayed. On clicking ‘OK’, the Code and Description will disappear.

Click on the < or > buttons to navigate between records to be modified.

3.2 Posting Combinations
This function will be used to query up to 5 levels of business unit for employee posting purpose when setup from HRMIS, hence no update will be allowed. The information recorded for each combination:

- PC ID
- Ministry
- Department
- Division
- Section
- Unit

3.3 Overtime Periods
This function will be used to keep overtime periods on a Weekly (Monday to Sunday, although actual overtime period can be between any dates and roster template can start any day) basis within a payroll period to be used when calculating and populating overtime and time-off transactions. This will ensure that processing of overtime for all employees across all ministries, is done for the same payroll period. Once a year, just before start of calendar year, an Admin user will need to generate the overtime periods for the coming calendar year.
3. The Generate button will populate the overtime period (i.e. the 52 weeks together with its start and end date) for the year. If Overtime periods already generated for a year, a pop-up message will be displayed.

4. User need to verify each record that have been generated by checking the verify flag as there are period that can have 5 weeks.

5. To save any changes, click on ‘Apply changes’.

3.4 Time-off Conditions

This function will be used to maintain condition time-off common to all ministries to be used for Manual Attendance so that short working hours can be compensated (without deduction from Leave Bank or Banktime) when calculating working hours. For instance, if heavy rainfall occurs in a morning, a late time-in is allowed for that day. This is not to be used for Leave or time-off that are deductible from Leave Bank or Banktime.

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Early Time Out</th>
<th>Late Time In</th>
<th>Time Off Hrs</th>
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<tr>
<td>C001</td>
<td>CYCLONE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C002</td>
<td>HEAVY RAINFALL</td>
<td>09:00</td>
<td>09:30</td>
<td></td>
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<tr>
<td>C003</td>
<td>MAJOR ROAD ACCIDENTS</td>
<td>11:00</td>
<td>11:30</td>
<td></td>
</tr>
<tr>
<td>C004</td>
<td>UNUSUAL TRAFFIC JAN</td>
<td>10:00</td>
<td>10:20</td>
<td></td>
</tr>
<tr>
<td>C005</td>
<td>MORNING RELIGIOUS PERMISSION</td>
<td>08:45</td>
<td>09:45</td>
<td>0.00</td>
</tr>
</tbody>
</table>
The information recorded are:

- Condition code
- Description
- Early Time out
- Late Time In
- Time Off Hours

- Click on the Save Button to save the Codes and Descriptions, Early Time in/Late Time out, Time off hours.
- To add another record, click on the Add Row Button.
- If User wants to delete a Code and Description, click on the Delete Checkbox and click Delete Button to apply the changes. A pop-up screen with Delete Confirmation message will be displayed. On clicking ‘OK’, the Code will be deleted.

### 3.5 Working Hours Schedule

This function will be used to maintain working hour schedule (business rules) common to all ministries for calculation of lateness/accumulated excess hours, overtime or time-off for Normal, Roster, Shift, Staggered and Flexitime working hour arrangement. Each working hour schedule will be given a unique code. Each department can setup its own schedule as required or used one (e.g. Common/Flexitime) that already exists. The schedule will specify the daily/weekly number of working hours and minimum number of overtime per week (Monday - Sunday), the daily normal ‘time-in’ and ‘time-out’, Lunch/Meal Start-End Time (absolute time for Normal employee category and relative time to working start time for other categories, which are required for overtime hours calculation) and compensation for lateness/accumulated excess hours allowed for the employee falling under a specific working hour schedule code, applicable for Normal employee category only as per example below:
- Click on the Create button to create a new record.
- To edit a record click on the pencil.

- Click on the Save Button to save the record
- If User wants to delete a Code and Description, click on the Delete Checkbox and click Delete Button to apply the changes. A pop-up screen with Delete Confirmation message will be displayed. On clicking ‘OK’, the Code and Description will disappear
- Click on the < or > buttons to navigate between records to be modified.
- An example, Working Hours Schedule Code 1 - Normal/Common5
  - Description
  - Employee Category (Normal, Flexitime, Shift, Roster, Staggered)
  - Weekly working Days: 5
• Daily Normal/Standard working hours: 06:45 hrs
• Weekly Normal/Standard working hours: 33:45 hrs
• Lunch Start Time: 12:00 p.m
• Lunch End Time: 12:30 p.m
• Lunch Hour: 00:30 hr
• Meal Start Time: 19:00 p.m
• Meal End Time: 19:30 p.m
• Meal Hour: 00:30 hr
• Working Hours Lunch/Meal Inclusive Flag: Default N (Y for Civil Aviation)
• Minimum Weekly Overtime working hours (Eligibility): 40:00 hrs
• Maximum Weekly Overtime working hours:
• Overtime/Time-Off in lieu (Eligibility): OVT, TOF, EAH
• Weekday Start Time: 08:45 a.m
• Weekday End Time: 16:00 p.m
• Saturday Start Time:
• Saturday End Time:
• Weekday Core Start Time: 09:15 a.m
• Weekday Core End Time: 15:45 p.m
• Early Arrival Limit (Time as from which early arrival is to be computed 8:30 a.m): 0:15 hr
• Late Arrival Limit (Time to which late arrival is to be computed 9:15 a.m): 0:30 hr
• Early Departure Limit (Time as from which early departure is to be computed 15:45 p.m): 0:15 hr
• Late Departure Limit (Time to which late Departure is to be computed 16:30 p.m): 0:30 hr
• Approval Required for Compensation & Bank: Y
• Earning Period (for excess attendance hours): Weekly
• Lapse Period (for excess attendance hours): Weekly, Yearly
• Validity Period (from – to dates):

• There is no lunch hour for Saturday, except when working overtime.
• For Shift, Roster or Staggered working arrangement with flexible working arrangement for a 24-hour coverage, or per a structured pattern of work, working hours and lunch/meal time (if applicable) will also be required to define under Maintain Working Hours Arrangement and Roster/Shift Module, since workers under same Working Hours Schedule will have different working hours on a rotation basis. Therefore, above working hours will be blank and lunch/meal Time-Information will be relative to shift working start time.
• Likewise, for Staggered workers who work normal hours daily with no regular rotation but are called upon to work, on a regular basis, at irregular hours including Saturdays and Sundays, their Working Hours Schedule Code can and only be defined above. Compensation for lateness/accumulated excess hours is not allowed. The irregular hours will be considered as
overtime/time-off, subject to conditions and approval.

### 3.6 Working Sessions Schedule

This function will be used to maintain working sessions schedule common to all ministries for Sessional employees of Ministries (Youth & Sport and Education) to validate and calculate no. of sessions against attendance for the pay period.

- To add another session, click on the Add Row Button.
- Click on Apply Changes button to save data.
- If User wants to delete a record, click on the Delete Checkbox and click Delete Button.
- Screen details are:
  - Working Sessions Schedule Code: SCH01
  - Description: Animators (Youth & Sports)
  - Minimum Session Hour: 01:30
  - Maximum Session Hour: 03:00
  - Minimum Weekly Session: 0
  - Maximum Weekly Session: 9 -> (40 * 12)/52
  - Minimum Weekly Weekday Session
  - Maximum Weekly Weekday Session
  - Minimum Weekly PH/Sun Session
  - Maximum Weekly PH/Sun Session
  - Remarks: Max 40 Sessions per Month

- As the working sessions schedule is recorded on a Monday – Sunday weekly basis, no. of Session specified monthly will be converted to Weekly using (X x 12)/52, prior to user entry into the system. Likewise, Daily basis will be converted to Weekly using (X x weekly working days).
3.7 Working Hours Arrangement
This function will be used to maintain working hour arrangement codes for shift roster over a/multiple week(s) cycle with regular rotation of workers for setting roster template.

