

# Next Generation Human Resources and Pay Information Sheet

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**[The Next Generation Human Resources and Pay](#) (NextGen HR and Pay) initiative at Shared Services Canada (SSC) is testing human resources (HR) and pay systems to replace 34 HR systems across government and the current pay system. This high-profile initiative will produce options and recommendations for a future enterprise-wide NextGen HR and Pay system for the Government of Canada.**

## Our Mandate

- Test the proposed solution against the complexities of the Government of Canada's HR and pay requirements.
- Prove there is a viable solution to solve the defined business problem.
- Seek clarity of business process redesign, change management activities and training required to adopt a new solution.
- Test viable working relationships with vendor(s).

At the end of this initiative, a software program and funding recommendation will be presented to the Treasury Board of Canada that will include a path forward to replace existing HR and pay systems within the current operating context of the Government of Canada.

The NextGen HR and Pay initiative is led by Shared Services Canada in collaboration with:

- The Office of the Chief Human Resources Officer at the Treasury Board of Canada Secretariat
- Public Services and Procurement Canada
- Government of Canada departments and agencies
- The HR and pay communities
- Bargaining agents
- Federal Public Service employees

# How We're Doing It

- The Government of Canada has a contract in place with Ceridian to deliver the services to support **the Design and Experimentation Phase** of the NextGen HR and Pay pilot.
- Through the Design and Experimentation Phase, a **pilot exercise will first be conducted with Canadian Heritage** to assess whether the Ceridian solution could potentially support the Government of Canada with regards to HR and Pay.
- **All testing will take place in parallel** with existing HR and pay systems. Employees will continue to be paid through the current pay system while testing takes place. The testing has been designed to ensure the protection of privacy and personal information.

## Recent updates

- The [Exploratory Phase](#) was completed in April 2021.
- A [Pilot Expansion](#) was announced on July 27, 2021, to include the following testing departments for future pilots: Department of Fisheries and Oceans (DFO) and the Canadian Coast Guard (CCG), the Canada Economic Development for Quebec Regions (CED-Q).
- A **contract amendment** with Ceridian was signed on September 14, 2021 and posted to [Buyandsell.gc.ca](#) on September 21, 2021. The Government of Canada followed a fair, open and transparent agile procurement process in the negotiation of this contract.