



Ministry of Health, Rwanda

# Integrated Human Resources Information System (iHRIS)

## *Users' Manual for iHRIS Manage*

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# Acknowledgement

This document was developed with support from



By

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## List of Abbreviations and Acronyms

HMIS	:	Health Management Information System
HR	:	Human Resource
HRHIS	:	Human Resource for Health Information System
IHRIS	:	Human Resource Information System
HRM	:	Human Resource Management
iHRIS	:	Integrated Human Resource Information System
IPPIS	:	Integrated Personnel and Payroll Information System
IT	:	Information Technology
MOH	:	Ministry of Health
OPEN MRS	:	OPEN Medical Records System

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# 1 Introduction

## 1.1 Background

Integrated Human Resources Information System (iHRIS) is a management tool that enables an organization to design and manage a comprehensive human resources strategy. iHRIS has five core components: iHRIS Qualify for health workforce registration and licensing, iHRIS Manage for human resource management, iHRIS Train for managing pre-service and in-service training, iHRIS Retain for attraction, motivation, and retention and iHRIS Plan for workforce planning and projections.

IHRIS Manage helps an organization manage its workforce more effectively and efficiently. Using the system, the Human Resource (HR) professionals can create a centralized information base on all human resource management aspects such as standard titles, job classifications and job descriptions spreading over geographic locations, offices, and facilities.

HR staff can solicit job applications for open positions, assign employees to fill positions and maintain a searchable database of all employees, their identifying information and their qualifications. Managers can track each employee's history with the organization, including their position and salary histories, and record the reason for departure when the employee leaves.

IHRIS Manage's primary role is to manage workers employed in a ministry, local government (district), hospital, non-government organization, or a private organization. A decision maker within the organization can analyze this data to answer key human resource management and policy questions, such as:

- Are employees deployed in positions that match their qualifications and education?
- Are employees optimally deployed in locations to meet needs?
- How many workers need to be recruited to fulfill anticipated vacancies?
- Are pay rates equitable across similar jobs?
- Are employees being promoted in alignment with competencies?
- What are the reasons for employee attrition?

## 1.2 Accessing IHRIS Manage

IHRIS is a database management system which can be accessed through internet.

The system is accessed on internet by typing <http://ihris.moh.gov.rw/HRIS/> in the web browser (e.g. Mozilla Firefox, Chrome) and used a surname and a password provide by MoH.

## 1.3 User Access

### 1.3.1 User Roles

Seven user roles can be assigned in IHRIS Manage. The user role limits the activities that the person can perform in the system and helps enforce data quality and management protocols.

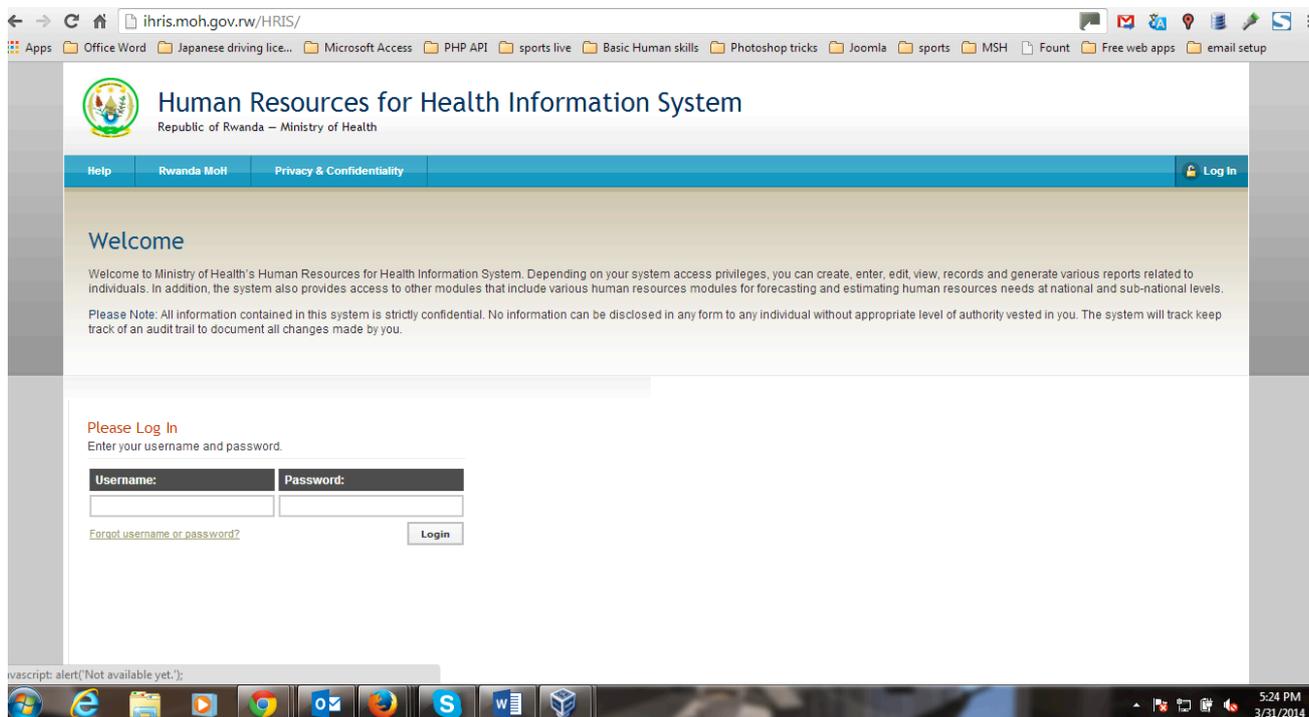
- **Administrator:** allows access to all system functions and ensures that the system is functional. The Administrator can view any record and perform any action in the system in addition to managing user accounts.
- **HR Manager:** manages all system data and ensuring that data is complete, correct and up to date. The HR Manager defines reports and analyzes data for HR decisions. In addition, the HR

Manager is the only role other than the Administrator who can configure (setup for a particular purpose) the database.

- **HR Staff:** adds, views and updates data in the system, as well as viewing reports. The integrity of the data entered by HR Staff is ensured by the HR Manager.
- **Executive Manager:** can view records, job applications and access all reports in the system. This role does not allow making of changes to the system information
- **Geographical / Facility Access:** access facility or geographical location records.
- **Training Manager:** adds and or updates training information.
- **Self-service:** views personal records and raise any concerns to the HR manager.

### 1.3.2 Login

To gain access to the system, you must have a user account. Type your user name and password and click **login** (see figure below)



*Note: If you do not have a user account, contact your System Administrator.*

### 1.3.3 Change Your Password

At any time, you can change your password for logging into the system. The Change Password form opens.

To get started using iHRIS Manage, please click one of the options below. Return to this page at any time by clicking the Home button in the bar above. If you need help with any function, click the Help button. We encourage you to send us any errors you find, suggestions for improvements or additional features, and any other feedback you may have about this software; contact us at any time by clicking the Feedback button or visiting the [HRIS Strengthening Website](#).

### Manage People

Add a new employee or applicant record to the system, and search for and update records that have been entered into the system. Also complete job applications for open positions, review completed applications and assign a position to the successful applicant.

### Search Records

Locate any employee or position record in the system to review, print or update.

### View Reports

Reports enable analysis of human resource data in various ways. Customize, display and print staff lists, statistical charts and other standard reports.

### Configure System

Configure modules, administer positions, customize drop down menus and create or update user accounts.

### View Your Personnel Details

View your personnel details.

Click here to change password.

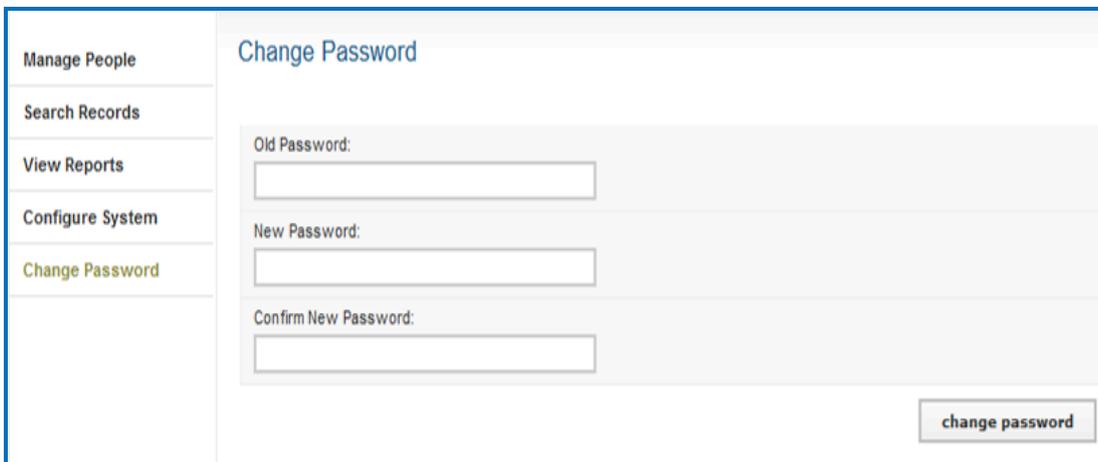
### Change Password

Enter your **Old Password** (current password).

Enter the desired **New Password**.

Re-enter the new password under **Confirm New Password** to confirm it.

Click **Change Password**. This will reset to the new password.



Manage People	Change Password
Search Records	Old Password: <input type="text"/>
View Reports	New Password: <input type="text"/>
Configure System	Confirm New Password: <input type="text"/>
Change Password	<input type="button" value="change password"/>

#### 1.3.4 Retrieve a Forgotten Password

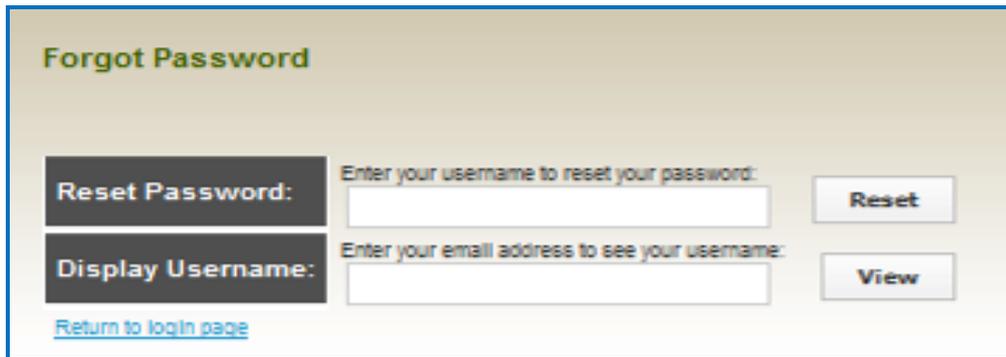
Contact your system administrator in case you have forgotten your password or username  
**OR**

From the Log In page, click **Forgot username or password?**

To reset the password, enter your **Username** in the box next to "Reset Password" and click the **Reset button**. The system will email your new password to you

To recover your username, enter your **Email Address** in the box next to "Display Username" and click the View button. The system will display your username.

Click the link to **Return to login page** and log in as normal



**Forgot Password**

**Reset Password:** Enter your username to reset your password:  **Reset**

**Display Username:** Enter your email address to see your username:  **View**

[Return to login page](#)

### 1.3.5 Log Out

When you are finished working in the system, log out to prevent any unauthorized person from accessing the system.

In the upper left corner on any page, click Log out (next to the padlock).



The Welcome page appears. You will have to re-enter your username and password to regain access to the system afresh.

## 1.4 Administer Users

Click **Administer Users** under **Configure System** to create, update and disable user accounts to enforce secure access to the system. Only the System Administrator can add and update user accounts.

### 1.4.1 Add a User

In order to allow a user to access the system, the System Administrator must create a user account for the person, with a unique username and password. Each user is assigned a role, which determines the actions that the user can perform in the system.

On the Home page or left menu, click Configure System. Click Administer Users.

The screenshot shows the 'Administer Users' interface. At the top, there is a heading 'Administer Users'. Below it, there is a section titled 'Select User to Edit' which contains a dropdown menu. The dropdown menu is open, showing 'Add new User' as the selected option. To the right of the dropdown menu is an 'add' button.

Select **Add New User** from the dropdown menu and click the Add button

The screenshot shows the 'Administer Users' interface with the user creation form. The form has the following fields and options:

- Username\***: A text input field.
- First Name\***: A text input field.
- Surname\***: A text input field.
- Email**: A text input field.
- Role**: A dropdown menu with 'Select One / No Access' selected.
- Password (leave blank to keep the same password)**: A checkbox labeled 'Generate New Password' and two text input fields for password and confirmation.

At the bottom of the form, there are two buttons: 'return (do not save changes)' and 'confirm'.

Enter a **Username** for the user: one word with no special characters (letters and numbers only).

Enter the **First Name** and **Surname** of the user.

Enter an **Email** for the user, if known (optional).

Select the **Role** of the user (see below for roles). If no role is selected, the user will be disabled and cannot access the system in any capacity.

Select the option to randomly **Generate New Password** or enter a **Password** for the user. If the password is entered, re-enter it to confirm. The two passwords must match.

**Click Confirm** and verify that the account entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

If an email address was entered, an email message will be sent to the user with the username and password. Otherwise, you will have to provide the user with the username and password.

### 1.4.2 Self Service

A self-service account can be created for each staff whose details have been entered in systems so that they can login to view their details and update personal data.

Search for person, display their details and go to the last section - self-service and click on **Add User Account** get the window below

Mugabo, John

The screenshot shows a web form with two main sections. The first section, 'Assign User Account to this Person', has a radio button selected and a dropdown menu for 'Username\*' with 'Select One' displayed. The second section, 'Create User Account for this Person', has a radio button unselected and several input fields: 'Username\*' (mugaboj), 'Given name' (John), 'Surname\*' (Mugabo), 'E-mail' (mugabo.john@email.rw), and 'Role' (Personnel). There is a checkbox for 'Generate New Password' which is unchecked. Below the form are two buttons: 'return (do not save changes)' and 'Confirm'. A legend indicates '\* - Required Field'.

Enter the data in the appropriate fields. Click **Confirm**, review the information, and **save**

### 1.4.3 Update a User

To change user information, click **Configure System** and then Click **Administer Users**. From the drop down menu select the user account to change.

The screenshot shows the 'Administer Users' interface. At the top, there is a header 'Administer Users'. Below it is a section titled 'Select User to Edit' with a dropdown menu. The dropdown menu is open, showing a list of users with their roles and names. The first option is 'Add new User', which is highlighted in blue. Other options include 'Geographic/Facility Access - Aime Theophile ABIZEYIMANA', 'Executive Manager - Murray Abrams', 'Administrator - Administrator', 'Geographic/Facility Access - UGIRASHEBUJA Adolphe', 'Geographic/Facility Access - kadogo aimable', 'Geographic/Facility Access - MUNYAMFURA Alexis', 'Geographic/Facility Access - DUSHIMIMANA MUKAYISENGA Alphonsine', 'Geographic/Facility Access - NTAWUSIGIRYAYO Ananias', 'Geographic/Facility Access - NYIRANSHUTI Angelique', 'Geographic/Facility Access - Jean Baptiste AYIRWANDA', 'Geographic/Facility Access - bah', 'Geographic/Facility Access - Maombi Bajeni', 'Administrator - Boniface Banyanga', 'Geographic/Facility Access - Augustine Bashabe', 'Geographic/Facility Access - Jean Chrysostome BIHIBINDI', 'Geographic/Facility Access - Ange Primo BINIGA', 'Geographic/Facility Access - Phocas Bizimana', 'Administrator - Bob', and 'Geographic/Facility Access - Elly BUHIRE'. To the right of the dropdown menu is an 'add' button.