![Screen shot of working hours arrangement](image)

- To add another PC Id (Posting), click on the Add Row Button.
- Click on Apply Changes button to save data.
- If User wants to delete a record, click on the Delete Checkbox and click Delete Button.
- If user wants to active a record, the ‘Active flag’ need to be checked.
- Screen details are:
  - WeekDay (AnyDy, Wk5Dy, Wk6Dy, NWkDy, SatDy)
  - Lunch/Meal Start Time
  - Lunch/Meal End Time
  - Lunch/Meal Hour
  - Work Start Time
  - Work End Time
- The Lunch/Meal information is required to check eligibility and to offset against total hours spent at work for calculation of overtime/time-off like Common working hours arrangement.

3.8 Training
This function will be used to Input Employee Training details which is used to update attendance. This will allow Attendance Module to generate the employee attendance during the training and will be treated as normal working hours. No excess/short/extra hours or overtime will be computed. Absence during training will be treated as non-working and the attendance need to be manually updated accordingly.
• Click on the Create button to create a new record.
• To edit a record click on the pencil.

The information recorded are:
• Training Type (To be fetched from reference type ‘TRAINING’)
• Training Name
• Training site
• Training Description
• Start & End Date
• To add employees attending a particular training, click on the Add Row Button.
• The information recorded are:
- Employee ID
- Start Date
- End Date
- Start time
- End Time
- Cancel Flag
- Date Cancelled
- Cancel Reason

- Click on save button to save data.
- If User wants to delete a record, click on the Delete Checkbox and click Delete Button.
- If employee fail to attend a training, the ‘Cancel flag’ need to be checked.
- Click on the < or > buttons to navigate between training.
4. Enrolment Module

This system (EAS) will require its own subset employee details as opposed to fetching from HRMIS for 2 reasons:

- Missing or Incompatible data (content, format, structure and flexibility) for present and future needs
- Performance & Availability

The employee details will be fetched from HRMIS and will be also maintained in the EAS. Data that will be fetched from the HRMIS are:

- National ID Number
- Employee ID
- Enrolment No.
- Surname
- First name
- Gender
- Date of Birth
- Address
- Grade
- Date Joined Service
- Date Left
- Physical Disability (Y/N)
- Posting worksite Combination ID
  - Ministry (Currently Available)
  - Department
  - Division
  - Section
  - Unit
- Pay Site (Ministry, Department, Division, Section and Unit)

- Click on the Enrolment list button to access the menu and functions for this application.

4.1 Employee details

Each employee can only be in one Category, Schedule and Work Site at any one time.

During the Enrolment process, the new employee will be allocated an enrolment no. (previously known as Biometric / Access Card No.) and same is used in the ETR to produce the attendance data, irrespective of posting, worksite and eventually transfer. Hence Clocker and Employee data will be
linked by Enrolment No. which will no longer change on every transfer. Employee ID is the best to use, as it is available in both HRMIS and EAS – but for data migration purpose from HRMIS to ARMS-EAS, NID will be the linkage. The linkage to Overtime and Bank time will be employee id (sequence no.) and NID.

Even if an employee works in different worksites but under the same Posting, (since in Employee Details only one Posting and Worksite is recorded per employee), down the line in HRMIS, working hours and Overtime hours will be paid by same Ministry and Attendance/Leaves management will be on Employee irrespective of worksite.

Clocker Data contain ETR ID which can be used to determine the site. The transformation process of Clocker data to Attendance data will summaries each employee clocker entries from first time-in of the day to the last time-out of the same/next day. Only the default worksite will be recorded. The working hours will be computed irrespective of worksite subject to no missing clocker data. For any reason user, can query Clocker Data.

Multiple worksites are supported in Roster Schedule Template and Roster Workdays.

Employee Roster Group History will be automatically audited and will be viewable.
• The employee details that are maintained in the HRMIS, crucial for the good functioning of EAS are:
  • Enrolment No. (previously known as Biometric / Access Card No.)
  • Worksite (also known as Present Posting)
  • Date Left (no more on payroll)
  • Employee ID
  • NID
  • Full Name

• The employee details that are maintained in the EAS are:
  • Employee Category (Normal, Flexitime, Shift, Roster, Staggered, Sessional)
  • Employee Schedule
  • Flag whether eligible for Overtime (Y/N)
  • Flag whether eligible for Time-Off(Y/N)
  • Flag whether eligible for BankTime(Y/N)
  • Processing Officer
5. Roster/Shift Module

HRMIS does not cater for roster, shift and staggered working hours arrangement over a/multiple week(s) cycle with regular rotation of workers. Hence, a Roster/Shift module will be developed and implemented in the EAS to cater for those employees who work on a roster basis. Each Ministry/Department/Division/Section/Unit will create and generate their own roster since they have their own specificities. The Hospital Staff will have a roster which may be different to the Police Department or the Fire Services. Overtime/time-off hours for roster, shift and staggered employees will be generated based on the roster to which they pertain.

- Click on the Attendance list button to access the menu and functions for this application.

```
  Roster/Shift Module
    Roster Template
    Assign Employee to Roster
    Generate Roster Workdays
    Query Roster Workdays
    Change Roster Workdays
    Change Roster Group
```

The Shift/Roster module consists of the following functions:

- Roster Template
- Assign Employee to Roster
- Generate Roster Workdays
- Query Roster Workdays
- Change Roster Workdays
- Change Roster Group
5.1 Roster Template
This function will be used to maintain the required roster group parameters over a/multiple week(s) cycle in order to generate Roster Workdays. This provides a flexible means to change worker roster group and then generate roster workdays for planned roster, shift and staggered working hours’ arrangement over a/multiple week(s) cycle with regular rotation of workers. Therefore, it is not recommended for monthly/yearly/adhoc/unplanned events requiring additional working shifts as the setup is on a weekly basis. A roster template consists of:

- A header – unique roster code/description for a posting worksite for Shift, Roster or Staggered working hours arrangement for a limited/unlimited period over a predefined no. of weeks (repeated cycle).

- One or more (> 1 week cycle or multiple Site Unit) detail – for each week no., roster team and day of the week, the shift type and time of working hours must be entered, as shown below:
  - Week No (1,2,3,4,5,6,...)
  - Team (A,B,C,D,...)
  - Day1-7 Shift Site Unit
  - Day1-7 Shift Type (e.g RestDay/NormalShift/Overtime/In-Attendance/On-Call/Stand-By)
  - Day1-7 Shift Start Time (Time-In) - End Time (Time-Out)
  - Day1-7 Shift Lunch/Meal Start Time - End Time: Hour
  - Day1-7 Shift Working Hours Discrepancy (Default 00:00) (+01:00 for Government Printing Dept)

The Start Time (Time-In) - End Time (Time-Out) are selectable from the Working Hours Arrangement Code already defined and interval Start-End time should not overlap for same Week No., roster team and day of the week. If the Week Cycle is 4 then there will be roster for 4 Week No. 1,2,3 and 4 with different work hours arrangement for each of 7 days in the 4 weeks. Even though roster workdays can be generated from any day - Monday to Sunday, the calculation for Overtime or Banktime (if applicable) will be done on a Monday to Sunday week.

The +1:00 for Government Printing Department is to compensate for Short working hours of attendance due to Early Departure, i.e leaving at 22:15 hrs instead of working up to 23:15 hrs as defined in End Time (Time-Out). For overtime eligibility and calculation, staff have to complete average weekly working hours, excluding normal lunch/meal hours, and the excess hours put beyond weekly working hours as per actual attendance.
To create a template header, click on the Create button whereas to update a template header and to eventually create a template detail, click on the Edit pencil.

