

MILITARY PERSONNEL MANAGEMENT

THE NEED FOR AN INTEGRATED IT APPROACH

/// FACT SHEET



Military Personnel Lifecycle Management: The comprehensive, integrated and configurable provision of personnel support functions for the professional military individual, organisation and community.

MPLM FEATURES

- Common authoritative source data
- Harmonised processes
- Proven Business Transformation through partnership
- Self-service for the military individual
- Work flow for staff users
- Appropriate information provision

Overview

There are clear pressures on the people and IT systems that support the military personnel function, specifically systems that help recruit, train, pay, administer, manage careers and personnel records for the military community, including cadets, veterans and reservists. Given these pressures, the quality of the personnel IT support systems will increasingly affect the outcome of future operations. If the right people with the right skills in the right numbers to build, deploy, operate and maintain military capability are not available then the mission and consequently government policy, will be compromised. Broad pressures include:

- Economic: governments demanding more for less dictates better recruiting and training, with longer service retention, often using fewer assets and reduced overheads.
- Military doctrine: adapting to emerging global environments with balanced multi-capable forces for all situations, whilst fulfilling current government requirements, means longer operational deployments with less clearly defined success and operating boundaries.
- Social and education: public expectations are increasing in terms of immediacy, rights and reward. Additionally demographic trends combine to squeeze recruiting and retention. The standard of education of recruits is struggling to keep pace with technological advance and the demands of training.
- Legislative: the Armed Forces are under pressure to comply with a host of legislative and policy directives associated with rights of the individual.

BENEFITS

The benefits of developing and implementing JPA in addition to addressing many of the trends outlined in the text also includes:

- the provision of information from a single source;
- a 40% reduction in the number of staff required to deliver the new services;
- redeployment of 1450 of a significant number of Service personnel from support to operational duties;
- savings of £100M per year.

For the individual; it provides visibility of personal data and specific update ability on line. At the operational level, it means the processes are the same across the Services from barracks to deployed locations.

POINTS OF CONTACT

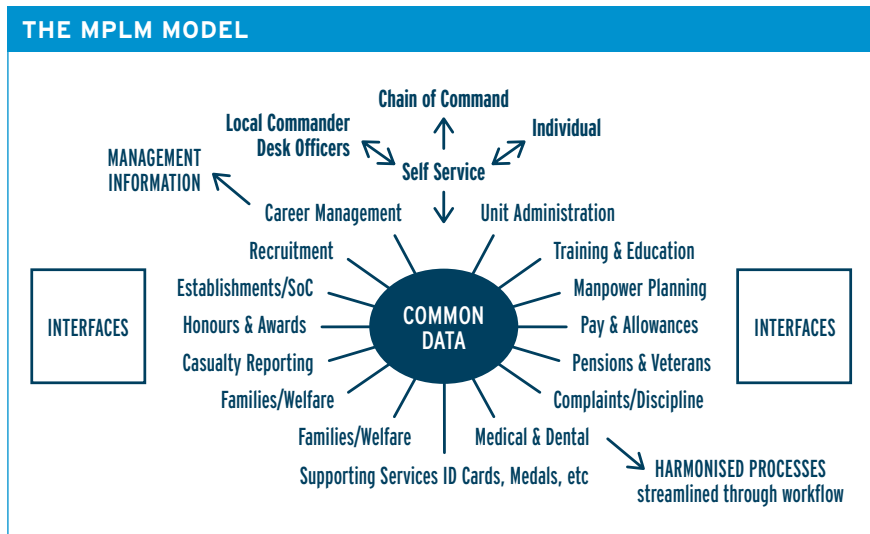
For further information on EDS' MPLM solutions and applicability to your environment please contact:

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The logical response to such pressures is to chase out duplication and reduce overheads whilst seeking to provide a more cohesive and integrated support solution. The UK Armed Services are adopting a tri-Service approach, where appropriate, in the recruiting, training and personnel administration IT functions. The first step, the forming of the Armed Forces Personnel Administration Agency (AFPAA), by coalescing all the Service personnel back office operations and partnering with EDS Defence for technical and support services; was followed by undertaking a business transformation for the Regular and Auxiliary Forces known as the Joint Personnel Administration(JPA); and most recently the merger of the Veterans Agency with AFPAA to form the Service Personnel and Veterans Agency (SPVA).

The JPA project is a significant initiative of immense proportions affecting all military personnel in the UK; and being watched keenly by many nations. It has required a radical rationalisation of policies and procedures in order for systems to be configured by EDS Defence. JPA utilises the principles of self-service and workflow and as such the training and change management aspects have needed to be comprehensive. Phased rollout commenced in March 2006 to the RAF, continued with the Royal Navy in the Autumn of 2006 and concluded with the Army in the Spring of 2007.

EDS Defence also provide the recruiting system to the three Services and a comprehensive training support system to the British Army, Royal Marines and Royal Navy, both of which interface to JPA. The company has used its partnership experience to develop an approach and toolset which addresses the needs of the current and emerging military environments. This is known as Military Personnel Lifecycle Management (MPLM).



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