

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

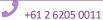
PETER CAIN MLA: To ask the Minister for the Public Service

- 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:

- \$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.

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- 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

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