IPPS★A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

# Revolutionizing Business Processes for Leaders and HR Professionals of the Total Army

How will the Integrated Personnel and Pay System - Army (IPPS-A) streamline business processes?

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. **IPPS-A will modernize Total Army business processes, which are the related activities or tasks performed together to complete personnel, pay and talent management actions**. An example of a business process would be when a Leader approves an award, IPPS-A will automatically update the Soldier's record. Once fully deployed, IPPS-A will:

- ✓ Streamline processes that HR Professionals use to take care of Soldiers.
  - ➢ **The "So What?":** Standardizing the processes across all Components to ensure consistent support is provided in a timely manner and increases knowledge transfer between HR Professionals across the Total Force.

- ✓ Deliver visibility into personnel actions and provide built-in safeguards capabilities.
  - ➢ **The "So What?":** Protecting Soldiers and everyone involved from making accidental approval/denial decisions, while maintaining a complete digital audit record of all system transactions.

- ✓ Ensure all business processes are performed electronically.
  - ➢ **The "So What?":** Increasing the efficiency of personnel and pay transactions; tracking decisions in near real time; and reducing paper forms, in-person appointments and mail requirements.

- ✓ Allow Leaders to tailor their workforce based upon trends within the talent management reporting capability.
  - ➢ **The "So What?":** Including complete visibility of the knowledge, skills and behaviors of Soldiers to ensure the right Soldier is in the right job at the right time.

Why should I care?

Once fully deployed, Personnel Action Requests (PARs) in IPPS-A will automatically trigger changes to a Soldier's record and pay. This coincides with the HR community's adoption of the Military Pay mission in FY21. IPPS-A will support this transition through the standardization of business processes, electronic workflow and built-in safeguards, which will decrease the number of pay errors. As an HR Professional, IPPS-A will ensure you are ready for the future of Military Pay! For Leaders, the standardization of business processes will support the financial readiness of Soldiers, allowing Soldiers to focus on their mission.
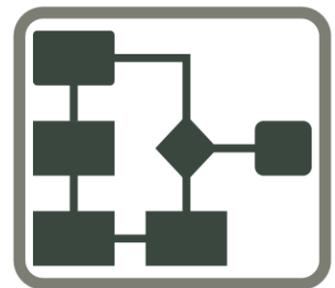
Business Process Standardization

What should I do now?

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One Soldier ★ One Record ★ One Army