

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 4****21 MARCH 2025****Question No. 243****MS JO CLAY MLA:** To ask the Minister for the Public Service

1. In relation to the new human resources information management system (HRIMS) project, and given that under the former HRIMS contract, 58 percent of the payment from Government to the contractor was to settle claims and terminate the contract, does the current contract have a termination clause that allows Government to terminate without large payments if the contractor fails to deliver an adequate system.
2. Is the new system being delivered on schedule, and what is that schedule.
3. Is the new system being delivered on budget, and what is that budget in total to deliver a new HRIMS.
4. Has the Government engaged an assurance partner on the new project; if so, are they delivering written reports.
5. Has the Government addressed each finding from the Auditor-General in the project and contract management of the replacement system.

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

1. The scope of the Payroll Capability and Human Resource Management (PC-HRM) Program is focused on upgrading the existing payroll and HR solutions (Chris21 and HR21) to deliver a stable, secure and supported payroll and HR capability and also design and implement a whole of government time and attendance system.

All contractual arrangements within the PC-HRM Program include termination clauses that allow for the termination of the arrangement without incurring large payments.



2. The delivery of the PC-HRM Program will be finalised in FY 2026-27. With the upgrade of the Payroll and HR solutions (Chris 21 and HR21) scheduled for finalisation in 2026 and the design and implementation of a whole of government time and attendance solution in 2027.
3. The total cost of the PC-HRM Program is commercial in confidence until all procurement activities are complete. Financial management and reporting of the Program is in line with Australian Accounting Standards and industry practices. The program is forecasting to deliver within the agreed budget.
4. An Independent Assurance Partner for the PC-HRM Program has been engaged with written reports produced. Assurance activities are ongoing throughout the delivery of the program.
5. Auditor-General findings from the HRIMS program have been applied to the PC-HRM Program. The program team tracks findings, recommendations and actions taken from assurance reports to ensure that the program has been appropriately established and is being governed and managed in alignment with best practice design and delivery. Contract management activities for the Program follow Procurement ACT's *ACT Government Contract Management Guide* with the following activities undertaken for all contracts:
 - a. Defining clear roles and responsibilities for the management of contracts.
 - b. Establishing contract management plans.
 - c. Records management in accordance with the *Territory Records Act 2002*.
 - d. Implementation of a review and acceptance process for contractual milestones.
 - e. Contract performance management and ongoing contract administration, this includes adherence to minimum insurance limits, ongoing risk management and contract management meetings.

Approved for circulation to the Member and incorporation into Hansard.



Rachel Stephen-Smith MLA
Minister for the Public Service

Date: 15 | 4 | 25

This response required 200 to complete, at an approximate cost of \$279.