Once the template header has been setup and saved, click on the Create Roster Detail button to create a template detail or the Edit pencil to update same.
5.2 Assign Employee to Roster

This function will be used to assign employees to a specific Roster Group of same type with Start and End Dates. The Roster Group history will be displayed in the Employee Screen, indicating to which Roster group the employee belongs.

Click on the Assign button to assign employees to a specific Roster Group by first selecting the Roster Code and then retrieving all employees assigned to the Roster Group.
Roster Code will be reference from Roster Template of same type wrt to start date and end date. Employees to be assigned should be of same employee category as Roster type.

5.3 Generate Roster Workdays
This function will be used to generate roster workdays for roster group defined in template for any period of time and every employee assigned to it. This is required for planning purpose and calculation of overtime.

5.4 Query Roster Workdays
Users may query daily rosters (both working day and rest day) generated and assigned to an employee via this function.
5.5 Change Roster Workdays

This function will allow the supervisor or head of department to change the site unit, shift type, start-end time – working day against a rest day and vice-versa of an employee who is on shift provided it is in the same week:

- Following an unplanned replacement (current roster worker has to stay on site for a 2nd straight shift as the next roster worker cannot resume duty for any urgent reason) requiring the 2 roster workers to swap their respective roster workdays (no overtime is applicable).

- When 2 employees mutually agree to swap their respective roster workdays.

Two changes (2 entries) are required which will update the 2 employees’ workdays for both working and rest days as follows:

- Working day to rest day: site unit and start-end time are cleared and shift type is set to RestDay
- Rest day to working day: site unit, shift type and start-end time are updated as entered by user.

The list of roster workday changes will be listed.

Click on the Change Workdays button to enter the change workday transaction for an employee.
5.6 Change Roster Group
This function will be used to maintain details of an employee changing roster group. The start date of new roster group cannot be less than current date, to ensure that the system is always up-to-date (with old roster group ended on start date - 1) and the cancellation of any roster workdays generated for the old roster group as from the start date of new roster group does not clash with attendance.

Click on the Edit pencil to enter the change of roster transaction – end the old roster code/team and start the new roster code/team. Then the next step is to generate roster workdays for the employee.
6. Attendance Module

Attendance Data from ETR’s (biometric devices) will be downloaded in the EAS server in a shared folder. The data also known as Clocker Data which is currently a plain text file consisting of Date Time, 8 digits Enrolment No. (was previously 6 digits and known as Biometric/Access Card No.) and 3 digits ETR ID. Format: DDDMMYYYYHH9999 will be automatically and instantly uploaded into the Oracle Database of the EAS and then processed to update the blank attendance time-in with 1st clocker every 5 minutes and time-out with eventual clockers every 30 minutes. Every day at 00:05 a.m., a scheduled job will populate a blank attendance for each employee as per HRMIS employee details and any authorized leaves/time-off and category/schedule, banktime time-off, training or roster workdays from EAS. For Normal and Staggered category, a blank attendance will be populated for each workday (Monday – Friday for 5-day weekly and Monday – Saturday for 6-day weekly), except public holiday whereas for Shift and Roster category, a blank attendance will be populated for everyday of the week with Rest, Normal and Overtime/Extra-Hours/In-Attendance transaction type if workdays are generated from Roster template. However for Sessional category, no blank attendance will be populated, the upload of 1st clocking will populate the attendance.

The Loading of clocker data consists of 2 parts:

- Extraction from ETR clocker data files as per Proposed Architecture, is a one-to-one dump into a database table.
- Transformation from clocker data to Attendance data is based on the interpretation of the clocker entries Odd: IN Even: OUT sequence to accumulate working hours by checking for Lunch Time clocking OUT-IN if any or using First clock-in and Last clock-out minus lunch time and meal time (after x hours of overtime). Any other clocking OUT-IN will not be accumulated as working hours. In case of multiple clocking within 10 minutes (as per parameter) of 1st and last clocking, these will be flagged as Ignored. The final attendance data after uploads on a 24-hour cycle will consist of one record per employee with first time-in and last time-out and accumulated working hours, irrespective of worksite. Unless the officer works > 24 hours none-stop, the system will record the arrival date and calculate the no. of hours in between the 2 ETR readings provided the last reading is Odd-Time-In.

The > 24 hour none-stop scenario will only occur for on-movement employees/field workers where there is no ETR device and natural disaster, either one or the other will need to be handled manually with time between time-in and time-out (i.e time-out for previous attendance date will be the same as time-in of next attendance date) not exceeding 24 hours (Manual Attendance).
For employees working overnight (Normal/Staggered category with overtime request and Shift/Roster category with planned work day), the next date clocking out will be automatically processed at 06:00 am and 06:00 pm to update previous date attendance blank time-out. Hence for unplanned overtime and shift workday, the attendance time-out of previous day and time-in and out of current day will need to be handled manually (Manual Attendance), since the clocking will be out of sequence.

For matching clocker data, attendance will be inserted. In case of Non-matching clocker data, non-chronological filename/clocking time or multiple ETR ID, the attendance data will be tagged with an error code, remarks and Attendance Process Status set to ‘Exception’ for user manual intervention. Once every morning at 06:00 am, a schedule job will automatically process all previous date attendance to calculate excess bank time or short working hours to be deducted from bank time/casual leaves as well as working hours during and outside normal working hours.

- Click on the Attendance list button to access the menu and functions for this application.

The Attendance module consists of:

- Clocker Data
- Create Attendance
- Manual Attendance
- Update Clocker Status

6.1 Clocker Data
This function will be used to query the one-to-one dump of clocker data in the database, whether for Transformed, Duplicate, Ignored or User doubled punched data.
6.2 Create Attendance

This function will be used to create attendance manually by departments under the following conditions:

- Employee details in HRMIS is updated with incorrect Present Posting (during phase live deployment by ministry/department).
- Employee details in HRMIS is missing.
- Employee category or schedule or enrolment no. are missing.

Given that every day at 00:05 a.m., a scheduled job will populate a blank attendance for each employee as per HRMIS employee details and category/schedule from EAS.

All above manual attendance will be input by HR Department, subject to proper approval whether for missing clocking or Time-Off taken using predefined conditions (defined in Reference Module). Only one condition will be allowed per attendance day. For combined time-offs, new condition must be defined.

One attendance entry per workday irrespective of multiple Worksites - default worksite will be recorded. For over-night shift, Attendance Date will be that of Start Time.
Click on the Create button to create a new attendance.

To edit a record click on the pencil.

Screen Details maintained are:

- Employee ID
- Work Site
- Date
- Time-In
- Time-Out


- Actual Lunch/Meal Hour
- Actual Working Hours
- Condition
- Condition Hour
- Transaction Type
- Transaction Hour
- Remarks
- Process Status
- Reset Bank Time

- Input type is set to Manual when inserting new attendance and Attendance Process Status set to Blank.
- All above manual attendance will be input by HR Department, subject to proper approval whether for missing clocking or Time-Off taken using predefined conditions (defined in Reference Module). Only one condition will be allowed per attendance day. For combined time-offs, new condition must be defined.
- One attendance entry per workday irrespective of multiple Worksites - default worksite will be recorded. For over-night shift, Attendance Date will be that of Start Time.

