



Personnel Visibility

Personnel Visibility is defined as having real time, reliable information that provides visibility of military Service members, civilian employees, military retirees, contractors (in theater), and other U.S. personnel, across the full spectrum - - during peacetime and war, through mobilization and demobilization, for deployment and redeployment, while assigned in a theater of operation, at home base, and into retirement. This includes ensuring timely and accurate access to compensation and benefits for DoD personnel and their families and ensuring that Combatant Commanders have access to the timely and accurate data on personnel and their skill sets.

Personnel Visibility is the fusion of accurate human resources information (human resource profile), with respect to numbers, competencies (occupations, skills, education, and training), reception accounting, individual readiness, patient accountability and status reporting, person's unit and location, and assigned duty within organizations. Supporting warfighters with the right types of people, in the appropriate quantity, at the right place and time will significantly increase the opportunity for mission success. Personnel Visibility will assist commanders and/or managers in reaching decisions by providing a more accurate picture of current operational capabilities for determinations of whether a particular operation or mission is supportable from a personnel perspective.

Accurate timely personnel strength reports (including data on civilians, contractors, and coalition resources supporting the operation) will be more readily available to decision makers. Personnel Visibility will leverage improvements to force mobilization inter-Component transfers. Strength accounting and reporting will be available by organization, unit, and location for personnel resources in-transit or scheduled for movement. Reporting and tracking of non-combatants such as family members will be provided in theater. Commanders and/or managers will have the ability to access personnel information on everyone assigned to their organization. Additionally, Personnel Visibility will improve and facilitate in-transit visibility of patients for commanders and/or managers by providing a joint theater-level picture of patient movement, current diagnostic status, injury type (battle injury/non-disease battle injury), length of stay in military treatment facility, and patient disposition. One of the Human Resources Management (HRM) Core Business Mission Area top priorities is to achieve total personnel visibility and accountability to include: military Service members, civilian employees, military retirees, and other U.S. personnel in theater of operations (including contractors and other federal employees).

Personnel Visibility will enable summation of historically separate Service personnel, civilian employee, and contractor status reports, including authorized, assigned, and deployed strengths; identification of critical personnel shortages; and timely casualty accounting and personnel requisitions. Assignment of individuals to meet mission related temporary duty requirements will be based on more accurate general location information.

Civilian acquired skills (especially for reserve and guard personnel) will become visible to the commander and/or manager. Commanders and/or managers will be able to search all available human resources to identify personnel with needed specific skills (whether military or civilian). Competencies are also dependent on education, training, and special skills.

Casualty information, while critical to strength accounting, will also be reported to casualty centers rapidly to facilitate reaching the right people as quickly as possible. This would include the evacuation of personnel.