

Holidays Act Remediation Programme Monthly Report for Stakeholders

October 2024

Holidays Act Remediation

Tēnā koutou katoa

This is October status report prepared by the Health New Zealand | Te Whatu Ora Holidays Act Remediation team.

Health NZ has a team working with each project to ensure that remediation payments are made to current employees as soon as possible. For this reason, the team were keen to report to their colleagues at Health NZ and other stakeholders on progress to deliver the work and the challenges that each project faces.

There is much to be done to achieve a payment to all current staff by July 2025 and our aim in this report is to show the details of the work and progress, and assure staff and stakeholders of the dedication of the Health NZ project teams to deliver the work. There are currently two Districts progressing towards rectification and remediation for current employees in 2024. We are pushing another two but there are a number of activities to complete in order to achieve this. The other districts are all being scheduled for payment in 2025. Remediation payments for former staff will follow soon after current employees are completed.

We will share the report with District Steering Committees, our union partners and discuss it at our fortnightly meeting with our union partners in this work.



Holidays Act Remediation Programme Monthly Report – October 2024

Executive Summary

Overall Status	Commentary	Date
At risk	<p>The overall status of the programme remains as ‘red’ as we are unable to achieve the rectification and remediation dates communicated at the beginning of 2024 and subsequently updated in April 2024. There are two Districts working through the final stages of assurance and approvals that to complete rectification and remediation of current employees in 2024. A further two are pushing to complete this year and are making good progress through a number of activities that must be completed. There are several factors contributing to the timing of go live for Districts including the complexity of the work, the expertise needed by each project to deliver the work, which is often hard to source, and the amount of work required by teams of people from data, finance, and payroll and rostering teams.</p> <p>Hawkes Bay and South Canterbury have submitted their funds requests MoH and we are confident that those projects remain on track to pay in November and December. Taranaki and Bay of Plenty are working through final testing and assurance checks to also try to complete in 2024. The summer holiday period creates a large gap in possible payment dates so every effort is being considered to try to complete four districts this year.</p> <p>The payroll vendors and remediation partners that are engaged across the country continue to work diligently through the detail of the projects to make sure the remediation calculations are accurate and that rectified systems and processes can be supported going forward. The level of detail is significant as the reviews need to consider all pay for all current and former employees in all districts going back to 1 May 2010 which means even at the smaller districts millions of lines of data need to be investigated.</p> <p>It is important to note that the programme is about correcting payments for leave taken and some payments will be correct already, which means some employees will not be entitled to any remediation payment. Current and former employees will be able to see full details of any remediation paid to them through the portals.</p>	2.10.24

Overall RAG Status Summary

Section / District	Bay of Plenty	Canterbury & West Coast	Hawkes Bay	Lakes	Mid Central	Nelson Marlborough	Northland	South Canterbury	Southern	Tairāwhiti	Taranaki	Waikato	Wellington 3D	Whanganui	AKL Metro formers
Slide #	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Scope and Programme Plan	Red	Red	Yellow	Red	Red	Yellow	Yellow	Yellow	Red	Green	Red	Yellow	Green	Red	Yellow
Remediation	Red	Yellow	Yellow	Red	Red	Yellow	Red	Yellow	Red	Red	Yellow	Yellow	Green	Red	Yellow
Rectification	Red	Red	Green	Not started	Red	Yellow	Yellow	Green	Red	Red	Yellow	Yellow	Green	Red	Green
Operational Readiness	Yellow	Not started	Yellow	Not started	Not started	Not started	Not started	Yellow	Not started	Not started	Red	Paused	Not started	Not started	Not started
Business readiness	Yellow	Yellow	Green	Not started	Red	Green	Yellow	Yellow	Green	Not started	Yellow	Green	Green	Red	Green
Change/Comms	Green	Yellow	Green	Not started	Red	Green	Green	Green	Yellow	Not started	Yellow	Green	Yellow	Red	Green
Resources	Green	Yellow	Yellow	Red	Yellow	Green	Red	Yellow	Red	Yellow	Red	Yellow	Yellow	Red	Green
Day 1 Readiness	Yellow	Yellow	Green	Not started	Red	Yellow	Red	Yellow	Yellow	Not started	Yellow	Green	Green	Red	Green

Bay of Plenty Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
30.10.24	Overall project status remains 'red' due to the following key reasons: parallel runs with payroll now in flight and the Go No-go with Key Stakeholders has a number of activities yet to be completed. P2P entrance was accelerated by national governance but there the team are reviewing EY Assurance feedback and draft reports for both remediation and rectification. Key assurance framework reports for AF3-AF5 are all pending KPMG. Key issues within remediation are with the data integrity and the team is working through additional cleansing and risk profile assessments for HNZ to review. Dates for rectification and remediation has been brought forward to mid/end Dec24.									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan	Red	Red	Remediation team is refining and cleansing the data following the national approved solution and a change in the remediation model for ADP Averaging; reviews with EY have called out issues with data reconciliation which are being worked through.
Remediation	Red	Red	ADP Averaging National paper is approved and has been applied to the datasets but is still under refinement and review. EY Rem report management actions are being addressed. The OWD sub project is pending budget approval – candidate has been identified and a contract is being written for National approval.
Rectification	Red	Red	Rectification testing has progressed well and re-testing the remaining issues identified with conversion, issue retests and reports are being completed. Parallel runs are in progress post the DR4. Engagement from BAU remains high and reports are ready for validation in the next NUR parallel. DR4 has proven that the team can cut over in the required timeframe; however, verification of the DR has resulted in issues being identified with the leave conversions and interface error. Additional verification during this DR has resulted in a greater confidence level with the environment post upgrade. Timing of the promotion of the recent PSe version to production needs to be planned to go ahead of, or during HAC cut over.
Operational Readiness	Red	Yellow	Project Assurance Frameworks are undergoing partner reviews, extensive questioning is still in progress with AF2-5 – additional Q&A due to being the first Pse EY remediation and rectification review reports have been received and management actions being worked through. The project team will assess findings, review with EY and quickly resolve any questions or issues raised Go/No/Go sessions will be booked given the new timeline.
Business readiness	Yellow	Yellow	Parallel runs are ongoing and additional training requirements for the payroll team are progressing well with good buy-in with senior leadership, managers and transactors. Microster Transactor training is a management action from operational readiness that is currently being addressed to ensure understanding
Change/Comms	Yellow	Green	HR Teams, payroll and Finance team training/reinforcement is ongoing Comms are ready to progress with National Comms lead. All comms will be refreshed with new payment dates
Resources	Green	Green	Compliance officers' recruitment now Transition officer job specification will require review and updating, resubmission for role approval.
Day 1 Readiness	Red	Yellow	Processing of back pays will be managed within the Pse system.

