



Giving Leadership the Right Tools for Total Army Readiness

How will the Integrated Personnel and Pay System - Army (IPPS-A) help Leaders and Commanders?

IPPS-A is an online Human Resources (HR) system that will provide integrated personnel, pay, talent and data capabilities in a single system to all Army Components for the first time ever. Once fully deployed, IPPS-A will:

- ✓ Provide Total Force Visibility in one streamlined system and dashboard to increase Total Force Readiness.
 - **The “So What?”:** Enhancing your decision-making to support readiness with better transparency, accountability and accuracy when reporting and reviewing Command strength.
- ✓ Automate managing talent capabilities to differentiate talent and better manage our people.
 - **The “So What?”:** By better understanding workforce talent, the Army can maximize Soldier Knowledge, Skills and Behaviors (KSB) to allow the placement of the right Soldier in the right job at the right time.
- ✓ Ensure that the Total Army implements an auditable system, fully supporting Congressional requirements.
 - **The “So What?”:** Delivering a secure, comprehensive and searchable tool to support Total Force readiness, Soldier financial readiness and Soldier career mobility.
- ✓ Deliver near-real time global online access and the ability to initiate, review, approve and track personnel actions.
 - **The “So What?”:** Saving you time with full oversight of your assigned Soldiers’ personnel, pay, talent and data statuses regardless of Component; and digitally automating the approval process to reduce manual tracking of personnel actions, response time delays and loss of documents.

What are some things that IPPS-A will allow Leaders and Commanders to do?

- ✓ Access authoritative Soldier information
- ✓ Approve/Initiate promotions and awards
- ✓ Change Soldier Duty Status
- ✓ Leverage robust reports and analytics tools
- ✓ Track and monitor KSBs of Soldiers in Unit
- ✓ Improve visibility of Personnel Readiness
- ✓ Provides a Commander’s Dashboard- Actionable

Why should I care?

IPPS-A was fielded to the Army National Guard in 2019/20 and is coming to the Total Force. IPPS-A will improve the lives of Soldiers, their Families, and how the Total Army interacts with them by transforming our industrial age personnel and pay systems to integrated 21st century talent and data-driven capabilities. IPPS-A will deliver the right tools for Leadership to support Total Force readiness and effectively and efficiently manage assigned Soldiers — maximizing their potential. Additionally, IPPS-A will empower Soldiers with more control over their Army career.

What should I do now?

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