IPPS-A: The Army's First Integrated Personnel and Pay System

The Integrated Personnel and Pay System-Army (IPPS-A) is a Web-based Human Resources (HR) system that provides a comprehensive personnel and pay record for each Soldier, regardless of Component. Currently under development, IPPS-A will alleviate the Army's reliance on more than 40 stove-piped systems that do not efficiently share information with one another. IPPS-A will offer Soldiers, Leaders, and HR Professionals a single HR system that triggers Soldier pay actions in response to personnel information changes. IPPS-A will be the Army's authoritative and comprehensive source of personnel and pay information for all Soldiers.

A System Under Development

The Army began developing the first of IPPS-A's five releases in 2012. A team of Adjutant General and Finance Corps subject matter experts currently support the system's development and are committed to IPPS-A's success.

Each of IPPS-A's releases will be incrementally deployed over the coming years, starting with the system's first release in 2014. This approach enables the Army to better accommodate required incremental system testing and training. In addition, IPPS-A's incremental release approach will help users become familiar with the system prior to the planned military pay mission transition to HR Professionals.

Upon completion, IPPS-A will be the largest HR Enterprise Resource Planning (ERP) system ever implemented in the world and will affect more than 1.1 million Soldiers worldwide. The Army is committed to developing and deploying a system that is efficient, comprehensive, and meets the needs of today's modern military.

A System that Delivers

When fully deployed, IPPS-A will offer users a variety of benefits, including:

- **A comprehensive personnel and pay record** for each Soldier, regardless of Component
- **Integrated personnel and pay capabilities** that allow personnel updates (e.g., change in grade) to automatically generate pay adjustments
- **Soldier Web self-service portal** where each Soldier can view their own record and electronically initiate Human Resources (HR) requests (equivalent to DA 4187) for review and approval
- **Near real-time 24/7 global Web-based access** for HR Professionals and Leaders to conduct business from any common access card (CAC)–enabled computer
- **Multi-Component visibility** for all Soldiers, regardless of Component, in one system that improves ease of cross-Component mobilization and demobilization transition
- **Reduction in processing time** as a result of automated electronic personnel action requests that will identify delays in the approval process and minimize routing time
- **One-time data entry** that populates a Soldier's personnel and pay data everywhere that is required and decreases the number of duplicate records and errors
- **A secured database** with single sign-on CAC authentication, audit trails, encrypted data, electronic signatures, and other measures to safeguard personally identifiable information

One Soldier ★ One Record ★ One Army

IPPS-A: What it Means to You

Human Resource (HR) Professionals

IPPS-A will provide HR Professionals a one-stop-shop for timely and accurate personnel and pay data and information. The system will replace more than 40 HR systems when it is completely fielded, eliminating manual data entry into multiple systems and increasing data accuracy. IPPS-A will provide integrated personnel and pay capabilities in a single system to all Components for the first time ever. In addition, the system will electronically streamline HR processes and automate personnel actions to reduce manual workarounds and workloads. IPPS-A's capabilities will make HR Professionals' jobs more efficient and effective.

Active, National Guard, and Reserve Soldiers

All Soldiers, regardless of their Component, will have Web-based access to their individual personnel and pay record via IPPS-A. This access will allow Soldiers to view their personal record from any common access card (CAC)-enabled computer in the world. IPPS-A will also enable Soldiers to submit personal information changes to Human Resource Professionals for review and approval, 24 hours a day. IPPS-A's ability to update information in near real-time will allow Soldiers to view accurate, correct, and up-to-date personal information. Ultimately, IPPS-A capabilities will help ensure Soldiers are paid on time and accurately.

IPPS-A's multi-Component capabilities will streamline mobilization and demobilization transitions between Components. This capability will ultimately save Soldiers and Commanders time as they transition between assignments.

Leaders

IPPS-A will provide Leaders access to their assigned Soldiers' personnel and pay information, regardless of their Component. With greater visibility, Leaders will be empowered with accurate information to better manage their assigned Soldiers. Specifically in IPPS-A's first release, Leaders will have access to their personnel's Soldier Record Brief, a centralized and comprehensive report that will eventually replace the Enlisted and Officer Record Briefs for all Components. Commanders will also have the ability to approve personnel actions via IPPS-A's Web portal. This capability will help reduce the time Leaders need to manage administrative personnel actions and empower them to focus on other missions.

To learn more, please visit: www.IPPS-A.army.mil.

IPPS-A is a U.S. Army Program Enterprise Office Enterprise Information Systems (PEO EIS) Program