

Integrated EA 08

Using architecture to manage
complexity in the UK Armed Forces
personnel delivery programmes

Outline

- Introduction to SPVA – what we do and the personnel delivery programme
- Why we need to be supported by EA
 - Agency Operating Model
 - Agency Future Contract
 - Defence Recruiting and Individual Training
 - Benefits
 - Business Orchestration

Service Personnel & Veterans Agency

What do we do?

Dynamic delivery of high quality,
comprehensive and responsive through-
life personnel services to the serving and
veterans' communities.

SPVA – Some Statistics

- Big Business - Turnover:>£1Bn per month
 - Account for £8Bn Military Pay and Allowances
 - Account for £4.5Bn Pensions Payments
- Customer Base:
 - Over 900,000 individuals
 - Over 300,000 live Regular & Reserve pay records
 - 380,000 Pensions
 - 230,000 War Pensions
- Manage JPA – one of the most advanced and complex HRMS system in the world
- Annual Running Costs - £120+m
- C 2,400+ SPVA Personnel

SPVA Customers

- Serving Personnel - Regular and Reserves
- Service Families
- Ex-Service personnel – veterans organisations



SPVA Partners/Stakeholders

- Single Services and Personnel Manning Authorities
- MOD Centre and Services - Policy And Accounting Divisions
- Other Defence Agencies



Business Partner Delivered Outputs:

- Payroll Services (including financial accounting)
- Military Pensions – occupational schemes
- Customer Focus
- Military HR Administration
- Enquiry Service
- Desktop Infrastructure service
- Managed IS services

Maintaining benefits of ORACLE package configured for
Joint Personnel Administration

In-House Delivered Outputs

- War Pension Scheme
- Armed Forces Compensation Scheme
- Veterans Welfare
- Veterans Help Desk

Complexity – Personnel Delivery Programme



To enable the Armed Forces Personnel Administration Agency to provide effective personnel administration services to individuals and the MOD from 2009.



To be an effective, flexible, innovative Integrated Project Team (IPT) trusted by its stakeholders

Agency Operating Model

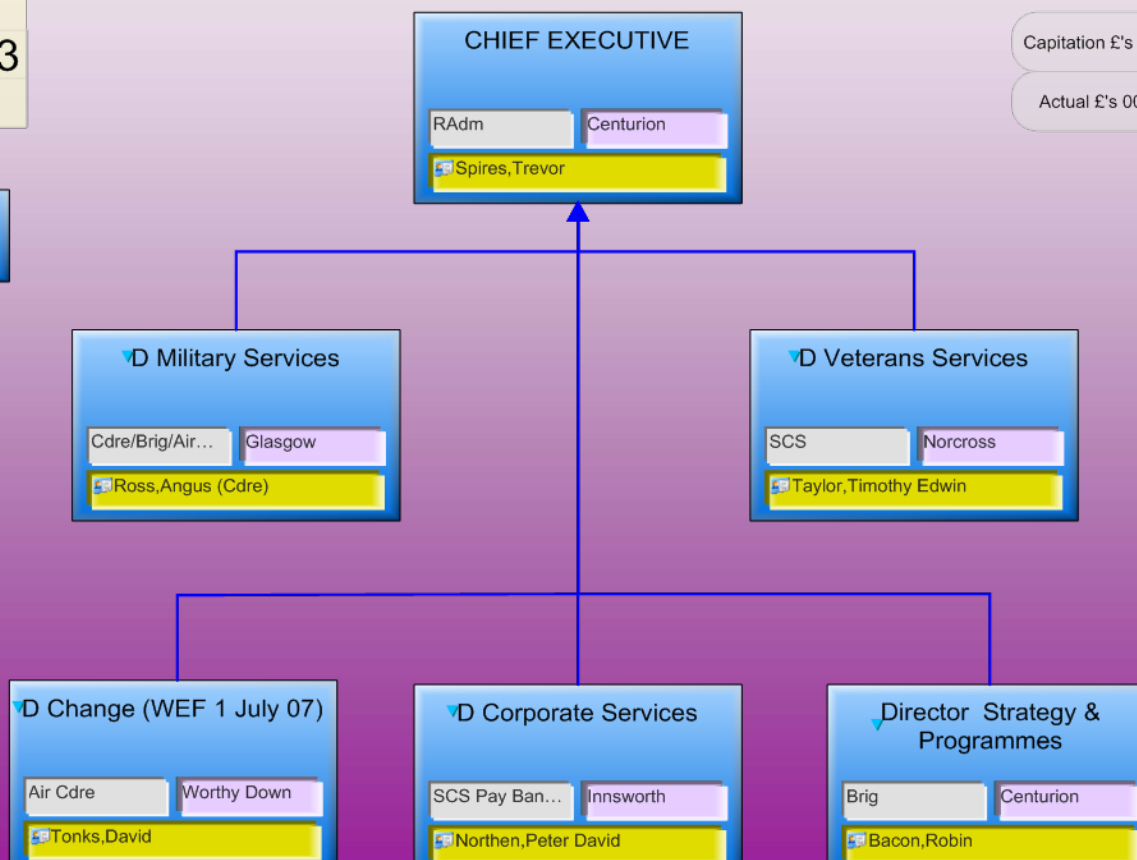
SPVA Posts (July 2007)

