

Version 9.1.162 (2 June 2025)

People Management

Improve People Group Materialisation and management (#130510)

Problem

- When a people group has been materialised and a consumer event fails to refresh the people group in a service, there is no way to refresh the users in, for example, Performance Management, without changing the people group.
- When a people group is handled by the SyncMaterialisedPeopleGroupUsersCommand command, there is no locking to prevent multiple consumers from processing the same people groups. This can lead to deadlocks, or at least redundant fetches and updates.
- There is no way to know when the people group were materialised last.

Suggested Development

Add a button to the people group summary page to manually force a refresh of the open people group on all services

- The Materialised people group users in the job profiler service are busted and rematerialised
- This should trigger a new event consumed by the job profiler service and then the jp service must trigger the SyncMaterialisedPeopleGroupUsersCommand on all services using gRPC to ensure all services are in sync.

Add a MaterialisedDataLog table to each service

- Columns: Id, created date, edited date, tabletype, status, referenceld
 - tabletype: Enum: PeopleGroupUsers, Ruleset, Users, Appointments
 - status: Available, Locked
 - referenceld: Reference to materialised table e.g. PeopleGroupId
- When the people groups sync, add or update the entry in the table with the reference Id being the people group id.
- Set the status to "locked" when processing a request.
- Other refreshes wait, by checking every 20 seconds and up to 2 minutes, if the people group is Available and then continue refreshing.

- Use the log table to find the tables that have been materialised.
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Performance Management

Column fields for Evaluations modals not translated (#124581)

Problem

- On the agreement, when adding an evaluation, the column headers were not translated into Deutsch.

Solution

- Added translation for headings in the Deutsch translation.

Able to save the sections on a review setup after deleting all Rating Scales (#129104)

Problem

- User could not save review setup with change made to check for rating scales.
- Users could save a review setup when there were no rating scales defined, for example, all were deleted.
- User could save a review setup without adding a 'Performance' Rating Scale.

Solution

- Added a check to not validate rating scales for the action plan section.
- Add a new check to ensure that the rating scales are defined for the active sections before saving, or else result in a detailed error.
- Add a new check to ensure that there are performance rating scales

The circle for the overall Status icon does not turn green (#129073)

Problem

- On the Performance Dashboard, the circle for the Overall Status icon does not turn green after finalising the agreement if the setting to hide all the weights is enabled.

Solution

- Added a check for the circle to turn green when the agreement has been finalised.

Only display 20 characters of the review period names and add a tooltip on the Performance Management timeline (#128454)

Problem

- Review period names are displayed in full length on the dashboard, causing an overlap with the edge of the card.

Solution

- Changed to display only the first 20 characters, with an ellipsis text and a tooltip to display the full period name on the dashboard timeline

Update wording on 'submitting objectives' (#128266)

Problem

- When the objective settings are confirmed on the modal, the text reads 'Please note that the Objective Settings will now be blocked for editing'.

Solution

- Change the text on the confirmation modal to read 'be locked for editing'.

Instructions overlapping "Continue" button (#121399)

Problem

- Instructions text overlapping the "Continue" button on the manager's agreement for Objective Setting within the Performance Management Dashboard.

Solution

- Add styling to restrict text from overlapping.

The hover-over item displays twice when hovering over Action Plan items on KPIs (#120060,120063)

Problem

- A duplicate pop-over displays once an Action Plan has been added from a KPI within an agreement.

Solution

- Removed duplicate popover and only kept one.

Able to delete an agreement when the phase is no longer active (#121573)

Problem

- When a period has ended within a review setup, an agreement which has been started can still be deleted.

Solution

- Add a check that if the phase has ended, do not show the option to delete the agreement on both Dual and without Dual agreements.

Manager side shows "Rate" button if submitted before the employee (#115767)

Problem

- On the Manager side, the text 'Rate' is displayed even if the Manager has submitted their scores, and the user has not started yet.

Solution

- Change to display View instead of Rate within the case that a User has not started and the Manager has submitted their scores.

Recruitment

Error when saving external applicant as employee on Advertisement created directly as an advertised position (#131948)

Problem

- When selecting a position during Advertisement creation, the user could select job positions unrelated to any organisational structure, leading to issues later on when appointing an applicant.

Solution

- Added a check to only show job positions when they are also found in org positions.