Update the user account.

*Note: Usernames and passwords may also be changed. If a user no longer has access to the system, the account can be disabled.*

## 1.5 IHRIS Modules and Features

To get started using iIHRIS Manage, please click one of the options below



### Manage People

Add a new employee or applicant record to the system, and search for and update records that have been entered into the system. Also complete job applications for open positions, review completed applications and assign a position to the successful applicant.



### Search Records

Locate any employee or position record in the system to review, print or update.



### View Reports

Reports enable analysis of human resource data in various ways. Customize, display and print staff lists, statistical charts and other standard reports.



### Configure System

Configure modules, administer positions, customize drop down menus and create or update user accounts.



### Change Password

Enables you to change your password whenever you feel it is compromised.

## 2 Manage People

Click [Manage People](#) to add a new employee or review applicant.

### 2.1 Add Person

This sub module enables to track a person in the database, whether an employee or a job applicant, add a record for that person by clicking the [Add Person](#) option.

Add/Update Person

Personal Information	
Title <input type="text" value="Select One"/>	Nationality* <input type="text" value="Select One"/>
Family Name* <input type="text"/>	Second Citizenship <input type="text" value="Select One"/>
Other Name* <input type="text"/>	Citizenship at Birth <input type="text" value="Select One"/>
	Residence* <input type="text" value="Select One"/>

\* - Required Field

Enter the person's **Surname**, **First Name** and any **Other Names** in the appropriate fields. Select the person's **Nationality** from the dropdown menu. Click on **"Select Value"** to choose the name of the person's country, region, district, sub-county of residence under **Residence**.

Add/Update Person

Personal Information	
Title <input type="text" value="Mr."/>	Nationality* <input type="text" value="Rwanda"/>
Family Name* <input type="text" value="Mugabo"/>	Second Citizenship <input type="text" value="Select One"/>
Other Name* <input type="text" value="John"/>	Citizenship at Birth <input type="text" value="Rwanda"/>
	Residence* <input type="text" value="Rwanda"/>

\* - Required Field

Click Confirm, the data that you just entered will appear.

Add/Update Person

Personal Information	
Title Mr.	Nationality Rwanda
Family Name Mugabo	Second Citizenship
Other Name John	Citizenship at Birth Rwanda
	Residence Rwanda

Confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

The person's new record opens with options to add additional information divided into sections.

View Record

- Individual Information
- Contact Information
- Position Information
- Training Courses
- Qualifications
- Disciplinary Actions
- Workplace Accidents
- Application
- Employment History
- Education History
- Notes
- Self-Service
- Scanned Records
- Record Status

Manage People

Search Records

View Reports

Configure System

Change Password

About

This record has been saved.  
[View Person: Mugabo, John](#)

Employee Status: Not Commenced

---

**Individual Information**

[▼Hide](#) | [Add Demographic Information](#) | [Add Photograph of the Employee](#) | [Add Resume](#) | [Add Identification](#)

**Edit This Information**

- [Update this Information](#)
- [View Name History](#)

Name / Nationality	
Family Name:	Mugabo
Other Name:	John
Nationality:	Rwanda
Second Citizenship:	
Citizenship at Birth:	Rwanda
Residence:	Rwanda

---

**Contact Information**

[▼Hide](#) || [Add Personal Contact](#) || [Add Emergency Contact](#) || [Add Work Contact](#) || [Add Other Contact](#)

---

**Position Information**

Note that you can click the Hide/Expand option at the top of any section to hide or display that section. You can edit or update a person's record at any time by searching for the record

## 2.2 Add Individual Information

### 2.2.1 Set Position

The employee's record displays immediately after an employee has been added to the system. The next step is to set the position that the employee will fill. Until the position has been set, the employee will not appear in any current employee lists.

Click set position tab under the "Individual Information" section.

**Make a Job Offer**

Mugabo, John

<b>Position*</b> <input type="text"/> <a href="#">Select Value</a>	<b>Base Salary*</b> RWF <input type="text"/>
<b>Start Date*</b> August 15, 2013	<b>NGO/Partner Supplement</b> RWF <input type="text"/>
	<b>PBF</b> RWF <input type="text"/>

\* - Required Field

Click **Select Value** under position, select the facility/office of interested, and choose the appropriate position.

*Note:* The employee's position must have been created in the system, in case the position is not in the system see *administer database section* to create the position.

Set the start date, terms of employment, and enter the salary value

Click **Confirm**, review the information, and **save**

### 2.2.2 Demographic and Identification

Repeat the same procedure as in setting the position to add demographic information and identification

Note:

- a) Your organization may require one or more identifications from employees and job applicants. Add this identification information to the person's record. Multiple identifications may be added for a single person e.g. passport number, computer number, file number, account number, etc.
- b) Add demographic information about the employee for reporting purposes. Demographic information includes date of birth, gender, marital status and number of dependents. All demographic information is optional.

### 2.2.3 Add Passport Photo and Resume

Click on add passport photo

## Add/Update Photo

Mugabo, John

### Photograph of Employee

Image	
<input type="button" value="Choose File"/> No file chosen	
Date*	Description
<input type="text" value="August 15, 2013"/>	<input type="text"/>

\* - Required Field

Under image click Browse and locate the passport photo of the individual. Select the photo and click open. You can write description of the photo.

Click **Confirm**, review the information, and **save**

Repeat the procedure of adding passport photo to add resume.

### 2.2.4 Add Identification Information

Click on add Accommodation Information to get the window below

## Add/Update Identification

Mugabo, John

Identification Information	
Identification Type*	Country of Issue
<input type="text" value="Select One"/>	<input type="text" value="Select One"/>
Identification Number*	Place of Issue
<input type="text"/>	<input type="text"/>
Date of Issue	
<input type="text"/>	
Date of Expiration	
<input type="text"/>	

\* - Required Field

Enter the person's **ID type**, **ID number**, **date of issue**, **date of expiration**, **Country of issue** and **Place of issue** in the appropriate fields.

Click **Confirm**, review the information, and **save**

## 2.3 Add Contact Information

For each person in the system, whether an employee or a job applicant, four types of contact information may be added: personal, or home, contact; work contact; emergency contact; and other contact. Only one contact may be added for each type. Contact information may be added at any time after the record is created. All contact fields are optional.

## Add/Update Contact Information

Mugabo, John

### Personal Contact Information

<b>Mailing Address</b> P.O. Box 2089 Kigali Rwanda	<b>Fax Number</b> 
<b>Fixed Telephone/Land Line</b> 	<b>Email Address*</b> mugabo.john@email.rw
<b>Mobile Phone Number</b> 250788628034	<b>Notes</b> 
<b>Mobile Phone Number 2</b> 	

\* - Required Field

Click **Confirm**, review the information, and **save**

## 2.4 Add Position Information

### 2.4.1 Add a Benefit/Allowance or Special Payment

If an employee receives an irregular or one-time benefit or special payment - such as an allowance, travel advance or relocation payment - in addition to the regular salary, that can be noted in the employee's record under the employee's Position Information.

Click **Add Benefit/Special Payment**.

### Add/Update Benefits

Guloba, Moses

<b>Benefit Type*</b> Acting Allowance	<b>Start Date*</b> September 04, 2012
<b>Source*</b> Local Revenue	<b>End Date</b> December 31, 2012
<b>Amount*</b> UGX \- 300,000	<b>Recurrence Frequency*</b> Monthly

\* - Required Field

**Note:** Frequency of the payment: once, weekly, monthly or yearly. If the frequency is set to "once," the start date and end date should be the same or the end date may not be entered.

Click **Confirm** and confirm that the information entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

For each new benefit, click **Add Benefit/Special Payment** and follow these same steps.

If any of the benefits information needs to be changed, click **Update This information** beside the incorrect benefit to edit it.

### 2.4.2 Record a Departure

When an employee leaves the employment of the organization, the date of and reason for departure should be recorded in the employee's record. The employee will become an inactive (or "old") employee in the system, but the employee's data will still be available for historical reporting.

Under the position, click **Record a Departure**.

The screenshot shows a web form titled "Record a Departure" for an employee named John Mugabo. The form is divided into several sections. On the left, there are two rows: "Position" with the value "Surgeon (Kibagabaga HD District Hospital, Surgery - Major Interventions)" and "Start Date" with the value "15 August 2013". Below these is a dropdown menu labeled "Enter new Status for the Position\*" with "Open" selected. On the right side, there are two rows: "End Date" with a text input field containing "December 27, 2013" and "Reason for Departure" with a dropdown menu showing "Study leave". At the bottom right, there is a small asterisk note "\* - Required Field". At the bottom left, there is a button labeled "return (do not save changes)", and at the bottom right, there is a button labeled "Confirm".

The **End Date** for employment is set to today's date by default. If that is not correct, change the date. Select the **Reason for Departure**. Select the **New Status** for the position: Open or Discontinued; if the position is marked "Open," it will be available for assignment to another employee or applicant.

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 2.4.3 Record a Position Change

When an employee changes from one position to another in the organization, the position change should be recorded in the employee's record. All of the positions that the employee has held in the organization are saved to the employee's Position History, which can be reviewed at any time.

Under the position, click Change Position. The Make a Job Offer form opens, showing the current position title and start date.

## Make a Job Offer

Mugabo, John

New Position	Current Position
Position* <input type="text"/> <a href="#">Select Value</a>	Position : Surgeon (Kibagabaga HD District Hospital, Surgery - Major Interventions)
Start Date* March 31, 2014	Start Date 15 August 2013
Base Salary* RWF <input type="text"/>	Reason for Departure Select One ▼
NGO/Partner Supplement RWF <input type="text"/>	Enter new Status for the Current Position* Select One ▼
PBF RWF <input type="text"/>	

\* - Required Field

Under **select value**, choose facility and select the position title of the new **Position**.

The **Start Date** for the new position is set to today's date by default. If this is not correct, change it. This will also be the end date for the employee's old position.

Select the **Currency** and enter the amount of the **Salary** for the new position; this may be the same as the employee's previous salary. Under **Reason for Departure**, select the reason for the position change. Select the **New Status** for the position: Open or Discontinued; if the position is marked "Open," it will be available for assignment to another employee or applicant.

Click **Confirm** and confirm that the information entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

### 2.4.4 Record a Salary Change

If an employee's salary changes, the new salary can be updated in the employee's record. The old salary will be saved in the employee's Salary History, which may be reviewed at any time.

Repeat the same procedure as recording a departure for implementing salary change.

## 2.5 Training Information

### 2.5.1 Add Training Information

To add in-service training (duration is 2 -14 days) information to a staff record.

Click **Add Training Information**.

Add/Update Training Course Scheduling	
<b>Instance*</b> Surgical Training on 1 January 2013 <a href="#">Select Value</a> ART Registers training on 13 November 2013 DHIS-2 Data Management Course for Private Sector Surgical Training Surgical Training on 1 January 2013 IHRIS data quality	<b>Retraining</b> No
<b>Request Date*</b> January 01, 2013	<b>Completed</b> No
<b>Duty Commencement</b> August 23, 2013	<b>Evaluation*</b> Select One
<b>Requested By</b> Supervisor	
<b>Certification Date</b> 	
<b>Modules</b> 	
<b>Notes</b> 	

\* - Required Field

Note: if the training type, program sponsor, and venue are missing in the drop down menus, add them via administer database.

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 2.5.2 Mentorship and One day Training

Repeat the same procedure for recording a mentorship and One Day Training Information as adding training information.

## 2.6 Add Registration and Competencies

### 2.6.1 Add Registration

Many health workers are required to be registered or licensed by a professional council.

Click **Add Registration** under Registration and competencies

## Add/Update Registration

Mugabo, John

Registration Information	License Information
Registration Council* Rwanda Medical and Dental Council ▼	License Number 1350
Registration Number 5678904890	License Expiration Date September 25, 2015
Registration Date February 08, 2007	

\* - Required Field

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 2.6.2 Language Proficiency, other Competencies and competency evaluation

To add employee language proficiency in speaking, reading and writing each language can be recorded separately. Each competency is grouped under a broad category or competency type. Employee's competencies can be evaluated, and evaluations updated and tracked in the employee's evaluation history

Repeat the same procedure for adding registration information as indicated above.

## 2.7 Add Disciplinary Actions

This section takes into account the actions and reasons for any in-discipline case.

### Add/Update Disciplinary Action

Guloba, Moses

Disciplinary Action Information	
Action Taken Suspension	Date of Discussion 1 September 2012
Reason for Action Use of Abusive Language	People Present PPO, CAO
Start of Applicability 4 September 2012	Notes
End of Applicability	

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

## 2.8 Add Workplace Accidents

These are occupational hazards encountered in line of duty.

### Add/Update Workplace Accident

Guloba, Moses

Workplace Accident Information	
Accident Type Acid Burn	Date of Occurrence 31 August 2012
Start of Applicability 31 August 2012	People Involved 5 staff members
End of Applicability	Follow-up Required revisit to victims

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

## 2.9 Add an Application

### 2.9.1 Add Application

An existing employee with a set position can apply for an open position on the system

### Add/Update Application

Guloba, Moses

Position Information	Applicant Questions
Position(s)* : Askari (Kamwenge - Health Center III) : Clinical Officer (Ntara - Health Center IV) : Driver (Kamwenge DHO - DHO's Office) : Driver (Kamwenge DHO - DHO's Office) : Enrolled Nurse (Rukunyu - Health Cente	How did you hear of this opening? News Papers
When can you start? September 04, 2012	In addition to your work history, are there other skills, qualifications or experience we should consider?
Desired Wage UGX \- 300,000	Have you ever been convicted of a felony? No
Are you looking for full-time employment? Yes	If yes, give the circumstances.
If no, what hours are you available?	

\* - Required Field

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 2.9.2 Log Interview Details

While an applicant is being interviewed, details with the applicant are captured and entered into the system.

Click **Log Interview Details** to enter the names or titles of **People Conducting Interview**, any **Comments** about the interview.

Add/Update Position Interview

Guloba, Moses

**Interview Details**

Date of Interview\*  
May 10, 2012

People Attending\*  
PPO, DHO, Member District Service Commi:

Comments  
Suitable for the position and recommended for appointment

oops

\* - Required Field

return (do not save changes) Confirm

Click **Confirm** and confirm that the information entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

### 2.9.3 Log Hiring Decision

After the interview, the applicant is offered a job and the details are entered to confirm the job offer. E.g., the Title of the job offered and the minute number.

Click **Log Hiring Decision**

Add/Update Position Decision

Guloba, Moses

**Hiring Decision**

Date of Decision\*  
September 05, 2012

Make a Job Offer?  
Yes

Comments  
Be offered appointment as Head of Askaris. Under minute No 10/ 2012 of KAM / DSC

\* - Required Field

return (do not save changes) Confirm

## 2.10 Add Employee History

### 2.10.1 Enter Employment History

As part of completing the job application, the applicant's employment history should be recorded. The employment history can also be added to the record of any employee of the organization.

Click **Add Employment**.