OV
4

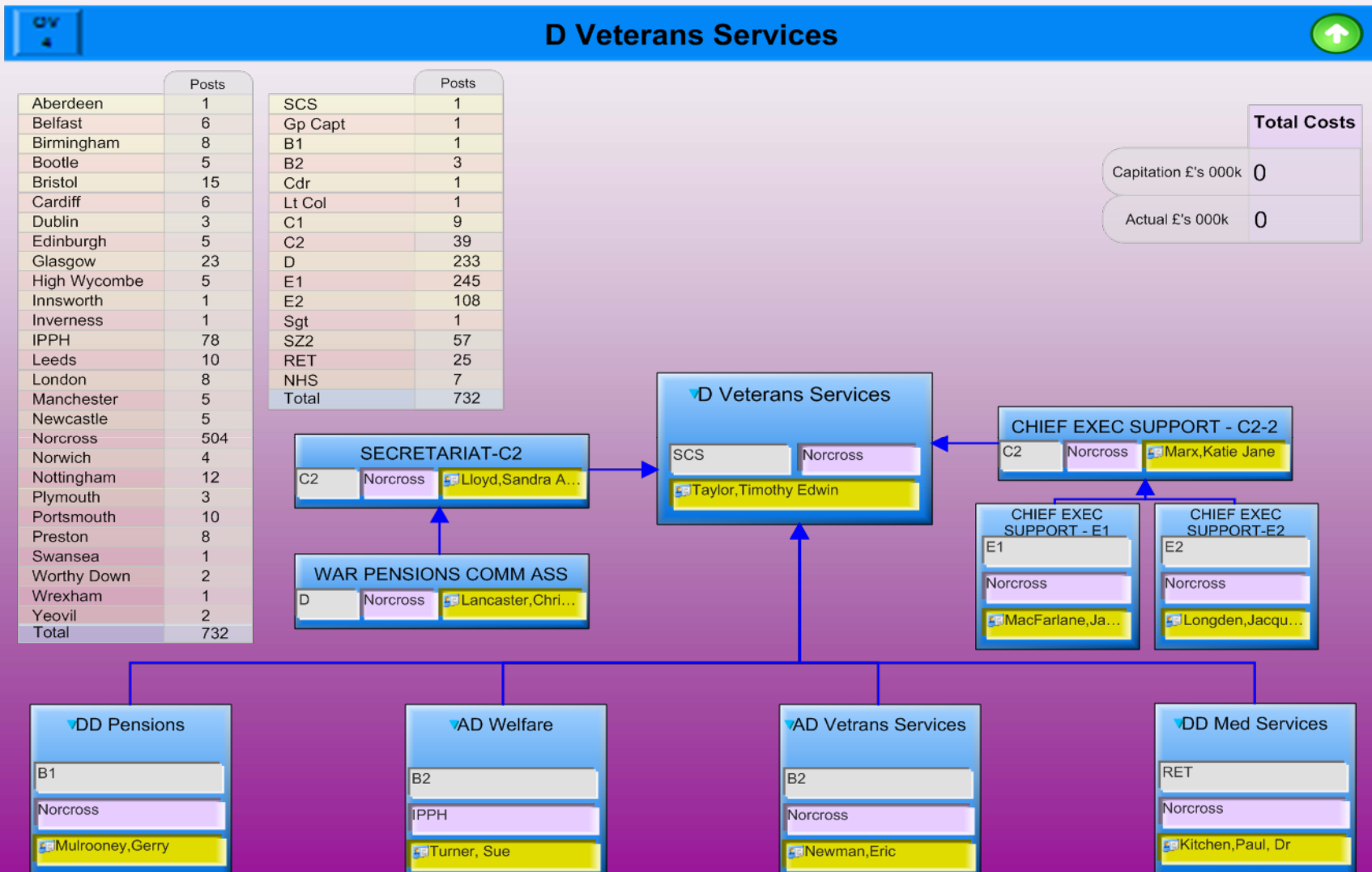
	Total Posts
Established	1183
Unestablished	17