Programme Details	
Programme Manager	Fiona Sheffield
Payroll Provider	Pse from DayForce
Remediation Partner	Pse from DayForce
Employees - Current	4,933
Employees - Formers	6,110

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
Dec2024	Dec 2024	2025

Assurance Framework							
AF	1	2	3	4	5	6	7
Status	Green	Yellow	Yellow	Yellow	Yellow	Green	Yellow
Open actions		3				0	

Key Risks / Issues / Dependencies		Mitigation
1.	DayForce vendor constraint of being across multiple districts places the district go live dates at extreme risk for remediation stability.	Project has requested that the Dayforce team work on one District until BoP go live to increase chance of success and minimise key person risk.
2.	Project Budget required to completion is not approved and project resources contract extensions were declined as a result.	Project requires approval of budgets and then resource extension approvals.
3.	Regression verification requirements to promote the recent Pse version to production ahead of HAC cut over is at risk due to BAU team illness	Team is reviewing options here to either bring into different timing windows, or option to complete at cutover.

Canterbury & West Coast Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	Due to highlighted risks coming to fruition, programme team has been undertaking revised go-live planning, considering Rectification vendors (Microster and PSe), Remediation partner (EY), other district plans and local payroll office. Unfortunately, we will not be going live until Q2 2025. When our revised plan and budget is accepted by the National programme steering group, status reporting will be aligned with the RAG status for the new plan, i.e. the workstreams are expected to go green initially and be managed accordingly thereafter. Actual dates will be communicated when we are in pathway to payment process and more certain of the payment dates.									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan	Red	Red	The Programme plan is currently being revised, aligned with new timeframes for delivery.
Remediation	Yellow	Yellow	Currently working with EY to deliver a new model 6, that will incorporate all components (supported by National decisions) for Remediation. A summary list of outstanding matters has recently been shared with National programme office.
Rectification	Red	Red	A date has finally been set, 21 st of Nov 2024 for Microster v.11.8 – this version is necessary for HAC. The team continues to work with other districts to close out PSe requirements and deliverables. A summary list of outstanding matters has recently been shared with National programme office.
Operational Readiness	White	White	Not started; Deliverables are aligned with remediation and rectification in our project plan.
Business readiness	Yellow	Yellow	Delayed, as is related to rectification go-live date. Some reports are still being developed for finance team.
Change/Comms	Yellow	Yellow	Continues to engage with different stakeholder groups. Working closely with Rectification team in preparation (comms and education) for Microster v.11.8 go-live.
Resources	Yellow	Yellow	Working to ensure contract extensions are in place aligned with the revised project plan.
Day 1 Readiness	Yellow	Yellow	Delayed, as is related to the revised go-live date.

Programme Details	
Programme Manager	Steve Cosgrove
Payroll Provider	DayForce PSe
Remediation Partner	EY
Employees - Current	c.12,300 at Canterbury and c.1,000 at West Coast
Employees - Formers	c.16,000 at Canterbury and c.1,800 at West Coast

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
tbc	tbc	tbc

Assurance Framework							
AF	1	2	3	4	5	6	7
Status	Green	Green	Green	Green	Yellow	Green	Yellow
Open actions	0	0	-	-	-	0	-

Key Risks / Issues / Dependencies		Mitigation
1.	Risk Vendors - Ceridian for PSe Payroll and Tambla for Microster have competing priorities and clients. We are still finalising code with Ceridian and awaiting bug fixes and minor issues for completion for v.11.8 from Tambla.	Maintain continuous engagement with vendors to ensure deliverables are planned and delivered. Support from national teams for sequencing and prioritisation of vendor efforts across all districts.
2.	Issue Inability to obtain all historical data. <i>We have recently submitted a paper to National office in relation to this.</i>	The project has commenced an approach to resolve data gaps with EY and has redeployed key remediation workstream resources to undertake this work.
3.	Issue Understanding Health NZ's consistency requirements for remediation and rectification methodologies. The detailed solution design for how Microster and PSe will deliver key elements is still being worked through. <i>Summary of outstanding matters has recently shared with the National programme office.</i>	Our PSe team is collaborating with Microster/PSe districts and vendors completing design for Ceridian to implement changes to meet Health NZ's national requirements. The project is proactively testing and implementing updates as they are delivered.

Hawke's Bay Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	Hawkes Bay are currently working through the final approvals and national reviews for the latest national directive. The Project has completed dress rehearsal 4 and are aiming to go-live soon depending on the outcomes of the final Go No-Go meeting. New pathway to payment numbers have been provided. Due to the NPMO/MoH not being able to shift their review period meeting timing, which clashed with rectification delivery timing, Hawkes Bay have had to delay its payment date by approximately 2 weeks. All assurances have been completed and project is on standby for the final go approval.									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan	Yellow	Yellow	Working through final stages of pathway to payment and national alignment. This will dictate the date for payment.
Remediation	Yellow	Yellow	Re-ran models to the latest national requirements. Final EY remediation report received. Waiting on final national alignment guidance.
Rectification	Green	Green	Dress Rehearsal 4 complete with no issues. Final EY rectification report received. Waiting on final national alignment guidance.
Operational Readiness	Yellow	Yellow	Assurance Framework – All components complete and final reports received. Meetings being held three times a week to work through open actions. Timing of Ministry Go No-go meeting a risk to current go live schedule for team. Sufficient time needed to prepare and respond to any feedback.
Business readiness	Green	Green	Finance continuing to review data. Reports have been tested.
Change/Comms	Green	Green	Change material and comms have been delivered as required. Will continue to deliver remediation comms as they become available.
Resources	Green	Yellow	Fully staffed. Confirmation of HAT team for Hawkes Bay is to be approved.
Day 1 Readiness	Green	Green	Processes being continuously progressed. Day 1 scripts complete. Second and subsequent payment process scripts complete.

