# Milestones & Timeline

## HRMS: Implementation

## HRMS: Two Phase Process

The new Human Resource Management System is a multi-year, transformative project that will modernize and simplify the user experience for all who interact with this system.  The implementation will occur in two major phases and will include the following modules in each phase:

**Phase One - Employee Data and Core Human Resource Functionality**

- *Employee Central*: Employee profile data (personal and employment information) and organization structures (positions and reporting relationships)
- *Pension and Benefits:* facilitates employee enrollment and changes to benefit coverage and pension participation based on eligibility
- *Recruiting and Onboarding*: facilitates the hiring and onboarding processes through automated workflows
- *Payroll:* leverages employee profile data to support payroll processing
- *Labour Relations:* facilitates the management of data for employee relations processes

**Phase Two - Talent Management Tools and Workforce Management Functionality:**

- *Performance Management:* supports the employee performance and development management processes
- *Succession Planning:* facilitates leader development planning within the organization
- *Learning Management:* supports employee development and learning opportunity management
- *Timekeeping:* facilitates the automation of workforce time entry and absence management processes to support payroll processing
- *Scheduling:* facilitates employee scheduling management and provides employees with online access to their schedule
- *Compensation:* facilitates the compensation planning and management processes

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