**NextGen update: Dm committee & psmac**

**Speaking Points**

* As you all know, a Next Generation HR and Pay Team is currently working on identifying options for an alternative, long-term and sustainable solution to replace Phoenix.
* The team has been hard at work advancing a new agile approach, engaging with users and stakeholders, and learning from similar organizations and industry in order to deliver a solution that is reflective of the Government of Canada’s public servants and business needs.
* By adopting an agile approach, instead of a long, drawn out process, the NextGen Team is able to work in smaller, faster sprints, offering the flexibility to adapt as vendors show us what is available and possible. This approach is flexible, iterative and allows us to work directly with industry before a solution is procured.
* The agile process is supported by a three gate approach that was launched this past October in order to determine a list of qualified vendors for the GC to partner with.
* In Gate One, vendors demonstrated how their solutions aligned with GC Digital Standards, such as cloud first, and business capabilities, such as ownership of intellectual property, through bid documentation that was assessed by a multidisciplinary team of evaluators.
* In Gate Two, potential solutions were evaluated against hands on user experience, capabilities and outcomes; the solution’s architecture, technical maturity and robustness; and, the implementation, support, accessibility and partnership experience. Evaluations in Gate Two were driven by strategic testing to challenge vendors in real-time. This included user testing with 260 public servants from coast to coast to coast, as well with 60 subject matter experts.
* With Gate Two having closed on February 4, three vendors will advance to Gate Three to collaborate and co-design on possible solutions, confirm a partnership model, and determine implementation costing.
* To ensure the user is and remains at the centre of this process, engagement is built-in and includes employees, managers, HR and financial practitioners, and bargaining agents. A series of engagements across Canada have allowed the NextGen Team to gather feedback and create an open and transparent dialogue on the initiative.
* Engagement to date has included a series of workshops with HR practitioners, as well as recent User Expos with public servants from across the country. The response to date has been promising, and the transparency and engagement of our work to date has supported our efforts to begin to rebuild trust in the public service.
* The team’s progress since establishment has been inspiring and recognized across Government. Since August, the team has advanced a great deal of work in all of the areas I’ve just mentioned. This work will be used to support recommended options in spring 2019.
* By spring 2019, our team will have delivered six key outcomes relating to potential solutions that are proven, scalable and follow GC standards and principles; engagement; business models; potential departmental candidates for pilots; HR transformation; and options and a recommended approach for an end-to-end HR and pay solution.
* Our work has also allowed us to document key observations that have enabled our success. The open and transparent nature of our progress has rebuilt trust in the Government’s commitment to paying its employees accurately and on-time. Regularly updating public servants through blogs and departmental communications, as well as our real-time updates on Twitter has demonstrated our commitment to working openly.
* By leveraging feedback, lessons learned, and best practices our team has been able to course correct as needed throughout this process. This engagement has also allowed us to put the employee at the centre of our work through a series of in-person engagement sessions and ongoing digital engagement.
* The speed in which our team has worked, with diligence, professionalism and commitment, has allowed us to deliver mandated results in one-year with $8 million instead of two years and $16 million. This process of working in smaller and faster sprints has enabled a flexible and adaptable workforce to identify options in a new, more agile way.
* Finally, our relationship and interaction with vendors has been ongoing throughout this process and has allowed the GC to develop a partnership with possible vendors as opposed to procuring a system.
* While there have been many positives attributed to the NextGen Team and their work, we are cognisant of potential risks that may challenge our work ahead. These risks include whether potential solutions can in fact support a GC environment; lack of trust in implementation and success; the failure of proposed pilots; overly optimistic expectations on potential success; and vendor complaints on the agile process resulting in a lack of will to pursue pilots. We’ve considered these risks in our roadmap ahead and have identified mitigation strategies to ensure progress continues.
* We’ve also heard and are working through the contracting construct and governance model for pilots; the communications plan moving forward; how data will be leveraged from Phoenix to support a pilot; and what employees will see in terms of the process ahead.
* As we work through the final gate of our agile procurement and refine our recommended options, we will return with updates for our plan ahead. Until then, we continue to be open to your feedback and involvement in this process to ensure our team is leveraging the expertise, lessons learned, best practices and talent from across the GC.