HRMIS refers to the Human Resources Management Information System, which was first developed and implemented specifically for the Ministry of Education Heritage and Arts (MEHA) in 2005. This system was called the Fiji Education Staffing Appointments (FESA). After seeing the success and cost effectiveness of this system, the Ministry of Health and Medical Services (MOHMS) replicated the FESA system in 2014, and renamed it Human Resources Information System (HRIS). The HRIS was then adopted in 2017 for the Fijian Civil Service to automate HR processes that allow for consistency and transparency in regards to HR.

The Employee Portal is an external website which provides all Civil servants individual employee access to the HRMIS for their viewing and update of specific areas of the system related to the employee (e.g. Performance Assessments and Leave Applications.

The primary difference between the Portal and HRMIS is that www.employeeportal.gov.fi is accessible outside Govnet e.g. staff can access the Portal at home and on their mobile phones, whilst HRMIS is meant for HR Administration and accessed by delegated officers only within the Govnet network.

The Employee Portal is used for Online PAF submission, Staff viewing of basic staff details and contract info as per HRMIS and Online leave application and approval.

The HRMIS was developed for the whole of the Fiji Government, under the authority of the Public Service Commission (PS) as employers of the Permanent Secretaries. All other constitutional authorities (such as the Police and independent bodies) are not included in HRMIS implementation and have no obligation to join in its implementation now.

At its genesis, the strategic direction, priority-setting, and authorization of HRMIS developments were provided by the HRMIS Steering Committee. Their original TOR is included as Annex A. The members of the Steering Committee were appointed by the PSC which comprised of Fijian Government Permanent Secretaries. This meant that any suggestions or changes required to HRMIS can be made by ministries and users, but ultimately are approved and prioritized by the Steering Committee prior to development and implementation.

From 2020, the Permanent Secretary for the Ministry of Civil Service in consultation with other Permanent Secretaries will provide strategic direction and decision-making in support of the successful development of the HRMIS, including the online Employee Portal for use by all civil servants, and the future HRMIS and Payroll integration. This will also support in decision making around information handling and accessibility, ministry requests for changes to functionality.

The Information Technology and Computing Services (ITCS) is responsible for the HRMIS user group maintenance, provide support and maintenance for the HRMIS Servers and provide backup and security to HRMIS servers.
Ministries will continue to be supported to implement HRMIS through the Ministry of Civil Service, specifically through the HRMIS Support Unit. HRMIS support unit includes:

- HRMIS Product Manager (troubleshoot errors, implement IT code changes and configurations within each Ministry, support communication around business process changes and use of HRMIS data.
- HRMIS Support Officers (2) -to provide training/support including data quality monitoring and testing features built into HRMIS

HRMIS is made up of multiple modules;

Priority/core modules are Contracts/Placements, Leave Establishments workforce, management, qualifications, forecasting documents and Performance Assessment

Further developments of the HRMIS and the Employee Portal includes the following which may completed by the end of the next financial year:

- Electronic Contracting (This will be implemented by the end of current financial year)
- Learning & Development - improvements to existing module
- FESA and HRMIS merge (Currently, FESA is built parallel to HRMIS, and the data will be merged into the HRMIS.)
- COPSIS Integration (Currently, the Costed Operational Plans Information System is being built by the Ministry of Civil Service, which will be linked with the Performance Assessment module of HRMIS and give users access to do report on the KPI's via the COPSIS system)
- Discipline module
- Payroll Integration (Integrate pay data from Ministry of Economy into the system, so employees can access this information anytime)
- Qualifications module - improvements to the existing module
- Dashboard - priority indicators used for easy data transmission