EDS (11 May 2007)

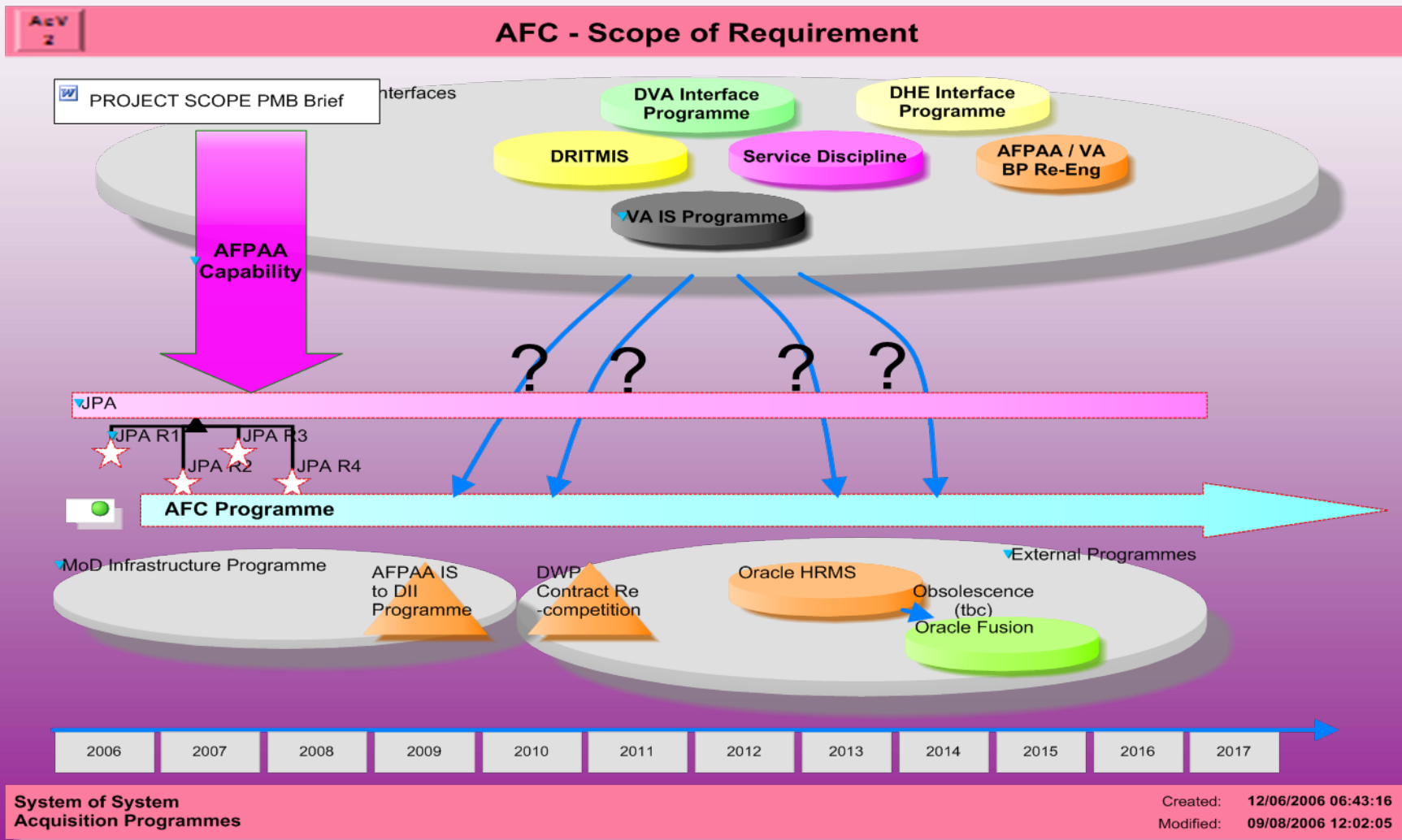
	Total Costs
Capitation £'s 000k	0
Actual £'s 000k	0



