



156th Session of the **Executive Committee**

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**Pan American
Health
Organization**



REGIONAL OFFICE FOR THE

**World Health
Organization**
Americas

Item 7.5

Status of the Modernization of the PASB Management Information System (PMIS)

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Background

- 1999: WHO's GSM Conceived
- 2000: PAHO Participates in GSM discussions
- 2004: GSM Launched
- 2004-2005: PAHO Starts Exploring Modernizing Management Information Systems
- 2005-2006: Cost Study on PAHO Implementing GSM
- 2007-2008: Study on the Appropriateness of an ERP for PAHO
- 2008: 48th Directing Council Authorizes Further Analysis



Background

- 2009-2010
 - PASB Develops Guiding Principles
 - Reviewed, Improved and Documented Business Processes
 - Analyses Options for Modernization including Costs
- 2010: 50th Directing Council Adopts CD50.R.10
 - Endorses Modernization
 - Approves Guiding Principles
 - Approves Minimum Modifications & Customizations to an Enterprise Resource Planning (ERP)
 - Approves \$20.3 million Budget
 - Approves Initial Funding Source of \$10 million from the Holding Account



Background

- 2011: PMIS Project Governance Established
- 2012: PMIS Business Case Commenced
- 2013
 - PMIS Business Case Completed
 - PMIS Project under Office of Administration
 - Request for Proposal Issued for Tier II ERP
 - PAHO signs contract for Human Capital Management, Payroll, Finance and Procurement Solution
 - Contract signed for the Planning and Budgeting software
 - Contract signed with the Systems Integrator
 - Contract signed with the Change Management Vendor



Background

- 2014
 - Contract signed with the External Project Manager
 - Designation of the Internal Project Manager
 - Establishment of the PMIS Core Team
 - Directing Council Approves \$2.2 million Increase in Budget
 - Phase 1 Human Capital Management and Payroll (Workday)
 - Training for the PMIS Core Team, Design Sessions, Solutions Review Sessions, End to End Testing, User Acceptance Testing, Payroll Parallel Testing, were all Completed
 - Phase 2 Finance, Budget, and Procurement (Workday) Planning Sessions Completed
 - Tendering (In-Tend) Trained 11 Countries and 3 went live with HQ



2015 Progress and Developments:

Phase 1 “Go Live”

- New PMIS Human Capital and Payroll module (“Workday”) went Live on 27 January 2015
- First Payroll in PMIS System issued for February 2015
- PMIS Go Live Support Center Inaugurated on 27 January 2015
 - As of 31 May 2015:
 - 35,000 Transactions have been completed in Workday
 - 1,200 PMIS Help Requests in total
 - 950 Help Requests have been closed



2015 Progress and Developments:

Phase 2

- Phase 2 Finance, Budget, and Procurement (Workday)
 - Planning Sessions and Design Sessions Completed
 - Configuration Sessions will be completed 3 July 2015
- Tendering (In-Tend)
 - Training Developed for remaining 14 Countries
 - All except four offices have been trained
 - All trained offices are planned to Go Live by September
- Planning and Budget (Tidemark)
 - Integrations with Workday Financial system under constructions
- Treasury Workstation
 - Software selected
 - Contract signed with GTreasury and SymPro
 - Configuration is underway



Project Scope

(*Phase 1 Components)



*Human
Resources,
Finance and
*Payroll
(Workday)



Planning and
budget
(Tidemark)



Tendering
(InTend)



Treasury
(GTreasury &
SymPro)



