

For all members

Executive Level Phoenix Union Management Consultation Committee

Wednesday, August 7, 2019 – 2:00 pm to 4:00 pm

90 Elgin, 2nd floor, room 2005

Item 3: Update on a Next Generation HR and Pay Solution

Purpose:
For Information
Issue:
Provide an update on the Next Generation HR and Pay Initiative
Background:
<p>A team has been established within Treasury Board Secretariat, under the direction of the Chief Information Officer of the Government of Canada, in partnership with the Office of the Chief Human Resources Officer, to identify and recommend a solution(s) for a new HR and pay system.</p> <p>Discussions with Public Services Procurement Canada are ongoing to ensure alignment with Phoenix stabilization efforts.</p>
Current State:
<p><u>Gate Three</u></p> <ul style="list-style-type: none">• As announced by the President of the Treasury Board on June 12, 2019, a list of qualified vendors has been established to continue working with the GC to identify a path forward for the NextGen solution.• The qualified vendors are Ceridian, SAP and Workday.• Digital Solution Challenges were held the week of June 17, 2019 to evaluate Part 1 of Gate Three - User Testing/Business Capabilities.<ul style="list-style-type: none">○ <i>Autonomous Hands-On</i> - GC evaluators fulfilled a series of tasks using bidder solutions without interaction with bidders.○ <i>Guided Hands-On</i> - GC evaluators sat at a computer, in a classroom setting, and the bidders walked them through a series of tasks.○ <i>Live Demonstrations</i> - GC evaluators assessed how the proposed solution delivers needed outcomes, based on interactions with the bidders, live and in-person.○ <i>Presentations</i> - The bidder presented to GC evaluators using a deck.

Digital User Expos

- Digital User Expos were held from April 8 to April 30, 2019.
- In total, 10,268 public servants visited the Digital User Expo platform, which translated into 918 solution surveys, 33 posts to the feedback wall and 113 questions submitted.
- Responses to the Digital User Expo questions were posted to the NextGen wiki on June 24, 2019.

PBO Report

- The Parliamentary Budget Officer released a report, *Costs Associated with Replacing the Federal Pay System*, on May 16, 2019.
- The report provides an independent estimate of the cost of replacing the Phoenix pay system.
- The PBO estimated costs for a pay system based on information that was available at a fixed point in time and as such, has made a number of assumptions which are not aligned to the current direction and discussions of NextGen.

Next Steps:

- Complete final evaluations for Part 2 of Gate Three – Partnership, Costing and Terms & Conditions in order to identify a preferred vendor to work with the GC during the pre-definition phase of the proposed pilot.
- Seek appropriate authorities and funding to implement a pilot.