



# Transforming **HR** with DCHRMS

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**Efficient and Effective HR Solutions**

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# Agenda

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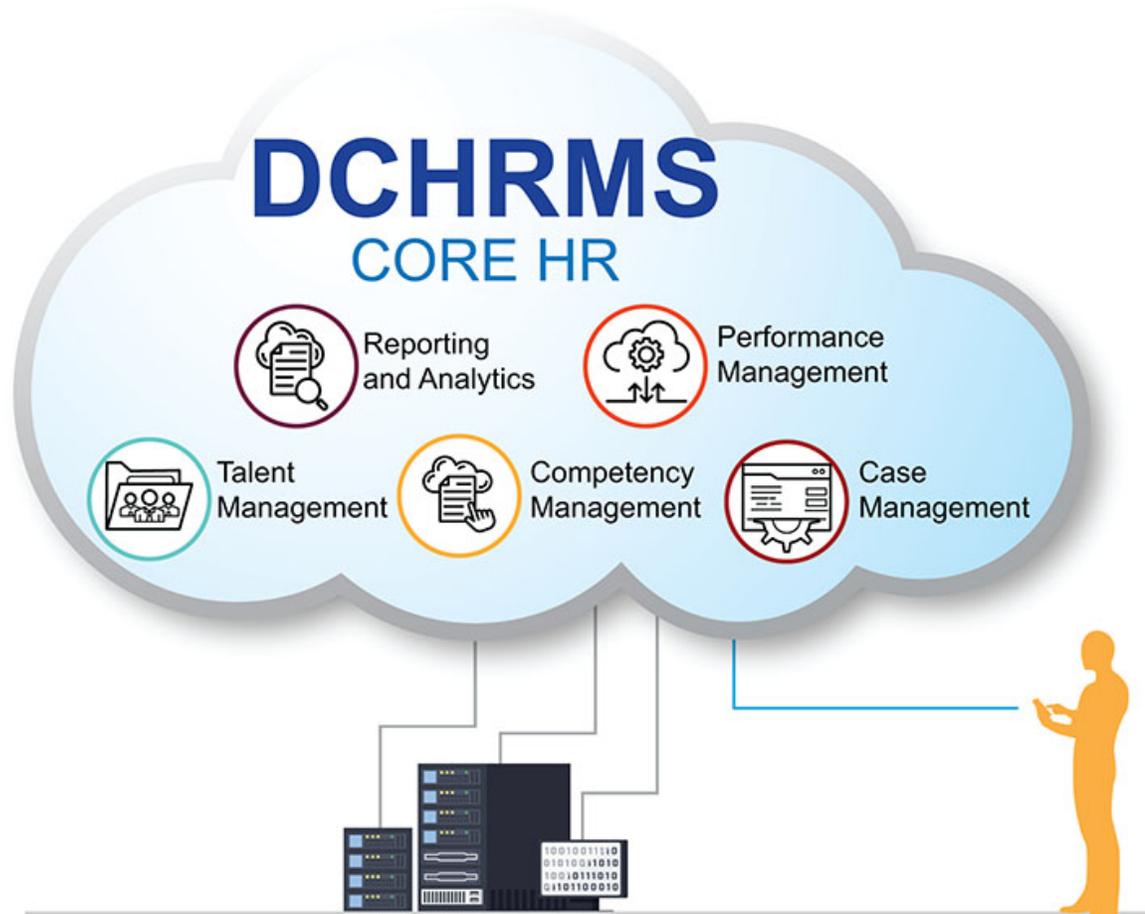
- What is DCHRMS?
- Why DCHRMS?
- Self-Service Capabilities
- Major Lines of Effort
- Deployment Decision Criteria
- How Can You Help?
- Q&A
- Additional DCHRMS Information





# What is DCHRMS?

*DoD Enterprise-wide Cloud Based Solution*



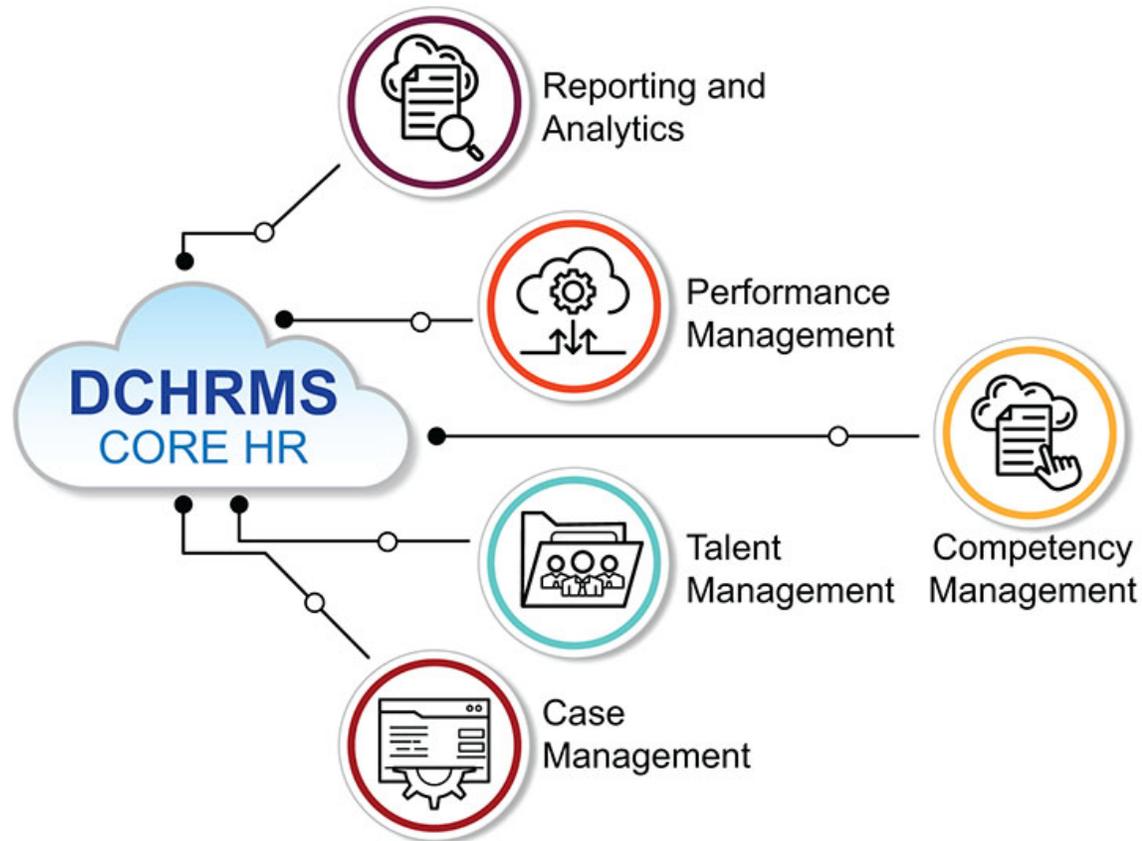
- An ORACLE HCM SaaS solution replacing DCPDS
- Integrated with OPM Systems
- Robust Data Analytics Tool
- Performance Management





