



STANDING COMMITTEE ON PUBLIC ACCOUNTS

Mr Ed Cocks MLA (Chair), Mr Michael Pettersson MLA (Deputy Chair), Mr Andrew Braddock MLA

**Inquiry into Auditor-General performance Audit Reports July – December 2023**  
**ANSWER TO QUESTION ON NOTICE**

Asked by Peter Cain MLA:

In relation to: AG Audit Report 10/2023 and Human Resources Information Management System Program

- (1) Will Frontier's CHRIS21 provide the whole-of-service HR and payroll management system as HRIMS was intended to.
- (2) Will contracts with Kronos and other payroll and HR providers be phased out.
- (3) What functionality will be compromised in upgrading CHRIS21.
- (4) Will leave for public servants be able to be entered automatically.
- (5) Will there be a cap on the total money the payroll system can handle.
- (6) Who is the program head for PCHRM and is this a different person to head up HRIMS.
- (7) What is the salary for the program head of PCHR.

Chris Steel MLA: The answer to the Member's question is as follows:–

1. The scope of the HRIMS Program was to provide an end-to-end Human Capital Management Solution, including workforce analytics and reporting, recruitment and on-boarding, workforce administration, time and payroll, performance, and management, learning and development, talent management, workforce planning and strategy and health and wellbeing. The revised approach, delivered through the PC-HRM Program will focus on upgrading Chris 21 and HR21 to deliver a stable, secure, and supported payroll and HR capability foundation system. Additional payroll functionality, automated payroll processing and staff self-service options will become available through the upgrade of Chris21 and HR21. The PC-HRM Program will also design and implement a whole of government time and attendance system.
2. The PC-HRM Program is currently in the planning and definition phase and is developing the upgrade pathway for the Chris21/HR21 upgrades and the design of the whole of government time and attendance solution. Any changes to existing commercial arrangements are commercial in confidence until procurement activities and contract negotiations can be completed.
3. Chris21 will provide full payroll functionality to the ACT Government.

4. The upgrade of Chris 21 and HR21 will allow for the configuration of most leave types available in the enterprise agreements. Once configured, public servants will be able to manage their leave through the system.
5. There is no cap on the total money the payroll system can handle. Please refer to refer to QTON 5 for additional detail.
6. The PC-HRM Program is being implemented by a new team with experience in the delivery of large and complex programs. The governance structure for the PC-HRM has clear roles and responsibilities, including:
  - a. Business Outcome Owner (Deputy Director-General, Office of Industrial Relations and Workforce Strategy) – makes decisions on design or delivery issues that relate to policy interpretation or business practice. The Business Outcome Owner is accountable to Government and the Special Minister of State for ensuring that the program delivered will meet the business needs of directorates.
  - b. Chief Digital Officer – responsible for ICT decisions, ensures the program outcomes are delivered in alignment with industry best practice and Whole of Government digital strategy, and the efficient and effective use of ICT resources.
  - c. Senior Responsible Owner (Executive Group Manager, Planning, Design and Digital) – senior official accountable for the Program delivering the stated outcomes. Reports directly to the Under Treasurer and makes program delivery decisions taking into account advice and direction from the Under Treasurer, Business Outcome Owner and Chief Digital Officer.
  - d. Program Director (Executive Branch Manager, Major Programs)– responsible for the program outcomes reporting to the Senior Responsible Owner, and daily management of the program throughout the lifecycle of the program.
7. The Australian Capital Territory Remuneration Tribunal determines the remuneration, allowances and entitlements for executives in the public service.

Approved for circulation to the Standing Committee on Public Accounts

Signature:



Date:

13 / 6 / 24

By the Special Minister of State, Chris Steel MLA