Programme Details	
Programme Manager	Melanie Staples
Payroll Provider	AMS Leader
Remediation Partner	Grant Thornton
Employees - Current	4,281
Employees - Formers	6,520

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
Nov 2024	Nov 2024	Q1 2025

Assurance Framework							
AF	1	2	3	4	5	6	7
Status	Green	Green	Green	Green	Green	Green	Green
Open actions	0	0	0	0	0	0	0

Key Risks / Issues / Dependencies		Mitigation
1.	Review of issues - If there are additional Pathway to Payment requirements from Health NZ this could impact the timeline	Closely monitor and assess any further requirements as they arise and carefully plan implementation.
2.	Review of HBD approaches/ National alignments – any more changes will impact timeline	Resolve issues at a national level quickly.

Lakes Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
30.10.24	The Project has continued to make limited progress this month and will be replanning once Bay of Plenty and Northland are on track for rectification and remediation. This is so that resources, configuration and lessons learnt can be incorporated to accelerate the Lakes project.									
	The Project is awaiting approval to recruit the data collection resources for the remediation calculation and is dependent on support from the Bay of Plenty (BoP) and national teams. One resource from the business-as-usual (BAU) team has commenced on pulling timesheets and cataloguing data information for the Remediation data collection to commence. The project is working through a data collection process for the remediation leveraging on lessons learnt and the approach from C&WC and Tairawhiti. The project team are currently assigned to BoP and Tairawhiti before 100% focus can be placed onto the district. A detailed project plan will be completed once the BoP district is bought to a close.									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan			Dependency on key resources at Dayforce that are supporting multiple Districts. Dependency on the project team completing prioritised districts BoP and Tairawhiti. Coordinated planning with other PSe Districts to find the best approach for configuration, testing and go live. Manual data collection to ensure we have made all effort to collect required data for the Holidays Act configuration and calculations. Dependency on successfully testing the PSE solutions in other districts. Completion of Assurance Frameworks. Completion of the independent assurance reviews.
Remediation			Remediation model is being tested with other Pse districts. 550 boxes of payroll data are to be manually collected and input into spreadsheets ahead of commencing any remediation work.
Rectification			Not yet started. The project is pending the outcomes of testing within the BoP, Northland and C&WC project teams ahead of any changes being made to the Lakes payroll system.
Operational Readiness			Not yet started. Will start approximately 3 months before go live
Business readiness			Not yet started
Change/Comms			Not yet started
Resources			Pending approval of budgets the Project has data collection resources to onboard, based on the data collection strategy the project will start with 2 to commence work. These are to be recruited to work closely with 1 National team member, the Project Manager including the BAU resource on the project.
Day 1 Readiness			Not started

Programme Details	
Programme Manager	Bruce George
Payroll Provider	DayForce
Remediation Partner	DayForce
Employees - Current	1,940
Employees - Formers	3,921

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
To be replanned	To be replanned	To be replanned

Assurance Framework							
AF	1	2	3	4	5	6	7
Status							
Open actions	1	5				0	

Key Risks / Issues / Dependencies		Mitigation
1.	The project has stalled with little progress made locally (Issue) as resources are focussed on other PSE Districts	The Project is dependent on BoP resource support and has progressed limited activities due to multiple priorities shared by the resources. One BAU resource will be working on the planned activities in August.

Mid Central Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	Discussions held with Health NZ teams for signoff of the migration of Microster to SaaS. Awaiting final approval to proceed. Shared lessons learnt from C&WC project team. Unit and functional testing of Holidays Act configuration continues. Full end to end testing of the HA Compliance updates cannot proceed until Microster is migrated. Remediation models being updated EY for National alignment. A full set of calculations and testing will follow.									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan			Project plan to be updated when Microster migration date is confirmed
Remediation			Updates of remediation models to meet National alignment is now in progress. Testing and outlier assessment will follow. EY have been provided data to April 2024. A further data cut will be provided on completion of the current development updates. EY to provide a full set of calculations (current and former employees) for testing and outlier assessment.
Rectification			Testing of changes for Health NZ requirements in PSe continues. Configuration from Bay of Plenty and Northland will need to be considered once those are complete. Full end to end and parallel pay testing to be undertaken on completion of the Microster cloud migration.
Operational Readiness			Not started; The project team will be brought into Operational Readiness approximately 3 months ahead of go live.
Business readiness			Ongoing review of requirements and development of updated procedures. Needs assessment and training material in progress for Payroll & HR team training.
Change/Comms			Drafted, to be finalised during final testing
Resources			Replacement for remediation tester to be recruited
Day 1 Readiness			Discussions to be organised with EY to enable the Day 1 processes to continue as required

Programme Details	
Programme Manager	Wayne Mason
Payroll Provider	Dayforce PSe
Remediation Partner	Dayforce PSe
Employees - Current	3,339
Employees - Formers	5,362

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
tbc	tbc	tbc

Assurance Framework							
AF	1	2	3	4	5	6	7
Status							
Open actions	0	3		12			

Key Risks / Issues / Dependencies		Mitigation
1.	Microster migration to SaaS.	Project impacted by delays in Microster migration. Both the PSE and Microster systems need to be aligned so that end to end and testing can be undertaken. Meetings held with D&D teams. Awaiting approval to proceed
2.	At risk of losing key resource as the project timeline extends	Resource extensions approved, updates in progress

