



MISHR

PLATFORM BENEFITS & MARKET READINESS

The connected, responsible and South Africa-first HR operating system.

One platform. One trusted workforce picture.

Core HR, attendance, payroll, recruitment, performance, wellbeing, analytics and security - governed across the full employee journey.

Executive overview

MISHR brings the employee lifecycle into one governed platform. It replaces disconnected spreadsheets, fragmented approvals and inconsistent workforce reports with trusted records, structured workflows and role-appropriate insight.

16	360 degrees	SA-first
governed analytics cubes	connected employee lifecycle	payroll, compliance and holidays

What the platform changes

- + Employees gain transparent self-service, clear records, recognition and timely access to support.
- + Managers gain consistent approvals, team signals, accountable follow-up and evidence-based decisions.
- + HR and payroll teams gain integrated controls, statutory workflows, audit trails and less manual administration.
- + Executives gain a trusted workforce picture for planning, culture, cost and risk oversight.

Connected by design

Recruitment, onboarding, work, pay, development, wellbeing and exit contribute to one employee record.

Responsible by design

Human review, consent, role scoping, retention and cohort privacy are built into sensitive workflows.

The complete employee journey

MISHR follows the employee from the first vacancy to a governed exit, retaining context without forcing teams to duplicate data.

1. ATTRACT	2. JOIN	3. WORK	4. GROW	5. THRIVE	6. TRANSITION
Jobs, applications and candidate portal	Offers, contracts, e-sign and onboarding	Attendance, leave, expenses, assets and payroll	Goals, reviews, learning and recognition	Wellbeing, support and employee relations	Resignation, handover, records and insight

Eight connected capability pillars

Core HR & self-service

Master profiles, directory, organisation chart, reporting lines, profile requests, role access, documents and electronic signatures.

Time & attendance

Clock-in and clock-out, timesheets, mobile evidence, geofencing, device audit, approvals and working-time trends.

Payroll & compliance

Payroll cycles, payslips, approvals, PAYE, UIF, SDL, ETI, EMP201, IRP5, EEA, COIDA and liability reporting.

Recruitment & onboarding

Vacancies, applications, candidate portal, secure offers, contracts, electronic signing and structured onboarding.

Performance & growth

Goals, reviews, dual sign-off, training catalogue, learning records, workplace skills planning and recognition.

Wellbeing & relations

Voluntary check-ins, consent, private notes, support plans, follow-ups, disciplinary and resignation workflows.

Workforce intelligence

Sixteen governed cubes with measures, dimensions, pivots, charts, filters, exports and role-scoped dashboards.

Security & resilience

WAF, IP controls, activity maps, signed integrations, audit trails, privacy controls, workers and verified backups.

Employee experience and manager enablement

The platform is designed around the moments that shape trust: accurate records, clear expectations, timely feedback and fair access to support.

For employees

- + A single profile for personal, work, payroll, leave, training, performance and document information.
- + Self-service requests reduce dependency on email and provide visible status and ownership.
- + Recognition and development records make positive contribution visible.
- + Voluntary wellbeing check-ins protect privacy while making support easier to access.

For line managers

- + Team dashboards combine attendance, goals, leave, recognition and support follow-ups in context.
- + Late arrival or absence patterns are signals for review, not automatic findings or sanctions.
- + Approval trails improve consistency and make delayed work visible.
- + Employee profiles bring relevant insight to the point where coaching and planning happen.

FAIRNESS PRINCIPLE

Human judgement remains accountable. Sensitive signals should be reviewed with context, policy and employee input before action is taken.

Wellbeing, morale and responsible support

MISHR helps management improve morale by combining confidential listening, visible recognition and accountable support. The goal is earlier care and healthier work practices - not surveillance.

A practical management cycle

Voluntary check-ins and feedback	Privacy-safe cohort trends and context	Plans, resources and named owners	Dates, notes and employee voice	Measure themes and programme response

How management can act

- + Monitor team-level patterns only when a minimum cohort size protects individual privacy.
- + Compare workload, overtime, leave, absence and sentiment themes to identify organisational causes.
- + Create support plans with consent, clear owners, follow-up dates and restricted notes.
- + Balance risk signals with recognition, progress, learning and positive attendance.
- + Evaluate whether actions improved participation, follow-up completion and team trends.

Built-in safeguards

Consent and withdrawal

Participation is voluntary and employees can withdraw consent in governed workflows.

Restricted visibility

Sensitive information is role-scoped and should only be available to authorised support roles.

Retention and minimisation

Keep only necessary information for a defined period and purpose.

No automated punishment

Behavior indicators support human review and cannot replace a fair employee-relations process.

Workforce intelligence

Sixteen governed analytics cubes align recurring measures and dimensions across operational and executive reporting. Users can filter, pivot, chart and export within their authorised data scope.

