hSenid transforms the Human Capital of the Government of Uganda, from Recruitment to Retirement.
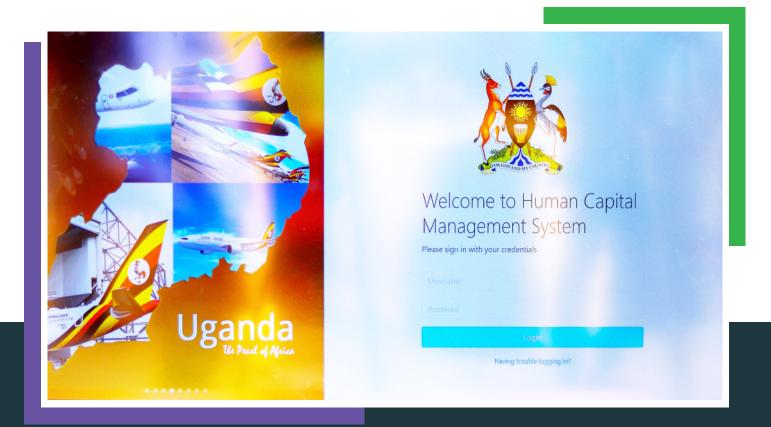
With hSenid, the Government of Uganda (GoU) paves its way towards vision 2040. A Government-wide Interoperable, scalable Human Capital Management System that facilitates provision of accurate and timely Human Resource Information for strategic decision making.

The Government of Uganda : Project Overview

The government of Uganda consists of over 235 institutions including ministries, departments, agencies and local governments.

- The current workforce has 450,000 employees in active service and 120,000 retired government officials.
- Over 56% of Uganda's population is below 18 years of age, implying that the country has and will continue to have a young and productive population by 2040.
- Uganda catalyzes a "whole-of-Government" transformation by putting as many as feasible public services online as possible, automating work functions and reducing paperwork for greater internal operational efficiencies.

Requirements

- Capitalization of youth and highly skilled potential candidates for growth of Uganda towards their vision 2040.
- The absence of a centralized database with employee records aligning to the government vision was an obstacle towards taking timely decisions and achieving objectives.
- Authentication of public officers and retirees against the national ID database was identified as the utmost priority to forecast annual wage budget. This resulted in the need to create an accurate wage budget by eliminating "Ghost Employees" in the government service which caused loss of government funds in form of payment to non-existent public officers.
- The semi automated payroll processing system that existed took many months to pay pension to retired employees or their beneficiaries which hindered lowering of self satisfaction of retired officers from the government services.
- Recruitment cycle of government officials was as long as 12 months due to policies and procedures. This needed to be rectified with an efficient, transparent recruitment process in order to get these potential candidates eligible for government services within 3 months.
- It takes more than 6 months to identify resource requirements for each Ministry, Department, Agency and Local Governments to implement institutional plans. With hSenid HCM solution in place, this operation can be completed within a few weeks by using the consolidation process in the Human Resource planning module, which enables provision to identify new recruits, retirees and training development needs in a matter of minutes.

- A rise in the need to track performance of key operational groups given to each institution by managing & reviewing, with the use of centralized monitoring mechanism to evaluate and re-align with governments policies and procedures which has low visibility & transparency at present.
- Centralized paperless Employee Information Management mechanism to capture officer details in a centralized database along with other necessary details.
- In the event of a cross reference requirement of an officer in order to realign with institutional requirements, one government institution had to wait many weeks to get required details from another institution to take appropriate action.

The hSenid primary objective to support and enhance government achieving towards their objectives;

With hSenid, the Government of Uganda could easily standardize processes across human resources and Finance, Employee Engagement,Integrations with other systems and gain better insight into reliable data, as well as improved controls and system ownership to realign with policies and procedures towards achieving institutional objectives.

hSenid Module Application

- Establishment Management Control
- Human Resource Planning
- Recruitment Management
- On-boarding
- Employee Information Manager
- Employee Life Cycle
- Self Service / Mobile App
- Absence & Leave Management
- Performance Management
- Training & development

- Talent & Succession Planning
- Disciplinary Management
- Grievance Management
- Time & Attendance
- Benefit Management
- Payroll & Deduction Management
- Retirement & Pension Management
- Off-Boarding
- Dashboard & Analytics

hSenidBiz
EMPOWERING PEOPLE THE WORLD OVER

Seamless integration with all 3rd Party systems:

The ability to integrate the hSenid HCM solution with 3rd party systems, instantly eliminates duplication of information, reduce proneness to errors and the seamless data exchange to eliminate human to system intervention will reduce the possibility of fraudulently altering transaction related information. It also provides a dependable system generated audit trail for all transactions promoting accountability and transparency with real-time information processing visibility.

Digital foundation for policy implementation across the Government of Uganda

Automated authentication of public officers and retirees against National ID Database which will minimize loss of government funds in form of payment to non-existent Public Officers, 'ghost workers'. Improved turnaround time and accuracy of payroll processing and pension payment.

Enhance agility & response time:

hSenid HCM enables the Government to improve the speed at which it performs its policy implementation through HR functions, improve the integrity and quality of information derived by the system and the time taken to retrieve such information. These factors will contribute significantly to improving the Government's ability to direct and guide the Public Service resources towards achieving organisational objectives.

Potential Resource identification & allocation:

Now the Government of Uganda is equipped with state of the art HCM module suite which enables it to identify skills & potential towards identifying, evaluating and training. These required potential can be matched to job profiles within the service to ensure that its human resources are correctly trained, developed and deployed.

Decentralization of authority with improved monitoring and control:

The Government of Uganda, which at present operates under a decentralized framework, will be further facilitated with the introduction of computerized systems, which enables sufficient oversight and monitoring of policy implementation of the decentralized functions. The new system will, therefore, enable live extraction and interrogation of real-time, accurate information to facilitate improved control in a decentralized arrangement.

Elimination of duplication and improve responsiveness of workflows with a unified database

The project looks into the maintenance of a single master staff record containing all the biodata and service information about a public officer and any links, which is accessible to authorized end users. The overall level of HR administrative activities within the public service will be enhanced with efficiency by eliminating duplication of effort, streamlining administration processes and increased performance of public officers.

Better implementation, monitoring of organisation objectives in public service:

The Performance Management module of the HCM enables evaluations on monthly, quarterly, bi-annual and annual basis to quickly identify necessary realignments to put their workforce to meet government objectives within stipulated time period.

Embedded, actionable and real-time analytics:

Enhance HR Analytics through HR Dashboards and Reporting facility for monitoring processes along with report generation for strategic data driven decision making and facilitation of on-demand requirements for policy alignments.

"As Government of Uganda, we are happy with the progress of the ongoing project of the Integrated Human Capital Management being implemented by the Joint Venture of Sybyl Uganda, Sybyl Kenya, and hSenid as our HR solutions provider. It has marked the initiation of our HR transformation journey within the whole Government of Uganda. With the project proceeding successfully, we look forward to fully automating the Human Resource Capital Management system in the Government Ministries, Departments, Agencies and Local Governments by October 2021."

Commissioner HRMS - Mr. Allan Muhereza - Ministry of Public Service