Company Information	Position Information
<b>Company Name*</b> <input type="text" value="Polyclinic du Sud"/>	<b>Date Started*</b> <input type="text" value="September 01, 2011"/>
<b>Company Address</b> <input type="text" value="P.O. Box 211 Huye"/>	<b>Starting Wage</b> <input type="text" value="RWF"/>
<b>Company Telephone</b> <input type="text"/>	<b>Starting Position</b> <input type="text" value="200000"/>
<b>Supervisor</b> <input type="text" value="Director"/>	<b>Date Ended (leave blank if still employed)</b> <input type="text" value="July 17, 2013"/>
<b>OK to Contact?</b> <input type="text" value="Yes"/>	<b>Ending Wage</b> <input type="text" value="RWF"/> <input type="text" value="280000"/>
<b>Reason for Leaving</b> <input type="text" value="coming closer to my family"/>	<b>Ending Position</b> <input type="text"/>
	<b>Job Responsibilities</b> <input type="text"/>

\* - Required Field

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

You can add as many previous Employment positions as there are by repeating the same procedure.

### 2.10.2 Enter Education History

The education history can also be added to the record of any employee of the organization.

Click **Add Education**.

Add/Update Education History

Mugabo, John

Institution Information	Degree Information
<b>Institution*</b> <input type="text" value="NUR-Faculty of Medicine"/>	<b>Degree*</b> <input type="text" value="A0 - Bachelors Degree"/>
<b>Country</b> <input type="text" value="Rwanda"/>	<a href="#">Select Value</a> <input type="text" value="A0 - Bachelors Degree"/>
<b>City/Town</b> <input type="text" value="Butare"/>	<input type="text" value="A1 - Diploma"/>
<b>Completion Date (leave blank if In Progress)</b> <input type="text" value="2007"/>	<input type="text" value="MMED - Medical Specialty Degree"/>
	<input type="text" value="Masters Degree"/>
	<input type="text" value="PhD"/>
	<input type="text" value="Post Graduate Diploma"/>
	<b>Domain of Study</b> <input type="text" value="General Medicine"/>
	<b>Major Study</b> <input type="text"/>
	<b>Minor Study</b> <input type="text"/>

\* - Required Field

Note: Under Qualification, click **select value** and click on the desired education level to choose the qualification. If the values are not in the drop down menu, see **Administer database**.

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

The past education displays in the person's record under the "Education History" section. Click **Update This Information** beside the employer to edit any of the fields, if necessary.

Repeat this process for each educational institution attended.

### 2.10.3 Enter Specialization (for Medical Doctors)

The education history can also be added to the record of any employee of the organization.

#### Click Add Specialty Information

Add/Update Specialty Information

Mugabo, John

Person's Specialty	
Specialty*	In Progress Date
<input type="text" value="Select One"/>	<input type="text"/>
	Completion Date
	<input type="text"/>

\* - Required Field

### 2.11 Add Notes

At any time, an HR Staff person or an HR Manager may add notes to a person's record. All notes are saved to a log and may be reviewed as necessary.

Click **Add Note**.

Add/Update Notes

Mugabo, John

Date Added*
<input type="text" value="August 15, 2013"/>
Note*
<input type="text"/>

\* - Required Field

Enter a **Date Added** for the note; if no date is entered, today's date is saved by default.

All notes will appear at the bottom of the person's record under the "Notes" section. Repeat these steps to add additional notes.

## 2.12 Add Record Status

Capture any information regarding the status of an employee's record.

Click **Add / Update Record Status**

**Add/Update Record Status**

Guloba, Moses

**Information about Record Status**

Incomplete  
Yes

Incorrect  
No

Duplicate  
No

Comments  
Urgent need to update emergency contact and upload scanned certificates.

\* - Required Field

return (do not save changes) Confirm

Click **Confirm** and confirm that the information entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

## 2.13 Scanned Records

Scan and upload employee documents from their personal files.

Click **Add Scanned Document**

There are two file types that can be uploaded i.e. images (pictures, photos) and text documents (Pdf, word)

**Add/Update Scanned Paper Record**

Guloba, Moses

**Scanned Paper Record**

Image  
C:\Users\Public\Pictures\Sample Pictures\Ch Browse...

Document  
C:\Users\intra1\Desktop\HRIS\_Manage\_Us Browse...

Date\*  
September 05, 2012

Description  
|

\* - Required Field

return (do not save changes) Confirm

Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

Note: You can add more scanned documents using the same procedure.

## 2.14 File Tracking

To help track location of a staff personal file i.e. to which office the file has been taken and for what purpose, fill the file tracking information

Click on New File Movement Information to get the window below

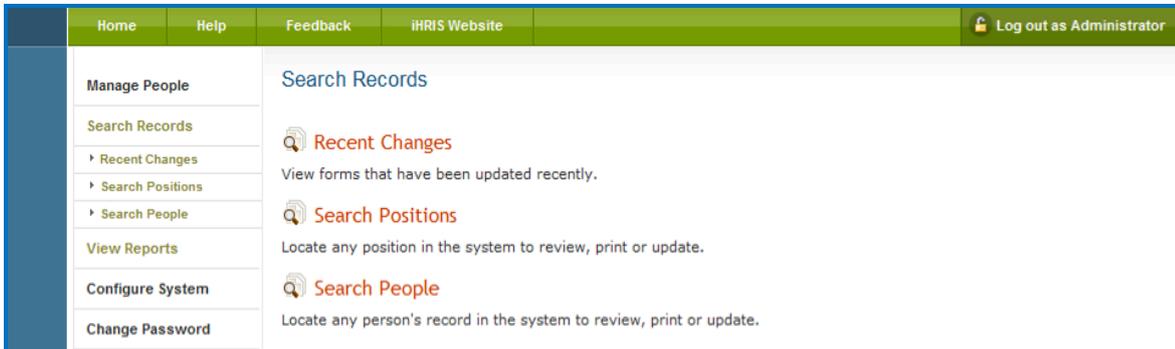
The screenshot shows a web form titled "Add/Update FileTrack Information" for the user "Ssemakula, John Baptist". The form has a dark header bar with the text "File Movement Information". Below the header, there are three input fields: "Date Taken\*" (with an asterisk indicating it is a required field), "Reason For Taking File", and "Date Returned". At the bottom of the form, there are two buttons: "return (do not save changes)" on the left and "Confirm" on the right. A legend at the bottom right of the form area states "\* - Required Field".

Enter the data in the appropriate fields. Click **Confirm**, review the information, and **save**

### 3 Search Records

After entering an employee or position in the system, the record may be reviewed at any time.

Click **Search Records** to locate the record. From the record, additional information can be added or existing information can be updated.



#### 3.1 Search People

Click **Search People**.

A screenshot of the 'Search People' form. The title is 'Search People' in red. Below it, the text reads 'Search all person records in the system.' and 'Results limited by: Employee Status: Employee'. A grey bar contains the text 'Choose options to limit results' and a 'Save as default view' checkbox. The form has several input fields: 'Employee Status' (dropdown menu with 'Employee' selected), 'Cadre' (dropdown menu with 'Select Value' selected), 'Facility' (text input field with a 'Select Value' link below it), 'Job' (dropdown menu with 'Select Value' selected), and 'Family Name' (text input field). A 'Search' button is located at the bottom right.

Enter the person's **Family Name** to find a single record or leave blank to find multiple records.

Limit the search to a particular job by selecting that job title from the **Job** menu. Leave blank to search all jobs.

Limit the search to a particular facility by selecting that facility name from the **Facility** menu. Leave blank to search all facilities.

Click the search button to show all matching results.

A list of matching records displays. Click the name of the person whose record you want to review.

To search again, select new options from the Search form and click search.

### 3.2 Search Positions

Click Search Positions.

**Position List**  
A list of all positions.

Choose options to limit results  Save as default view

Cadre	Midwifery
Classification	Select Value
Department	Select Value
Facility	<input type="text"/> <a href="#">Select Value</a>
Job	Select Value
Status	Select Value

Select one of the options provided at a time to limit the search by Job, Facility, Department, Status, Cadre or Classification. If an option is not selected, all records will be searched.

Click the search button to show all matching results.

A list of matching positions displays. Click the title of the position you want to review.

**Position List**  
A list of all positions.  
Results limited by: Job: Nursing Officer

**Results found : 6**

#	Title	Code	Status	Job Title	Classification	Cadre	Facility	Department
1	<a href="#">Assistant District Health Officer (MCH)</a>		Closed	Nursing Officer		Nursing	Kamwenge DHO	
2	<a href="#">Nursing Officer Nursing</a>		Closed	Nursing Officer		Nursing	Ntara	
3	<a href="#">Nursing Officer Nursing</a>		Closed	Nursing Officer		Nursing	Ntara	
4	<a href="#">Nursing Officer Nursing</a>		Closed	Nursing Officer		Nursing	Ntara	
5	<a href="#">Nursing Officer Psychiatric</a>		Closed	Nursing Officer		Nursing	Ntara	
6	<a href="#">Nursing Officer</a>		Closed	Nursing Officer		Nursing	Bigodi	

Choose options to limit results  Save as default view

Cadre	Select Value
Classification	Select Value
Department	Select Value
Facility	<input type="text"/> <a href="#">Select Value</a>
Job	Nursing Officer
Status	Select Value

When you click the position title, the position record displays, showing all information about the position and the name of the employee currently holding the position, if any. From this screen, you can update the position information, select another position or view and update the employee's record.

To search again, select new options from the Search form and click search.

### 3.3 Recent Changes

Click **Recent Changes** to view the most recent updates made to the database. To view recent changes click either Person or Position

#### View Recent Form Changes

Select the form to view the most recent updates made to the database.

 **Person**

This form holds basic information about a person such as their names and residence

 **Position**

## 4 Reports

To access any report of interest, click **View Reports**. A list of reports will appear.

**Reports**

- **Facility Report**
  - [Facility List](#) -- A list of all facilities.
- **Training Reports**
  - [Mentored Staff](#) -- A list of mentored Staff
  - [One Day Trainings](#) -- Staff with one day trainings
  - [Trained Staff \(Latest Trainings\)](#) -- A List of staff with their Latest Trainings
  - [Trained staff \(All trainings\)](#) -- A list of trained staff (including duplicates)
  - [Total Staff Trained \(All Trainings\)](#) -- Total staff trained(including duplicates)
- **Position Reports**
  - [Position List](#) -- A list of all positions.
  - [Position Open Duration](#) -- The length in days each position was open before being filled.
- **Other Staff Reports**
  - [Registration and Licensure status](#) -- The Status of current staff's registration and license
  - [Disciplinary Case](#) -- Show the disciplinary case situation
- **Search**
  - [Search People](#) -- Search all person records in the system.
- **Other**
  - [Staffing Norms 2011](#) -- Staffing norms
- **Staff Reports**
  - [Age Distribution](#) -- Total of all staff by age range.
  - [Classification Breakdown](#) -- A total of all staff by classification.
  - [Hires per Year](#) -- Hire totals by year.
  - [Job Breakdown](#) -- Total staff by job.
  - [Nationality Breakdown](#) -- A list of all staff by nationality.
  - [Retirement Planning](#) -- Staff totals by retirement year.
  - [Retirement /Exit Report](#) -- Shows the Exit/ retirement situation.
  - [Emergency Contact List](#) -- List of all staff with emergency contact details.
  - [Home Contact List](#) -- All staff with home contact details.
  - [Salary List](#) -- A list of all employees with salary details.
  - [Staff Directory](#) -- A list of all current staff with work contact information.

Click the desired tabular report e.g. **Staff Directory** (Staff List).

There are two types of reports i.e. Graphical and Table format.

## 4.1 Tabular report formats

**Staff Directory**  
A list of all current staff with work contact information.

Results found : 289

Jump to: 1 2 3 4 5 6

#	Surname	Firstname	Othername	Gender	Birth Date	Position	Facility	Department	Computer Number	File Number	Date of First Appointment	Hire Date	DSC Minute	Salary Scale	Terms of Employment	Qualification	Institution Name	Telephone Number	Work Telephone	Curr. Sale
1	Mubasa	Wesley		Male	29 August 1968	Principal Medical Officer	Kamwenge DHO #		L5180908348	10158		3 January 2008		U158	Permanent					1-981
2	Musasa	Ambrose		Male	18 December 1994	Enrolled Nurse	Kamwenge #		L51809110842			10 July 2009		U7U	Probation					1-484
3	Masa	Alexander		Male	15 April 1964	Assistant District Health Officer (DH)	Kamwenge DHO #		L57209074113	10137		10 July 2009		U2	Permanent			0772910187		1-1581
4	Kyensi	Doreen		Female	18 August 1972	Secretary	Kamwenge DHO #	Health	L51809095383	10283		10 July 2009		U8	Permanent	Bachelors Degree in Computer Science	Nyamitanga Secretarial College			1-497
5	Ruranqaranga	K.	Winifred	Female		Assistant District Health Officer (MDH)	Kamwenge DHO #		L50809078413			10 July 2009		U2	Permanent					1-1588
6	Masirara	Frank		Male		Senior Account Assistant	Kamwenge DHO #		L51809093374	10038		1 January 1990		U8	Permanent					
7	Mamalela	Melanie		Female	9 January 1994	Enrolled Midwife	Kalohole #		L51809093321			10 January 2001		U7	Permanent					1-484

Choose options to limit results Save as default view

Nationality

Program Sponsor

Training Type

End Date

Start Date

Training Venue

Department

Facility

Apply Limits

Chart Print Export Table

To create a pdf file of the above report, click the **Print** button

4	Kyensi	Doreen		Female	18 August 1972	Secretary	Kamwenge DHO #	Health	L518090953
5	Ruranqaranga	K.	Winifred	Female		Assistant District			764

**Print Options**

This will create a PDF based on the report displayed as a table.