Nelson Marlborough Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29/10/24	<p>Status is Amber. Rectification – Testing Methodology for Live life Disability Support Service Solution (LLDSS) is 95% complete. Testing for LLDSS partial day has been slightly delayed due to AMS redeployment of a solution to support the Actor configuration and is expected to be completed 1 Nov. EY Rectification Audit is progressing. AF's 2, 4, 5 with NPMO and review scheduled to commence mid Nov. Waiting confirmation of AF3 framework re-alignment to National directives. AF7 is drafted and undergoing internal review.</p> <p>Remediation: EY re-engaged and new 2025 delivery date agreed. Model 5 decisions finalised with EY and data extract submitted.</p>									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary
Scope and Programme Plan			Vendors (EY and AMS) have agreed a 2025 Go-Live date subject to no further changes to national directives, vendor capacity impacts arising from impacts to other districts or changes to Model designs. Meeting with EY held 24/10 to start requirement planning for formers.
Remediation			Model 5 decisions complete and data extract submitted. Data validation to commence in November. KMPG feedback on Assurance Frameworks 2,4,5,6 due end of October.
Rectification			Rectification –Testing Methodology for LLDSS solution is complete and all LLDSS the majority (95%) of LLDSS testing is complete. Testing for LLDSS partial day has been slightly delayed due to AMS redeployment of a solution to support the Actor configuration. All LLDSS testing will be fully complete by Friday 1 November. Rectification Audit progressing – NM responses to initial EY feedback have been provided. EY check-in & feedback on next tranche scheduled for 14/11.
Operational Readiness			N/A – not yet started on P2P
Business readiness			Finance Report model completed and tested in DR1 and DR2. No further work can progress until DR3 and DR4 commence. Systems Accountant supporting HR stream with development of GAP test (casual annual leave entitlement) prototype reports for HR, Payroll and Managers. Systems Accountant also support BOP with financial reporting requirements.
Change/Comms/HR			Critical path standard operating procedures nearing completion and Rectification Audit responses provided to EY (to inform questions around process management of work profiles, SMO work profiles and ongoing audit of adherence to work profiles). Training needs analysis for LLDSS and play-back validation is complete and that for NM Payroll and other high impact groups is underway. Storyboard for learning materials due to commence in November.
Resources			Contacts for core programme team extended until 30 June 2025.
Day 1 Readiness			Will be progressed over the coming months

Programme Details	
Programme Manager	Natasha Brown
Payroll Provider	AMS Leader
Remediation Partner	EY
Employees - Current	Approx. 3,500
Employees - Formers	Approx. 9,500

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
tbc	tbc	tbc

Assurance Framework							
AF	1	2	3	4	5	6	7
Status							
Open actions	0					0	

Key Risks / Issues / Dependencies		Mitigation
1.	Finance Resources: Finance resources required for Programme.	New Interim Finance Lead – David Green – secondment until February 2025

Northland, Te Tai Tokerau Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	Project Update Reset of project timelines due to limited access to Dayforce and in-house resource capacity.									
	Remediation (EY) Due to prioritisation of Bay of Plenty (BOP) district, Northland has limited Remediation Partner support, resulting in delays in finalising V2 of the EY audit. A positive impact for Northland is the benefit of new developments due to EY's BOP audit recommendations. If relevant these are automatically included, by Dayforce, on Northland updates.									
	Rectification (EY) Parallel pay run against a rectified test environment has been actioned; to be closed off in early November for results analysis inclusive of the first bank remediation file. Pause in recruitment of Tester/Analyst due to finalisation of budget.									
	Assurance Frameworks To be reviewed based on changes post submission of evidence in 2023 with support from KPMG;									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan	Green	Yellow	High immediate project risk – finalising the project budget; if this is not concluded in early November there is a project resource risk as the contractual agreements for 70% of the team are due to terminate on 30 November 2024; Funding application submitted to ensure project continuity to 30 June 2025 (inclusive of FORMERS remediation pay over).
Remediation	Yellow	Red	Delay in finalising V2 of the EY remediation audit due to prioritising BOP district requirements. Ongoing data integrity analysis continues and preparation of files for uploading into Remediation tool.
Rectification	Yellow	Yellow	Delay in finalising the Dry Run due to ongoing shared Dayforce resources; but in-house progress continues. Project team finalising data in Rectified test environment to close off a parallel pay run; Outcome will activate the EY Rectification audit process.
Operational Readiness	White	White	Not started; AFs – in review / DRs planned for January 2025
Business readiness	Yellow	Yellow	Currently on track; Time factor will place this at risk due to limited resourcing to support project; Time factor impacts on RAG status.
Change/Comms	Green	Green	Ongoing communication via National Programme Team; Commencement of weekly brainstorming/BAU meetings held with Payroll Manager, Payroll Team Leader, Payroll Analysts and project team to ensure a smooth transition into a Rectified state.
Resources	Red	Red	Extension of fixed term agreements for 4 project FTE on hold until project funding has been approved; Delay in frequent/regular access to Dayforce Remediation expertise due to commitment across other PSe districts; Hold on budgeted roles i.e. Compliance Officer, Analyst x1 and Administrators for data cleansing;
Day 1 Readiness	Red	Red	At risk due to hold on Compliance Officer role; Time sensitive

Programme Details	
Programme Manager	Teresa Carrick
Payroll Provider	Dayforce Pse
Remediation Partner	Dayforce Pse
Employees - Current	4,188
Employees - Formers	5,494

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
April 2025	April 2025	June 2025

Assurance Framework							
AF	1	2	3	4	5	6	7
Status	Green	Yellow	Yellow	Yellow	Yellow	Green	Green
Open actions	0	4	4	5	2	0	0

Key Risks / Issues / Dependencies		Mitigation
1.	Project funding approval and immediate impact on 70% of current project resources due to terminate 30 November 2024.	PM working with HA Financial team; Application submitted for NGG approval.
2.	Prioritisation of Dayforce availability above Northland's requirements.	On-going check-ins with BOP PM, Programme Director and Dayforce to ensure some level of progress is maintained.
3.	Project resourcing for remediation and rectification testing	The District is working with the National team on its resourcing issue and the current recruitment pause.
4.	Health NZ voluntary redundancy impacts local project resourcing or sponsorship	Closely monitor and plan for changes as they arise.