# Why DCHRMS?

*Integrated HR Processes Through Technology*



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





# 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.

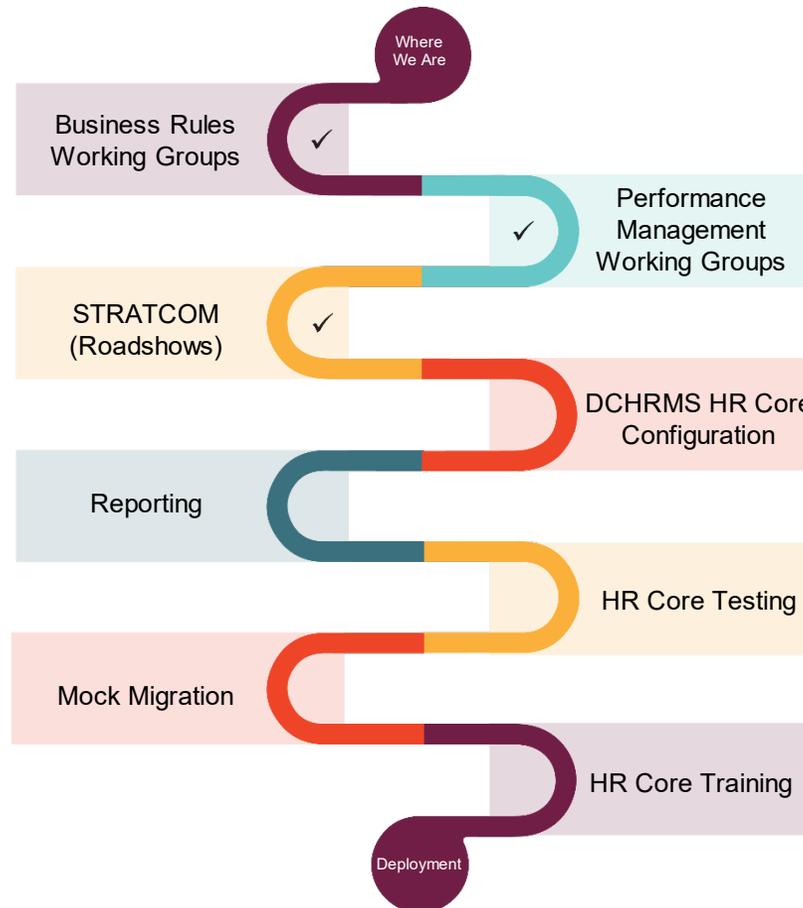


		DCPDS	DCHRMS
<b>MANAGER</b>		<i>MyBiz+</i>	
	SUBMIT/REVIEW PERSONNEL ACTIONS <small>(E.G., RECRUIT/FILL VACANCIES, REASSIGNMENTS, CAREER PROMOTIONS)</small>		✓
	VIEW DIRECT REPORTS	✓	✓
	MANAGE DIRECT REPORTS	✓	✓
	MULTIPLE ROLES WITH SINGLE LOG ON		✓
	TRACK PERSONNEL ACTIONS		✓
<b>EMPLOYEE</b>		<i>MyBiz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





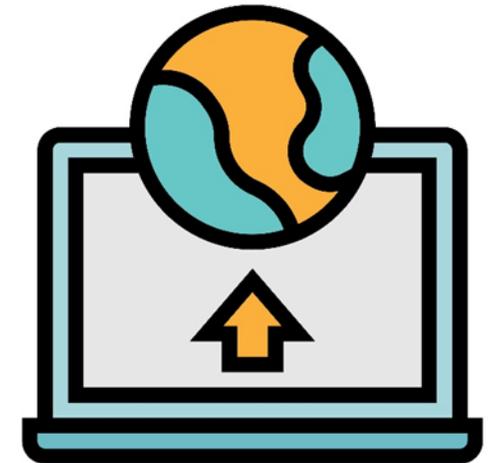
# Major Lines of Effort





# 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





# Questions?

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# DCHRMS Information

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

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