Paper Size

Orientation

**Print** **Close**

as default view

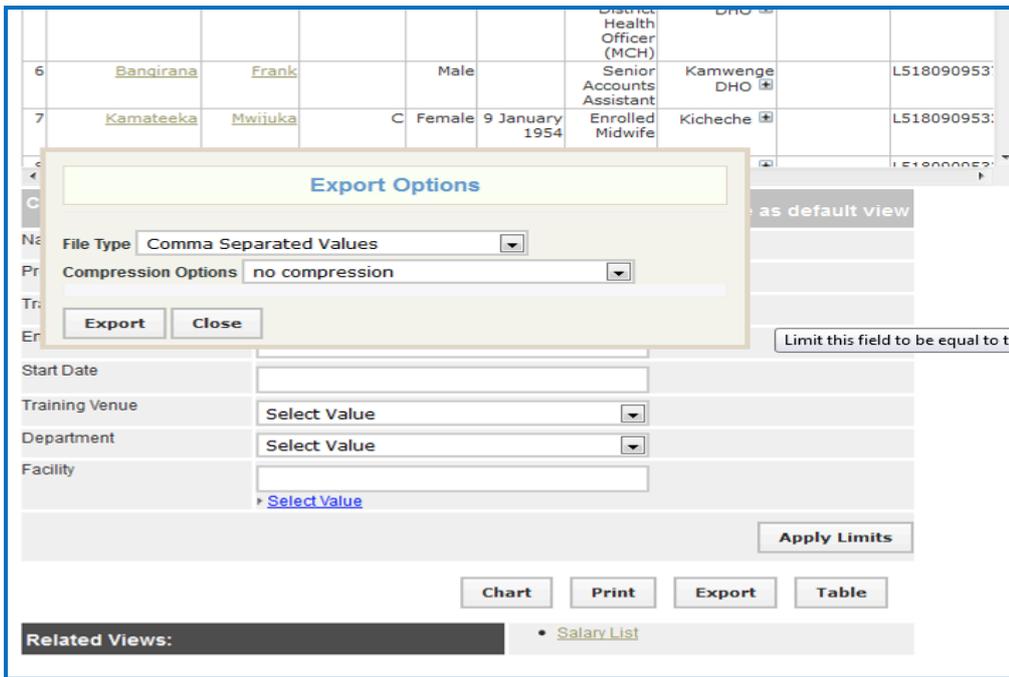
Nationality

Program Sponsor

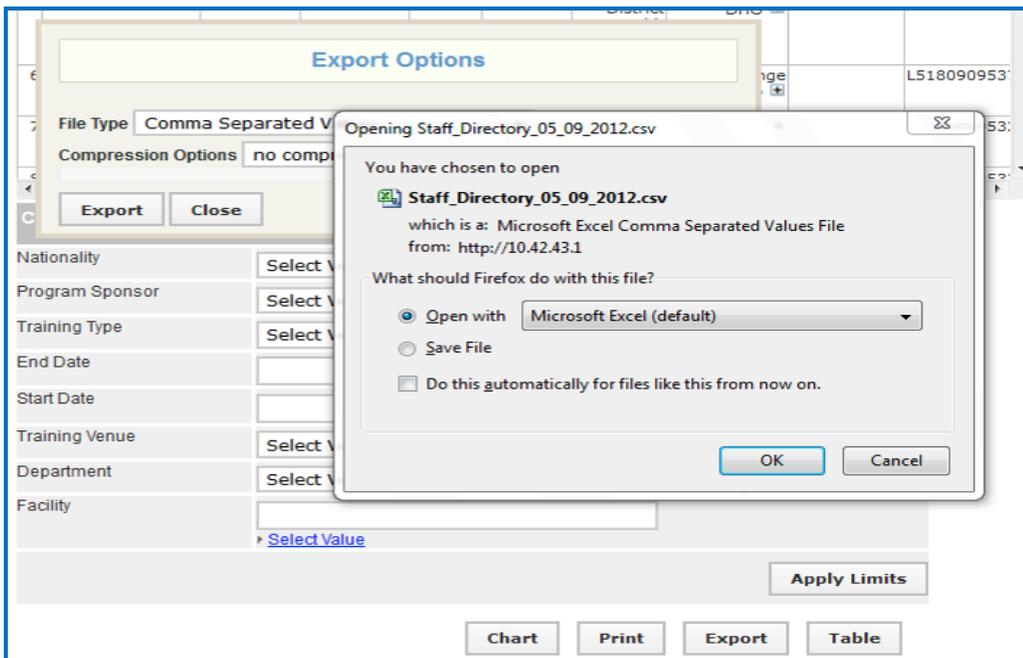
Training Type

Limit this field to be equal to the g

To create an Excel file of the above report, click the **Export** button



Click the **Export** button again.

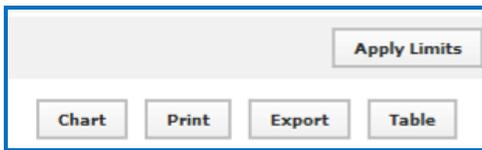


To view the report without saving, choose **open with**. Select **Save File** to save the report.

Note: This file opens or saves as \* .CSV. To change the file format, Go to **File menu**, select **Save As**, type file name, under **save as type** choose **Excel 97-2003 workbook** from the drop down menu

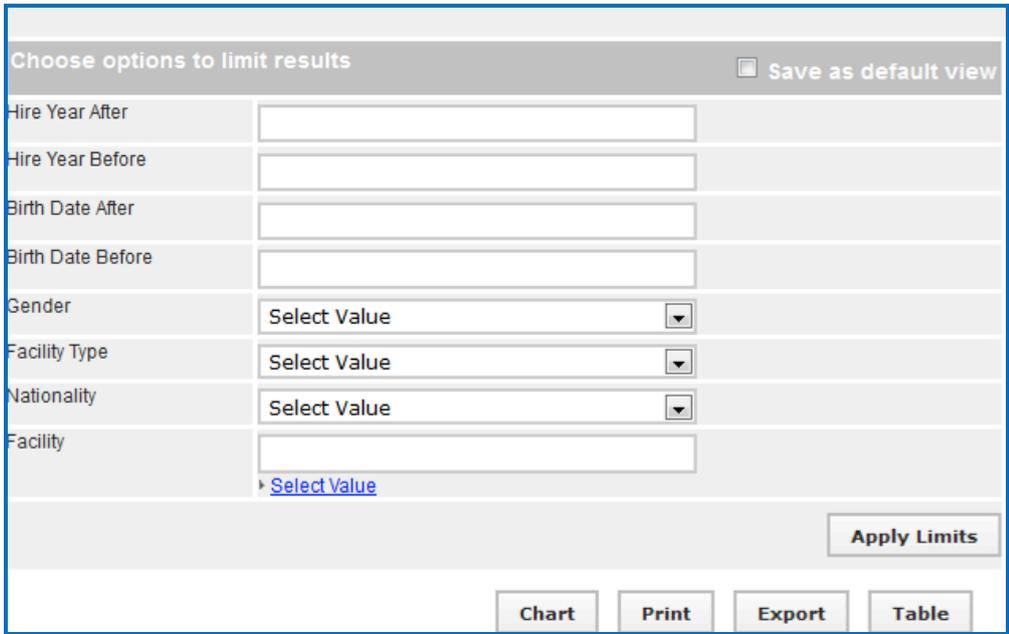
## 4.2 Graphical Report Formats

Follow the above steps as used to display the tabular report format to get graphical report by clicking **Chart** button

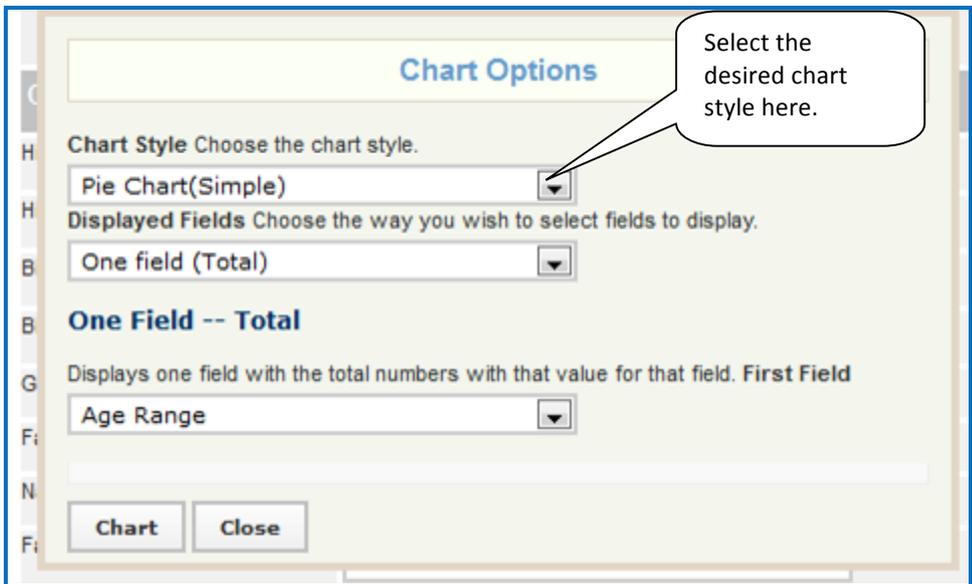


Click the Chart Button to display summary information in chart format.

Note: This button is only applicable to reports with not more than two fields where one field is numeric.



Use Apply Limits button to filter and narrow the search scope for the selected report.



Choose the desired chart format from Chart Style drop down menu, Choose the way you wish to select fields to display from the Displayed Fields.

Note: Using the procedure above, will help to produce the necessary reports as desired by the user

## 4.3 Different reports

The following pre-defined report views are available once IHRIS Manage is installed.

### 4.3.1 Staff Reports

These reports pertain only to employees who have records in the system. The lists can be filtered by the employee's nationality, or the facility or department where the employee is located. The charts can be filtered by employee nationality or gender, or the facility or type of facility where employees are located.

- **Staff Directory:** The table displays all employees alphabetically by surname.
- **Home Contact List:** The table displays all employees' home addresses.
- **Emergency Contact List:** The table displays all employees' emergency contact information.
- **Salary List:** The table displays all employees' hire date, current salary and starting salary.
- **Classification Breakdown:** This pie chart compares the total number of employees in each job classification.
- **Job Breakdown:** This pie chart compares the total number of employees in each job.
- **Nationality Breakdown:** This pie chart compares the total number of employees in each nationality.
- **Age Distribution:** This bar chart displays the total number of employees in different age ranges.
- **Hires Per Year:** This bar chart displays the total number of employees hired into an open position each year.
- **Retirement Planning:** This line chart shows the number of employ
- **Retirement/Exit:** The table displays employee and dates when they are to retire
- **Staff Accommodation Report:** Gives details about whether staff are accommodated by the institution or not. It helps to determine who gets housing allowances
- **Appraisal Reports:** Gives details about staff that have been appraised and those that have not and the action points for improvement
- **File tracking report:** Gives the location of a staff personal file i.e. to which office the file has been taken and for what purpose
- **Staff Employment Status Report:** It gives the employment status of a staff - if probation, confirmed, or contract
- **Leave management:** For planning and management of leave being taken by staff
- **Staff Album:** Shows the current staff by department with their recent photos for easy identification.

### 4.3.2 Training reports:

These reports show training and mentorship information

- **Mentored Staff:** A list of mentored Staff
- **One Day Trainings:** Staff with one day trainings
- **Trained Staff (Latest Trainings):** A List of staff with their Latest Trainings
- **Trained staff (All trainings):** A list of trained staff (including duplicates)
- **Total Staff Trained (All Trainings):** Total staff trained(including duplicates)

### 4.3.3 Position Reports

These reports pertain only to positions entered in the system. They can be filtered by job, facility and department where the position is located, position status, cadre and job classification.

- **Position List:** The table lists all positions.
- **Position Open Duration:** The table report is for assessing how long each position was open before it was filled.

#### 4.3.4 Facility Reports

These reports pertain only to offices or facilities entered in the system. They can be filtered by the facility type and by the country and district where the facility is located.

- **Facility List:** The table lists all offices and facilities.

#### 4.3.5 Search Reports

These reports enable users to search for specific employee's record by the employee's surname, status, job or facility where the employee is deployed. The same report can be accessed from the **Search Records** screen.

### 4.4 Report Views

Report views define how data are displayed in a report. Multiple report views can be created for the same report so that data may be aggregated and analyzed in various ways. For each report, data can be displayed either as a table or as a chart. The data may also be exported for further analysis, or the report may be printed.

#### 4.4.1 Creating and Editing report views

Administrators and Managers can create new report views or edit views that have already been defined. At least one report view must be defined before a report can be run. Other users may run any report view, but they cannot create new views. Creating report views requires some knowledge of the data fields used in IHRIS.

*Note: Unless you understand these fields, you should not edit or delete the existing report views pre-defined in IHRIS.*

To create report views, click **Configure System** under "Manage Reports" click **Report Views**.

**Staff Reports**

- Age Distribution -- Total of all staff by age range.  
[Edit](#), [Archive Report](#)
- Classification Breakdown -- A total of all staff by classification.  
[Edit](#), [Archive Report](#)
- Hires per Year -- Hire totals by year.  
[Edit](#), [Archive Report](#)
- Job Breakdown -- Total staff by job.  
[Edit](#), [Archive Report](#)
- Nationality Breakdown -- A list of all staff by nationality.  
[Edit](#), [Archive Report](#)
- Retirement Planning -- Staff totals by retirement year.  
[Edit](#), [Archive Report](#)
- Retirement Exit Report -- Shows the Exit/ retirement situation.  
[Edit](#), [Archive Report](#)
- Emergency Contact List -- List of all staff with emergency contact details.  
[Edit](#), [Archive Report](#)
- Home Contact List -- All staff with home contact details.  
[Edit](#), [Archive Report](#)
- Salary List -- A list of all employees with salary details.  
[Edit](#), [Archive Report](#)
- Staff Directory -- A list of all current staff with work contact information.  
[Edit](#), [Archive Report](#)

Create a new view for a report:

Name of View:

Description:

Report:

Type the name of the report view, select the affiliated report, type a short description of the report view & click update

The pop up screen displaying the message ‘successfully updated values’ click Close

**Reports By Category**

- Facility Report**
  - Facility List -- A list of all facilities.  
[Edit](#), [Archive Report](#)
- Training Reports**
  - Mentored Staff -- A list of mentored Staff  
[Edit](#), [Archive Report](#)
  - One Day Trainings -- Staff with one day trainings  
[Edit](#), [Archive Report](#)
  - Trained Staff (Latest Trainings) -- A List of staff with their Latest Trainings  
[Edit](#), [Archive Report](#)
  - Trained staff (All trainings) -- A list of trained staff (including duplicates)  
[Edit](#), [Archive Report](#)
  - Total Staff Trained (All Trainings) -- Total staff trained (including duplicates)  
[Edit](#), [Archive Report](#)
- Position Reports**
  - Position List -- A list of all positions.  
[Edit](#), [Archive Report](#)
  - Position Open Duration -- The length in days each position is open.  
[Edit](#), [Archive Report](#)
- Other Staff Reports**
  - Registration and Licensure status -- The Status of current staff's registration and license

This is a pop up screen

**Information:**

Successfully Updated Values

**Note:** The following steps also apply to editing an existing report view

Locate the newly created or existing report view and click on **edit** in order to activate or edit the fields to be seen in the view respectively.

**Report View**

[View Qualifications](#)

Select the fields and any aggregate data you want in this report view. You may drag and drop fields to change their displayed order

**Reported View Information**

**Display Name:** A short descriptive name of this report

**Description:** A longer description of this report

**Report View Permissions:** Select a task to limit the viewing of this report to the selected task.

**Include Total:** Include a total number of rows for this view.

**Related Views**

**Reported Fields**

**Computer Number**  
 Enabled: Check to enable this field in the report view  
 Choose a method to collect (aggregate) this data: None

**Current Salary**  
 Enabled: Check to enable this field in the report view  
 Choose a method to collect (aggregate) this data: None

**Birth Date**  
 Enabled: Check to enable this field in the report view  
 Choose a method to collect (aggregate) this data: None

**Gender**  
 Enabled: Check to enable this field in the report view  
 Choose a method to collect (aggregate) this data: None

Click in the check box to enable the field

To change order of display of the fields on the report, point on the field name hold and drag to a desired order.

Enabled: Check to enable this field in the report view

**Facility ID**  
 Enabled: Check to enable this field in the report view

**Salary Scale**  
 Enabled: Check to enable this field in the report view

**Position**  
 Enabled: Check to enable this field in the report view

**Terms of Employment**  
 Enabled: Check to enable this field in the report view

**End Date**  
 Enabled: Check to enable this field in the report view

**Reason for Departure**  
 Enabled: Check to enable this field in the report view

**Hire Date**  
 Enabled: Check to enable this field in the report view

**Starting Salary**  
 Enabled: Check to enable this field in the report view

**Work Email**  
 Enabled: Check to enable this field in the report view

**Work Telephone**  
 Enabled: Check to enable this field in the report view

**Retirement Year**  
 Enabled: Check to enable this field in the report view

**Retirement Due date**  
 Enabled: Check to enable this field in the report view

Check box that is enabled

After selecting all the desired fields and arrangement, Click **Update**

The pop up screen displaying the message 'successfully updated values' click **Close**

## 5 Administer Database

To ensure that standard data types such as countries, regions, districts, marital status, reasons for position changes, training types, program sponsors, facility and department names, and the like are enforced across the system, those standard data types must be created as lists. These lists are used to create selection menus that provide options for selection when adding records, jobs and positions.

Click **Configure System** and then click **Administer Database** to create and update standard lists of data for selection in system menus. Only the HR Manager and System Administrator can create data types.

