**The Next Generation HR and Pay Initiative**

Budget 2018 announced the Government of Canada’s (GC) intention to find options for an alternative, long-term, and sustainable next generation pay solution. A future HR and Pay system for the Government of Canada should be driven by a modern people management process and system. The government will work closely with experts, unions, technology providers, and most importantly, our employees, to accomplish our goals.

**Agile Procurement Process (APP)**

Description

The Next Generation HR and Pay initiative (NextGen) is taking a new approach to traditional government procurement. This approach will allow the requirements of the initiative and scope to remain flexible and allow for industry feedback to be built in throughout the process. Key components of the APP include:

* **A series of business outcomes and capabilities** have been established by the Next Generation HR and Pay Team (the NextGen team), and communicated to industry via buyandsell.gc.ca. The NextGen team’s outcome and capability based approach will allow the GC to consider commercial products without customization.
* **Engagement with users** is central to the success of NextGen. Users, including employees, HR practitioners, compensation advisors and managers, will be at the centre of any new HR and pay solution. They will be included at all stages of development and implementation. At this time, TBS is also keeping feedback from select employees and bargaining agents through a series of workshops focused on the business capabilities model for HR management in the public service of the future.
* **Engagement with industry** will be taking place to establish “the art of the possible” from the solution perspective, allowing for realistic goals based on industry feedback, best practices and existing technology with a roadmap for the future. This will allow the NextGen team to state an outcome and review different offerings from Industry allowing the team to start architecting together what the end-product will be one iteration at a time.
* **Activities will be performed** **in parallel** to each other; this may lead to a more compressed timeline. This approach offers flexibility as once new information is discovered with vendors or users a change in requirement becomes a welcomed shift rather than a disruptive one.
* **A gated approach** will allow for the evaluation teams to evaluate the capabilities of vendors on focused requirements during set periods. Vendors must succeed the evaluation to move to the next gate

**Key Engagement Statistics**

Industry Day

The Next Generation HR and Pay Industry Day launched on September 19th. The event saw approximately 90 in-person industry participants, representing 46 vendors.

Of these vendors:

* 6 system integrators, including Deloitte, PwC, IBM
* 8 advisory firms, including Gartner, EY, KPMG
* 18  professional Services covering IT, HR and communications, including Systematix and Teksystems
* 4 user experience firms, including IDEO and Normative
* 10 enterprise resource planning companies, including Workday, Ceridian, SAP and Oracle

Public servants were also involved, with approximately 25 employees from various departments participating in person including CRA, PSPC, DND, PSC, NSERC, CIHR and SSC.

Other participation statistics include;

* Over 80 users participated via WebEx
* Over 120 people participated via YouTube – live stream
* Over 880 people engaged via twitter.
* Over 120 people engaged via Slido
* Over 130 questions were received throughout the day (in-person and Slido), will be responded to by posting Qs & As publically.

Gates

**Gate One: Show Us (October 1st – November 13th)**

Objective: Confirmation that solutions comply with foundational GC Business and Technical standards and can provide the needed business capabilities

**Gate Two: Let Us (November 22nd – TBC)**

Objective: Confirmation that solutions meet detailed business and technical requirements within a Sandbox environment that has been configured to meet GC User Test Cases. Have users validate solutions against complex and specific use cases.

**Gate Three: Convince Us (TBC)**

Objective: Confirm solution options, potential implementation strategies and assess interoperability maturity

The gating process will be completed by February 2019.

BuyandSell.gc.ca Page Views and Downloads

Since October 1st, the buyandsell.gc.ca page has been viewed 323 times. The English Gate One documentation has been downloaded 101 times, and the French 11 times.

**Update on Budget**

The NextGen team is ramping up operations and forecasts to spend its 2018-19 budget. Below is an overview chart of the actual spending to date and anticipated future spending. The team is forecasting:

|  |  |  |
| --- | --- | --- |
| **Budget 2018**  | **Actuals to Date (Oct 2018)** | **Forecasted Spending for 2018-19** |
| $8,000,000 ($7,246,362 in program expenditures) | $2,985,560 | $7,246,362 |