South Canterbury Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	<p>SCD are adjusting their modelling prior to go live and out of a formal DR or testing process due to a national directive. Pathway to payment documentation be updated to reflect this change. Due to the NPMO/MoH not being able to shift their review period meeting timing, which clashed with rectification delivery timing, SCD have had to add approximately 2 weeks to its timeline. Payment date remains TBC awaiting final go approvals for HNZ and MoH.</p> <p>All assurance frameworks have been issued, with only a total of 3 outstanding action which will be addressed as part of the go live process.</p>									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan	Green	Yellow	Due to the NPMO/MoH not being able to shift their review period meeting timing, which clashed with rectification delivery timing, we have had to delay our payment date by approximately 14 days. We have coordinated our resources accordingly, with all FTE and vendors aligned to this new date.
Remediation	Green	Yellow	DR4 results have been tested, with all variants is closed out, and modelling containing the appropriate national decisions. Updates will need to be made to the model with regards to OWD for part timers, as directed by the CEO and CFO.
Rectification	Green	Green	The team have completed DR4, with a successful, issue free delivery. We are now moving into planning for the go live.
Operational Readiness	Yellow	Yellow	All required pathway to payment documentation will need to be updated to include the OWD changes, but aside from these updates, all documentation is ready.
Business readiness	Red	Yellow	The issue with SMOs has been made an operational issue that is being dealt with by the appropriate district and region leaders, and as they have a solution this will not stop the project.
Change/Comms	Green	Green	All change and comms activities are in place, with all staff training being completed, and ongoing sessions still in play with payroll, HR, and any other affected business units.
Resources	Yellow	Yellow	Level of resourcing remains in place of project however 1 consulting FTE will drop out on the first of November, as they will not be required.
Day 1 Readiness	Green	Yellow	The payroll team is now aware of the support that will be made available through the project and by the metro team, for a number of weeks post rectification date. We are still however confirming the delegated roles for the compliance tasks over the course of the next 2 weeks.

Programme Details	
Programme Manager	Jason Ranston
Payroll Provider	AMS Leader
Remediation Partner	EY
Employees - Current	984
Employees - Formers	1,970

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
TBC - DEC 2024	TBC - DEC 2024	Q2 2025

Assurance Framework							
AF	1	2	3	4	5	6	7
Status	Green	Green	Green	Green	Green	Green	Green
Open actions	0	0	1	1	1	0	0

Key Risks / Issues / Dependencies		Mitigation
1.	Data required - SMOs	See business readiness above.
2.	New national directive	A new change to the methodology has been prescribed by national governance. This will need to be added to the models promptly and the pathway to payment documents updated accordingly.

Southern Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	<p>Programme is replanning for go live in 2025 and change request for a May 2025 go-live date is to be submitted. Significant delays with QA output, limited project resources and BAU availability hinders project progress. Good progress continues with Operational Readiness processes and Go/No-go planning but change and comms activities are behind schedule.</p>									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan			Status as red due to: uncertain timelines with QA outputs; dependency on level of QA re-work is unknown); limited resourcing is impacting the completion of Assurance Frameworks, progression of change materials and testing of impact of new national decisions. October delivery date is not achievable. Change Request in development for May go-live.
Remediation			All anticipated QA findings have been coded and applied to remediation data. EY Remediation QA report significantly behind schedule and additional work is expected when report is received. Test resources are making good progress with Top20, threshold and outlier analyses.
Rectification			Rectification is largely compliant (updates have been made over time), pending Quality Assurance EY report. EY Rectification QA work is behind schedule as they have been prioritised to Districts going live in 2024. Project has provided data and design and is awaiting further direction from EY. Payroll team requires additional resource to manage manual processes until system upgrades are implemented post-project (awaiting recruitment approvals).
Operational Readiness			Not started as yet Assurance Framework is behind schedule. Considerable progress made to AF2, 3, 4 and 5. P2P form automated and data refreshed fortnightly. Go/No-go processes underway. Current employee portal to be configured and tested.
Business readiness			All DataPay interfaces and reporting already in place.
Change/Comms			Underway but behind schedule as the project is under-resourced. Auckland Metro materials will be reused. Intranet site has been created but requires updated material.
Resources			Project team remains under-resourced. Test team has been onboarded and progressing well with Top20, threshold and outlier testing/reporting. The project is investigating other options for resourcing outstanding tasks.
Day 1 Readiness			Payroll is considered compliant until EY QA findings are received. Post-go-live resourcing is an unresolved issue.

Programme Details	
Programme Manager	Chris Wikstrom
Payroll Provider	DataPay
Remediation Partner	NLC Payroll
Employees - Current	5,798
Employees - Formers	10,255

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
tbc	tbc	tbc

Assurance Framework							
AF	1	2	3	4	5	6	7
Status							
Open actions	0	1	20			0	

Key Risks / Issues / Dependencies		Mitigation
1.	The QA findings from EY will not be identified or resolved in time to support go-live.	Reschedule delivery date.
2.	The project requires additional resources to support post-go-live remediation activities.	Recruitment requests pending.
3.	The Payroll Team are under-resourced for BAU operations and are unable to support the project.	Recruitment requests pending.