Administer database is composed of several sections i.e. Geographic Information, Organization Lists, Employee Lists, Create Job Structure, Manage Positions, Create Training Information/Mentorship information, and Planning Information

### Geographic Information

- Country
- Region
- District
- Sub-County
- Currency

### Organization Lists

- Facility Type
- Office/Facility
- Department
- Registration Councils

### Employee Lists

- Education Level
- Qualification
- Language
- Competency Type
- Competency
- Competency Evaluation
- Identification Type
- Benefit Type
- Marital Status
- Reasons for Departure
- Terms of Employment
- Accident Type
- Disciplinary Action Type
- Reason for Disciplinary Action

### Create Job Structure

- Cadres
- Salary Scale
- Jobs

### Manage Positions

- Salary Sources
- Positions (by Facility)

## Create Training Information/Mentorship information

- Training Type
- One Day Training Type
- Program Sponsor
- Venue
- Area of Mentorship

## Planning Information

- Establishment Type
- Establishment Period
- Establishments

## 5.1 Geographical Areas

### 5.2 Add a Country

You will need to add at least one country to the system for selection whenever a geographical location is required. This should be the country where your organization's headquarters are located. In addition, you should add the names of all countries where employees are located or all nationalities you would like to track in the system.

Click **Configure System** then click **Administer Database**.

Click on **Country**

The **Country** page opens, showing all Countries entered in the database. Either Click **Add New Country** or select an existing **Country** and click **Update This Information** to edit it.

The screenshot shows the 'Administer Database: Country' form. The form is titled 'Country' and contains several input fields: 'Name\*' (required), '2 Character Alpha Code\*', 'ISO Numeric Code', 'Primary Country' (dropdown menu with 'No' selected), 'Use for Location Selection' (dropdown menu with 'No' selected), and 'Hide' (dropdown menu with 'No' selected). At the bottom right, there is a 'Confirm' button and a note '\* - Required Field'. At the bottom left, there is a 'return (do not save changes)' button.

### 5.3 Add a Province/Region

A *region* is a major subdivision of a country. Province/region choices depend on which country is selected; only a region that is associated with a particular country can be chosen when that country is selected. For each country you have entered in the system, add at least one province/region.

Click **Configure System** then click **Administer Database**.

Click on **Province**

The Province page opens, click on View to see all Regions entered in the database.

The screenshot shows the 'Administer Database: Region' page. At the top, there is a link for 'Add new Region'. Below it, the 'Select Country:' section includes a text input field with the placeholder 'Select or type the Country to limit the displayed values of Region.', a dropdown menu currently showing 'Select One', and a 'view' button. At the bottom left of this section is a 'return' button.

Either Click Add New Region or select an existing Region and click **Update This Information** to edit it.

The screenshot shows the 'Administer Database: Region' page with the 'Region' form. The form has a dark header bar labeled 'Region'. Below the header, there are three input fields: 'Name\*' (a text box), 'Country\* (Add new...)' (a dropdown menu showing 'Select One'), and 'Code' (a text box). At the bottom right is a 'confirm' button, and at the bottom left is a 'return (do not save changes)' button.

## 5.4 Add a District

A *district* is a subdivision of a region. In some locations, the district may be called the *state* or *province*. District choices depend on which country is selected; only a district that is associated with a particular country can be chosen when the country is selected. For each region you have entered in the system, add at least one district.

Click **Configure System** then click **Administer Database**.

Click on **District**

The District page opens, click on View to see all Districts entered in the database.

[Administer Database: District](#)

[Add new District](#)

Select Region:

Select or type the Region to limit the displayed values of District.  [Select Value](#)

Either Click Add New District or select an existing District and click **Update This Information** to edit it.

[Administer Database: District](#)

**District**

Name\*

Region\* ([Add new...](#))  [Select Value](#)

Code

Type the name of the **Region** or select the **Country** and then the **Region** in which the district is located.

Enter a **Code** for the district (optional).

Click **Confirm** and confirm that the information entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

## 5.5 Add a Sector/County

A *county* is a smaller geographical division within a district. The term *county* corresponds to *sector* in some locations. Assigning counties is optional for this system. County choices depend on which district is selected; only a county that is associated with a particular district can be chosen after that district is selected. For any district entered in the system, you may add multiple counties.

Click **Configure System** then click **Administer Database**.

Click on **County**

The **County** page opens, showing all **Counties** entered in the database. Either Click **Add New County** or select an existing **County** and click **Update This Information** to edit it.

[Administer Database: County](#)

**County**

Name\*

District\* [\(Add new...\)](#)  [Select Value](#)

## 5.6 Add a Currency

If your organization pays salaries or other payments in more than one currency, you should add each currency. The correct currency may then be selected when entering the salary or special payment. At least one currency should be added.

Click **Configure System** then click **Administer Database**.

Click on **Currency**

The **Currency** page opens, showing all Currencies entered in the database.

[Administer Database: Currency](#)

[Add new Currency](#)

**Select Currency to edit**

[RWF](#)

[USD \\$](#)

Either Click **Add New Currency** or select an existing **Currency** and click **Update This Information** to edit it.

[Administer Database: Currency](#)

### Currency

**Currency Code\***

**Name**

**Country** [\(Add new...\)](#)

Select One

**Symbol**

The Currency form opens. Enter the **Currency Code**, an abbreviation that will identify the currency in selection menus.

Enter the **Name** of the currency (optional).

Select the **Country** for the currency (optional).

Enter the **Symbol** for the currency; the symbol will also appear in selection menus (optional).

Click **Confirm** and confirm that the information entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

## 5.7 Organization Lists

### 5.7.1 Add a Facility Type

The *facility type* classifies each office and facility in the organization for reporting and organizational purposes. Examples of facility types include Office, General Hospital, Health center IV, etc. Specify at least one facility type.

Click **Configure System** then click **Administer Database**.

Click on **Facility Type**.

The **Facility Type**. page opens, showing all types entered in the database.

[Administer Database: Facility Type](#)

[Add new Facility Type](#)

**Select Facility Type to edit**

- [Clinic](#)
- [Dispensary](#)
- [Doctor's Office](#)
- [Health Clinic](#)
- [Hospital](#)
- [Laboratory](#)
- [Medical Center](#)
- [Mobile Clinic](#)

Either Click Add New Facility Type or select an existing Facility Type and click **Update This Information** to edit it.

[Administer Database: Facility Type](#)

**Facility Type**

Name\*

The Facility Type form opens. Enter the **Name** of the facility type. Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 5.7.2 Add an Office or Facility Name

If your organization has multiple offices or facilities, you may add each one to the system in order to link positions to the offices or facilities where they are located. You may also update information about an office or facility if it changes. Enter at least one office or facility, preferably the location of your organization's headquarters.

Click on Facility

The Facility page opens, click on View to view all Facilities entered in the database.

[Administer Database: Office/Facility](#)

[Add new Office/Facility](#)

Select Location:

Select or type the Location to limit the displayed values of Office/Facility.

[Select Value](#)

Either Click Add New Facility or select an existing Facility and click **Update This Information** to edit it.

[Administer Database: Office/Facility](#)

**Office/Facility**

Name\*

Location  [Select Value](#)

Facility Type\* [\(Add new...\)](#)

**Contact Information**

Mailing Address

Fax Number

Telephone Number

Email Address

Alternate Telephone Number

Notes (Primary Contact Person)

Select a **Facility Type** for the office or facility.

Enter the **Contact Information** for the office or facility (optional).

Under **Location**, either type the name of the district where the office or facility is located, or click [Select Value](#) and select the Country, Region and District where the office or facility is located.

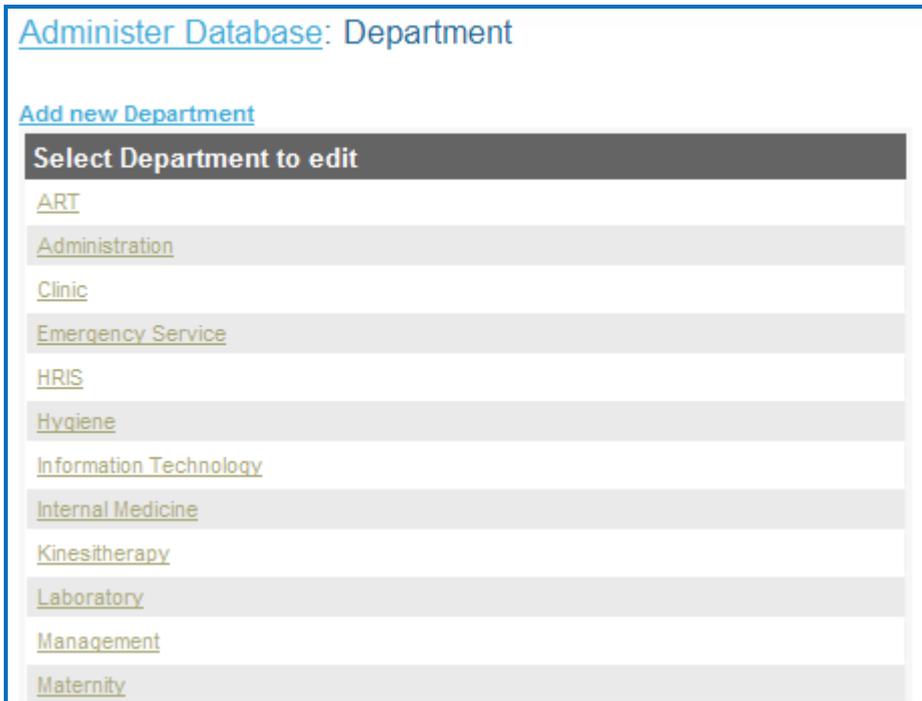
Click Confirm and confirm that the information entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 5.7.3 Add a Department

If any part of your organization is structured into departments, you may add them to the system and then link positions to their departments. Examples of departments include Finance, Health, Information Technology, Administration, and Human Resources. If your organization does not use departments, you may skip this step.

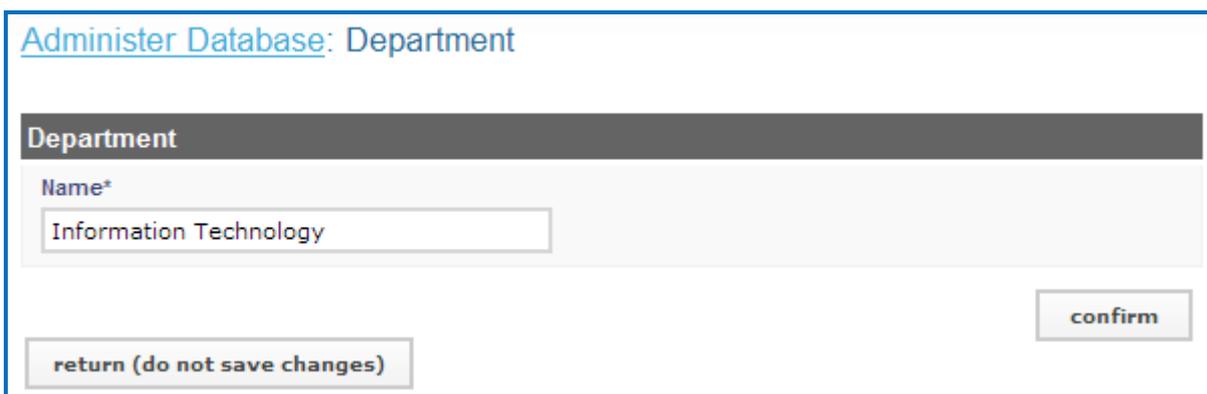
Click **Configure System** then click **Administer Database**.

Click on **Department**



The screenshot shows the 'Administer Database: Department' page. At the top, there is a link 'Administer Database: Department'. Below it, there is a section 'Add new Department' with a dark header 'Select Department to edit'. A list of departments is displayed, each on a separate line with a light gray background: ART, Administration, Clinic, Emergency Service, HRIS, Hygiene, Information Technology, Internal Medicine, Kinesitherapy, Laboratory, Management, and Maternity.

The Department page opens, showing all departments entered in the database. Either Click Add New Department or select an existing Department and click **Update This Information** to edit it



The screenshot shows the 'Administer Database: Department' page with the edit form. The header is 'Department'. Below it, there is a 'Name\*' field with a text input box containing 'Information Technology'. At the bottom right, there is a 'confirm' button. At the bottom left, there is a 'return (do not save changes)' button.

Enter the **Name** of the department. Click **Confirm** and confirm that the name entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

### 5.7.4 Add a Registration Council

A *registration council* is the professional association or licensing board that registers health professionals, such as nurses and midwives council. If your organization needs to track these

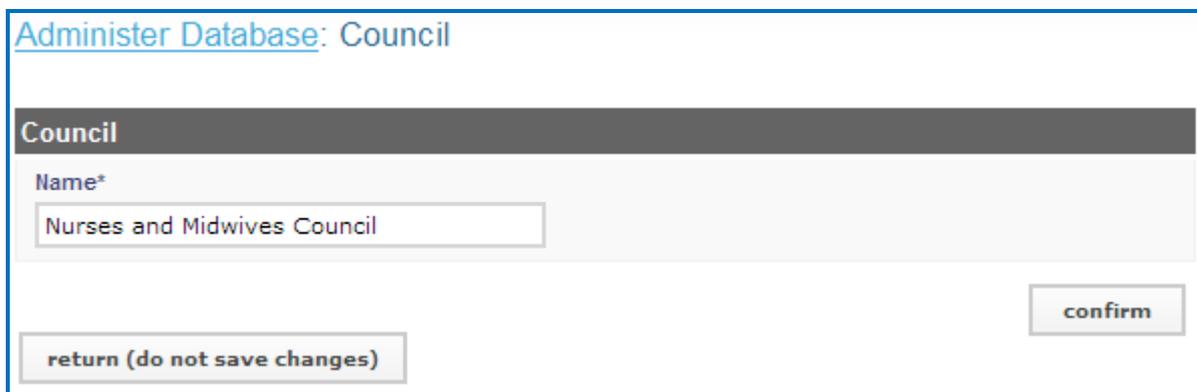
registrations or licenses for your employees, enter the name of at least one registration council for selection.

Click **Configure System** then click **Administer Database**.  
Click on Registration Council



The screenshot shows a web interface titled "Administer Database: Council". At the top left, there is a link "Add new Council". Below this is a table with the heading "Select Council to edit". The table lists several registration councils: "Allied Health Council", "Medical and Dental Council", "Nurses and Midwives Council", "Other", "Pharmacy Council", and "Uganda Nurses and Midwives Council". The "Uganda Nurses and Midwives Council" row is highlighted in blue. At the bottom left of the interface is a "return" button.

The Registration Council page opens, showing all Registration Councils entered in the database. Either Click Add New Registration Council or select an existing Registration Council and click **Update This Information** to edit it.



The screenshot shows the "Administer Database: Council" page with the edit form open. The form has a header "Council" and a field labeled "Name\*" containing the text "Nurses and Midwives Council". At the bottom right of the form is a "confirm" button. At the bottom left of the form is a "return (do not save changes)" button.

Enter the **Name** of the Registration Council. Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

## 5.8 Create Training Information/Mentorship information

### 5.8.1 Add Training Type

Click **Configure System** then click **Administer Database**.  
Click on Training Type

The Training Type page opens, showing all Training Types entered in the database.

Either click Add New Training Type or select an existing training type and click Update This Information to edit it.

Add the training type Click confirm and click save

### 5.8.2 Add One Training Type

Click **Configure System** then click **Administer Database**.

Click on One Day Training Type

The One Day Training Type page opens, showing all One Day Training Types entered in the database. Either Click Add New One Day Training Type or select an existing one day training type and click **Update This Information** to edit it.