6.3 Manual Attendance
This function will be used to update attendance manually by departments under the following conditions:

- Enrolment no. setup in HRMIS and ETR device do not match.
- There are no electronic clocking devices.
- Missing/inconsistent clocker data deriving from any operation issues like Unauthorized/Urgent Absence/Sick, ETR miss-recording, Employee forgets to clock, duplicate Enrolment No. (previously known as Biometric/Access Card No.), natural disaster (employees doubling up shift while next shift team cannot attend duty).
- Field workers who work offsite and where they cannot electronically clock in and clock out and go home directly.
- Employees ‘On Movement’ from site to site. E.g. primary school inspector.
- For officers who have been granted permission for homeworking.
- Late Arrival beyond 30 mins for officers not eligible to overtime payment and extra duty allowance and who are required to work regularly beyond normal/standard office hours.
- Time Due – officers working during lunch time/tea break claim time due to leave office earlier.
- Late arrivals for reasons beyond individual control, e.g. heavy rainfall, major road accidents, unusual traffic jam, etc., may not be considered as lateness subject to the approval of the Responsible/Supervising Officer. This will be maintained via the condition code as well as below time-off granted:
• 1 Hour Bank – Internal arrangements were made to grant 1 hr. time-off for bank from Pay Day up to the 5th day of next month.
• 1 Hour Permission – Internal arrangements were made to grant 1 hr. time-off for permission each month in addition to the 1 Hour Bank time-off.
• Time-off for Union Business – Time-off for Union Business is granted to Trade Unionists subject to exigencies of the service to attend Union Business.
• 2 Hours Religious Time-Off – Granted to Officers for 2 Religious Festivals.
• Time-off on Fridays to Mosque – Granted to officers of Muslim faith to attend prayers on Fridays
• Time-off for Health Surveillance (as per paragraph 14.3.21 of the PRB Report)
• During school vacation, the Head of the school has the discretionary power to allow some staff to leave early on a roster basis subject to the exigencies of the service.

Screen Details maintained are:
• Employee ID
• Work Site
• Date
• Time-In
• Time-Out
• Actual Lunch/Meal Hour
• Actual Working Hours
• Condition
• Condition Hour
• Transaction Type
• Transaction Hour
• Remarks
• Process Status
• Reset Bank Time (to allow for re-processing of attendance)
• Click on Apply Changes button to save data.

6.4 Update Clocker Status
This function will be used to update clocker status in case of double punching by employee or for any other reasons, so that Process Attendance for banktime and working hours does not consider them.

Only acceptable status is ‘U’ – user double entry.
7. Attendance Bank Time Module

This module implements the Provisions Governing the Flexible Hours of Attendance (PRB 2016 - para 18.5.19) as well as the concept of Flexitime (PRB 2016 - para 18.5.25/30).

- Click on the Attendance Bank Time list button to access the menu and functions for this application.

The Attendance Bank Time module consists of:
- Process Attendance
- Approve Attendance
- Process Bank Time Transactions
- Close Bank Time Balance

7.1 Process Attendance

Once every morning at 06:00 am, a schedule job will automatically process all previous date attendances (Time-In and Time-Out) to calculate daily excess bank time or short working hours (and even excessive short due to excessive lateness or early leave) as well as working hours during and outside normal working hours, against normal/standard office working hours for Common (flexible hours), Flexitime and regular Staggered working arrangement based on the following parameters:
- Early Arrival Limit
- Late Arrival Limit
- Early Departure Limit
- Late Departure Limit
- Weekday Start-End Time

As defined in the Working Hours Schedule. Currently only Common flexible hour and Flexitime (except for some Departments) can accumulate excess working hours to compensate for short working hours under certain conditions or to be taken as time-off for a maximum of half day off at a time. Zero Early Arrival Limit and zero Late Departure Limit mean that no excess working hours is accumulated. Zero Late Arrival Limit and zero Early Departure mean that no short working hours is
Compensable/refundable.

### Process Attendance

<table>
<thead>
<tr>
<th>Date*</th>
<th>06/09/2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>10058</td>
</tr>
<tr>
<td>Worksite</td>
<td>595</td>
</tr>
<tr>
<td>Ministry</td>
<td>MINISTRY OF FINANCE AND ECON</td>
</tr>
<tr>
<td>Department</td>
<td></td>
</tr>
<tr>
<td>Division</td>
<td>COMPANIES DIVISION FOR MIN O</td>
</tr>
<tr>
<td>Section</td>
<td>ACCOUNTING SECTION FOR COM</td>
</tr>
<tr>
<td>Unit</td>
<td></td>
</tr>
</tbody>
</table>

- Calculation of Excess/Short Working Hours will be executed by Date range and Posting depending on the Posting access right of the HR Supervisor for blank Attendance Process Status.
- Excess Hr Due to Early Arrival: LEAST (Weekday Start Time - Time-In, Early Arrival Limit)
- Short Hr Due to Late Arrival: LEAST (Time-In - Weekday Start Time, Late Arrival Limit)
- Short Hr Due to Early Departure: LEAST (Weekday End Time - Time-Out, Early Departure Limit)
- Excess Hr Due to Late Departure: LEAST (Time-Out - Weekday End Time, Late Departure Limit)
- Excessive Late Arrival Hr: GREATEST (Time-In - Weekday Start Time, Late Arrival Limit) - Late Arrival Limit
- Excessive Early Departure Hr: GREATEST (Weekday End Time - Time-Out, Early Departure Limit) - Early Departure Limit
- When Calculation is successfully completed, the attendance error code is cleared and Attendance Process Status set to ‘Calculation’
- In case of missing Time-Out or Time-In, the attendance data will be tagged with an error code and status set to ‘Exception’ for user manual intervention.
- Time-In and Time-Out are required and Time-Out must be greater than Time-In.
7.2 Approve Attendance
This function will be used to allow the Responsible/Supervising Officer to query attendance with excess or short working hours (and even excessive short due to excessive lateness or early leave) for approval to accumulate excess working hours into attendance banktime for time-off or compensate/offset/deduct short working hours from early arrival/late departure/accumulated excess working hours of attendance in banktime or casual/vacation leave entitlement, under the following conditions, currently applicable to normal/common flexible hours and flexitime work arrangement:

- Early Arrival is by Default accumulated in Bank up to 15 mins, on Approval
- Late Arrival up to 30 mins is Deductable on Approval from Late Departure on Same Day
- Early Departure is Deductable from Early Arrival up to 15 mins, on Approval
- Late Departure is on Approval Accumulated in Bank and on Approval is used to compensate for Late Arrival up to 30 mins on Same Day
- For Flexitime, late attendances for the 15 mins permissible flexibility for slot 1 to 3, would not be considered as lateness, unless it is either refunded on the same day or same week, subject to performing productive work. Otherwise, the lateness will be offset against casual leave entitlement, monthly
- Offset Excessive short working hours due to excessive Late Arrival/ Early Departure against causal/vacation leave entitlement, except for Senior Officers.

