Version 9.1.140 (3 February 2025)

Performance Management

Add setting to switch interpolation ON and OFF - default should be OFF (#123353)

Problem

- Interpolation is ON by default and causes unnecessary confusion

Solution

- Added a "Allow Interpolation" setting to the review setup

Adjust the weight of the existing period when adding a new Review Period (#87333)

Problem

- When adding a new Review Period you are only asked to provide a description.
- After saving, the item will be added with a weight of 0.
- This means that you need to edit that item again to change the weight.
- In addition, the first period is automatically added with a weight of 100, meaning that you will need to edit that item first before you will be able to set the weight of the new item.

Solution

- Add a weight field to the "+ Review Period" modal, so that you can set the weight of the new item.
- Consider adding a method to automatically adjust the weights of existing sections when a new period is added.
    - Example: 100 - the weight of the new item divided by the number of existing items. This should only happen when a new item is added not when you edit existing items

When the Employee or Manager scores are approved, change the dial colour to green (#123492)

Problem

- When the Employee or Manager scores are approved, change the dial colour to green

Solution

- Implemented check to check if ratings are approved to change the dials to green

Dock the preliminary scores while scrolling (#123490)

Problem

- When the top section of the performance management contract collapses, then display the employee, manager and final ratings.
- This will allow the users to keep seeing these scores while scrolling.

Solution

- Implemented changes to show score dials on a collapsed user banner as well

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People Management

Saving phone numbers under a different country flag icon reverts to the South African flag (#124046)

Problem

- When selecting a country code and entering a number the number is saved with a code and in the correct format but when doing a get to patch the value it does not convert it correctly and from there on the format is wrong

Solution

- Fixed the issue by converting the number to the correct format each time before it was saved

[My Profile] Update sign-in page layout (#124698)

Problem

- The width of the rows is too large.

Solution

- Truncated the platform column and added a tooltip to show the entire platform value.

Reporting line fixes (#124701)

Problem

On the modal when selecting a person on a reporting line:

- A pointer is not shown when hovering over the items.
- The search bar is not focused

Solution

- Changes the cursor to a pointer when hovering over the items, and autofocus the search bar when the modal opens.

Add the ability to remove all roles (#124697)

Problem

- No functionality to unlink all roles of a user.

Solution

- Added a button that will unlink all the roles of the user.

Reduce unnecessary page load on edit page (#124704)

Problem

- Inconsistent cursor on user profile's nav tabs
- On the user profile page, when clicking on a parent tab, it unnecessarily loads the first child tab

Solution

- Changed the cursor to hand on the tab headings.
- Changed the user profile navigation to not load the first child tab if a parent is selected. A child tab must be selected to load the content. Also added functionality to reload tab content if an already active tab is selected again

Display the full "Vacant From" date when changing a person's position (#124062)

Problem

- When changing a person’s position, On the modal where you select the Org and vacant Position, the "Positions Vacant From" date is cut off on certain screens. Please ensure that the whole date is displayed. On some screens, the last digit is completely hidden.

Solution

- Increased the width of the date input.

Appointment date verification (#124702)

Problem

- A termination date before the start date can be selected

Solution

- Added a minimum to the termination date, which is the start date of the active appointment

Main Dashboard

Capitalise "All Company Values" (#121397)

Problem

- The heading should be uppercase and the Values should be normal Caps.

Solution

- Changed the modal heading to uppercase and the accordion headings to capitalize

Learning Store

Add product and menu for the learning store (#124712)

Business Rules

- Add a new product learning store that can be activated
- Add menu in product learning store
  - When the menu is clicked the learning store page must be loaded for the active theme and ruleset's schema in a frame

- When the learning store page is loaded for V10 with an active session

  - Remove the header and replace the nav bar buttons with standard buttons- Browse Courses, Currency, Basket
  - Remove the login options drop-down
  - Add a spanner icon to navigate quickly to the learning store settings
  - When clicked load the panel

  - The learning store panel shows the quick link options of the learning store depending on whether e-commerce is on

Learning Management

[Pathways] [Marksheet] [Notifications] The variable for the class name is not replaced in the subject (#124534)

Problem

- The Class placeholder still showed in the marksheet notification subject.

Solution

- Added the class name to the notification query.

[Pathways] [Class/Group] [Marksheet] Show loading indicator when you click save on a mark sheet (#124280)

Problem

- The loading indicator is not showing when saving a marksheet.

Solution

- Added a loading indicator when saving a mark sheet.

Kudos

Send Kudo notification (#122323)

Problem

- An email should be sent when the Kudo has been saved by the person sending it.

Solution

- Added notification for the person receiving the Kudo

SigniChat

Load More shown when only 1 search result is returned (#121539)

Problem

- On the direct chat recipient list, if only only one search result is returned, the Load More button icon is shown at the bottom of the Chat panel.