Tairawhiti Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
30.10.24	<p>The Programme status continues as RED while we continue to resolve the problems with the PSe system rectification and remediation and underlying data quality. Good progress has been made collecting data from paper-based processes and will be complete in the coming weeks. We continue to update data in the Holidays Act databases to maintain alignment with BAU. We have reduced the team size so that we can focus effort in BoP which will be the basis of the Tairawhiti solution. One project resource has returned to BAU to support ongoing processes and one other will be working with the Bay or Plenty (BoP) team to confirm the configuration and historic data needed. We are coordinating planning across PSe Districts to help manage the vendor constraints. Papers for national decisions were drafted with the BoP team.</p>									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan	Green	Red	<p>The schedule is 'RED' primarily due to the ambiguity around the timelines due to following key risks :</p> <ul style="list-style-type: none"> Dependency on key resources at Dayforce that are supporting multiple Districts which have fallen behind schedule Coordinated planning with other PSe Districts to find the best approach for configuration, testing and go live Manual data collection and the Holidays Act project Dependency on successfully testing the PSE solutions in other districts Completion of Assurance Frameworks Completion of the independent assurance reviews.
Remediation	Red	Red	The remediation model is being tested at other PSe Districts and is improving with each test. We have re-visited the archive boxes to obtain the details we need to calculate remediation values.
Rectification	Red	Red	<p>The latest version of the PSe software has been installed in the test environments.</p> <p>Another set of upgrades are required before go live and have been installed at Tairawhiti and then tested at BoP and Canterbury & West Coast.</p> <p>Each upgrade will need regression testing as well as the unit, functional and integration tests which will be planned over the coming months.</p> <p>Detailed planning of activities and resources will be developed once we know more from the tests at other Districts.</p>
Operational Readiness			Not started as yet. Will start approximately 3 months before go live
Business readiness			Not started as yet. Will be restarted closer to the go live date
Change/Comms			Not started as yet. Material is available and will be updated when we are closer to the go live date.
Resources	Yellow	Yellow	Resources moved to BAU team as required to support District processes and another working with BoP
Day 1 Readiness			Not started as yet.

Programme Details	
Programme Manager	Bruce George
Payroll Provider	PSe from Dayforce
Remediation Partner	PSe from Dayforce
Employees - Current	1,228
Employees - Formers	3,173

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
To be re-planned	To be re-planned	To be re-planned

Assurance Framework							
AF	1	2	3	4	5	6	7
Status	Green	Yellow	Yellow	Yellow	Yellow	Green	Yellow
Open actions	0					0	

Key Risks / Issues / Dependencies		Mitigation
1.	Configuration of Pse system may not meet requirements	Testing is underway at BoP and C&WC and results will be carried through to Tairawhiti.

Taranaki Holidays Act Compliance Programme Monthly Report– OCTOBER 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	The project is pushing to try to rectify and make remediation payments in 2024. The final EY independent review report remediation is due as we submitted management responses and updated sample data. The report for rectification has been received and management responses provided – the manual nature of the payroll has been highlighted along with resource requirements, end to end parallel testing has been completed successfully. The payroll manager is conducting further testing and will sign off required attestations once this testing is completed. The Payroll Manager has requested two additional resources. The project has submitted evidence for remaining Assurance Frameworks (AFs) which is in review with the NPMO. The submission of the funds request to NPMO continues to be delayed awaiting release of these reports.									
	We performed a third dry run between October 16 th – 18 th . And additional parallel runs are being performed to ensure timing for normal BAU pay is sufficient and well documented. If necessary then a 4 th Dress Rehearsal can be considered if there are further delays to go live.									
	Testing of interfaces between SG and other systems has been passed ready to proceed.									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan	Green	Red	The team are pushing for Go-Live in 2024 and are working through final checks and assurances ahead of P2P. The NPMO Assurance Frameworks and EY signoffs on both remediation and rectification are required. Rectification is pending the payroll office completing their testing and providing required attestations. Remediation review has identified additional model changes that will need to be retested before EY can finalise the remediation report.
Remediation	Yellow	Yellow	EY continue to review the remediation model and have indicated report release is likely on Tuesday 29th. We are expecting further model changes may be required based on discussions on specific issues held with EY. Our steering co agreed that we needed time to implement and fully test and validate the outcomes of these changes before resubmission to EY.
Rectification	Yellow	Yellow	Dress rehearsal DR#3 completed with additional lessons learned. DR3 report does not recommend a 4 th DR however we are consider having one if the steering co deems it necessary for additional remediation model changes.
Operational Readiness	Yellow	Red	P2P funds request will need to be submitted in the coming week if we are to go live in 2024. We continue to work with KPMG to close out the management actions. These are primarily attestations supporting evidence provided and confirm completion of testing to a satisfactory standard by the payroll office.
Business readiness	Yellow	Yellow	Following DR3 the setup of the Reporting server has been improved following recommendations from the D&D team. The report analyst is continuing to develop and test reports. The HR team are resolving work pattern data gaps that were identified for some employees. Last report identified 1 employee still to be investigated.
Change/Comms	Green	Yellow	Materials are on standby waiting confirmation we can go to print. We have/will send local comms to all employees confirming the change to go live schedule as agreed at the steering co meeting.
Resources	Green	Red	Confirmed key resources available for November go-live schedule. Post February we are resource constrained due to multiple other commitments until May 2025.
Day 1 Readiness	Yellow	Yellow	Training and testing continues in Payroll. "Full Pay Run Through" has been completed successfully with learnings. Resourcing needs will be finalised for go live. Compliance monitoring is still a risk. Payroll Manager feels that two additional resources are required(1 x Compliance officer).

Programme Details	
Programme Manager	Rob McEwan
Payroll Provider	StarGarden
Remediation Partner	Integrity1
Employees - Current	2,583
Employees - Formers	3,483

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
Dec 2024	Dec 2024	Q1 2025

Assurance Framework							
AF	1	2	3	4	5	6	7
Status	Green	Green	Green	Green	Green	Green	Green
Open actions	0	5	3	6	6	0	3

Key Risks / Issues / Dependencies		Mitigation
1.	Payroll team size may be insufficient to process whole pay using new methodology. Payroll Manager has confirmed that at least two additional resources are required for ongoing BAU.	Full pay run test has been executed in the last week of September. Payroll seeking 2 x additional resources.

