

Project Title	Performance Management Information System (PERMIS)
Institution/Department	Department of the Premier, Western Cape Province
Innovation	<p>Performance management was historically a labour intensive process, utilising programmes not well suited to the standardisation and evaluation of performance. The development of PERMIS has directly addressed this need by standardizing performance contracting and aligning the requirements with those directed by National Government (DPSA). Furthermore, the system is transparent to all relevant stakeholders, including the employee, employer, and People Management.</p> <p>The system further alleviates the need to manually capture the results of each agreement onto PERSAL through the development of an interface, which serves as a translation layer between PERMIS and PERSAL. The interface allows seamless uploading and downloading of information between PERSAL and PERMIS and provides for error reports to be generated. PERMIS has also been integrated into the Performance Human Resource Development System (PHRDS), which ensures that training courses, on a KRA level, are aligned, and reported on through PERMIS.</p> <p>The PERSAL interface ensures that all performance results and agreement dates are updated for provision to National Government. PERMIS also maintains all past performance agreements and assessment results, making it efficient to manage and monitor employee performance over multiple performance cycles.</p>
Impact	<p>PERMIS is ubiquitous and allows for performance related activities, such as Performance Agreement, Mid-Year Reviews and Annual Assessments, Probation management and management of poor performance. These are mobile enabled and are accessible at anytime and anywhere, during the open period of the system. The system provides comprehensive information for reporting purposes and assist Performance Management Administrators/Practitioners to monitor the entire performance cycle and progress.</p> <p>The employee, employer and Performance Manager have visibility of what was captured. The controls and security of information is also a bonus once information has been agreed upon and signed off by both employee and employer no one can change the information on their own again. All user activities are logged, and information can be retrieved via the audit log.</p> <p>Due to the semi-integration with PERSAL the system prepopulates the required information and save the history of previous year's performance captured information, which makes it easy for referencing purposes. Emails are communicated between employee and supervisor/ People Manager in keeping everyone in the loop.</p>
Contact Details	E-mail: Knowledge@cpsi.co.za