

**FOI DOF/2024-0095**

**Request**

1. What software do you use for your payroll, hr and finance solutions, how much annually do you spend on each, when does each contract expire?
2. Do you manage your payroll in-house or do you outsource it if so, who do you outsource it to?
3. How many people do you pay each month using your payroll solution?
4. How many pensioners do you pay using your payroll solution?
5. Do you use Microsoft power platform technologies such as Power Automate, Power Virtual Agents?
6. What is the employee count in your department?
7. Do you collaborate with other organisations in the delivery of HR & Payroll shared services? If so which organisation?
8. Do you work with any industry experts such as ATOS, KPMG, EY, Accenture etc?
9. Who in your department is the head of service for HR and Payroll software or services and what is their role?

**DoF Response**

I can confirm the department holds some of the information requested.

The Department of Finance (DoF) can respond in relation to the Payroll, HR & Finance solution for the Northern Ireland Civil Service (NICS), which includes Land and Property Services (LPS), as a division of DoF.

1. The software principally used to deliver the in-scope services is elements of the Oracle eBusiness suite, including HRMS and Payroll. HR & Payroll is outsourced, and the service charge is approximately £15 million per year. The HR and Payroll contract is due to expire in March 2026.

DoF has a contract for an Oracle based accounting services programme (ASP), branded as Account NI. The contract currently expires on 31st March 2026, but includes an option to extend by a further 24 months. In addition, DoF has a separate contract for Oracle software licence support, which is due to expire in April 2024 and proposals are under consideration for its renewal.

The annual expenditure for the Finance system for the last full financial year (2022-23) was £ 5,769,000.

Please note that the ASP service is provided to all Northern Ireland government departments (including Land & Property Services in DoF), as well as a number of other agencies and public bodies. The information relating to the cost of the service cannot be broken down by customer.

2. Payroll is outsourced to Fujitsu Services Ltd for all NICS.
3. The average number of people paid is approximately 25,000. Due to fluctuating staff numbers each month, there is no set figure paid on repeat.

The average number of people paid for LPS is approximately 1,000, which is included in the total figure above.

4. None, the payroll solution does not pay pensioners.
5. No.
6. At month end February 2024, there were 23,785 staff in post in NICS , breakdown by department as shown in the table below.

<b>NICS Department</b>	<b>Headcount</b>
Department of Agriculture, Environment & Rural Affairs	3,446
Department of Education	531
Department for Communities	7,240
Department for Economy	1,275
Department for Infrastructure	2,916
Department of Finance	3,480
Department of Health	623
Department of Justice	3,399
Public Prosecution Service	444
The Executive Office	431
<b>Total</b>	<b>23,785</b>

Note:

Staff in post figures **include** permanent and temporary/fixed term staff.

Staff in post figures **exclude** recruitment agency workers, staff who are on career breaks, seconded staff and non-civil servants.

Included in above figure for Department of Finance, at month end February 2024, there were 1,099 staff working in Land and Property Services.

7. Yes, Fujitsu Services Ltd is the main contractor with Conexia a sub-contractor for NICS.
8. Yes, LPS work with Version1, KPMG and Arthur Cox for financial and legal support for NOVA.
9. Ivor Hughes, head of HRConnect Service Management Team, Department of Finance