Add the one day training type Click confirm and click save

### 5.8.3 Add Program Sponsor

Click **Configure System** then click **Administer Database**.

Click on Program Sponsor

The Program Sponsor page opens, showing all Program Sponsors entered in the database. Either Click Add New Program Sponsor or select an existing program sponsor and click **Update This Information** to edit it.

Add the program sponsor Click confirm and click save

#### 5.8.4 Add Venue

Click **Configure System** then click **Administer Database**  
Click on **Venue**

The Venue page opens, click view to show all Venues entered in the database. Either Click Add New Venue or select a venue and click **Update This Information** to edit it.

Add the venue, select the location, Click confirm and click save

#### 5.8.5 Add Area of Mentorship

Click **Configure System** then click **Administer Database**  
Click on **Area of Mentorship**

The Area of Mentorship page opens, showing all Area of Mentorships entered in the database. Either Click Add New Area of Mentorship or select an area of mentorship and click **Update This Information** to edit it.

Add the area of mentorship Click confirm and click save

## 5.9 Add an Education Type/Level

The *education type/level* classifies a type of educational institution that issues degrees/certification. Education types are selected when entering a person's educational history.

Click **Configure System** then click **Administer Database**  
Click on **Education Type/Level**

The Education Type/Level page opens, showing all Education Types/Levels entered in the database. Either Click **Add Education Type/Level** or select an Education Type/Level and click **Update This Information** to edit it.

## 5.10 Add Qualification

After adding an education level/type, you will need to add one or more kinds of qualification for that level/type. The qualification will be selected when entering the educational history for a person into the system. Examples of qualification include: UCE, UACE, Bachelor's degree in Computer science, and Master's degree in Public Health.

Click **Configure System** then click **Administer Database**  
Click on **Qualification**

The qualification page opens, click view to show all qualifications entered in the database. Either Click **Add Qualification** or select a qualification and click **Update This Information** to edit it.

[Administer Database: Qualification](#)

Select Education Level/Type:  
Select the Education Level/Type to limit the displayed values of Qualification.  
Select One

[Add new Qualification](#)

Select Qualification to edit

- [Bachelor of Arts](#)
- [Bachelors Degree in Computer Science](#)
- [Diploma in Clinical Medicine & Community Health](#)

## 5.11 Add a Language

If you want to track employee proficiency in speaking, reading and writing foreign languages, each language must be added to the system to be selected when adding the employee's qualifications.

Click **Configure System** then click **Administer Database**  
Click on **Language**

The Language page opens, showing all Languages entered in the database.

[Administer Database: Language](#)

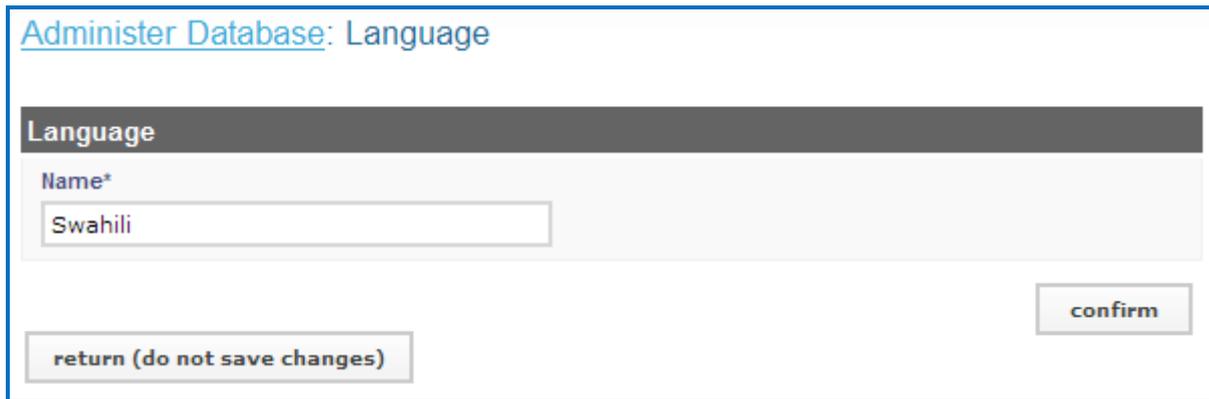
[Add new Language](#)

Select Language to edit

- [Dutch](#)
- [English](#)
- [French](#)
- [German](#)
- [Italian](#)
- [Kinyarwanda](#)
- [Spanish](#)
- [Swahili](#)
- [Taifafeki](#)

[return](#)

Either Click **Language** or select a **Language** and click **Update This Information** to edit it.



The screenshot shows a web form titled "Administer Database: Language". Below the title is a dark grey header bar with the word "Language" in white. Underneath is a light grey form area. On the left, there is a label "Name\*" above a text input field containing the word "Swahili". On the right side of the form area, there is a button labeled "confirm". At the bottom left of the form area, there is a button labeled "return (do not save changes)".

Click **Confirm** and confirm that the name entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

## 5.12 Add a Competency Type

A *competency type* is a broad category for organizing competencies, or skills in which employees have been assessed as competent. Examples of competency types include Computer Skills, Client Interaction and Diagnostics. Competency types combined with competencies comprise your organization's competency model.

Click **Configure System** then click **Administer Database**

Click on **Competency Type**

The **Competency Type** page opens, showing all Competency Types entered in the database.

[Administer Database: Competency Type](#)

[Add new Competency Type](#)

**Select Competency Type to edit**

- [Accounting](#)
- [Administration](#)
- [Dentistry](#)
- [Housekeeping](#)
- [Information Technology](#)
- [Logistics](#)
- [Management](#)
- [Medicine](#)
- [Nursing/Midwifery](#)
- [Optometry](#)
- [Pharmacy](#)
- [Physiotherapy](#)
- [Protective Services](#)
- [Public Health](#)
- [Secretarial](#)

Either Click **Add Competency Type** or select an Competency Type and click **Update This Information** to edit it.

[Administer Database: Competency Type](#)

**Competency Type**

Name\*

Enter the **Name** of the competency type. Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to

### 5.13 Add a Competency

After adding a competency type, add one or more *competencies*--skills or qualifications in which an employee has been assessed as competent--grouped under that competency type. For example, for the competency type Computer Skills, specific competencies could include Data Entry, Software Use and Document Formatting. The set of competencies and competency types

comprise your organization's competency model. When an employee has been assessed as having a particular competency, that competency can be added to the employee's record. Competencies may also be earned by completing training courses.

Click **Configure System** then click **Administer Database**  
Click on **Competency**

The **Competency** page opens, showing all **Competencies** entered in the database.

[Administer Database: Competency](#)

[Add new Competency](#)

Select Competency Type:

Select or type the Competency Type to limit the displayed values of Competency.

Public Health

**Select Competency to edit**

- [Nutrition](#)
- [Preventive Medicine](#)

Either Click **Add Competency** or select a Competency **Update This Information** to edit it.

[Administer Database: Competency](#)

**Competency**

Name\*

Nutrition

Competency Type\* [\(Add new...\)](#)

Public Health

Notes

Participating in programmes for nutrition education and nutrition rehabilitation activities.

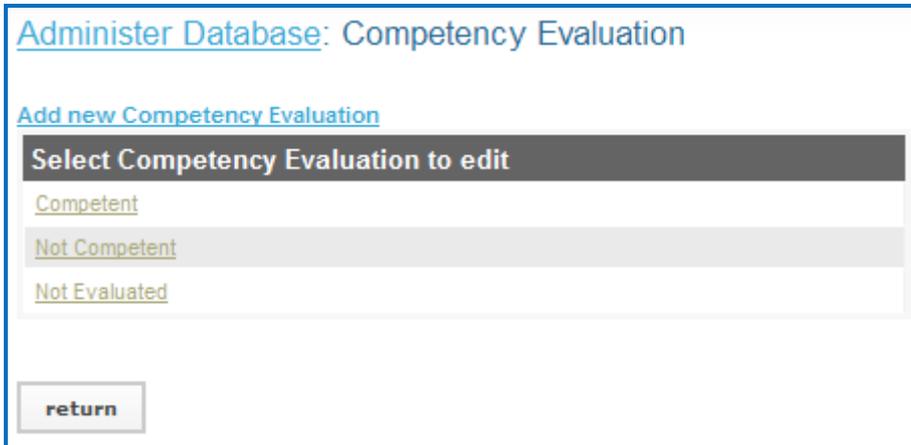
Enter a **Name** for the competency.  
Select the **Competency Type** for the competency.  
Enter any **Notes** about the competency (optional).

Click **Confirm** and confirm that the name entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

## 5.14 Add a Competency Evaluation

If you want to assess an employee in a particular competency, each evaluation option must be added for selection when making the assessment. For example, you might enter "Competent," "Not Competent" and "Not Assessed" as options to select for the evaluation.

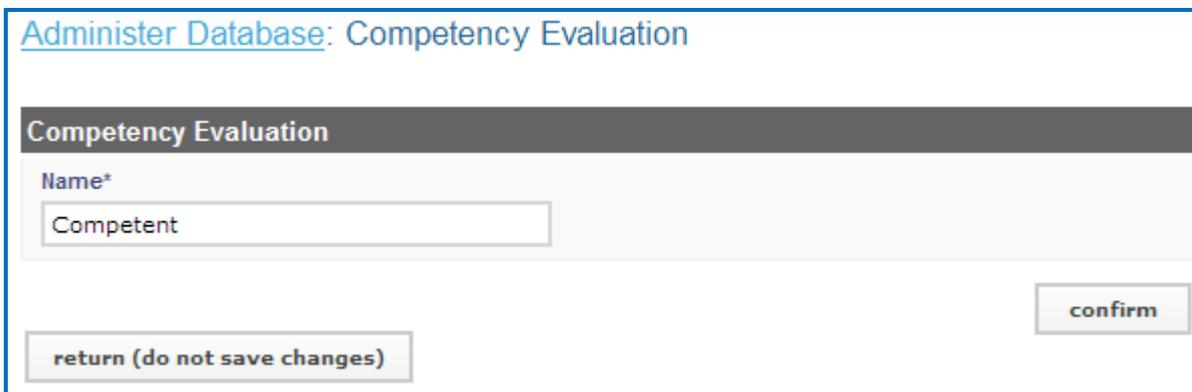
Click **Configure System** then click **Administer Database**  
Click on Competency Evaluation



The screenshot shows a web interface titled "Administer Database: Competency Evaluation". Below the title is a link "Add new Competency Evaluation". A dark grey header bar contains the text "Select Competency Evaluation to edit". Below this header is a list of three options: "Competent", "Not Competent", and "Not Evaluated". At the bottom left of the interface is a button labeled "return".

The Competency Evaluation page opens, showing all Competency Evaluations entered in the database.

Either Click **Add Competency Evaluation** or select a Competency Evaluation and click **Update This Information** to edit it.



The screenshot shows the same web interface as above, but now in edit mode. The dark grey header bar contains the text "Competency Evaluation". Below this is a form field labeled "Name\*" with the text "Competent" entered. At the bottom left is a button labeled "return (do not save changes)" and at the bottom right is a button labeled "confirm".

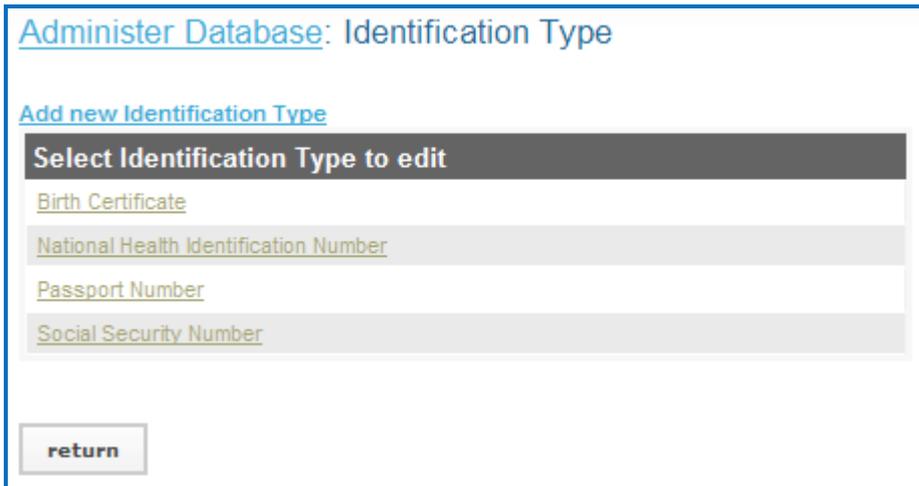
Enter the **Name** of the competency evaluation. Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

## 5.15 Add an Identification Type

The *identification type* classifies a type of identification, or non-changing information, used to identify an employee or applicant. Examples of identification types include File number, computer number, Passport, Social Security Number and National Health Insurance Card.

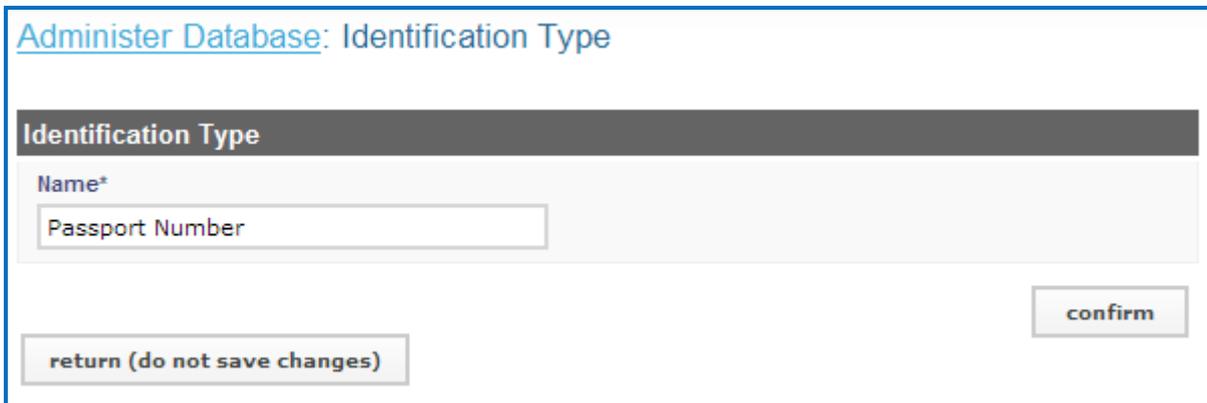
Click **Configure System** then click **Administer Database**  
Click on Identification Type

The Identification Type page opens, showing all Identification Types entered in the database.



The screenshot shows a web interface titled "Administer Database: Identification Type". Below the title is a link "Add new Identification Type". A dark grey header bar contains the text "Select Identification Type to edit". Below this header is a list of four identification types, each with a link: "Birth Certificate", "National Health Identification Number", "Passport Number", and "Social Security Number". At the bottom left of the page is a button labeled "return".

Either Click **Add** Identification Type or select an Identification Type and click **Update This Information** to edit it.



The screenshot shows the same web interface as above, but now in edit mode. A dark grey header bar contains the text "Identification Type". Below this is a form with a label "Name\*" and a text input field containing "Passport Number". At the bottom right of the form is a button labeled "confirm". At the bottom left of the page is a button labeled "return (do not save changes)".

Enter the **Name** of the identification type. Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

## 5.16 Add a Benefit/Allowance Type

The *benefit type* classifies a type of benefit or special payment to an employee. Examples of benefit types include Allowance, Travel Advance and Bonus.