Demographics	Payroll	Leave	Training
Attendance	Mobile attendance	Attendance insights	Wellbeing
Recognition	Interventions	Recruitment	Performance
Discipline	Expenses	Assets	Firewall

From data to decision

TRUSTED INPUT	GOVERNED MEASURE	ROLE-SCOPED VIEW	ACCOUNTABLE ACTION
Validated workforce events	Consistent definitions	Relevant charts and trends	Owner, workflow and follow-up

Example decision questions

- + Where are overtime, late arrival and absence trends concentrated, and what operational context explains them?
- + Which teams have development needs, overdue reviews or low recognition coverage?
- + What workforce costs, liabilities and statutory obligations need executive attention?
- + Are wellbeing support actions completed, privacy-safe and improving cohort trends?
- + Which security events, traffic sources or blocked requests require investigation?

South Africa-first operations

MISHR is designed around South African HR and payroll realities, reducing the gap between generic HR software and day-to-day local obligations.

Payroll and statutory workflows

PAYE, UIF, SDL, ETI, medical aid, EMP201, IRP5 and SARS export support.

Employment reporting

Employment equity and COIDA-related reporting, workforce liability and controlled records.

Public holiday intelligence

The calendar includes statutory holidays, Easter calculations and the observed-Monday rule when a holiday falls on Sunday.

Local operating context

South African currency, terminology, working-time patterns and management reporting.

Important compliance position

The platform provides structured controls, records and reports that support compliance activities. Configuration, payroll review, policy alignment and legal accountability remain with the employer and its appointed professionals. Product capability does not by itself constitute legal certification.

Reference points

South African Government public holidays: <https://www.gov.za/about-sa/public-holidays>

Public Holidays Act: <https://www.gov.za/documents/public-holidays-act>

Security and governance can be assessed against recognised practices such as OWASP ASVS, POPIA principles, WCAG 2.2 and the NIST AI Risk Management Framework. Alignment claims should be validated through formal assessment before certification is stated.

Security, privacy and operational resilience

Market readiness depends on how reliably the system protects people data and continues operating. MISHR combines application controls with operational discipline.

Application security

Web application firewall, IP controls, secure headers, validation, signed webhooks and role-based authorisation.

Privacy governance

Purpose limitation, consent, withdrawal, retention, cohort suppression, restricted notes and audit history.

Operational resilience

Queue workers, scheduled tasks, environment-aware configuration, health checks and verified backups.

Security visibility

Firewall measures, request trends, event maps, block activity and investigation-ready records.

Readiness evidence

- + Automated application test suite: 75 tests and 237 assertions passing at the latest documented verification.
- + Production dependency audits reported no known Composer or npm production vulnerabilities at that verification point.
- + Two queue workers were active and scheduled backups were running with verification.
- + Sixteen analytics cubes were active across workforce, financial, wellbeing and security domains.

Readiness is continuous

These results are evidence from a point in time. A production operating model should repeat vulnerability scans, restore tests, access reviews, monitoring, incident exercises and regression testing on a defined schedule.

Why MISHR is a stronger market choice

The competitive case is the combination of local relevance, connected workflows, responsible intelligence and operational control - not a single isolated feature.

DIFFERENTIATOR	CUSTOMER ADVANTAGE
South Africa-first	Less adaptation for local payroll, reporting and calendar requirements.
Connected lifecycle	Fewer duplicate records and better context across the employee journey.
Responsible people intelligence	Earlier support and better decisions without turning signals into automatic punishment.
Decision-grade analytics	Consistent measures, flexible dimensions and role-scoped operational or executive views.
Privacy and security controls	More defensible handling of sensitive employee and operational data.
Extensible architecture	Modular Laravel services, APIs, queues and scheduling support future integration and scale.

THE PROMISE

Give every employee a fair, connected experience; give every manager the context to act; and give every executive a trusted picture of the workforce.

Deployment and adoption roadmap

A market-ready implementation succeeds when technology, policy, data and management practice move together.

Owners, roles, policies, privacy and success measures	Company structure, payroll, calendars, workflows and integrations	Data quality, payroll parallel run, security, accessibility and recovery	Training, manager playbooks, support, feedback and continuous improvement

Recommended ongoing controls

- + Monthly access, exception, queue, backup and vulnerability reviews.
- + Quarterly privacy, retention, wellbeing safeguard and analytics-definition reviews.
- + Payroll parallel validation and statutory configuration sign-off before live cycles.
- + Annual restore exercises, incident simulations, policy alignment and accessibility assessment.
- + Release gates covering automated tests, migrations, rollback, monitoring and business acceptance.

OUTCOME

MISHR

Intelligent people operations for South African organisations.

This brochure describes platform capabilities and competitive positioning. It is not a substitute for legal, payroll, security or employment-relations advice.