Solution

- Added fix to hide load more button if the search is being used

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Layout

Move banner items to have the same space everywhere (#124619)

Problem

- The bulletin message button is too close to the search bar.

Solution

- Added space between the button and the search bar.

HR Processes

Unable to see who is set on a position when clicking on the populated drop-down (#123366)

Problem

- The fallback configuration position drop-downs display only the top 50 records. When you select someone not part of the initial list of 50 people, the selected person will not be automatically selected in the drop-down, when you open the drop-down.

Solution

- Always add the selected person to the list, even if not initially part of the list, so that it will be selected when opening the drop-down.

Create a job to substitute a terminated person with a Fallback approver (#123554)

Business Rules

- Create a job that substitutes a terminated person with a Fallback approver

As a Fallback Approver, I want to receive a notification (#123552)

- Create a specific email for the Fallback approver:

  Dear [***ApproverName***] [***ApproverSurname***]

  You have been identified as a fallback approver for [***ProcessName***] submitted by [***SubmittedByName***] [***SubmittedBySurname***].

  Click on the link below to review this request.

  [***UserInboxLink***]

  Please contact HR for additional assistance.

  Kind regards,

  HR Team

As a Fallback Approver, I want to have a section to view all open requests where I can be an approver as a Fallback (#123555)

Business Rules

- Create a section for "OPEN REQUESTS AS FALLBACK APPROVER"
- This section should show all open requests where this (fallback approver) could potentially have been a fallback approver.
  - When clicking on the tab:
    - Determine all the org units for which the user is a fallback approver
    - Get all the employees in the selected orgs, and sub orgs
    - List all the open requests for the abovementioned employees
    - On all the cards that are "in progress":
    - Show the APPROVE / DECLINE button – similar to what we do now for the Fallback approver, but on the "next card"
- When opening it, at the bottom of the screen, show an "ESCALATE" button:
  - This button should request a reason, and then mark this card as "Escalated" and pass it to the next person in the approval line
  - The last card cannot have an "ESCALATE" button.
  - Perhaps the escalation can be combined with the existing option that the fallback approver has

Organisational Structure

Incorrect counts displayed (#121311)

Problem

- The number of users shown on the org structure did not match with the number of users on the org unit people groups.

Solution

- Added condition to get users for the org unit people groups only where the job profile is published.

Change hover text for 'Move Position' (#124737)

Problem

- Renaming of tooltip

Solution

- Rename the tooltip from "Move Positions" to "Postitions"

Ruleset Management

Ensure all languages start with a capital letter (#124736)

Problem

- Not all languages in the ruleset setup dropdowns are capitalized.

Solution

- Capitalize the languages in the dropdowns

Indicate 'Not Published' Languages (#124741)

Problem

- Show a “Not Published” orange pill next to the languages that are enabled, but that are not published.

Solution

- In the available languages dropdown, added an orange "Not Published" pill for enabled but not published languages.

Master Data

Rename fields (#124738)

Problem

- Rename fields - User File Categories to People Document Categories and fix PermitTypes not having a space

Solution

- Added necessary translations to fix the issues with field names.

Company Values display (#124739)

Problem

- When adding a list of items underneath each other in the field “How do we live it out” on the Master Data, it shows as a wrapped paragraph.
- Do not strip out the HTML.

Solution

- Changed the company values to keep the whitespace for the “How do we live it out” field.

Notifications

Add time to Welcome email (#124699)

Problem

- The time the welcome notification was sent is not showing.

Solution

- Display the time the notification was sent.

Implement Priority Emails (#124030)

Problem

- OTP, Forgot Password and Tenant creation emails take up to 5 minutes to arrive at the user.
- This causes frustration and doubt that the system is working in these highly sensitive areas.

Solution

- Implement priority emails that will be processed immediately rather than queued and then sent. The current flag on the email template must be used to determine if an email should be processed as a priority email as soon as possible

Dates on Schedule Setup are not shown in the preferred language set by the user (#124706)

Problem

- The date fields are shown in the American date format, even though the preferred language is set to English (UK).

Solution

- Replace jQuery date pickers with MDB and fix saving of UTC dates on schedules

Notification - create a standard e-mail template for errors on web MVC for the last 24 hours (#123354)

Problem

- There is currently no visibility of the exceptions that are experienced daily by end users

Solution

- Create a standard e-mail template to send daily for errors on webmvc.

Restoring to Default does not remove documents attached to Template (#101344)

Problem

- When an email template is restored to default, the old attachments are still on the template.

Solution

- The attachments are now deleted if a template is restored to default.