The approval status will trigger the following actions:

- Accumulate excess working hours due to Early Arrival into Attendance Banktime
- Offset short working hours due to Late Arrival against Accumulated excess working hours in Attendance Banktime/causal leave/vacation leave entitlement
- Offset short working hours due to Early Departure against Accumulated excess working hours in
Attendance Banktime/causal leave/vacation leave entitlement

- Accumulate excess working hours due to Late Departure into Attendance Banktime
- Offset excessive short working hours due to excessive Late Arrival against causal/vacation leave entitlement
- Offset excessive short working hours due to excessive Early Departure against causal/vacation leave entitlement
- Occasional Offset short working hours due to Late Arrival against Early Arrivals or Late Departures (including Attendance banktime)
- Offset short working hours due to Persistent lateness, absences during working time without authorization and excess time taken for lunch against causal/vacation leave entitlement
- Excess working hours Not Accumulated
- Any short working hours is not required for any kind of deduction
- Attendance Approval Date is set to Current date and Attendance Approved By is set to login user
- Attendance Process Status is set to ‘Approval’ (retrieved from reference of same type)

7.3 Process Bank Time Transactions
This function will be used to compute and process Banktime Transactions based on approval status of Attendance with Excess or Short working hours. Each of above actions (approval status) will generate the employee attendance banktime transaction for the week (Monday – Sunday), which can be:

- Net (+ve) Excess working hours Accumulated (Full compensation within same week and/or Excess)
- Net Zero working hours (Full compensation within same week or No Short/Excess)
- Net (-ve) Short working hours deducted (Partial compensation within same week and/or from Attendance Banktime or Leave entitlement)
- Net (-ve) time-off hours (Max. half day Time-Off Authorization) deducted from Attendance Banktime
- Net (-ve) excessive short working hours deducted from Leave entitlement
The computation is done in sequence of the following if the Net working hours for the week is Short. These Attendance Banktime Transactions generated can be viewed but only Deduction (net HRMIS hours) from casual/vacation leave entitlement will be pushed to HRMIS (via interface table).

- Compensation against early arrival/late departure (same week)
- Offset against accumulated excess working hours of attendance in bank after an available balance verification (@last closing minus total net short working hours offset against Attendance Banktime)
- Deduction from casual/vacation leave entitlement (without available balance verification as casual/vacation leave balance is maintained at HRMIS)

The computation can be done on a daily, weekly or monthly frequency but net working hours will be computed for the week (Monday – Sunday) prior to monthly closure of attendance banktime balance. Below are the mechanism behind the processing:

- Computation of excess hours and lateness will be executed for a Period (YYYYMM) on a weekly basis Start Date(Monday) – End Date(Sunday), employee (leave blank for all employees) and Posting depending on the Posting access right of the HR Supervisor for Attendance Process Status ‘Approval’ and date attendance between Start Date and End Date
- Compensation against early arrival/late departure (same week)
• Offset against accumulated excess working hours of attendance in bank after an available balance verification (@last closing minus total net short working hours offset against Attendance Banktime)

• Deduction from casual/vacation leave entitlement (without available balance verification as casual/vacation leave balance is maintained at HRMIS), hence transaction is transferred to HRMIS

• End Date should be greater than Start Date

• Transaction Date is set to End Date

• When processing is successfully completed, the Attendance Process Status set to ‘Populate’

The Attendance Banktime Transactions being processed can be viewed by clicking on View Transaction button.

### 7.4 Close Bank Time Balance

This function will be used to close the Employee Attendance Banktime Balance at each End of Month up to End of Year by accumulating (from last closing) the employees’ Attendance Banktime Transactions using Banktime total Excess minus Short working hours - Offset Against Early Arrivals or Late Departures or Attendance banktime (excluding Deduction from casual/vacation leave entitlement).

The Monthly Employee Attendance Banktime Balance item-wise will not be pushed to the HRMIS as it will be managed solely at EAS, including time-off request and deduction. At End of Year (depending on lapse period, which is weekly for slot 1,2 & 3 flexitime), any excess working hours will be cleared/reset in EAS.
The close transaction button will keep the total of:

- Excess working hours due to Early Arrival
- Excess working hours due to Late Departure
- Short working hours due to Late Arrival – Offset Against Early Arrivals or Late Departures
- Short working hours due to Early Departure – Offset Against Early Arrivals or Late Departures
- Short working hours due to Late Arrival – Offset Against Attendance Banktime
- Short working hours due to Early Departure – Offset Against Attendance Banktime
- Short working hours due to Late Arrival – Offset Against causal/vacation leave entitlement
- Short working hours due to Early Departure – Offset Against causal/vacation leave entitlement
- Excessive short working hours due to excessive Late Arrival – Offset Against causal/vacation leave entitlement
- Excessive short working hours due to excessive Early Departure - Offset Against causal /vacation leave entitlement
- Closing of Employee Attendance Banktime Balance will be executed for a Period (YYYYMM) monthly at End of Month by accumulating (from last closing) the employees’ Attendance Banktime Transactions using Banktime total Excess minus Short working hours - Offset Against
Early Arrivals or Late Departures or Attendance banktime and Posting depending on the Posting access right of the HR Supervisor for Banktime Transaction Process Status Blank or ‘Transfer’

- When Closing is successfully completed, the Banktime Transaction Process Status set to ‘Close’.

The Attendance Banktime Transactions being closed can be viewed by clicking on View closing balance button.
8. Overtime Module

This module will allow HR section to control and monitor overtime processes from authorization to calculation, including approval and transfer to HRMIS.

- Click on the Overtime list button to access the menu and functions for this module.

The Overtime module consists of:

- Input Overtime Authorization
- List of Requested Overtime
- Process Overtime Transactions
- Approve Overtime Transactions

8.1 Input Overtime Authorization

This function will be used to input Overtime/Time-Off Authorization for calculation of overtime for specific period and to ensure that calculation of excess or short working hours (and even excessive short due to excessive lateness or early leave) from attendance is not effected during period of overtime/time-off.

Details maintained are:

- Employee Code/ID
- Request Date
- Type (Overtime/Time-Off – Max. half day subject to available balance in Attendance
Banktime)

- Start Date & Time
- End Date & Time
- Total Overtime Hours
- Approved By
- Approved Date

8.2 List of Requested Overtime

This function will provide a list of overtimes that has been requested.

<table>
<thead>
<tr>
<th>Emp Id</th>
<th>Name</th>
<th>Requested Date</th>
<th>Requested Type</th>
<th>Start Date</th>
<th>Start Time</th>
<th>End Date</th>
<th>End Time</th>
<th>Ovt Timeoff Requested</th>
<th>Ovt Timeoff Approved</th>
<th>Approved Date</th>
<th>Approved By</th>
</tr>
</thead>
<tbody>
<tr>
<td>29175</td>
<td>APRAJITA BABOO</td>
<td>29/03/2017</td>
<td>OVT</td>
<td>29/03/2017</td>
<td>08:00</td>
<td>30/03/17</td>
<td>16:00</td>
<td>16:00</td>
<td>16:00</td>
<td>29/03/17</td>
<td>DPS</td>
</tr>
<tr>
<td>29175</td>
<td>APRAJITA BABOO</td>
<td>29/03/2017</td>
<td>OVT</td>
<td>29/03/2017</td>
<td>08:00</td>
<td>30/03/17</td>
<td>16:00</td>
<td>16:00</td>
<td>16:00</td>
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<td>DPS</td>
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<tr>
<td>29175</td>
<td>APRAJITA BABOO</td>
<td>29/03/2017</td>
<td>OVT</td>
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<td>08:00</td>
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<td>08:00</td>
<td>30/03/17</td>
<td>16:00</td>
<td>16:00</td>
<td>16:00</td>
<td>29/03/17</td>
<td>DPS</td>
</tr>
</tbody>
</table>

8.3 Process Overtime Transactions

This function will consider the attendance transactions of employees and based on below conditions and their normal and actual working hours, overtime transactions (No. of Overtime Hours/Sessions – Transaction Type) will be generated for the employees. This can be done on a daily or weekly frequency but overtime hours will be computed for the week (Monday – Sunday).

