

CHRIS



COMPREHENSIVE HUMAN RESOURCE INFORMATION SYSTEM

Comprehensive Human Resource Information System (CHRIS) is an integrated system encompassing the full life cycle of Human Resource Management from recruitment and hiring through retirement. Payroll System processes are included in CHRIS and will be the focus of the initial implementation.

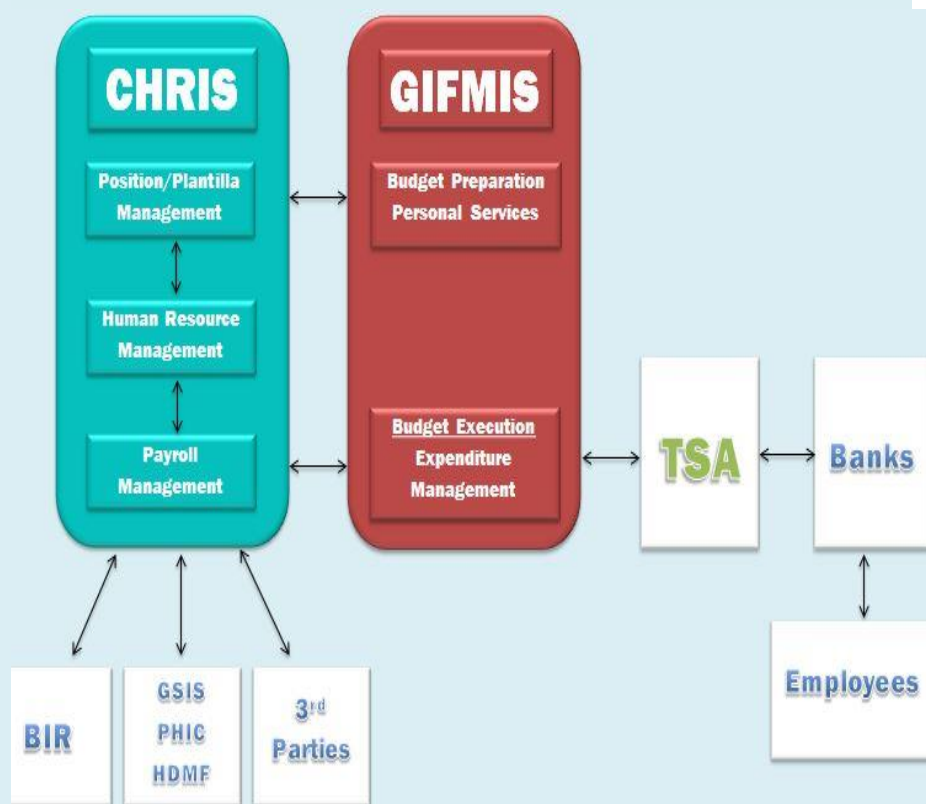
PURPOSE

CHRIS is one of the key reforms under the Philippine Public Financial Management (PFM) Reform Roadmap. The system is envisioned to support improved and harmonized management of human resources and personnel expenditures toward improved transparency, accountability and efficient service delivery.

OBJECTIVES

- Process payroll for all National Government agency employees from a single government-wide payroll system
- Provide improved tools and data for the efficient management of the government's human capital with a single CHRIS
- Identify and implement better approaches to government payroll, human resources and personnel operations
- Satisfy the core needs of each agency while realizing cost savings, reduced risks and operational benefits of unified systems, common business practices and improved information
- Harmonize policies and procedures relating to payroll management

INTERFACE WITH RELATED SYSTEMS



PFM Committee

Executive Order No. 55 s. 2011 mandated the PFM Committee composed of COA, DBM, DOF and Bureau of the Treasury to oversee the integration and automation of government financial and information systems, and implementation of the PFM Reform Roadmap. The roadmap is implemented through six key initiatives: Budget Reporting and Performance Standards, Accounting and Auditing Reforms, Improvement of Treasury Cash Management Operations, Liability Management, Government Integrated Financial Management Information System, and Capacity Building.