Click **Configure System** then click **Administer Database**  
Click on Benefit/Allowance Type

The Benefit/Allowance Type page opens, showing all Benefit/Allowance Types entered in the database.

[Administer Database: Benefit Type](#)

[Add new Benefit Type](#)

**Select Benefit Type to edit**

[Allowance](#)

[Bonus](#)

[Expense](#)

[Travel Advance](#)

Either Click **Add Benefit/Allowance Type** or select a Benefit/Allowance Type and click **Update This Information** to edit it.

[Administer Database: Benefit Type](#)

**Benefit Type**

Name\*

Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

## 5.17 Add a Marital Status

*Marital status* is used to identify employees' legal status. Examples of marital status include Single, Married, Divorced and Widowed.

Click **Configure System** then click **Administer Database**

Click on Marital Status

The Marital Status page opens, showing all Marital Status entered in the database.

## [Administer Database: Marital Status](#)

### [Add new Marital Status](#)

#### Select Marital Status to edit

[Divorced / Separated](#)

[Married](#)

[Single](#)

[Widowed](#)

[return](#)

Either Click **Add Marital Status** or select a Marital Status and click **Update This Information** to edit it.

[Administer Database: Marital Status](#)

#### Marital Status

Name\*

Married

[confirm](#)

[return \(do not save changes\)](#)

Enter the **Name** of the marital status. Click **Confirm** and confirm that the name entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

## 5.18 Add a Reason for Departure

*Reasons for departure* are used to classify the reasons why an employee has left the employment of the organization or changed positions. Examples of reasons for departure include Promotion, Termination, Layoff, Illness, Death and Out Migration.

Click **Configure System** then click **Administer Database**  
Click on Reason for Departure

The Reason for Departure page opens, showing all Reasons for Departure entered in the database. Either Click **Add Reason for Departure** or select a Reason for Departure and click **Update This Information** to edit it.

## 5.19 Create a Job Structure

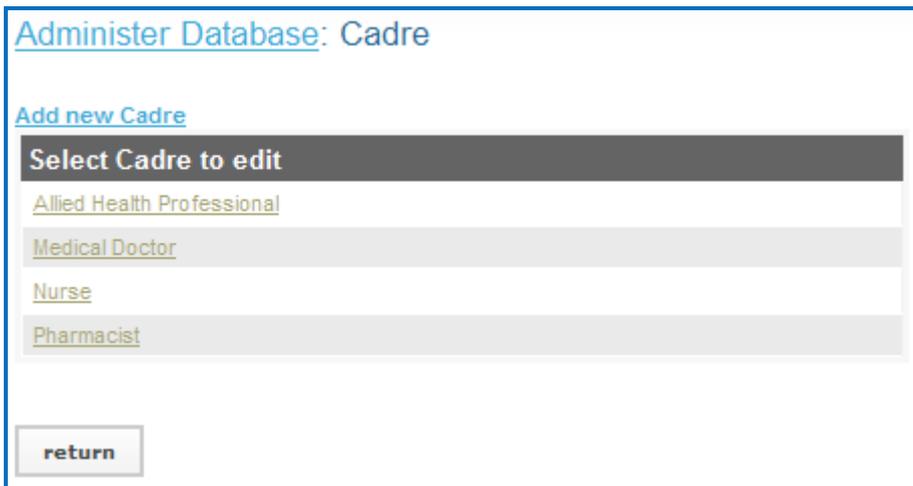
iHRIS Manage enables HR Managers and Staff to design and manage a job structure for the organization. Jobs may be categorized by health professional cadre, job classification and salary grade, and may be assigned standard titles, codes and job descriptions. Click [Administer Database](#)

under Configure System to create the job structure, add new positions that may be filled by employees or applicants and manage existing positions.

### 5.19.1 Add Cadres

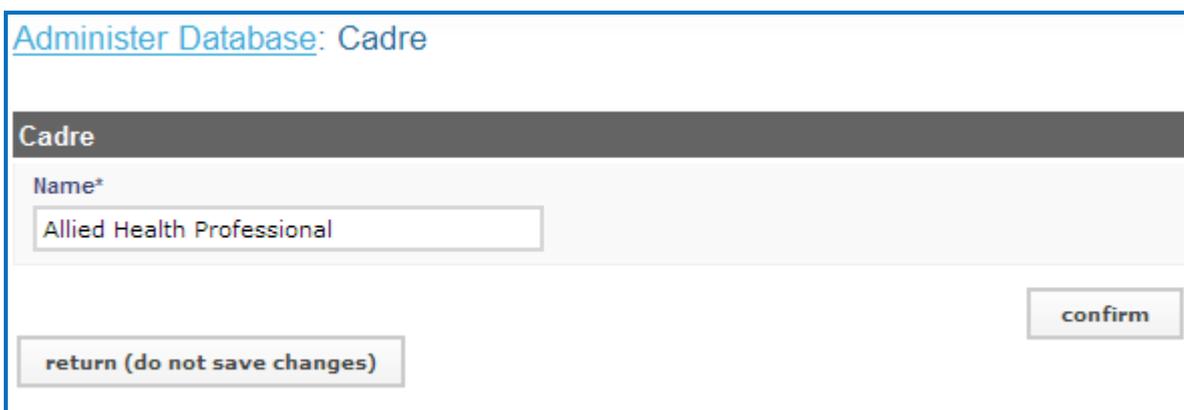
A *cadre* is a broad category of health workers characterized by the specific training, certification or other qualifications required to practice or be licensed in that field. Examples of cadres include Nurse, Physician and Pharmacist. Each job can be linked to one cadre for reporting purposes. You may add new cadres or edit any cadre that was previously added. Only the HR Manager or System Administrator can update the cadres.

Click **Configure System** then click **Administer Database**  
Click on **Cadres**



The screenshot shows the 'Administer Database: Cadre' page. At the top, there is a link 'Administer Database: Cadre'. Below it, there is a link 'Add new Cadre'. A dark grey header bar contains the text 'Select Cadre to edit'. Below this header, there is a list of four cadres: 'Allied Health Professional', 'Medical Doctor', 'Nurse', and 'Pharmacist'. At the bottom left, there is a 'return' button.

The Cadres page opens, showing all Cadres entered in the database. Either Click **Add Cadre** or select a Cadre and click **Update This Information** to edit it.



The screenshot shows the 'Administer Database: Cadre' page with the edit form. At the top, there is a link 'Administer Database: Cadre'. Below it, there is a dark grey header bar containing the text 'Cadre'. Below the header, there is a 'Name\*' label and a text input field containing 'Allied Health Professional'. At the bottom left, there is a 'return (do not save changes)' button. At the bottom right, there is a 'confirm' button.

Click **Confirm** and confirm that the name entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

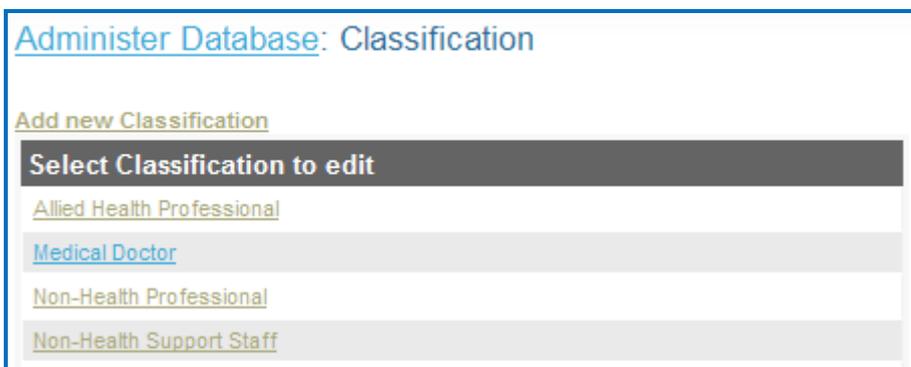
### 5.19.2 Add Job Classifications

A *job classification* is a broad category used to organize jobs. Each job can be optionally linked to one job classification for organization and reporting purposes. Examples of job classifications include Manager, Professional, Technician, Service Worker and Clerical Worker.

You should add all the job classifications in use in your organization to the system; you may also edit any job classification previously added. If your organization does not use job classifications to organize jobs, you can skip this step. Only the HR Manager or System Administrator can update job classifications.

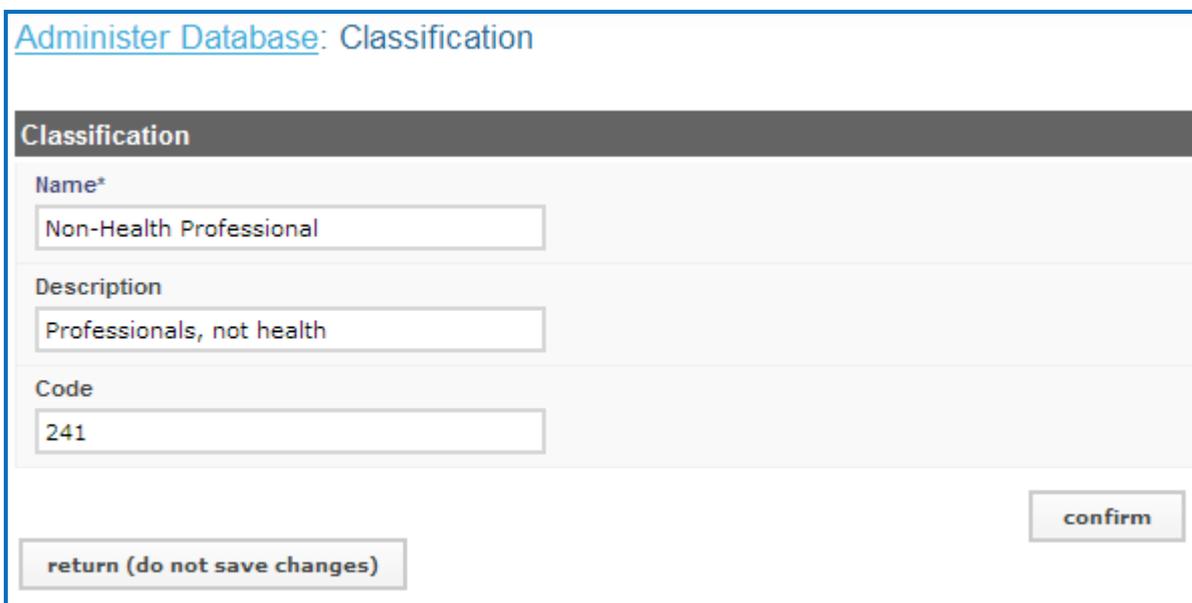
Click **Configure System** then click **Administer Database**  
Click on Job Classification

The Job Classifications page opens, showing all Job Classifications entered in the database.



The screenshot shows the 'Administer Database: Classification' page. At the top, there is a link 'Administer Database: Classification'. Below it, there is a link 'Add new Classification'. A dark grey header bar contains the text 'Select Classification to edit'. Below this header, there is a list of four job classifications: 'Allied Health Professional', 'Medical Doctor', 'Non-Health Professional', and 'Non-Health Support Staff'. Each classification is on a separate line with a light grey background.

Either Click **Add Job Classifications** or select a Job Classification and click **Update This Information** to edit it.



The screenshot shows the 'Administer Database: Classification' page with the edit form for a job classification. The page title is 'Administer Database: Classification'. Below the title, there is a dark grey header bar with the text 'Classification'. The form has three input fields: 'Name\*' with the value 'Non-Health Professional', 'Description' with the value 'Professionals, not health', and 'Code' with the value '241'. At the bottom right of the form, there is a 'confirm' button. At the bottom left, there is a 'return (do not save changes)' button.

Enter the **Name** of the job classification.  
Enter a brief **Description** of the job classification (optional).  
Enter a **Code** for the job classification (optional).

Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 5.19.3 Add Salary Scale/Grades

If your organization defines *salary scale/grades* or bands -- pay ranges for one or more jobs -- add those grades to the system. (If your organization does not define salary grades, you can skip this step.) A job can then be linked to its corresponding salary grade. Only the HR Manager or System Administrator can add or edit salary grades.

Click **Configure System** then click **Administer Database**

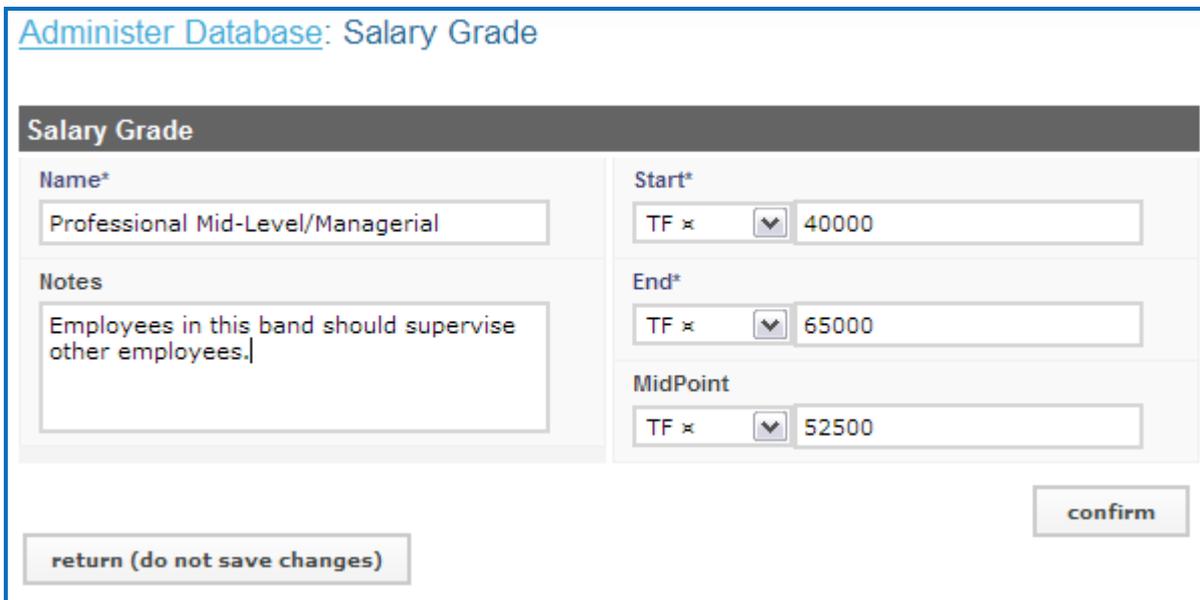
Click on Salary Scale/Grades

The Salary Scale/Grades page opens, showing all Salary Scale/Grades entered in the database.



The screenshot shows the 'Administer Database: Salary Grade' page. At the top, there is a link for 'Add new Salary Grade'. Below that is a section titled 'Select Salary Grade to edit' with a list of five salary grades: 'Entry-Level', 'Professional Entry-Level', 'Professional Mid-Level/Managerial', 'Specialist/Director', and 'Technical Specialist'. Each grade is a clickable link.

Either Click **Add Salary Scale/Grades** or select an Salary Scale/Grades and click **Update This Information** to edit it.



The screenshot shows the 'Administer Database: Salary Grade' form for editing a salary grade. The form has a title 'Salary Grade' and several fields: 'Name\*' (text input with 'Professional Mid-Level/Managerial'), 'Notes' (text area with 'Employees in this band should supervise other employees.'], 'Start\*' (dropdown menu with 'TF' and a value of 40000), 'End\*' (dropdown menu with 'TF' and a value of 65000), and 'MidPoint' (dropdown menu with 'TF' and a value of 52500). At the bottom, there are two buttons: 'return (do not save changes)' and 'confirm'.

The Salary Grades form opens.

Enter the **Name**, or identifier, of the salary grade.