➤ Eligibility for Overtime

For an employee to be eligible for overtime, the following conditions are needed:

- Officers drawing basic salary of less than Rs 42325 monthly. Overtime Allow flag needs to be set to ‘Y’.
- Officers drawing basic salary between Rs 42,325 to Rs 56,450 monthly are paid 80% of the prescribed rate. Overtime Allow flag needs to be set to ‘Y’ and HRMIS will bring the rate to 80% when calculating the payment.
- Officers who are called upon to put in beyond 33½ hours and less than 40 hours weekly on a regular basis and who cannot be granted time-off for the extra hours put-in, be paid at the normal hourly rate provided that the officer puts in a minimum of five hours in
excess of 33¾ hours weekly. Extra hours will be computed with Reject status which can be approved by HR processing officer.

- Officers of the Inspectorate Cadre who are called upon to put in beyond 33¾ hours and less than 40 hours weekly should be paid at the normal hourly rate provided that the officers put in a minimum of five hours in excess of 33¾ hours weekly. Same as above.
- Sessional workers and Officers of the Disciplined Forces (Fire, Police, Prison) are not eligible.

➢ Common Flexible Hour/Flexitime work

- Work performed on Sunday and Public Holidays
- Work performed in excess of 40 hours in a week (except for Watchman – 60 hrs), are paid for any work done in excess of their normal hours of work.
- Lateness up to 30 minutes as defined in Late Arrival Limit of Working Hours Schedule should be reckoned against excess hour if available or leave entitlement. Lateness after Late Arrival Limit should be deducted from overtime, subject to the officer having performed more than 40 hours’ work in a week.
- Work overtime for a continuous period of over one week, are paid for any work done in excess of their normal hours of work, provided they have worked an average of 40 hours a week during the period of overtime.

➢ Shift/Roster/Staggered Work

- Shift worker is not entitled to overtime allowance for any work performed on Sundays and public holidays except where such work is performed in excess of the normal hours for the day or such work falls outside his shift.
- Shift worker is not required to perform more than six days' work in a week.
- Shift workers are paid overtime at approved rates for work in excess of 40 hours in a week, where the shift is of 40 hours weekly; and for work in excess of the appropriate multiple of 40 hours, where the shift covers a cycle.
- Watchmen are paid overtime at approved rates for work in excess of 60 hours in a week.

➢ Computation of Overtime and Overtime Rates

- Overtime allowance is based on the actual number of hours put in minus Lunch and Meal time (half an hour after each 4 hours of overtime) and the number of hours which the officer is deemed to have worked, as the case may be. A worker, on approved leave on any working day, is deemed to have put in eight hours of work or the number of hours he
should have worked on that day, whichever is less. A shift/roster/staggered worker is deemed to have put in eight hours of work or the number of hours of work he should normally have worked, whichever is less, in respect of any public holiday falling on a weekday.

- When an officer performs the duties of a higher office, overtime allowance is computed on the basis of the total emoluments of the officer, inclusive of any acting or responsibility allowance drawn by him.

- The rates for payment of overtime are as follows:

<table>
<thead>
<tr>
<th>Period</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between 6.00 a.m. and 11.00 p.m. on weekdays</td>
<td>1.5 times</td>
</tr>
<tr>
<td>Between 11.00 p.m. and 6.00 a.m. on weekdays</td>
<td>Twice</td>
</tr>
<tr>
<td>On Sundays, public holidays and officially declared Cyclone days</td>
<td>Twice</td>
</tr>
</tbody>
</table>

- The payment of an ‘In-Attendance” allowance beyond normal working hours at the Recreation Centres, depending on the time slot are as follows:

<table>
<thead>
<tr>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>On Weekdays between 16:00 and 22:00 hours</td>
</tr>
<tr>
<td>On Weekdays between 22:00 and 08:00 hours the next day</td>
</tr>
<tr>
<td>On Saturdays between 08:00 and 22:00 hours</td>
</tr>
<tr>
<td>On Saturdays between 22:00 and 09:00 hours the next day</td>
</tr>
<tr>
<td>On Sundays, public holidays and officially declared Cyclone days between 09:00 and 16:00 hours</td>
</tr>
<tr>
<td>On Sundays, public holidays and officially declared Cyclone days between 16:00 and 22:00 hours</td>
</tr>
<tr>
<td>On Sundays, public holidays and officially declared Cyclone days between 22:00 and 09:00 hours the next day</td>
</tr>
</tbody>
</table>

- The payment of a “Bank” allowance whilst on leave or off duty under “Bank of Fire Officers Scheme”, depending on the no. of hours slot are as follows:

<table>
<thead>
<tr>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 3:00 hours</td>
</tr>
<tr>
<td>After 3:00 hours</td>
</tr>
</tbody>
</table>
At the time of Overtime Processing, the following information must be available for the pay period:

- **Overtime Authorisation for Normal category** (to check for overtime work on an average of 40 hours a week for a continuous period of over one week - Monday to Sunday, otherwise (unplanned) overtime will still be calculated daily on excess of the normal daily working hours cumulated over a week- Monday to Sunday but considered as Reject).
- **Attendance** (whether manual or automatic)
- **Authorised Leaves/Time-Off** (from HRMIS and EAS)
- **Roster Workdays schedule for Shift and Roster category** (to check for work falling outside normal hours for the day or outside shift or for work in excess of the appropriate multiple of 40 hours a week, where the shift covers a cycle within a pay period or In-Attendance/On-Call/Stand-By, otherwise (unplanned) overtime will be simply calculated on excess of 40 hours a week- Monday to Sunday, without any overtime rate but considered as Reject).
- **Staggered category** can use Overtime Authorisation or Roster Workdays schedule, depending on the frequency/duration of the overtime required. (to check for work falling outside normal hours can be shifted for the day as working start-end time is flexible, otherwise (unplanned) overtime will be calculated daily on excess of the normal daily working hours cumulated over a week- Monday to Sunday but considered as Reject).

In cases where the continuous period of overtime or the shift covering a cycle extends beyond a pay period, the computation of overtime can only be done manually.

#### None-Overtime Computation

As an add-on to overtime transactions, the following will be included:

- For **Sessional work arrangement**, working sessions will be validated against Working Sessions Schedule Code of the employee and the No. of valid sessions against attendance for the pay period will be output in the overtime transaction.
- For **Shift/Roster/Staggered work arrangement**, In-Attendance/On-Call/Stand-By hours will be calculated from Attendance against the Roster Workdays schedule and the No. of hours put in, whichever is less, will be output in the overtime transaction.

#### Constraints and Limitations
• Officers of the Disciplined Forces (Fire, Police, Prison) are not eligible for overtime allowance but are paid a commuted allowance in connection with special assignments. Hence commuted allowance is not within the scope of this project.

• Sessional workers are not eligible for overtime.

• Appropriate multiple of 40 hours, where the shift covers a cycle of > pay period, the computation of overtime can only be done manually.

• For Common work hours arrangement, Overtime period of > 1 weeks overlapping over 2 pay periods, the computation of overtime can only be done manually.

• For Overtime purpose, a Week starts on Monday and ends the following Sunday and all parameters are set on a weekly basis. Whichever is set on a Monthly basis will be converted to Weekly using (X x 12)/52. Likewise, whichever is set on a Fortnightly basis will be converted to Weekly using (X x 2 x 12)/52. Likewise, whichever is set on a Daily basis will be converted to Weekly using (X x No. of Weekly Working Days).

• For Shift roster template, a Week starts on Monday and ends the following Sunday.

• Only Employees on HRMIS.

• Time-off converting to Overtime after 4 months can only be done manually on HRMIS.

• Additional day(s) off or day(s)’ pay given to workers on shift and workers employed on a roster basis whose day off coincides with a public holiday or work on a public holiday or weekend, is not within the scope of this project.

