



Republic of Mauritius

## MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

# HRMIS *Where are we ???*

Human Resource Management Information System (HRMIS)

Newsletter Issue No. 3 - July 2015

*The aim of this Newsletter is to keep you informed of the status of the HRMIS project being driven by the Ministry of Civil Service and Administrative Reforms in collaboration with Stakeholders.*

### 1. OBJECTIVES OF HRMIS



***HRMIS = la transparence, la bonne gouvernance et l'excellence !!!***

### 2. HRMIS WORKSHOP: READINESS OF THE HRMIS

**22 – 23 JULY 2015 @ SWAMI VIVEKANANDA INTERNATIONAL CONVENTION CENTRE  
WITH HR & FINANCE COORDINATORS - OUR PROJECT CHAMPIONS, A REAL SUPPORT TO OUR HRMIS PROJECT**

**Main focus: Change Management  
"Let Go Resistance" & "A New approach with a positive mindset"**

As announced in the previous edition of the Newsletter (Issue No. 2 - June 2015), the Ministry of Civil Service and Administrative

Reforms organised a workshop for Project Coordinators/Champions.

Around 180 participants from both the HR and Financial Operations Cadres, actively participated in the event The Opening Ceremony of the workshop held on 22 July was marked by the Keynote address of the Hon. Alain Wong, Minister of Civil Service and Administrative Reforms.

#### **EXTRACT FROM KEYNOTE ADDRESS OF HON. ALAIN WONG, MINISTER OF CIVIL SERVICE & ADMINISTRATIVE REFORMS**

The HRMIS is a major reform and modernisation programme which goes, in line with my Ministry's vision:

***"A professional public service committed to excellence"***

We can say that today, in this push button era, change is the only constant that can ensure the success of an organisation. New initiatives, including technology improvements, come together to drive ongoing changes. In fact, reforms are part of an ongoing process across the world in view of the daunting challenges in the global environment. We cannot be complacent and rest on our laurels. We have also to keep pace with developments. You all know that change needs to happen, but you don't really know how to go about delivering it. Where do you start? Whom do you involve? How do you see it through to the end? The answer to all these apparently difficult and terrifying questions is simple: **Technology**.

A change of the Civil Service is therefore our main objective and this will not be possible unless we invest in actions like building the capacity of our people and streamlining of our work processes and procedures through optimisation of Information and Communication Technologies. For this change to be possible, the contribution of each and everyone is essential.

Change cannot be brought about by one person, but through a coalition of all stakeholders involved. The full support of key departments and institutions is vital. This "change coalition" needs to work as a team and continue to build urgency and momentum around the need for change.

..... through the implementation of the HRMIS, the principles of Accountability and Transparency, which are essential elements for a smarter public service in a modern world, will be strengthened. We will no doubt witness drastic changes in the way business is conducted in the Civil Service - A real Paradigm Shift. Needless to say that without change, the risk for our country to lose its competitive edge is high and I am sure none of you would like his country to be a loser.

***"To improve is to change: to be perfect is to change often".***

Therefore, let us all work as a team to attain excellence in the public service. Let me also add that it is good to bring changes. But what to change? My expectation is that everyone in the civil service adopts the right attitude for change. We should go for the best.

To achieve excellence, a sportsman, for example, makes a lot of sacrifice. Likewise, we should make sacrifices for a better world. I make a humble plea to all civil servants to adopt this right attitude for change.

On that occasion, Mr. P. Jhugroo, Senior Chief Executive, laid emphasis on the important role played by officers of the HR and Financial Operations Cadres to drive the HRMIS Project ahead. In his message to participants, he highlighted the following:

**EXTRACT FROM MESSAGE MR. P. JHUGROO, SENIOR CHIEF EXECUTIVE,  
MINISTRY OF CIVIL SERVICE & ADMINISTRATIVE REFORMS**

The success of any major reform initiative is highly dependent on the involvement of people. I firmly believe in Change and you are the ones who will drive the change, and make things happen.

