



# BSP iChris Experience

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*Head of HR Projects & Non PNG countries HR Support*

15<sup>th</sup> May 2018

*WE ARE* **BSP**



# System Background



- ❑ Vendor: Frontier Software and based in Australia
- ❑ iChris – International Comprehensive Human Resource Integrated Software
- ❑ Automated processes
- ❑ HR21 Self service portal

# BSP Purchased Modules



- HR Payroll Module
- HR21 - Employee Self Service
- LD21 – Learning & Development Module
- eR21 – Recruitment Module
- ePM – Performance Management Module



Mr Inamata F  
Cook Islands Property Manager  
fred@bsp.com.pg

- [Last Payslip](#)
- [Details](#)
- [Dependants](#)
- [Remuneration](#)

My Staff ⚙️



Henry R

My Information

Task Manager ↻

### New Request



Timesheet Request



Leave Request



Leave Request Cancellation

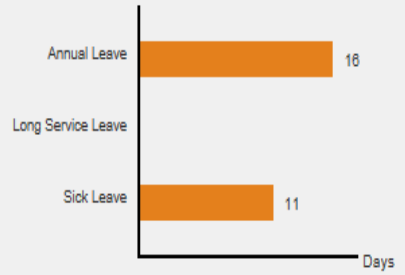
My Requests (1)

Staff Requests (0)

Select Action ▾

| Status | Description | Type | Staff Name | Date Created | Action |  |
|--------|-------------|------|------------|--------------|--------|--|
|        |             |      |            |              |        |  |

Leave Balance



Leave Application ↻

Leave Type \*

Start Date \*

End Date

[View Application Page](#) Apply

Policy Links

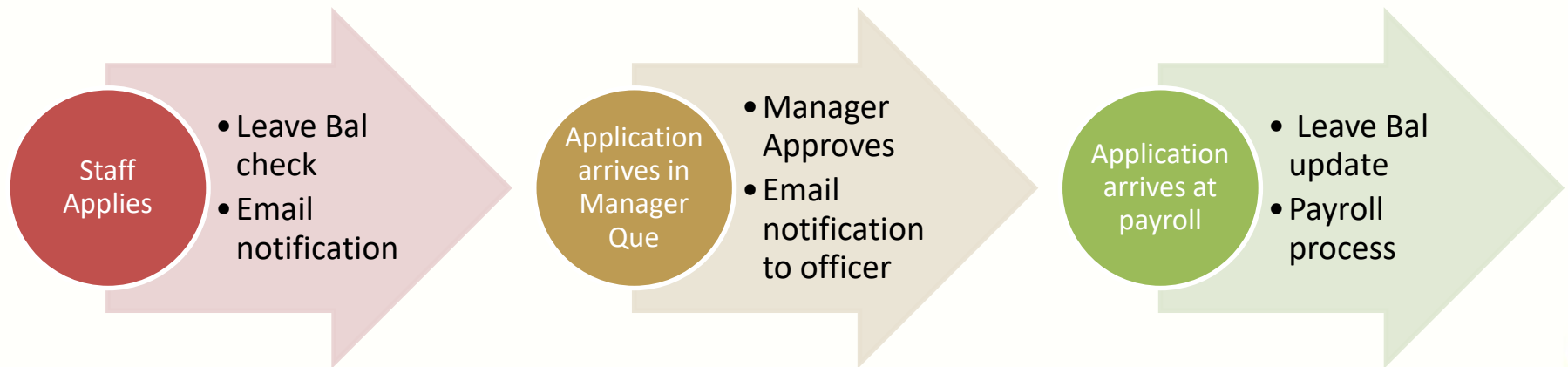
- [HR21 User Guide](#)
- [Code of Conduct](#)

Calendar

May 2018

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|-----|-----|-----|-----|-----|-----|
| 29  | 30  | 1   | 2   | 3   | 4   | 5   |
| 6   | 7   | 8   | 9   | 10  | 11  | 12  |
| 13  | 14  | 15  | 16  | 17  | 18  | 19  |
| 20  | 21  | 22  | 23  | 24  | 25  | 26  |
| 27  | 28  | 29  | 30  | 31  | 1   | 2   |
| 3   | 4   | 5   | 6   | 7   | 8   | 9   |

# Leave Application Process



# BSP Sites Roll out



|                                       |       |
|---------------------------------------|-------|
| PNG Go Live                           | Q2 17 |
| Cook Islands Go Live                  | Q3 17 |
| Samoa Go Live                         | Q3 17 |
| Vanuatu Go Live                       | Q3 17 |
| Tonga Go Live                         | Q3 17 |
| Solomon Islands Go Live & L& D module | Q2 18 |
| Fiji Go Live                          | Q3 18 |

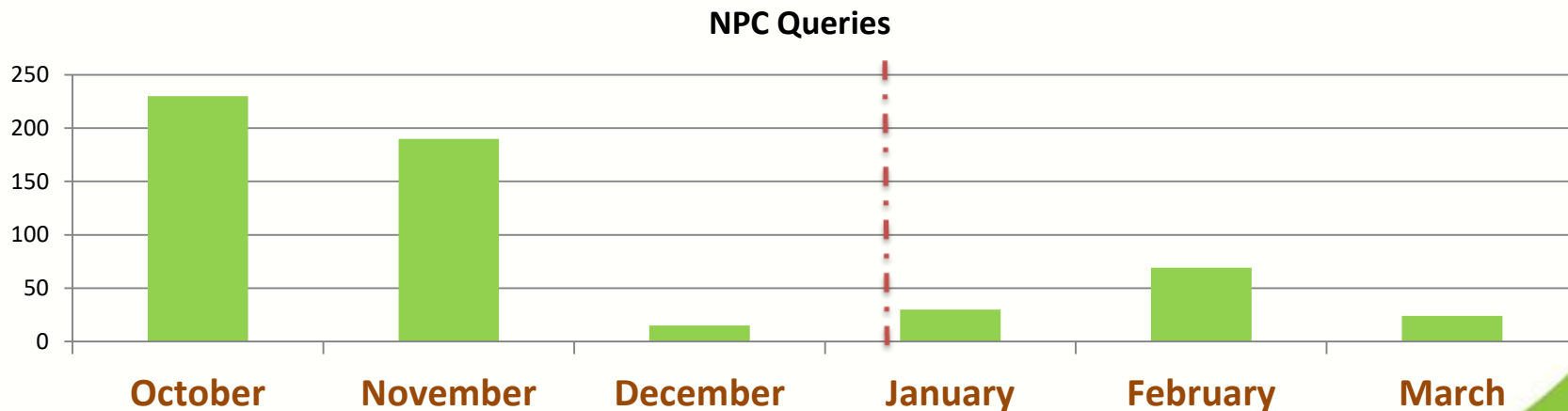
# Challenges



- *Resources*
- *Connectivity*
- *Historical Data*
- *Knowledge of in country legislation– PNG Team*
- *Adoptability - End user*
- *Customised roll out exercises*

# Benefits

- Automated HR and payroll processes
- Shorter processing time
- More informed decisions at the department level
- More coverage from head office - Reduced queries from outer branches





# Still to come in 2018

- Fiji
- eRecruitment
- ePerformance

# Questions

