Transforming HR with DCHRMS

Efficient and Effective HR Solutions

Ms. Michelle LoweSolis
Director, Defense Civilian Personnel Advisory Service

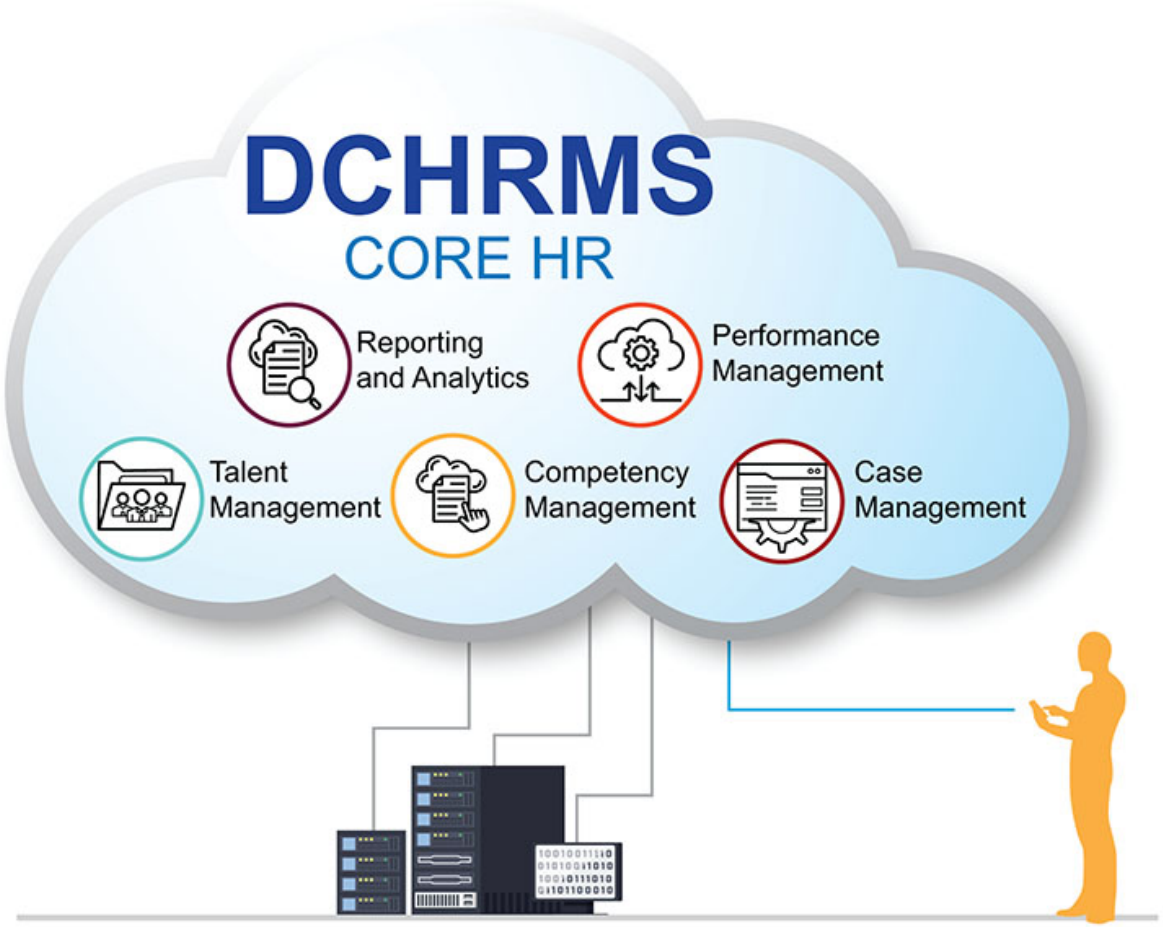
DEFENSE CIVILIAN DCHRMS HUMAN RESOURCES MANAGEMENT SYSTEM

Agenda

- What is DCHRMS?
- Why DCHRMS?
- Self-Service Capabilities
- Major Lines of Effort
- Deployment Decision Criteria
- How Can You Help?
- Q&A
- Additional DCHRMS Information

What is DCHRMS?