• To avoid overloading the CPU, Overtime Processing can be scheduled in Batch by Department or be fed in a Queue, given priority to loading of electronic attendance data during peak time-in period.

Below screen will operate as follows:

• Process Overtime based on Overtime Authorization, Attendance (Blank Overtime Process Status), Roster Workdays and Working Hours/Sessions Schedule for All Employee(s) for a Period (Weekly Monday – Sunday), Week No. and Posting depending on the Posting access right of the HR Supervisor once for valid Attendance on a weekly frequency.

• When Process Overtime is successfully completed, the Attendance Overtime Process Status is set to ‘Populate’ and Overtime Transaction Approval Status is set to ‘Approve’ and Transaction Type per working sessions schedule or Roster Workdays schedule or Overtime Authorization.
The overtime Transactions being processed can be viewed by clicking on View Transaction button.

8.4 Approve Overtime Transactions

This function will allow the supervisor to approve or reject overtime transaction depending on the Posting access right of the HR Supervisor.

The supervisor will also have the facility to modify the overtime transaction into an extra-time by changing the status of the transaction. These transactions will also be pushed to the HRMIS as an extra time so that the employees may take them as time-off. Time-off being requested by employees will be managed in the HRMIS.

Overtime may also be authorised in advance at the planning stage to avoid approvals and exceptions afterwards. This makes for a flexible system adaptable to different user behavior and work processes.
9. Administration

This module will allow authorised users to configure and manage the users and user access rights for the smooth running of the EAS.

- Click on the Administration list button to access the menu and functions for this module.

The Administration module consists of:

- User Group
- Create Users (Management of User Access Rights)
- Change Password
- Data Set Access
- Maintain Sites
- Maintain ETR
- Query Audit Trail
9.1 User Group

This function will be used to create user group (role) and attach each user group to a set of functions along with their rights. Access right may be ‘Edit’ and ‘Query’.

Examples of user group: Officers, Supervisors, EAS Administrator

Although above 3 roles are mentioned, new one can be added to group combination of functions within any module or across modules and then assigned to users. As a good practice, role is the interface between job responsibility in the organisation and functions in the information system. In case of overlapping/cross job responsibility, more than one roles should be setup to contain only required function(s) per role – job responsibility so that user does not get more access than required.

For example,

➢ Plan Officer
   • A: Create Roster Template
   • B: Generate Roster Workdays
   • C: Assign Employee to Roster
   • D: Query Roster

➢ Plan Supervisor
   • C: Assign Employee to Roster
   • D: Query Roster
   • E: Change Rest Day
   • F: Change Roster Group

There are 2 ways to setup and assign roles:

• Role PO access ABCD
• Role PS access CDEF
• User PO will be assigned Role PO
• User PS will be assigned Role PS

or

• Role P1 access AB
• Role P2 access CD
• Role P3 access EF
• User PO will be assigned Role P1 & P2
• User PS will be assigned Role P2 & P3
On double-clicking on a user group, menu access can set up as shown below – Read stands for Query Only and Write stands for Create and Update.
## User Group

<table>
<thead>
<tr>
<th>Role Name</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRND-S</td>
<td>HRNO SHIFT OFFICERS</td>
</tr>
</tbody>
</table>

## Access Menu

<table>
<thead>
<tr>
<th>Page Description</th>
<th>Module</th>
<th>Read</th>
<th>Write</th>
</tr>
</thead>
<tbody>
<tr>
<td>User Group</td>
<td>ADM</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Create Users</td>
<td>ADM</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Change Password</td>
<td>ADM</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Biometric No Allocation</td>
<td>ADM</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Maintain Worksites</td>
<td>ADM</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Maintain ETR</td>
<td>ADM</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Query Audit Trail</td>
<td>ADM</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Clocker Data</td>
<td>ATT</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Create Attendance</td>
<td>ATT</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Manual Attendance</td>
<td>ATT</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

row(s) 1 - 10 of 46  
Next

Apply Changes
9.2 Create Users
This function will be used to create user and to manage access rights of users through user group (role) granted.

9.3 Change Password
This function will be used to Change user password. It is a good practice to change the password regularly with minimum 6 characters of at least medium complexity, i.e., mixture of alphanumeric and symbolic characters.
9.4 Data Set Access
This function will be used for setup of data access directly to user by Ministry/Department/Division/Section/Unit worksite irrespective of responsibility, role, paysite or worksite, referenced from Posting Combinations setup. The highest level will be Ministry and lowest Unit.

9.5 Maintain Sites
This function will be used to manage site details to indicate employee default work site, ETR location and assigned Ministry/Department/Division/Section/Unit posting.
9.6 Maintain ETR
This function will be used to manage ETR details to be assigned to a site which can drill up to a Ministry/Department/Division/Section/Unit posting.

9.7 Query Audit Trail
This function will be used to query all the changes to the fields that are set for audit.

The fields that are set for audit are:

- Employee NID
- Employee Name
- Working Hours Schedule Code
- Roster Template
- Roster Workdays
- Attendance Time-In/Out
• Attendance Condition Code/Hour
• Overtime to Time-Off Approval Change
10. Report Module

This module groups all the reports that are available within EAS.

- Click on the Report list button to access the menu and functions for this application.
- All reports are printed in landscape format.

The Report module consists of:

- Attendance Daily
- Absent List
- Bank Report
- Odd Punching Report
- Attendance Bank Balance
- Monthly attendance
- Monthly Absent
- Overtime Report
10.1 Attendance Daily

Report Parameters are as follows:

- Date From
- Date To
- Employee ID
- PC ID (Posting Combination)

Sort By: Attendance Date, Employee Id

![Daily Attendance Form]

![Attendance Management System]

Republic of Mauritius
Attendance Management System
Attendance Daily

<table>
<thead>
<tr>
<th>NBD</th>
<th>Employee Name</th>
<th>Site</th>
<th>Shift</th>
<th>Date</th>
<th>Start</th>
<th>End Time</th>
<th>InTime</th>
<th>OutTime</th>
<th>Transaction Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>444</td>
<td>MINISTRY OF CIVIL SERVICE AND AR</td>
<td>1091</td>
<td>O35</td>
<td>08/05/2017</td>
<td>08:45</td>
<td>16:00</td>
<td>09:33</td>
<td>16:43</td>
<td></td>
</tr>
<tr>
<td>122</td>
<td>FOWDAR DOOGESHE</td>
<td>1224</td>
<td>O35</td>
<td>08/05/2017</td>
<td>08:45</td>
<td>16:00</td>
<td>09:31</td>
<td>16:43</td>
<td></td>
</tr>
<tr>
<td>122</td>
<td>FOWDAR DOOGESHE</td>
<td>1224</td>
<td>O35</td>
<td>09/05/2017</td>
<td>08:45</td>
<td>16:00</td>
<td>09:18</td>
<td>16:40</td>
<td></td>
</tr>
<tr>
<td>122</td>
<td>FOWDAR DOOGESHE</td>
<td>1224</td>
<td>O35</td>
<td>10/05/2017</td>
<td>08:45</td>
<td>16:00</td>
<td>09:24</td>
<td>16:38</td>
<td></td>
</tr>
<tr>
<td>122</td>
<td>FOWDAR DOOGESHE</td>
<td>1224</td>
<td>O35</td>
<td>11/05/2017</td>
<td>08:45</td>
<td>16:00</td>
<td>09:26</td>
<td>16:39</td>
<td></td>
</tr>
</tbody>
</table>
10.2 Absent List

Report Parameters are as follows:

- Date From
- Date To
- Employee ID
- PC ID (Posting Combination)

Sort By: Absent Date, Employee Id

![Absent List]

