

Rachel Stephen-Smith MLA

Minister for Health

Minister for Mental Health

Minister for Finance

Minister for the Public Service

Member for Kurrajong

RESPONSE TO QUESTION ON NOTICE**Questions on Notice Paper No 7****16 MAY 2025****Question No. 433****PETER CAIN MLA:** To ask the Minister for the Public Service

1. What is the current cost to date of the Payroll Capability and Human Resource Management (PC-HRM) program, and how does this compare to budget and delivery milestones.
2. What independent governance structures are in place to oversee the cultural, financial, and work health and safety performance of PC-HRM given its politically sensitive nature and previous failure under the Human Resource Information Management System.

Rachel Stephen-Smith MLA - The answer to the Member's question is as follows:

1. \$19.13 million of expenditure has occurred on the PC-HRM Program to 30 April 2025. The expenditure aligns with the approved total project budget, which is commercial-in-confidence. The PC-HRM Program has successfully achieved several milestones including:
 - a. Formal closure of the HRIMS Program
 - b. The establishment of governance and administrative arrangements
 - c. Establishment of multi-disciplinary team in alignment with the Guiding Best Practice Design and Delivery Framework and the procurement of key vendors
 - d. Discovery and design for the Whole of Government Time and Attendance Solution and commencement of the related procurement process
 - e. The transition of 1600 users from the time and attendance system Kronos Workforce Central to the latest version Kronos UKG Pro.



2. There is a robust governance structure in place to oversee the cultural, financial and work health and safety performance and ongoing stakeholder engagement of PC-HRM, this includes:
- a. Independent Assurance Partner – performs a key strategic role by providing ongoing review and assurance of the program’s delivery processes, financial and budget management, scope management, resourcing and effectiveness of the governance structures and forums.
 - b. Independent Board Member – offers an independent perspective and strategic guidance on potential risks, progress and challenges, based on the information presented to the Program Board.
 - c. CMTEDD Chief Financial Officer – to provide independent financial overview of the program and its budget management
 - d. ACT Government Solicitors Office and legal services provider – provide expertise in procurement and legal matters. Key areas of focus include regulatory guidance, dispute resolution, and legislative interpretation.
 - e. Procurement ACT – provides guidance on procurement policies, procedures, probity and best practice ensuring alignment with regulations and strategic proposals.
 - f. Probity Advisor – the Probity Advisor ensures transparency, fairness and ethical conduct in procurement, supporting the program team with guidance and advice.
 - g. The PC-HRM Program aligns with ACT Government WH&S policies and procedures, including:
 - i. ACTPS Work Health Safety and Wellbeing Policy
 - ii. ACTPS Mental Wellbeing Policy
 - iii. ACTPS Reporting of WHS incidents Policy
 - iv. CMTEDD WHS Management System, PeopleSafety.

Approved for circulation to the Member and incorporation into Hansard.



Rachel Stephen-Smith MLA
Minister for Public Service

Date:4/7/25.....

This response required 175 minutes to complete, at an approximate cost of \$436.