DoD Enterprise-wide Cloud Based Solution



- An ORACLE HCM SaaS solution replacing DCPDS
- Integrated with OPM Systems
- Robust Data Analytics Tool
- Performance Management

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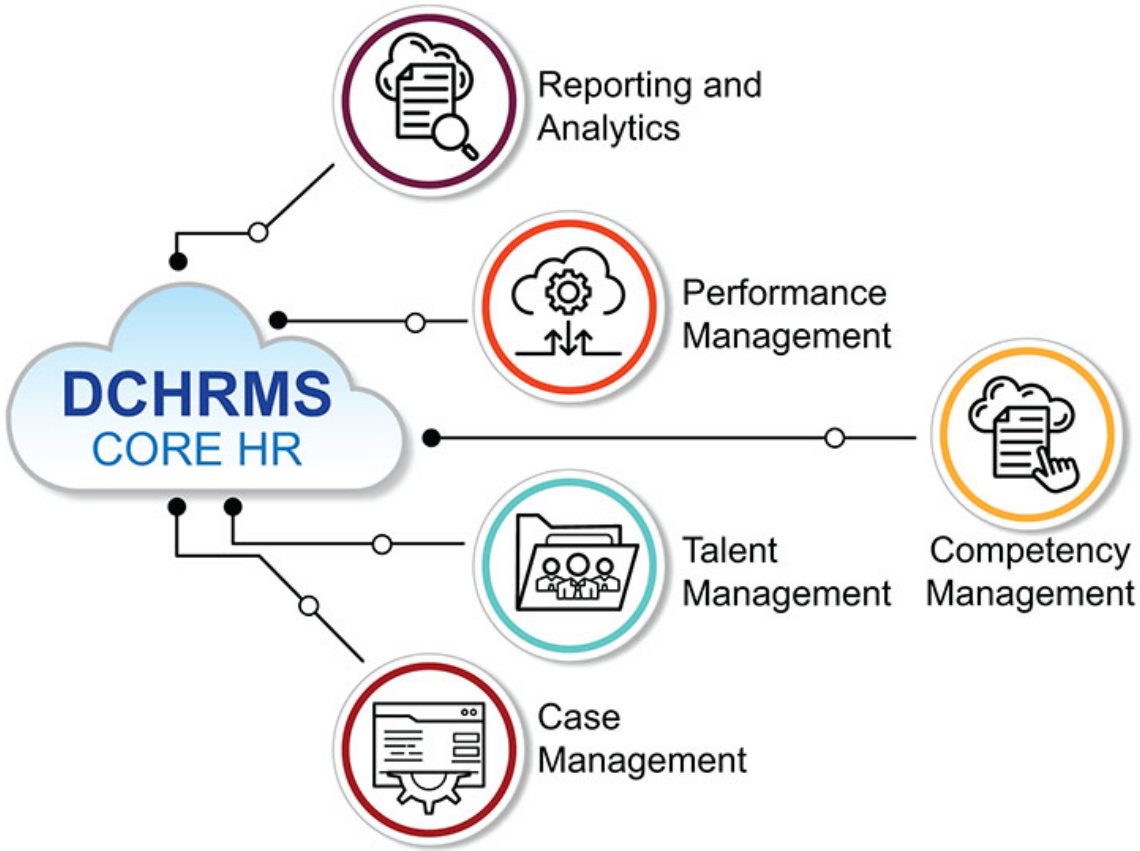
Why DCHRMS?

Integrated HR Processes Through Technology



- Single Employee Record
- Standardized HR Processes
- Transparency of HR Actions
- Business Continuity
- Transform HR