**Some attributes and qualities displayed by Change Agents:**

**Having a clear vision**

Communicating the vision to officers clearly, tapping into their strengths and helping them see the various ways to work towards a common purpose.

**Patient yet persistent - "Be an Encourager in any situation and under all circumstances"**

Change does not happen overnight. Encourage your people to never give up and help them get closer to the goal.

**Asking tough questions**

Upon change, people usually have unending questions. Asking questions shows that your concern about the project. Keep asking questions.

**Knowledgeable and leading by example**

Leaders have "character and credibility" (Stephen Covey). To create change, do not only say it, but demonstrate it.

**Strong relationships built on trust**

Share strong relationships with your people and buy-in trust as people hesitate to participate when they do not trust the person pushing the change.

Take your people along the path of change and make the journey a most enriching and enjoyable one.

Relying on your relentless effort to reach the ultimate goal "achieving excellence in service delivery through the successful implementation of the HRMIS project".

**"The Secret of Change is to focus all of your energy, not on fighting the old, but on building the new" (Socrates)**

**2.1. PRESENTATIONS MADE DURING THE WORKSHOP**

In line with Change Management Strategy for the HRMIS project, the presentations focused on specific items of direct relevance to the status of the project. The presentations made during the workshop were as follows:

- Implementation of the HRMIS Payroll (by C. Romoah, Accountant General)
- Centralisation and Decentralization of Payroll activities (from a practical point of view) by Mr. A. Jeewa, Assistant Manager, Financial Operations
- What changes with HRMIS? (by Mr. N. Hurree, Project Manager, State Informatics Ltd)
- Maximizing benefits from your Oracle Project (by D. Oosthuizen, CEP, Oracle Consulting)
- Data Governance Framework (by Mrs P. Goorchurn, Service to Mauritius)
- IT Infrastructure for HRMIS (by Mr. V. Mulloo, Manager, Government Online Centre)
- Technical support from MTCI (by Mr. R. Hawabhay, Chief Technical Officer, M/Technology, C & I)
- "Yesterday, Today and Tomorrow" (by Mr. R. Toerien, Team Leader, Oracle ECEMEA)

Copies of the presentations are available in the Ministry's website  
<http://civilservice.govmu.org/English/Pages/hrmis.aspx>

**Snapshots of the presentations**



## 2.2 VIEWS OF USERS

The opportunity was also given to users to express their views and experience through their involvement in the development of the HRMIS project.

Mr. Ananhrow Rama, Manager, Human Resources from the Mauritius Fire Services & Mrs Vanessa Luchmun, Financial Operations Officer/Senior Financial Operations Officer from the M/Social Security, NS & RI intervened accordingly and made an appeal to their colleagues to support the HRMIS project.

## 2.3 INTERACTIVE SESSION WITH SIL & ORACLE

Participants interacted with Consultants from Oracle Consulting and the Project Manager of State Informatics Ltd.



## 3. PROJECT STATUS

### 3.1. DATA CLEANSING

Working sessions pertaining to Data Cleansing exercise were conducted by the HRMIS Core Team with HR Coordinators & HR Representatives from **15 to 17 July 2015**.

### 3.2. PAYROLL

Payroll Run 3 (Batch 1 comprising 12 Mins/Depts) was held on 2 July 2015 (**Estimated Success Rate: 95%**).

## 4. IT INFRASTRUCTURE

M/Technology, C & I has initiated necessary action to remedy connectivity and slowness issues. Mins/Depts should urgently report similar issues to the HRMIS Unit.

## 5. UPCOMING ACTIVITIES

- **End of August 2015:** Payroll Run 3 (Batch 2 - 41 Mins/Depts)
- **September 2015:** Payroll Run 4 (all Mins/Depts)

## 6. STAKEHOLDERS OF THE HRMIS PROJECT

Ministry of Finance and Economic Development, Ministry of Technology, Communications & Innovation, The Treasury, Central Informatics Bureau, Central Information Systems Division, IT Security Unit, Government Online Centre, Data Protection Office, Public & Disciplined Forces Service Commissions, State Informatics Ltd, Oracle Systems Ltd.

## CONTACT US

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