Enter any **Notes** to record about the salary grade (optional).

Select a **Currency** for the starting salary and enter the amount of the **Start** salary (the lowest salary in the band).

Select a **Currency** for the ending salary and enter the amount of the **End salary** (the highest salary in the band).

Select a **Currency** for the midpoint salary and enter the amount of the **Midpoint** salary (the midpoint is the average salary in the band offered to a new hire, which may or may not be the equivalent of the true average of the starting and ending salaries). This is optional.

Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

#### 5.19.4 Add Jobs

A *job* is a general set of qualifications, duties and responsibilities as specified in a job description. Each job has a unique job code and may be linked to a cadre, job classification and salary grade.

There may be multiple instances of the same job within an organization. Each of these instances is filled by one employee and is referred to as a *position*. Before a position can be created in the system, its generic job must be added. After creating a generic job, it can be reused as needed for multiple positions that perform the same general duties. For example, a Clinical Nurse, Pediatric Nurse and Intensive Care Nurse may all be positions with the same generic job of Nurse. Only the HR Manager or System Administrator can add or edit jobs.

Click **Configure System** then click **Administer Database**  
Click on Jobs

The Jobs page opens, showing all Jobs entered in the database.



Either Click **Add Jobs** or select a Job and click **Update This Information** to edit it.

Job	
Title* <input type="text" value="Surgeon"/>	Salary Grade <input type="text" value="Select One"/>
Code <input type="text"/>	Cadre (Health Professionals Only) <input type="text" value="DOCTOR - Doctor"/>
Description <input type="text"/>	Classification <input type="text" value="Select One"/>
	ISCO 88 Code <input type="text"/> <a href="#">Select Value</a>
Hide <input type="text" value="No"/>	

\* - Required Field

The Job form opens.

Enter a **Title** for the job.

Enter a **Code** for the job (optional).

Enter a **Description** for the job (optional).

Select the **Salary Grade** for the job (optional).

Select the **Cadre** for the job (optional). Only select a cadre for health professional jobs.

Select the **Classification** for the job (optional).

Click **Confirm** and confirm that the name entered is correct. If it is not correct, click **Edit** to change it. If it is, click **Save** to save it.

## 5.20 Administer Positions

### 5.20.1 Add Salary Sources

If your organization tracks multiple monetary sources of salaries and/or special payments, add those to the system so the source can be linked to a salary or special payment. Only the HR Manager or System Administrator can add or edit salary sources.

Click **Configure System** then click **Administer Database**

Click on **Salary Sources**

The **Salary Sources** page opens, showing all **Salary Sources** entered in the database.

[Administer Database: Salary Source](#)

[Add new Salary Source](#)

**Select Salary Source to edit**

- [Association](#)
- [Faith-based Organization \(FBO\)](#)
- [Individual Donor](#)
- [Ministry of Health](#)
- [Private](#)
- [Private For-profit \(Commercial\)](#)
- [Private Non-profit \(NGO\)](#)

Either Click **Add Salary Sources** or select a Salary Sources and click **Update This Information** to edit it.

[Administer Database: Salary Source](#)

**Salary Source**

Name\*

The Salary Source form opens. Enter the **Name** of the salary source. Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 5.20.2 Add Position Types

To classify positions by a category or type, add those position types to the system. Examples of position types include Permanent, Temporary, Contract, Consultant, Part-time and the like. Only the HR Manager or System Administrator can add or edit position types.

Click **Configure System** then click **Administer Database**  
Click on Position Types

The Position Types page opens, showing all Position Types entered in the database.

[Administer Database: Position Type](#)

[Add new Position Type](#)

**Select Position Type to edit**

- [Consultant](#)
- [Permanent Full-Time](#)
- [Permanent Part-Time](#)
- [Temporary Hourly](#)

Either Click **Add** Position Types or select an Position Types and click **Update This Information** to edit it.

[Administer Database: Position Type](#)

**Position Type**

Name\*

Enter the **Name** of the position type. Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 5.20.3 Add Positions

Adding a position creates a new position in the organization that a single employee will fill. The position must be created before it can be assigned to an existing employee or applications can be accepted for the position. A position that is not linked to an employee but for which you intend to hire someone to fill it is called an *open position*. A position that is not linked to an employee and for which you are not intending to hire someone is called a *discontinued position*. A position that is filled by an employee is called a *closed position*. Either an HR Staff person or an HR Manager can add a new position or update an existing position.

Click **Configure System** then click **Administer Database**

Click on Positions

The Positions page opens, click view to show all Positions entered in the database.

[Administer Database: Position](#)

[Add new Position](#)

Select Facility:

Select or type the Facility to limit the displayed values of Position.

Select One

Either Click **Add Positions** or select a Position and click **Update This Information** to edit it.

[Administer Database: Position](#)

Position	
Job* <a href="#">(Add New...)</a> Select One	Position Code <input type="text"/>
Position Title* <input type="text"/>	Supervisor <input type="text"/> <a href="#">Select Value</a>
Position Description <input type="text"/>	Facility* <input type="text"/> <a href="#">Select Value</a>
Proposed Salary RWF <input type="text"/>	Department Select One
Source Select One	Position Type Select One
Expected End Date of Funding August 15, 2013	Proposed Hiring Date August 15, 2013
Primary Funder of NGO/Partner Supplement Select One	Proposed End Date <input type="text"/>
Primary Funder of PBF Select One	Status Open
Date Posted August 01, 2013	Interview Comments <input type="text"/>
Position Comments <input type="text"/>	
Hide No	

\* - Required Field

Select the **Job** for the new position.  
Enter the **Position Title** (this may be the same as the job title).  
Enter a **Position Description** as an addendum to the job description (optional).

Select a **Currency** for the salary and enter the **Proposed Salary** amount for the position; this amount will be changed to the actual salary when the position is filled (optional).

If there are one or more salary sources to track for the position, select them in the **Source** box; to select more than one salary source, hold down the CTRL key while clicking the name of each salary source (optional).

Today's date displays for the **Date Posted**, the date the position was opened. If this is incorrect, change the date.

Enter any comments or notes about the position in the **Position Comments** box (optional).

Enter the **Position Code**.

Either type or select the code and title of the position that will supervise this position under **Supervisor** (optional).

Select the office or facility where the position is located in the **Facility** menu.

Select the **Department** where the position is located (optional).

Select the **Position Type** (optional).

Select the **Proposed Hiring Date** for the position (optional).

If the position is short-term, select the **Proposed End Date** for the position (optional).

Select the **Status** of the position: Open or Discontinued. Select *Open* if you want the position to be available for assignment to an employee.

If an interview has been held for the position, enter any comments or notes about it in the **Interview Comments** box (optional).

Click Confirm and confirm that the name entered is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

#### 5.20.4 Edit a Position

Once a position has been created in the system, an HR Staff person or an HR Manager can change any of the information for the position.

Click **Configure System** then click **Administer Database**

Click on select **Positions (by Facility)** add or edit a position based on the facility where it is located or select **Positions (by Status)** to add or edit a position based on its status as open, closed or discontinued.

The screenshot shows a web interface for administering a database. The main heading is "Administer Database: Position". Below this, there is a link for "Add new Position". A section titled "Select Facility:" contains a text input field with "Capital City Clinic" entered and a dropdown arrow. A list of facility names is displayed below the input field, including "Select One", "Capital City Clinic", "Capital City Hospital", "Example Clinic", and "Gatarama Health Center". To the right of the input field is a "view" button.

The Position page opens. If you chose **Positions (by Facility)**, select the name of the facility where the position is located from the **Facility** menu. If you chose **Positions (by Status)**, select the status of the position from the **Status** menu. Click the View button to display all the positions entered for that facility or status.

### Administer Database: Position

[Add new Position](#)

Select Facility:

Select or type the Facility to limit the displayed values of Position.

Capital City Clinic

---

**Select Position to edit**

[CHO229 - Nurse](#)

[CHO230 - Nurse](#)

[CHO999 - Midwife](#)

[CLI 5 - Accountant](#)

A list of positions already entered in the database appears. Click the name of the position to edit.

The position information displays. Click Update This Information

### Position Information

[Hide](#)

Edit This Information

- [Update this Information](#)
- [Select another Position](#)

Position	
Job:	<a href="#">Nurse</a>
Position Title:	Nurse
Position Description:	
Proposed Salary:	
Source:	
Position Code:	CHO229
Supervisor:	<a href="#">MOU 3-Specialized Doctor</a>
Facility:	Capital City Clinic
Department:	ART
Position Type:	
Proposed Hiring Date:	9 December 2004
Proposed End Date:	
Status:	Closed
Date Posted:	9 December 2004
Position Comments:	
Interview Comments:	

Edit This Information

- [View Person](#)

Position Filled By	
Surname:	Drianaeth
First Name:	Tre
Start Date:	1 January 2006

The Position form opens, showing the position information that was previously entered. Change any field.

Click Confirm and confirm that the changed information is correct. If it is not correct, click Edit to change it. If it is, click Save to save it.

### 5.20.5 Discontinue a Position

If a position is no longer needed and is not filled by an employee, it can be discontinued. This will prevent the position from displaying in open position lists. The position can be re-opened at any time. Either an HR Staff person or an HR Manager can discontinue a position.

Click **Configure System** then click **Administer Database**  
Click on Positions (by Status).

The Position page opens. Select Open from the **Status** menu and click the View button. All of the open positions will display. Click the name of the position to edit.

Administer Database: Position

[Add new Position](#)

Select Status:

Select or type the Status to limit the displayed values of Position.

Open

Select Position to edit

[NURSI-TEST-01 - Nurse |](#)

The position information displays. Click [Discontinue This Position](#) to mark the position as discontinued

## View Position: NURSI-TEST-01 - Nurse I

### Position Information

▼Hide

 Edit This Information

- [Update this Information](#)
- [Select another Position](#)
- [Discontinue this Position](#)

#### Position

Job:	<a href="#">Nurse I</a>
Position Title:	Nurse I
Position Description:	
Proposed Salary:	TF-a0
Source:	Ministry of Health
Position Code:	NURSI-TEST-01
Supervisor:	
Facility:	Testing Facility
Department:	Clinic
Position Type:	Permanent Full-Time
Proposed Hiring Date:	3 March 2009
Proposed End Date:	
Status:	Open
Date Posted:	3 March 2009
Position Comments:	
Interview Comments:	

To re-open a discontinued position, repeat the steps above but select Discontinued from the **Status** menu. Then click [Open This Position](#) beside the position information.

## 6 IHRIS Frequently asked Questions

1. Who owns integrated Human Resource Information System (iHRIS)?  
iHRIS is a system that is owned by the government of the Republic of Rwanda.
2. Differences between IPPIS and IHRIS  
IPPS (Integrated Payroll and Personal Information System) is payroll system for the government of Rwanda while IHRIS is a day to day human resource management for the health workforce.
3. Why are we using both IPPIS and IHRIS to capture the same information on a Health worker?  
Currently, both systems are capturing information on health worker. However, with time IPPIS will be exporting data on payroll to iHRIS on a monthly and iHRIS informing IPPIS who has joined and who need to be added to the payroll.
4. Differences between HMIS and iHRIS  
IHRIS is an information management tool designed specifically for managing human resources in the sector while HMIS is an aggregate of all health management information systems within the health sector. IHRIS is a sub system that contributes to HMIS like other sub systems e.g. LMIS, DHIS.
5. Differences between DHIS-2 and iHRIS  
DHIS-2 (R-HMIS) is an information management tool designed specifically for aggregating patient records in the sector while IHRIS is designed to manage human resources.
6. Differences between OPEN MRS and IHRIS  
OPEN MRS is an information system designed specifically for health facility management while IHRIS is designed to manage human resources.
7. How do I change someone's position information,
  - a. If he/she has been transferred within the same organization?  
**First create the new position in that facility where the person has been transferred to**  
Click on Configure system → Click on Administer database→Click on position by facility→  
Click on Add New Position→ Select the new job of the person→ If the position name is different from the job then change it → Select the facility of the person→Select the department of the person→ Click on confirm and save  
  
**Second we search for the person and record the transfer**  
Click on search records→Click on search people→Type the person's name and click search→  
Click on the person's name in the report to open his/her page→Click on Position information on the left menu or scroll down to position information→Click on change position, →Select the new position→ Fill in the salary, Terms of employment and DSC minute if known→ Choose a reason for transfer→ Select what happens to the status of the current position →Click on confirm and save
  - b. If he/she has left the organization's service?  
Click on search records→Click on search people→Type the person's name and click search→  
Click on the person's name in the report to open his/her page→Scroll down to position information → Click on record a departure, → Select what happens to the status of the current position → Fill in the end date→ Choose a reason for departure→Click on confirm and save.
8. How do I assign a position for a new person in the service?

**First create the new position in that facility where the person has been posted**

Click on Configure system → Click on Administer database → Click on position by facility → Click on Add New Position → Select the new job of the person → If the position name is different from the job then change it → Select the facility of the person → Select the department of the person → Click on confirm and save

**Second we search for the person to assign the position**

Click on search records → Click on search people → Type the person's name and click search → Click on the person's name in the report to open his/her page → Scroll down to position information - Click on record a departure → Select what happens to the status of the current position - Fill in the end date → Choose a reason for departure → Click on confirm and save

## 9. What happens to the old positions when people change, transfer or depart

**There are three options that can happen to any position**

Open - Meaning it's free, it's in the system and no one is occupying it

Closed - Meaning it's taken up by someone

Discontinued - Meaning it has been eliminated from the staffing norms/establishment.

When a position is left, by default the position become open, but one can decide to discontinue during the process when you are changing position. If it stays open then when a new employee comes into service we do not have to create it again.

**To view open positions:** Click on view reports → Click on position reports → On the filters down select open and click on Apply limits.

## 10. How do I populate (add fields in) the drop down menus?

Click on Configure system → Click on Administer database (There is a list of all the fields in the drop down menus) - Click on the one you want to populate → Click on Add New ... → Enter the required fields → Click on confirm and save

## 11. How do I add a new person in the system?

Click on Manage People → Click on Add Person → Fill in the first individual information → Click on confirm and save. Click on Add Demographic information which is tab → Fill in the required fields → Click on confirm and save. Before you click on set position make sure you first create it. After creating the position then assign it to the person. Then add all the necessary information on the person's page

## 12. Can the system work without internet?

No

## 13. How is the system backed up and where is it done?

The system does an automatic backup at night on MOH server on a daily basis.

## 14. How do I resize my photo?

Go to the folder where your photo is stored, right click on the photo, select resize image, choose the option of custom and enter the standard size of passport photo i.e. 200 (height) by 150 (width). Then proceed to update the photo section of person's information with the resized photo.

## 15. Deleting records

This function is currently reserved for advanced systems administrator only.

**16. What to put in comments and notes sections?**

Any information deemed to be useful in relation to that section and is not captured by any of the field designed in iHRIS.

**17. Why do I continue to see a person in the system when I recorded a departure?**

When you record a departure, the person's record is not permanently deleted from the database but is deactivated from the staff list. This simply means that the person's record is removed from the active staff list. To view active staff, go to "**view report**" and select "**staff list**".

However, the person's record will continue to be available in the system and can be viewed through searching the database via "**search records**".

**18. Search records and staff lists gives a different number?**

Numbers on staff list and search list will vary because of the explanation given in the question 17.

**19. How do I know the records entered on a particular day**

To get information on record entered on a particular day i.e. not more than one week, click on search records, select recent changes and choose the option of your interest.

**20. How can I tell who accessed the system and what they did**

The system keeps a log of all operations and it's accessible by the system administrator