Language

Capitalize the first letter of the other languages (#121390)

Problem

- When a user selects their preferred language All the languages are capitalised except Portuguese and French. This is because of the method use to get name makes use of those languages' capitalisation norms. This does not look right on the system

Solution

- Implemented a workaround to not make use of the capitalisation norms so that everything is standardized across the entire system

Page reloads when searching in a module (#103759)

Problem

- When making use of the global search on the language page the entire page reloads and reverts to the "global" subtab. No implementation was done to keep track of the active tab

Solution

- Implemented a fix to not reload the page and keep track of the active sub-tab.

People Groups

Incorrect heading for the Org path column (#124530)

Problem

- Incorrect heading for the Org path column

Solution

- Ensure the correct heading is displayed on the table for the org path column

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Audit

ValueObjects in tables are not audited (#116420)

Problem

- When only a Value Object has changed on an Entity (as opposed to a normal property) the auditing does not pick up that the entity should be audited because it does not evaluate the Value Object properties of the Entity.

Solution

- Unfortunately, there is no easy way to directly check the previous vs current values of Value Object properties as you would with a normal entity property change. Value Objects are immutable; any 'change' deletes the previous entity reference and adds a new one.
- To still be able to pick up changes, however, you can access all the 'Added' reference entities of an entity (the value objects essentially) and then compare that to the list of deleted entities from the Change Tracking.
- If it is the same type and has the same FK then assume that this Deleted entity is the pre-change version of the Added entity.
- Once the deleted entity is retrieved compare Added against Deleted properties and return true if any changes.

Imports

Employee data import error (#125558)

Problem

- The org nodes are duplicated when no org structure exists and multiple users are linked to the node
- When importing nodes with accents in the name the import fails
- The bulk import to V8 for the job structure is blocked by the full org structure import when errors occur

Solution

- Remove unused caching check between node creation and replace with existence check on the newly created nodes
- Add accent escapes when querying the existing org nodes.
- Reorder the bulk import types
- Correct 1000 appointment recursion error

Signify Employee data import API (#122932)

Add the option on the payroll connector to save and validate a PowerShell script used for import

- When adding a payroll connector
  - Move the payroll connector provider to the top of the modal

- Add a new provider Powershell
- When the provider type is Powershell
- Change the display of the screen and show the following fields
  - Name - Textbox
  - Powershell Script- Text Area
    - The text area is pre-populated with a PowerShell script for import from Signify's own APIs. This script servers as the base to be customised from
  - Import Enabled- Toggle
- When the user saves the page the script is run without staging the data
  - When the PowerShell script can run through and return data in the format to be stagged the script is valid
  - Otherwise through an error
- When the manual processing button is clicked then the Powershell script will run and stage
  - When more than one PowerShell script is added then all the data will be stagged and processed as a single import only keeping the latest record per user should a user be returned in multiple Powershell scripts
- Each provider's connectors will be processed together and will not include other providers
  - This means Payspace connectors will be grouped and Powershell connectors will be grouped and processed as a batch separately.

Create a PowerShell connector command to process connectors of this type per the ruleset

Create a new command and handler- PowershellImportCommand

- The handler retrieves all the PowerShell connectors for active rulesets
- All the connectors for a specific ruleset must be processed as a batch
  - The users from multiple connectors will be stagged and imported as a single import
  - Should a user be returned by multiple connectors only the latest user according to appointment data should be imported
- Log all steps in the handler as an import occurring and display the status on Notifications| Imports

Security when running a PowerShell script

- Consider the implementation of custom run space when running the import

The handler should be able to be run manually for a single ruleset or per schedule for all rulesets

- Reuse the current payroll connector job to also process powershell connectors

Create SQL notification for support

Problem:

- When an import runs in the background no notification informs the client if a failure has occurred during the import. The user currently needs to go to the Notifications | Imports tab in the system to access this information.

Solution:

- When an import completes and any failures occurred during the import trigger a standard system notification.

Recipient: Front End Import- Person who started the import
Backend Import- Send to admins of product linked to import type

CC:

Email Body:

Dear [RecipientName] [RecipientSurname],

The [ImportType] import is completed with [ErrorCount] errors.

Please follow the below link for more information

[Link To Notification | Import]

Kind Regards

HR Team

Create a PowerShell script to pull data

- Create a PowerShell script to pull data from a client's API and stage the data in Signify

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Report Builder

Changes to Styling on Full Report page (#121257)

Problem

- When on the Full report page of the report builder and you scroll down the headers are scrolling out of the page thus it is hard to see which column is for what.

Solution

- Implemented sticky headers so the headers always show when scrolling

Scrollbars to be implemented (#120403)

Problem

- Headers were not sticky and the user needed to scroll up every time to see headers.

Solution

- The preview headers were made sticky

Data Warehouse

Add Improvement Strategy Field (#125557)

Problem

- The Improvement Strategy field is not available when creating a report

Solution

- Added the field in the Data Warehouse for selection

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