<table>
<thead>
<tr>
<th>Date From</th>
<th>Date To</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/05/2017</td>
<td>30/05/2017</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Id</th>
<th>PC Id</th>
</tr>
</thead>
<tbody>
<tr>
<td>15538</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Division</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Unit</th>
<th></th>
</tr>
</thead>
</table>

Run Report

<table>
<thead>
<tr>
<th>Date From</th>
<th>Date To</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/05/2017</td>
<td>30/05/2017</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Id</th>
<th>Employee Name</th>
<th>Class</th>
<th>Shift/Shift</th>
<th>Site</th>
</tr>
</thead>
<tbody>
<tr>
<td>15538</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>MINISTRY OF CIVIL SERVICE AND AR</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Division</th>
<th>Section</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEAD OFFICE FOR MOSAR</td>
<td>OPEN REGISTERY FOR HO MOSAR</td>
<td></td>
</tr>
<tr>
<td>1091</td>
<td>2289</td>
<td>FIOXAR DOORIHEI</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Absent Date</th>
<th>NID</th>
<th>Employee Name</th>
<th>Class</th>
<th>Shift/Shift</th>
<th>Site</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Date From</th>
<th>Date To</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/05/2017</td>
<td>30/05/2017</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Id</th>
<th>Employee Name</th>
<th>Class</th>
<th>Shift/Shift</th>
<th>Site</th>
</tr>
</thead>
<tbody>
<tr>
<td>15538</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
10.3 Bank Report

Report Parameters are as follows:

- Date From
- Date To
- Employee ID
- PC ID (Posting Combination)

Sort By: Attendance Date, Employee Id

Bank Report

Date From: 01/05/2017  
Date To: 22/05/2017

Employee Id: 15538  
PC Id: 1224

Ministry: MINISTRY OF CIVIL SERVICE AND AR
Department
Division: HEAD OFFICE FOR MCSAR
Section: OPEN REGISTRY FOR HO MCSAR
Unit

Bank Report

Republic of Mauritius
Attendance Management System
Bank Report

Date From: 6/05/2017  
Date To: 22/05/2017

Employee ID: 15538

<table>
<thead>
<tr>
<th>NEO</th>
<th>Site</th>
<th>Shift</th>
<th>Date</th>
<th>InTime</th>
<th>OutTime</th>
<th>BankTime</th>
</tr>
</thead>
<tbody>
<tr>
<td>444</td>
<td>MINISTRY OF CIVIL SERVICE AND AR</td>
<td>1991</td>
<td>HEAD OFFICE FOR MCSAR</td>
<td>2269</td>
<td>OPEN REGISTRY FOR HO MCSAR</td>
<td></td>
</tr>
</tbody>
</table>
10.4 Odd Punching Report

Report Parameters are as follows:

- Date From
- Date To
- Employee ID
- PC ID (Posting Combination)

Sort By: Attendance Date, Employee Id

Odd Punching Report

<table>
<thead>
<tr>
<th>Date From</th>
<th>Date To</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/03/2017</td>
<td>30/03/2017</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Id</th>
<th>PC Id</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>438</td>
</tr>
</tbody>
</table>

Sort By: Attendance Date, Employee Id

Odd Punching Report

<table>
<thead>
<tr>
<th>NID</th>
<th>Employee Name</th>
<th>Site</th>
<th>Date</th>
<th>InTime</th>
<th>OutTime</th>
</tr>
</thead>
<tbody>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>06/03/2017</td>
<td>15:45</td>
<td></td>
</tr>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>10/03/2017</td>
<td>15:45</td>
<td></td>
</tr>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>13/03/2017</td>
<td>15:46</td>
<td></td>
</tr>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>15/03/2017</td>
<td>15:46</td>
<td></td>
</tr>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>19/03/2017</td>
<td>15:46</td>
<td></td>
</tr>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>21/03/2017</td>
<td>15:45</td>
<td></td>
</tr>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>22/03/2017</td>
<td>15:46</td>
<td></td>
</tr>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>23/03/2017</td>
<td>15:46</td>
<td></td>
</tr>
<tr>
<td>C190231900101B</td>
<td>LUCH-MANAH MARIE KETTY</td>
<td>438-SCH SCHEME OF SERVICE</td>
<td>24/03/2017</td>
<td>15:46</td>
<td></td>
</tr>
</tbody>
</table>
10.5 Attendance Bank Balance

Report Parameters are as follows:

- Date From
- Date To
- Employee ID
- PC ID (Posting Combination)

Sort By: Attendance Date, Employee Id

The column balance in the report will be accumulated between dates.
10.6 Monthly Attendance

Report Parameters are as follows:

- Year
- Employee ID
- PC ID (Posting Combination)

Sort By: Employee Id

![Monthly Attendance Table]

![Attendance Management System Report]
10.7 Monthly Absent

Report Parameters are as follows:

- Year
- Employee ID
- PC ID (Posting Combination)

Sort By: Employee Id

---

### Monthly Absent

<table>
<thead>
<tr>
<th>Year</th>
<th>Employee ID</th>
<th>PC ID</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>15538</td>
<td>2224</td>
</tr>
</tbody>
</table>

**Ministry:** MINISTRY OF CIVIL SERVICE AND AR

**Department:**

**Division:** HEAD OFFICE FOR MCSAR

**Section:** OPEN REGISTRY FOR HO MCSAR

**Unit:**

- Run Report

---

**Republic of Mauritius**

**Attendance Management System**

**Absent List (Monthly)**

| Ministry   | Department | Division | Section   | Name          | Class | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------------|------------|----------|-----------|---------------|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 444        | MINISTRY OF CIVIL SERVICE AND AR | 1091    | HEAD OFFICE FOR MCSAR | 1091 | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   |
10.8 Overtime Report

This is an interactive report in which data column can be selected, filtered, sorted and downloaded to excel for further manipulation.

![Overtime Report Table]

<table>
<thead>
<tr>
<th>Employee ID</th>
<th>Surname</th>
<th>First Name</th>
<th>NID</th>
<th>Worksite ID</th>
<th>Pay Period</th>
<th>Week No.</th>
<th>Date</th>
<th>Start Time</th>
<th>End Time</th>
<th>Lunch Meal Hr</th>
<th>Rate</th>
<th>Work Hr</th>
<th>No. of Session</th>
<th>Transaction Type</th>
<th>Transaction Date</th>
<th>Approved Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1135</td>
<td>PATHER</td>
<td>SODPMANATEN</td>
<td>12345</td>
<td>12345</td>
<td>06-3MAR-17</td>
<td>10</td>
<td>06-3MAR-17</td>
<td>08:21</td>
<td>08:45</td>
<td>-</td>
<td>1.5</td>
<td>00:24</td>
<td>-</td>
<td>OVT</td>
<td>14-SEP-17</td>
<td>REJECT</td>
</tr>
<tr>
<td>1135</td>
<td>PATHER</td>
<td>SODPMANATEN</td>
<td>12345</td>
<td>12345</td>
<td>06-3MAR-17</td>
<td>10</td>
<td>06-3MAR-17</td>
<td>18:00</td>
<td>18:01</td>
<td>-</td>
<td>1.5</td>
<td>00:01</td>
<td>-</td>
<td>OVT</td>
<td>14-SEP-17</td>
<td>REJECT</td>
</tr>
<tr>
<td>1135</td>
<td>PATHER</td>
<td>SODPMANATEN</td>
<td>12345</td>
<td>12345</td>
<td>07-3MAR-17</td>
<td>10</td>
<td>07-3MAR-17</td>
<td>08:30</td>
<td>08:45</td>
<td>-</td>
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