Imports

Add exclude from update functionality (#128857)

Problem

- When using Sage and other third-party applications, a client does not utilise all the third-party modules, such as OFO codes.
- These codes are maintained directly in Signify via the front-end functionality.
- The user import uses the data received as the source of truth.

- Should a value be empty in the import received, the value in the system is also updated to empty.
- This means that if a field like OFO code has been updated in Signify, it will be cleared with the next import received from the 3rd party.

Solution

- Create a master data table for import fields and indicate which fields should be excluded from import, e.g. the system is the source of truth.
 - Master data ship as empty, add columns to be excluded from the front-end.
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Main Dashboard

HR Processes widget not showing even if set to active (#130867)

Problem

- The HR Processes widget did not display when the logged-in user had no actions to perform (in other words, they had none of their own requests or requests to attend to).

Solution

- Display an 'empty' widget when there are no actions to perform.
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Report Builder

Signing is not going through on assessment acceptance with a moderator (#131820)

Problem

- Exceptions are thrown when the same Scoped DbContext is used in multiple threads/tasks, causing the signing to get stuck in "inprogress" status.

Solution

- Create a scope for services for each task or thread running when signing documents.
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Data Warehouse

Add datasource field description (#131323)

Problem

- From the front-end, it is not known exactly what the purpose of each field in the data dictionary is.

Solution

- Add a Description NVARCHAR(MAX) field to reportbuilder.DataSourceFields - Developer on V9 on reportbuilder migrations.
 - Update fields in the reportbuilder.DataSourceFields with description - only where it is not straightforward.
 - Create a new report category "System".
 - Create a report to display Table, Field, Field Description, Type, Length, and Display Order.
 - Select only tables with fields where the table and the field are not archived and where the field is selectable.
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Tenant/Ruleset Management

Make products and system menus active according to subscription (#116680)

Problem

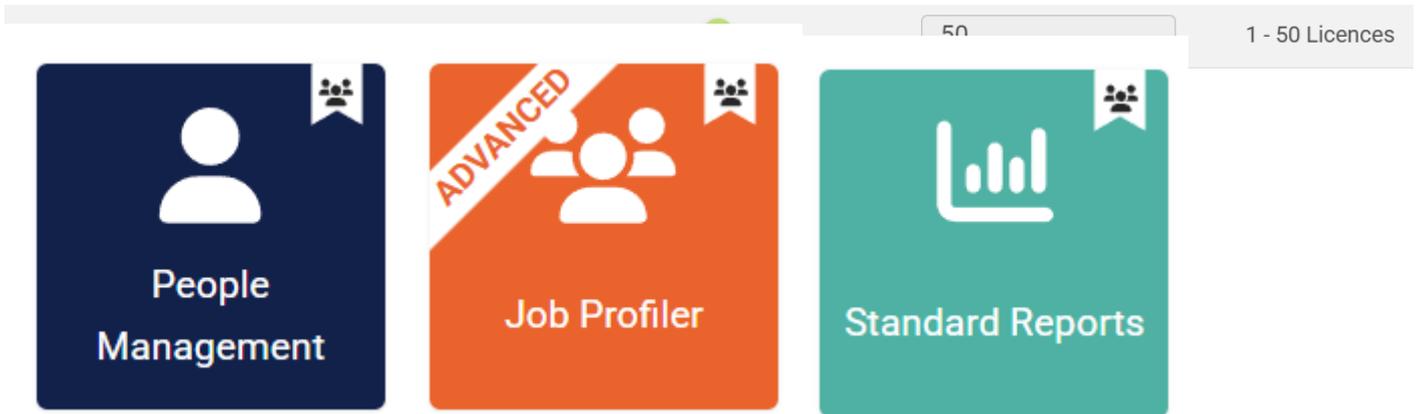
- When creating a new Tenant &/or Ruleset, all products and the system menus are inactive.

