The Department of Defense Future Enterprise Solution for Civilian Integrated Human Resources Across All Components

The Defense Civilian Human Resources Management System (DCHRMS) is a cloud-based Human Resources (HR) system that takes advantage of Oracle’s Fusion Human Capital Management Base Cloud Service to provide a single civilian personnel service capability. DCHRMS is integrating six (6) different databases into one, making it more flexible to share information between Components, while standardizing and streamlining personnel processes — better enabling civilians that support the Warfighter, and their Families. DCHRMS will provide these guiding principles:

- Improved decision support, using data analytics to plan and manage DoD’s civilian workforce
- Improved coordination between military and civilian HCM systems
- Improved access and intuitive data and information for users

DCHRMS will provide efficiencies and a litany of benefits including:

- Business Management Reform
- Customer Service and Satisfaction
- Collaboration and Commitment
- Initial Employee Record
- Single Employee Record
- Initial HR Functions Will Begin As Soon As June 2019.

INITIAL FUNCTIONALITY WILL INCLUDE:
- PERSONNEL ACTIONS
- STAFFING
- CLASSIFICATION
- COMPENSATION

FOR MORE INFORMATION CONTACT ENTERPRISE SOLUTIONS AND INTEGRATION AT (571) 372-2108