Waikato Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
30.10.24	<p>Remediation (EY)</p> <ul style="list-style-type: none"> The estimation of effort to complete the remediation models is underway. Investigating aligning Rectification and Remediation following national directive. <p>Rectification (Deloitte)</p> <ul style="list-style-type: none"> Phase 3 (Part 2), the final phase, is progressing as planned. SIT is in progress with UAT commencing in November following the regression testing of the PeopleSoft Upgrade (relating to Rectification). <p>Assurance Frameworks</p> <ul style="list-style-type: none"> These were on hold while the project regrouped following the cancellation of the planned August Remediation payment. Work is now underway to close the open actions. 									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan			The planning of Remediation workstream is underway to ensure the model is within the scope of the remediation is underway. Waikato are investigating aligning rectification and remediation inline with the other districts. National directive is to achieve this prior to end June 2025.
Remediation			Phase 3 is progressing as planned. SIT is in progress with UAT commencing in November following the regression testing of the PeopleSoft Upgrade (relating to Rectification)
Rectification			Rectification is in the final phase, and currently progressing to plan. Waikato are currently doing a PeopleSoft upgrade in parallel which will have resourcing implications when testing commences.
Operational Readiness			Paused. Refocussing on AFs, DRs and Assurances. To reschedule the P2P once the plan is set. EY will provide the Rectification compliance QA.
Business readiness			TBA
Change/Comms			Will adapt the comms and change plan we had in place previously and reuse material from national.
Resources			The project is resourced primarily from Payroll whose substantive roles have been backfilled by contract resource. If these backfill resources contracts are not extended, the project will lose key resources back to BAU. The project is tightly resourced so any losses will impact (slippage) both Rectification and Remediation
Day 1 Readiness			Will adapt the Training plan we had in place previously.

Programme Details	
Programme Manager	Owen Machill
Payroll Provider	PeopleSoft
Remediation Partner	Ernst & Young
Employees - Current	8,806
Employees - Formers	Approx. 14,000

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
25/06/2023 Ongoing in phase	To be confirmed	To be confirmed

Assurance Framework							
AF	1	2	3	4	5	6	7
Status							
Open actions	0	1	7	6	8	2	4

Key Risks / Issues / Dependencies		Mitigation
1.	Waikato has to perform a PeopleTools and PUM Upgrade and this will be done in the middle of Deloitte delivering CR12+ scope items.	Working with Deloitte and Payroll to undertake regression testing of the customisations required for Rectification
2.	Project Team Member Bandwidth; BAU backfill resources are not being further extended to support the project, therefore those on the project will be moving back to BAU which will impact the delivery and timing of the project.	Program Governance and Management will be required to ensure that both the Rectification and Remediation have sufficient resources to deliver their respective outputs. The project has been optimally resourced (no reserve capacity) from Payroll. This is a National directive which will have an adverse impact on the project.

Wellington 3DHB Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	<p>Work is progressing well across all workstreams with the new way of working settling in and well into W1 of Cycle 3. Rectification testing across all regions is progressing to plan. Actor and RTP configuration is complete for CC and in configuration for Wairarapa and tracking to plan. The Policy, Process and Procedures workstream is making good headway into the outstanding workload and are on track to complete this workstream by December 2024. The remediation workstreams continues the testing against their second model delivery and all indications are that the models are now stabilised with defect levels decreasing significantly. The program focus on outstanding AF documentation is increasing as we clear the rectification decks and remediation work settles into testing. Work has picked up on AF's 3 and 5 which are all well underway and ongoing KPMG reviews are in progress. All documentation has been provided to EY for the IQA work and they have started testing. Resourcing remains our biggest risk as we await signoff of contract extensions and the risk of losing these resources even before December remains high. While we have had high level timelines communicated to stakeholders, we remain under significant pressure to share detailed remediation dates for our region.</p>									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan			The scope for the deliverables has stabilised and the team are making good progress in the final stages of rectification, rectification testing and remediation analysis. Any new national decisions will be dealt with as and if they arise and impact assessed accordingly.
Remediation			Remediation analysis is progressing well, and the third round of full model deliveries have just been received and analysis underway. This data will be shared with the National Director to ensure we are on track and can resolve as many questions and queries on the content as early in the process as possible.
Rectification			Rectification is progressing to plan with tasks being closed out in the cycle 3 configuration phase at the end of next week. Testing is closing out Cycle 2 testing and preparing for Cycle 3, The final cycles consist predominantly of reporting tasks with the majority of configuration for all three regions for rectification complete. Actor/R2P configuration is tracking to its scheduled timeline and will continue through to December as planned.
Operational Readiness			Not started as yet Work on AF's has increased significantly with focus on AF 3 and 5. AF4 is progressing in tandem with closing out and signing out of PP&Ps by business. All files for the EY Audit have now been provided and they have started their testing.
Business readiness			As we complete rectification, our attention is turning to operational readiness and day 1 readiness. The user familiarisation phase is due to commence in early November. Preparation for Training is underway, and we are engaging with the national team on expectations for ELS and the Compliance team to ensure we follow a consistent approach in these areas.
Change/Comms			We continue to engage positively with our stakeholders and while the national comms was released regarding timelines, we are under continued pressure to provide more granular information regarding the regions cut-over dates.
Resources			All Contractors on the project have their contracts expiring on the 20 th of December. All CSO's for extensions have been provided for sign-off after approval of the budget for. Our risk of key resource failure increases as we await final sign-off of the CSO's.
Day 1 Readiness			Engagement on day 1 readiness in increasing with ongoing conversations being held with Payroll Managers on the Processes, Procedures and Policies getting to final review stage. Preparations for user familiarisation have started. Conversations with EY for retro remediation post go-live have been initiated.