Suggestion

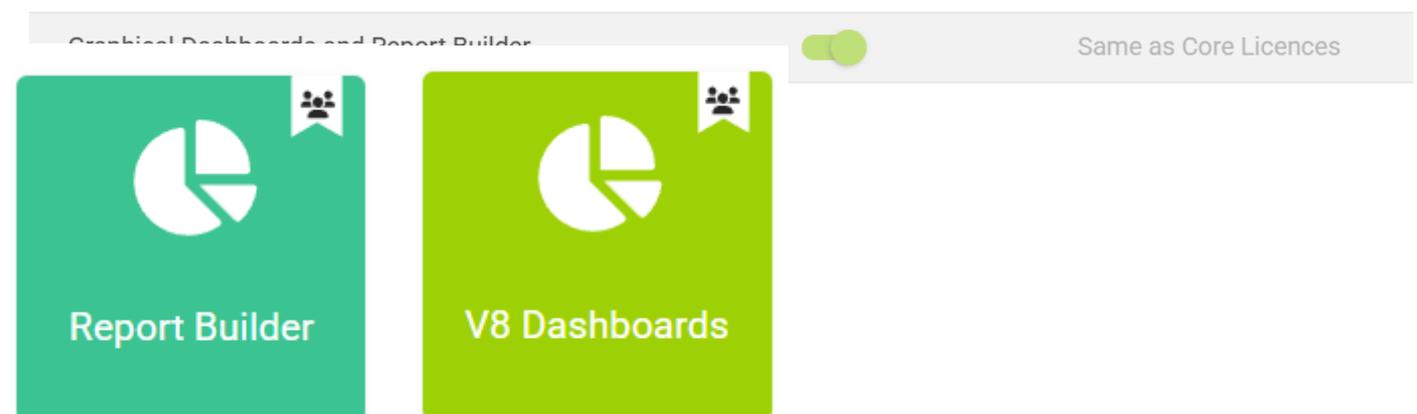
- When creating a Tenant or a new Ruleset from blank, make the products and system menus active according to the Tenant's subscription.

Development

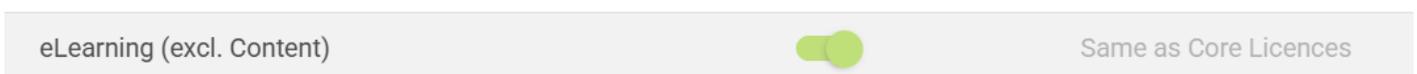
- When creating a ruleset, enable the products under ruleset management per the purchased license.
- When the ruleset is already in use and a new license is purchased, the corresponding product should not automatically be enabled then, only during creation.
- People Management, Job Profiler, Standard Reports:



- Extended Core
 - Add a new product, Mentoring and Coaching, that is active when Extended Core is active.
- Report Builder, Insights:



- Rename the license to Insights and Report Builder.
- eLearning:





- Add a new product, PDP, and link the PDP menu to it:

Personal Development Plan (PDP or IDP)	<input checked="" type="checkbox"/>	Same as Core Licences
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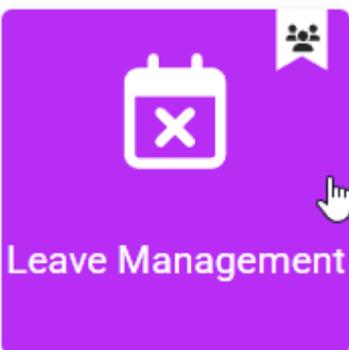
- Performance Management:

Performance Management	<input checked="" type="checkbox"/>	50	1 - 50 Licences
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- Leave Management:

Leave	<input checked="" type="checkbox"/>	50	1 - 50 Licences
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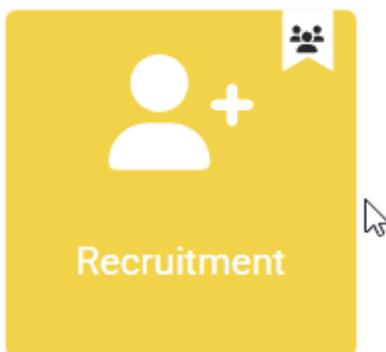
- Career and Succession Planning:

Career & Succession Planning	<input checked="" type="checkbox"/>	50	1 - 50 Licences
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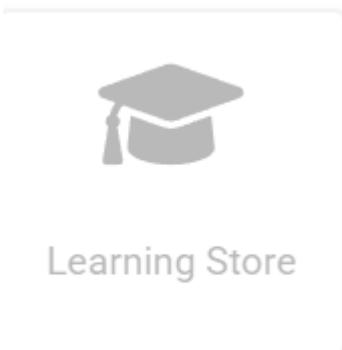
- Recruitment:

Recruitment 50 1 - 50 Licences



- Learning Store:

Learning Store Same as Core Licences



- Training Scheduling:
 - Rename the license and product to Event Scheduling

Training Scheduling Same as Core Licences



- Salary Review:

Salary Increase Management



50

1 - 50 Licences



- 360 evaluations:
 - Add a new product and move the 360 Employee Evaluations Menu to it

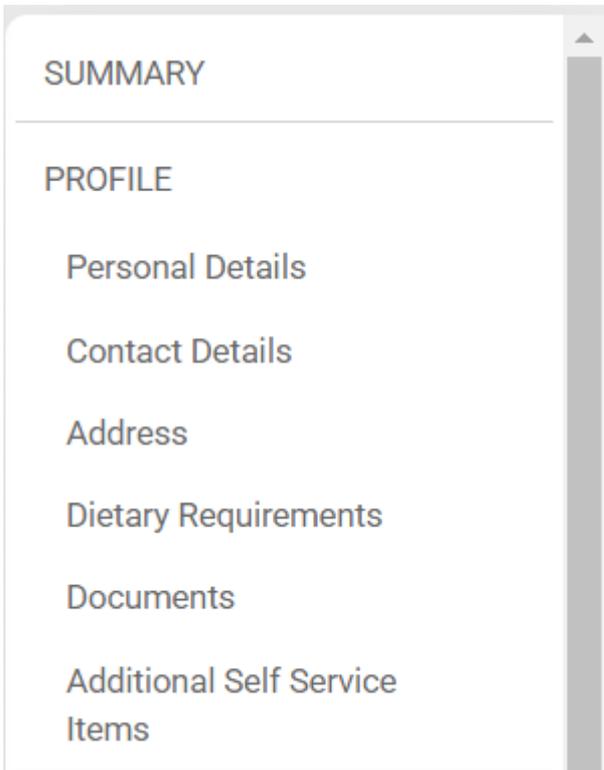
360 Employee Evaluations



50

1 - 50 Licences

- Show and hide menus in People Management config based on the active products and licenses.
- Always show:



- Core
 - Basic People Management
 - Profile (excl Extended Profile)
 - User Permissions
 - Appointment
 - Performance Management (if the Product has a subscription)
 - Training and Development (if PDP or Learning has a subscription)
 - Labour Relations
 - Audit Information
 - Org Structure
 - Basic Job and Position Library
 - Hide the Requirements tab on Job Profiling
 - HR Helpdesk
 - Standard Reports

Signify System - EXTENDED CORE



Same as Core Licences

- Add the menu with its submenus:

EXTENDED PROFILE

- Extended
 - Full People Management

- Profile
- Extended Profile
- User Permissions
- Appointment
- Performance Management (if the Product has a subscription)
- Training and Development (if PDP or Learning has a subscription)
- Labour Relations
- Audit Information
- Mentoring & Coaching
- Electronic Document Signing
 - If the Signify System - Extended Core has not been selected, then disable the Create Document option on the Grid View
 - Add a tooltip
 - Only available with Extended Core

- Show the menu in the grid view:

The screenshot displays a user interface for managing people. At the top, there are navigation tabs: 'MY TEAM', 'MY DEPARTMENT', 'MY COMPANY', and 'MANAGE PEOPLE'. A search filter is set to 'All People'. Below the tabs, there are filters for 'ACTIVE' (1637), 'TERMINATED', 'FUTURE DATED', and 'ALL'. The main area is a table with columns: PERSON, POSITION, LOCATION IN ORGANISATION, CAN LOG IN, POSITION ACTIVE, and APPOINTMENT START DATE. A context menu is open over the first row, showing options: 'Terminate Person', 'Appointment History', 'Print Latest Performance Agreement', and 'Create Document'.

PERSON	POSITION	LOCATION IN ORGANISATION	CAN LOG IN	POSITION ACTIVE	APPOINTMENT START DATE
(241210003)	Data Capturer	Bertie Commercial	✓	✓	1/20/2024 1 Year; 0 Months
	Importer	Bertie Importer	✓	✓	1/20/2023 2 Years; 0 Months
	Commercial Cleaner	Bertie General	✓	✓	1/18/2021 4 Years; 1 Month

- Leave Product Enabled - Add leave submenu in profile.
- Performance Management Enabled- Add Performance Management.
- Ensure all product-specific menus show when the corresponding product is enabled.

Revision #2

Created 27 May 2025 06:16:16 by Lee-Ann Janse van Rensburg

Updated 5 June 2025 07:34:49 by Chanan Stenden