

2010 Military Health System Conference

WHAT THE MHS COMMUNITY NEEDS TO KNOW ABOUT DMHRSi

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MHS Human Capital Office, ASD(Health Affairs)

MHS Human Capital Office



- Established: 2008
 - Reflects the growing importance of MHS Human Capital issues
 - My role: help you manage your most valuable asset – people
- Serves as DoD Functional Community Manager (FCM) representative for all civilian healthcare employees in MHS
- Principal advisor to the ASD (Health Affairs)
- Functional Champion for Human Capital Information Management Portfolio

Human Capital IT Portfolio



Data Systems are ***SOLUTIONS***
to meet specific ***REQUIREMENTS***
which support
MHS-Level
CAPABILITIES

IT=Information Technology



188

***Defense Manpower
Human Resources
System-internet***

DMHRSi

305

***Workload
Management
System -- Nursing***

WMSN

1201

***Military Health
System Learn***

MHS Learn

Information Management View



- Capability 188 – Human Resource Management
 - Directly supports MHS Strategic Goals
- The Functional Community owns the Application (DMHRSi) and is responsible for:
 - Implementation/Utilization of system
 - Business Rules for data quality
 - Prioritization of system changes
 - Managing resources to accomplish required work
- The Information Technology Community makes sure DMHRSi is operating on day-to-day basis
 - Hardware, Software, Security, etc.,
 - Designs, system tests, and implements new functionality

DMHRSi Is :



- Web-based, Commercial Off the Shelf (COTS)
 - Oracle E-Business Suite Human Resource Management System (HRMS)
 - Discoverer Plus reporting tool
 - Data Input: Source systems (23 interfaces) and site input
- Deployed to all Defense Health Program (DHP) funded activities
 - All Hospitals, Medical Clinics, Dental Facilities, Veterinary Activities and HQ Components
 - Over 600 sites and 170,000 users worldwide

Why DMHRSi ?



Because the GAO & Congress have said we need :

- A single Human Resources system to support Tri-Service and Joint operations
- To improve management of our largest asset: our healthcare personnel
- Visibility of all personnel working within MHS activities
- Access to medical training programs across the Services
- To eliminate paper-based education & training record-keeping (six-part folders)
- A standardized methodology for labor cost analysis
- To ensure medical personnel are ready to deploy



DMHRSi Implementation

DMHRSi Modules	Army (*55/56=98%)	Navy (46/46=100%)	Air Force (84/84=100%)	JTF CapMed (1/1=100%)
Manpower	✓	✓	✓	✓
Personnel	✓	✓	✓	✓
Labor Cost	✓	✓	✓	
Ed & Train		✓	TBD	
Readiness		✓	**	

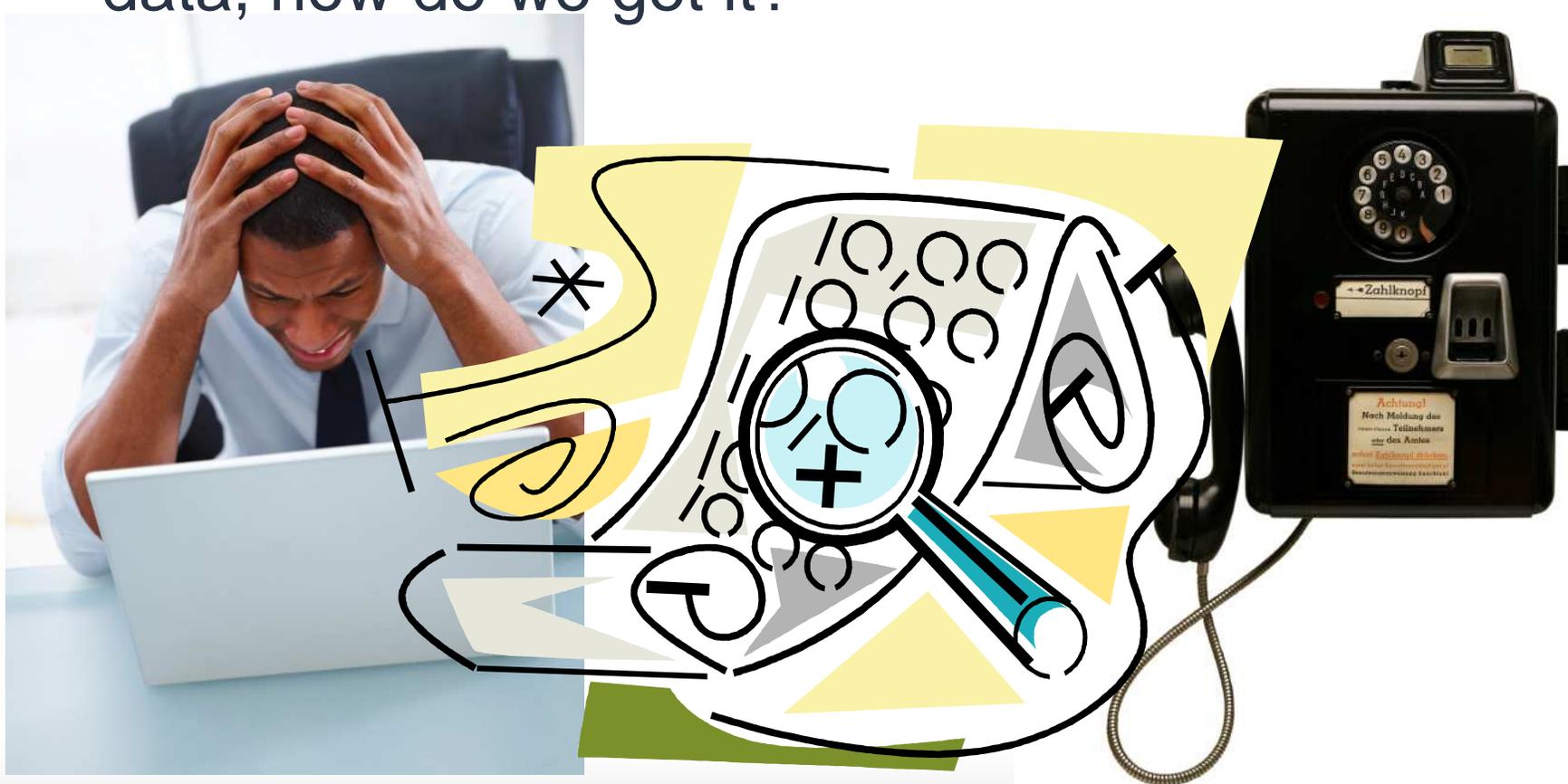
* Except Korea (Q2FY10)

** Pending MRDSS Ultra interface

A Day in the Life of the CHCO



- When Congress needs MHS Human Capital data, how do we get it?



So...How do we do better?



- MHS Human Capital Strategic Plan

Goal 1

Build and maintain a unified information management capability to enable an enterprise-wide view of MHS human capital and energize strategic human capital management.

- As Senior Leader: Strategic Focus
- As Functional Champion: Operational Focus

The Way Ahead



DMHRSi 2010

- Funding Status through FY 2011
- MHS Leadership is engaged
- JTF CapMed and other Joint Medical Facilities need DMHRSi
- Manual Interfaces to be automated

The Tough Questions



- What Human Capital Information does MHS/MTF Leadership Need?
- How can we improve the quality of Human Capital Data ?
- How can we share DMHRSi “Best Practices” ?

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QUESTIONS ?

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