Implementation of a New Payroll System for the Government of Sri Lanka

1. **What's being used now and challenges:**
   - The current payroll management system used by the Government is 'Government Payroll System' or GPS which was developed in 1985. All ministries, departments and Spending Agencies of the Government use this GPS software to process payroll of Government employees.

   - This system has been in used for over 30 years now without any significant enhancements or upgrades. With the advancement of ICT technologies particularly in desktop operating systems over the last three decades, the GPS system has now become outdated and presents challenges in continuing. It has been identified that current GPS system will not be fully compatible with operating system versions which will be released in near future and this will never be transferred to a web based system.

   - The GPS system comes with many limitations that involve incompatibilities, security breaches, historical data unavailability and confining properties that hinder the management of information in a centralized manner. The full source-code of the system with documentation is not available making it impossible to implement any further enhancements to this outdated system.

2. **The proposed way forward:**
   - Having identified the above challenges, Ministry of Finance (MoF) in April 2016 started work on introducing a new web based payroll system.

   - The payroll system developed by a local software firm named hSenid Business Solutions (Pvt) Ltd. for ICT Agency (ICTA) of Sri Lanka and deployed to 'eSamurdi' programme was since being looked at and further customized to meet payroll processing requirements of the Government.

   - The above new system is now developed and customized to cover the most basic to the most complicated functions of HR and payroll, reaching every aspect in the most detail oriented manner. Creating and maintaining the employee personal files, workstation details and resources which were once time consuming tasks, can now be performed in the most efficient manner. Every job related information of an employee from the date joined, salary scales, leave applications, transfers, promotions, increment dates, payroll to the retirement date can be recorded and managed within one centralized platform linked with other systems for organizations such as banks and financial institutes. The system also has the tri-lingual capabilities meeting the local language requirements Sinhala, Tamil and English. Further, this system is built adhering to the guidelines outlined in 'LIFe' - Lanka Inter-Operability Framework, National Enterprise Architecture and Open standards.

   - The above system is being piloted in all Treasury departments since September 2017 successfully.

   - This system is therefore recommended to be rolled-out government-wide for payroll processing with necessary assistance from ICTA.