Umoja Integration

Foundation Processes

Central Support Services
- Services to the Public & Staff
  - Sales (third-party procurement services & billing customers)
- Facilities Management
  - Real Estate Administration
  - Real Estate Planning

Finance & Budget
- Financial Management
  - Budget Implementation
  - Grants Management
- Cost & Management Accounting
  - Accounting for Specific Events & Activities - Internal Orders
  - Overhead Accounting - Cost Centre Accounting

Supply Chain/Procurement/Logistics
- Source to Acquire
  - Requisition to Purchase Order
  - Low Value Acquisition
  - Contract Management
- Receipt & Inspection
  - Inbound Processing
  - Outbound Processing
  - Warehouse & Storage

Equipment Management
- Equipment Assignment & Management
- Equipment Management & Operations
- Decommission & Disposal

Workforce Management
- Personnel Administration (Onboarding/Contract Renewal/Movements/Separation)
- Entitlements
- Maintain HR Reference Tables
- Core Master Data Management
- Medical and Life Insurance Enrolment
- After Service Health Insurance (ASHI) and After Service Life Insurance (ASLI) Data Maintenance *
- Life and Work Events
- Claims under Staff Rules Appendix D and Malicious Acts Insurance Policy (MAIP)
- Annual Enrolment
- Special Leave without Pay – Prepaid Insurance and Pension

Organizational Management
- Manage Reorganization
- Maintain Organization Structure
- Create Position (Non-Post)
- Maintain Position
- Loan Position
- Bulk Extension of Positions
- HR Budget Implementation

Programme & Project Management
- Project Initiation
- Project Planning
- Project Execution
- Performance Monitoring

Programme & Project Management
- Bank Management
- Cash & Liquidity Management
- Investment Accounting
- Treasury & Risk Management - Investments

Personnel Administration (Onboarding/Contract Renewal/Movements/Separation)
- Maintenance *

Time Management
- Leave Management
- Manage Work Schedules
- Positive Time Recording
- Request for Overtime (OT) and Compensatory Time Off (CTO)
- Evaluate Time Data

Travel Management
- Official Business Travel
- HR Travel
- Uniformed Personnel Travel
- Shipment of Personal Effects
- Travel Master Data
- Travel Expenses
- Ticket Billing and Invoicing Solution
- Online Booking *

Payroll
- Staff Payroll
- Pension Reconciliation
- US Tax Data Collection
- Claims Processing – Overpayment
- Arrears Processing
- Off-Cycle Processing
- Replacement Payments and Disbursement
- Reversals and Voids
- Maintain Payroll Master Data

Central Support Services
- Services to the Public & Staff
  - Sales (third-party procurement services & billing customers)
- Facilities Management
  - Real Estate Administration
  - Real Estate Planning

Finance & Budget
- Financial Management
  - Budget Implementation
  - Grants Management
- Cost & Management Accounting
  - Accounting for Specific Events & Activities - Internal Orders
  - Overhead Accounting - Cost Centre Accounting

Supply Chain/Procurement/Logistics
- Source to Acquire
  - Requisition to Purchase Order
  - Low Value Acquisition
  - Contract Management
- Receipt & Inspection
  - Inbound Processing
  - Outbound Processing
  - Warehouse & Storage

Equipment Management
- Equipment Assignment & Management
- Equipment Management & Operations
- Decommission & Disposal

Workforce Management
- Personnel Administration (Onboarding/Contract Renewal/Movements/Separation)
- Entitlements
- Maintain HR Reference Tables
- Core Master Data Management
- Medical and Life Insurance Enrolment
- After Service Health Insurance (ASHI) and After Service Life Insurance (ASLI) Data Maintenance *
- Life and Work Events
- Claims under Staff Rules Appendix D and Malicious Acts Insurance Policy (MAIP)
- Annual Enrolment
- Special Leave without Pay – Prepaid Insurance and Pension

Organizational Management
- Manage Reorganization
- Maintain Organization Structure
- Create Position (Non-Post)
- Maintain Position
- Loan Position
- Bulk Extension of Positions
- HR Budget Implementation

Programme & Project Management
- Project Initiation
- Project Planning
- Project Execution
- Performance Monitoring

Programme & Project Management
- Bank Management
- Cash & Liquidity Management
- Investment Accounting
- Treasury & Risk Management - Investments

Personnel Administration (Onboarding/Contract Renewal/Movements/Separation)
- Maintenance *

Time Management
- Leave Management
- Manage Work Schedules
- Positive Time Recording
- Request for Overtime (OT) and Compensatory Time Off (CTO)
- Evaluate Time Data

Travel Management
- Official Business Travel
- HR Travel
- Uniformed Personnel Travel
- Shipment of Personal Effects
- Travel Master Data
- Travel Expenses
- Ticket Billing and Invoicing Solution
- Online Booking *

Payroll
- Staff Payroll
- Pension Reconciliation
- US Tax Data Collection
- Claims Processing – Overpayment
- Arrears Processing
- Off-Cycle Processing
- Replacement Payments and Disbursement
- Reversals and Voids
- Maintain Payroll Master Data

* Functionality deferred to future deployments