**Speaking Points**

* Under the leadership of myself and Nancy, a dedicated team here at TBS was established this summer through Budget 2018 funding to find options for an alternative, long-term, and sustainable next generation HR and pay solution. This is a comprehensive approach that will include the review of business processes, engagement of stakeholders and users, and strategic planning.
* Together with PSPC, the team of digital advisors and business owners have initiated an Agile Procurement Process as a means to identify recommended options to present to Cabinet by March 2019.
* The first phase of the Agile Procurement Process represents the current work of the NextGen team and was launched in August 2018 using a three gated approach.
* Recognizing that a new solution will require engagement with users and vendors, initial engagement began in September through a number of workshops and public events such as Industry Day.
* Employee engagement will be at the heart of this initiative and is the connection public servants have to the GC vision, the transformation strategies and resulting operations. The feedback to date has been positive and has been used to develop and refine the business requirements of the gated approach.
* Gate one launched on October 1, 2018 and is intended to close on November 14, 2018. In this gate, vendors are being asked to prove that they have the capability to comply with foundational GC Business and Technical standards and can provide the needed business capabilities.
* The next gates will see more refined requirements shared with the remaining vendors in the process and will progress throughout winter 2019. Gate two is intended to launch in late November with the final launch of Gate three by January 2019.
* Ongoing stabilization efforts will continue to inform the work Nancy’s team is leading on business transformation needs. Change management is a big part of this transformation and we are focusing our efforts in parallel so that a solution addresses the needs of both HR and pay from the technical and business perspective.
* By March 2019, the NextGen team will be in a position to identify viable marketplace solutions that are proven, scalable and follow the GC standards and principles. The solution or solutions we recommend in March will have been tested by real users and supported by preliminary costing models.
* We will also be in a position to propose potential reforms to HR practices and pay rules as well as a business model best suited to deliver HR and pay given the recommended solution.
* Once a solution has been identified, key decision-points will need to be considered in order to chart a path forward. This will include key decisions on strategic investment and resource planning; system functionality; business transformation; and, the service model needed to implement the proposed solution.
* We will need to think about strategic investments moving forward, including how resources, both HR and financial, may shift from stabilization to NextGen. These questions will need to be considered in order to inform our implementation plan moving forward.
* In terms of functionality, we’ll also need to decide on the streams a NextGen solution could address. This could include business optimization and transformation, UX and service design, change management, the digital solution and program management. As these streams are defined, a strategy for remaining work streams will need to be formed. We will also have to consider how best to approach the challenge of enabling interoperability with other business processes related to HR and pay.
* The work Nancy’s team will be leading will ultimately inform a number of questions on business transformation. Given the lessons learned on deployment from Phoenix, we’ll need to strategically determine the onboarding of GC organizations to a new solution.
* Finally, before a solution is deployed we’ll need to determine how it will be implemented and managed. What will this service model look like and, once defined, what changes – whether it be machinery, policy, or legislative – will be required as a result of this transformation.
* We look forward to the opportunity to keep you apprised of our progress on this file. We have a lot of work ahead of us but we are confident that the work we are leading will put us on the right path to finding a solution.