Programme Details	
Programme Manager	Liesle Venter-Wagner
Payroll Provider	HV – Payglobal, CC & WR - AMS
Remediation Partner	EY
Employees - Current	10,400
Employees - Formers	18,604

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
HV – March 25 WR – March 25 CC – April 25	HV – March 25 WR – March 25 CC – April 25	July 25

Assurance Framework							
AF	1	2	3	4	5	6	7
Status							
Open actions							

Key Risks and Issues		Mitigation
1.	Issue: If contractors' contracts are not extended past December there will be no resourcing in place to complete the programme of work for next year for all three regions	Work with National Office and Finance to determine the impact of extending the project deliverables to 2025
2.	Risk: CC is at risk of Breaching HA compliance if the programme is unable to get 100% of the Capital and Coast work profiles back from the business so that it can be loaded for the staff members who currently do not have a work profile and have their FTE hours averaged M-F (which is non-Compliant) we will not be able to compliantly pay this group in Standard Pay.	The programme is supporting the HR SME and Leads to communicate the need to managers, upskill the business on the value, and contact managers with staff impacted. This is via Change Communications and Engagements as well as emailing Directly to managers and collating all responses into a single source of truth. We will need to flag in AF4 that this might not reach 100% but this will be handed over to BAU HR and Payroll to manage and maintain.
3.	Risk: If rectification testing finds high severity or highly complex defects late that need to be fixed and retested, then timelines will be at threat.	Ongoing testing cycles including a regression component added into new way of working
4.	Risk: If new national decisions are made that impact the rectification configuration, then additional work cycles will need to be added to accommodate this workload.	Keep working with the National Governance team to identify any changes as soon as possible which will give us the greatest possibility of getting any additional work completed.

Whanganui Holidays Act Compliance Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 29.10.24	Project delayed as resources are focussed on other PSe districts. Whanganui is likely to be the last of the five PSe Districts applying the PSe rectification and remediation solutions. Planning is underway to determine how resources from Bay of Plenty and Northland can accelerate this District when they have rectified and remediated current employees.									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary [Please provide brief notes on any milestones achieved, flag any delays/blockages and explain RAG status]
Scope and Programme Plan			Project plan to be updated when dates for other districts are confirmed and the Pse solutions are updated and tested at Northland
Remediation			Retesting required when PSe models are finalised
Rectification			Retesting required when PSe rectification configuration is finalised
Operational Readiness			Rescheduling
Business readiness			Rescheduling
Change/Comms			Rescheduling
Resources			Planned to reallocate resources from other PSe Districts subject to availability at the time
Day 1 Readiness			No special arrangements as remediated data held within PSe

Programme Details	
Programme Manager	Wayne Mason
Payroll Provider	Dayforce Pse
Remediation Partner	Dayforce PSe
Employees - Current	1,241
Employees - Formers	1,899

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
tbc	tbc	tbc

Assurance Framework							
AF	1	2	3	4	5	6	7
Status							
Open actions	0	3	4	5	2	0	0

Key Risks / Issues / Dependencies		Mitigation
1.	Timeline delayed pending dates for other districts using the PSE models	Replanning
2.	Resourcing challenges, particularly in the payroll and HR team and IT support for PSe	Planned to reallocate MidCentral resources subject to availability at the time
3.	Health NZ's consistency requirements for remediation and rectification methodologies	The project is proactively monitoring requirements & implementation updates

Auckland Metro (Formers) Holidays Act Remediation Programme Monthly Report – October 2024

Executive Summary		Stages	Analyse Data	Breaches & solutions	Remediation Calculations	Rectification Configuration	Quality Assurance	Funds Request to MoH	Go Live	Payments
Overall Status	Commentary									
As on 2.10.24	<p>The Programme status remains at 'Amber' because of the delay in making the first payment compared to the baseline plan.</p> <p>Remediation - EY have completed the build of the V4 models and testing is in progress. There may be a need for V5 models pending a decision from national governance. The local remediation team will then run some more tests and prepare data for the pathway to payment documentation. We expect this to be ready mid to early December. Payment date for Metro formers is expected to start in February 2024.</p> <p>Formers remediation payments – Dress Rehearsal 1 completed successfully and another one planned closer to go live.</p> <p>Assurance Frameworks We are waiting for feedback from NPMO on AF 2, 5 and 7. AF3 is awaiting updated Remediation methodology and plan for Formers.</p> <p>Payment Process and planning for file transfer and validation of people is being finalised and the detailed plan once we confirm the payment dates.</p>									

Overall RAG Status Summary			
Section	Previous	Current	Brief Commentary
Programme Plan			The Programme status is 'Amber' as although all activities for the current phase are progressing well, there is a delay to the first payment date compared to the original plan.
Remediation			The remediation team continue to review the model outputs for former employees in the Metro region and work with EY on v4 of the models. The volume of data and value of payments are high and so the amount of testing required is significant. We anticipate that the earliest possible dates to start payments to formers is in Feb25 taking in to account the impact of these volume of payments on payroll and finance. The first dress rehearsal has been completed and we are planning a second closer to payment date.
Rectification			The Compliance Team continues to monitor and provide post go live support as there are still many back pays being processed through BAU.
Operational Readiness			Not started - The process is yet to be confirmed for remediation payments to former employees
Business readiness			Payroll teams have been preparing to start remediation payments to former employees but the timing means this will be picked up again closer to payment dates. The process draw down funds and report to MOH is being refined at a national level. Need to confirm process for paying people with overseas bank accounts.
Change/Comms			The team continues to focus on two streams: Former employees Portal – Social Media campaign continues; Assistance for other Holidays Act projects across the country.
Resources			Resources required for the current stage of the programme are on track and necessary extensions into 2025 have been made.

Programme Details	
Programme Manager	Bruce George
Payroll Provider	AMS Leader
Remediation Partner	EY
Employees - Current	34,419
Employees - Formers	92,464

Key Milestones		
Rectification Go Live	Remediation Currents	Remediation Formers
Jul23 & Sep23	Jul23 & Sep23	From Q1 '25

Assurance Framework (Formers)							
AF	1	2	3	4	5	6	7
Status							
Open actions	0	With NPMO	1	N/A	With NPMO	N/A	With NPMO

Key Risks / Issues / Dependencies		Mitigation
1.	Issue: v4 remediation models remediation models have been built and are being tested but a national decision may require v5 models which may require more time.	Clarification of decision is to be confirmed with National Governance asap
2.	Risk: Resources required to complete the necessary work.	Continue to provide opportunities within the programme that are appealing and enable people to learn.
3.	There is an opportunity to use some of the remediation team to support other districts with testing, for example Waikato and Nelson Marlborough.	Sharing resources will move district projects faster, give more opportunities to the Metro team and help standardisation and quality around the country.