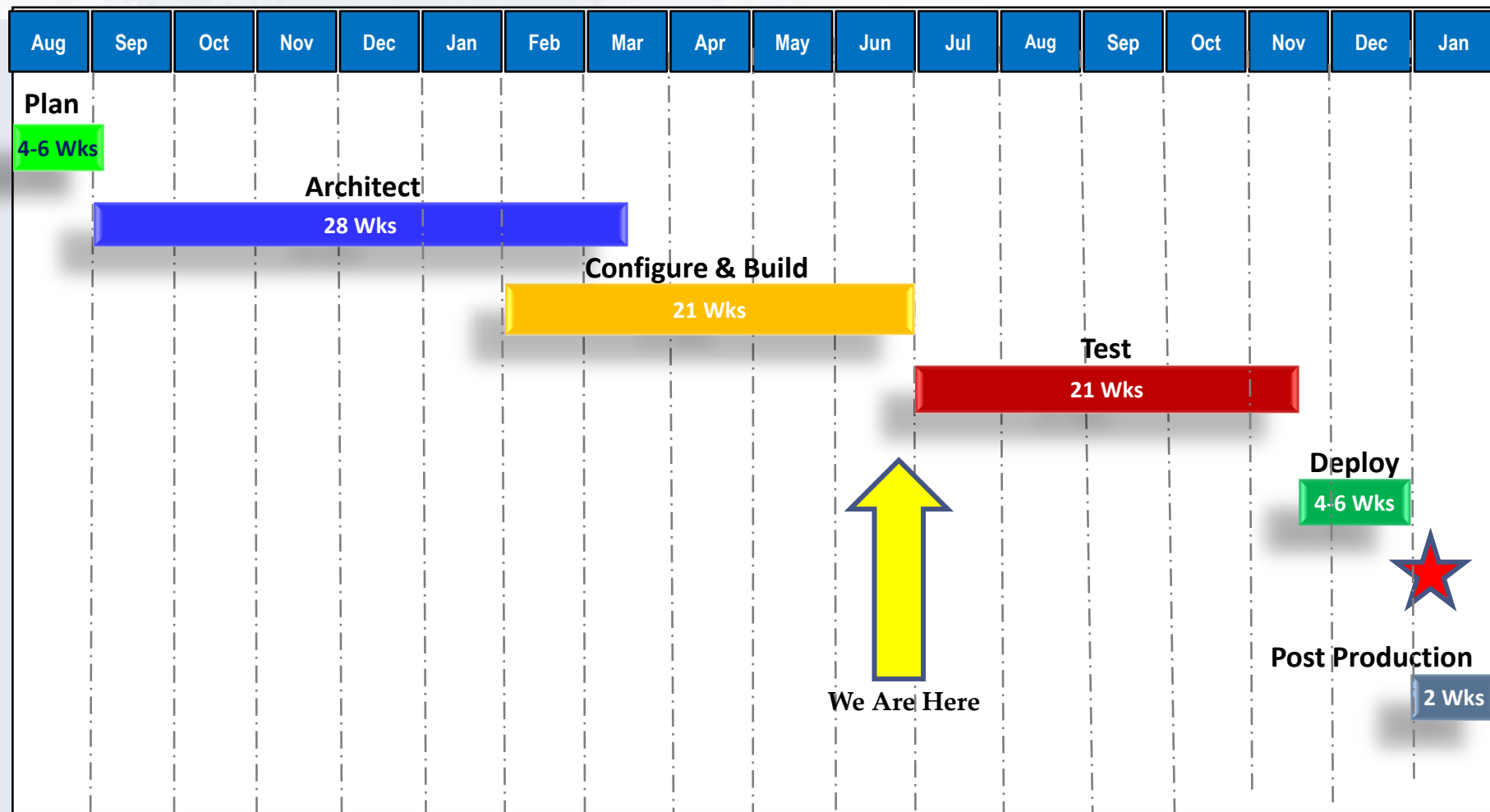
Learning
(Cornerstone)



*Integrated
PMIS
Workflows

PMIS Project Scope

Phase 2 Workday Implementation Timeline



Expenditure and Estimated Cost to Project Completion

(expressed in millions US dollars)

	<u>Expended</u>	<u>Forecast</u>	<u>Total Budget</u>
Pre-Implementation cost	1.7	-	1.7
ERP Implementation (Workday & CS Integrator)	7.4	0.2	7.6
Other			
<i>Change Mngt, Training Plan, Project Mngr</i>	2.8	0.1	2.9
<i>Staffing (Backfill)</i>	1.5	1.6	3.1
<i>Travel, Reporting, Interfaces, Data Conversion</i>	0.9	3.3	4.2
<i>Tidemark, Cash Mngt, In-Tend</i>	0.9	0.1	1.0
Total Other	6.1	5.1	11.2
Subtotal	15.2	5.3	20.5
Change Orders	0.7	1.3	2.0
Total	15.9	6.6	22.5

Questions?