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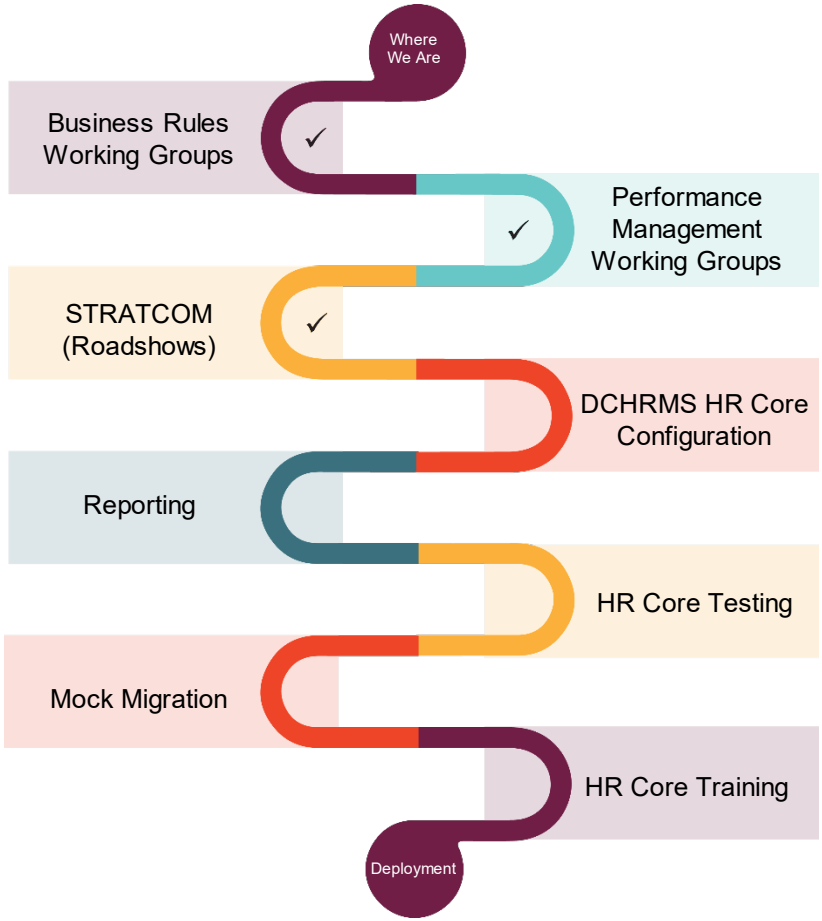
Self-Service Capabilities

DCHRMS Self-Service Overview

Defense Civilian Human Resources Management System (DCHRMS), a human resources personnel system, offers robust and enhanced self-service capabilities for managers and employees. These functions - available 24/7 - include the ability to submit and track personnel actions and perform multiple roles with a single log-on. These capabilities will enhance a user's ability to execute a wide range of human resources functions.

	DCPDS	DCHRMS
MANAGER	*MyBiz+*	
SUBMIT/REVIEW PERSONNEL ACTIONS (E.G., RECRUIT/FILL VACANCIES, REASSIGNMENTS, CAREER PROMOTIONS)		✓
VIEW DIRECT REPORTS	✓	✓
MANAGE DIRECT REPORTS	✓	✓
MULTIPLE ROLES WITH SINGLE LOG ON		✓
TRACK PERSONNEL ACTIONS		✓
EMPLOYEE	*MyBiz*	
EMPLOYMENT VERIFICATION	✓	✓
EMPLOYEE CIVILIAN CAREER BRIEF	✓	✓
SUBMIT PERSONNEL REQUESTS (E.G., NAME CHANGES, RESIGNATIONS)		✓
VIEW PERSONAL INFORMATION	✓	✓
TRACK PERSONNEL ACTIONS		✓

Major Lines of Effort



Deployment Decision Criteria

- There are several key performance parameters that must be met for a Go decision:
  - The core HR process groups must be configured to meet DoD's requirement and must be tested
  - DCHRMS must have the following:
    - Secure roles and permissions
    - Successful data migration from DCPDS
    - All critical interfaces
    - All required forms (SF-52, SF-50 and equivalents)
    - Critical business rules
    - Time-to-hire metrics (and migration of open recruit/fill RPAs)
    - Suspense actions
    - Ability to share data with Components for their downstream systems
  - All Oracle critical gaps must be resolved or acceptably mitigated
  - Acceptable mitigation of Category 1 and Category 2 defects

How Can You Help?

- Data Clean Up
  - Mock Conversions highlighted data issues
  - Spreadsheets of issues provided to each Service Component
  - Components are asked to clean up data as appropriate
- Change Champions
- Ensure Your People are Trained

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Questions?

DCHRMS Information

For additional information visit:
https://www.dcpas.osd.mil/OD/DCHRMS

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