TECHNOLOGY AT WORK FOR YOU

Payroll and Human Resource management made better, faster, more efficient and effective

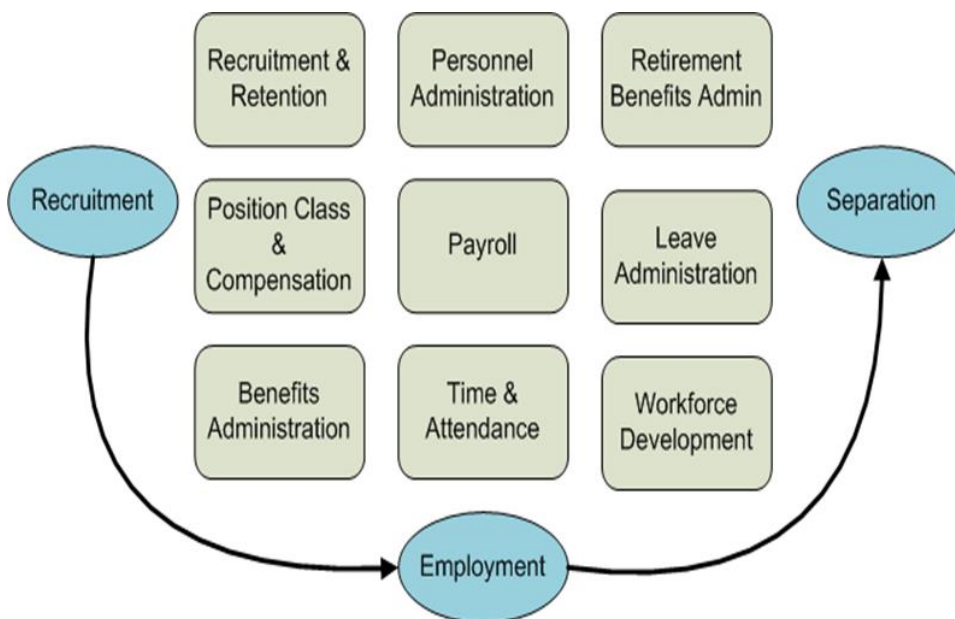
- Improved tools to eliminate redundant data entry, manual calculations and paper forms
- Provide a Single Source of Truth on government personnel, including all transactions under the personnel information or database system and personnel expenditures
- Provide a user-friendly, web-based, online environment for Human Resource and Payroll actions
- Improved integration among key systems of partner agencies including the Government Integrated Financial Management Information System (GIFMIS)
- Improved access to historical information and analytic data

CONSISTENT HR POLICIES AND A UNIFIED SYSTEM FOR STRONG FISCAL DISCIPLINE

Anticipated results:

- Cost savings achieved through verification of authorized workforce and adherence to budgeted appropriations
- Cost savings achieved through administrative efficiencies
- Timely remittance of withholdings to the Bureau of Internal Revenue, Government Service Insurance System, and other agencies, along with timely reconciliation
- Improved cash planning with disbursement through GIFMIS via the Treasury Single Account
- Harmonization and verification of disparate databases
- Harmonization of Human Resource and Payroll policies
- Improved reporting and analysis

The full Human Resource Lifecycle will be covered by CHRIS



PROGRESS AND LEARNINGS

An initial pilot in 6 agencies revealed the need for a scalable, enterprise level solution, rationalization of policies across agencies and a dedicated implementation team. A design was reached to include all HR transactions under Personnel Information Database System (PIDS), the Government Manpower Information System (GMIS) and other functionalities including payroll. The functional requirements for the system were documented based on consultations with key stakeholders, and a Policy Rationalization Technical Working Group is recommending standardization of policies to implement CHRIS across government. Procurement of an enterprise level solution is underway based on the documented requirements.

STANDARD POLICIES

CHRIS will facilitate standardized policies and improved internal controls for HR and Payroll. The system will incorporate adoption of the Unified Accounts Code Structure (UACS) and the Revised Chart of Accounts.

WEB-BASED, CENTRAL DATABASE

CHRIS will provide an integrated system housing PIDS, Plantilla and leave administration, Payroll and other Human Resources data

MEANINGFUL ANALYSIS

CHRIS will provide data analysis tools and options to support policy decision making and effective reporting.