Tracking Change



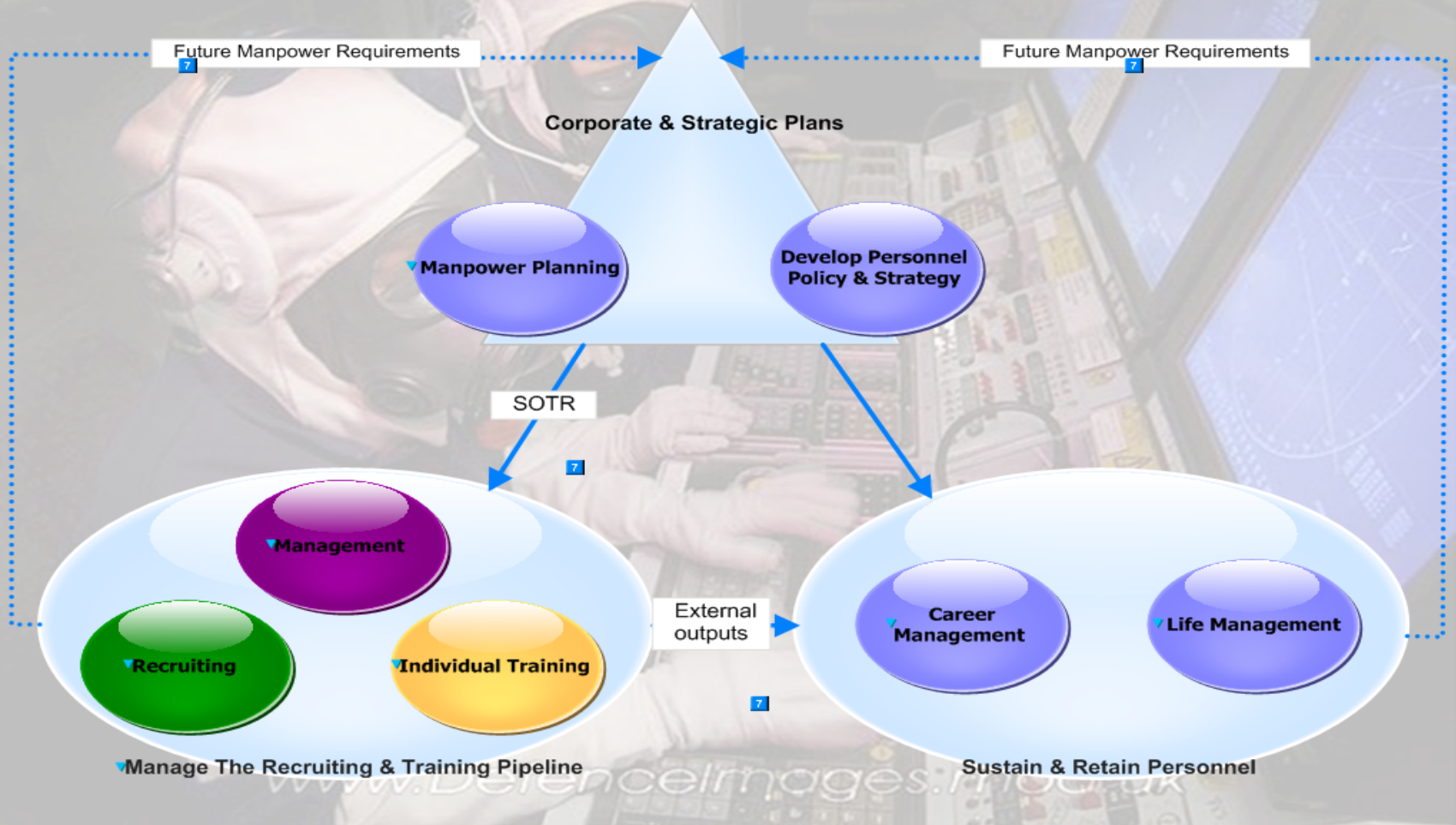
Managing the SPVA as an Enterprise



DRITM

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5

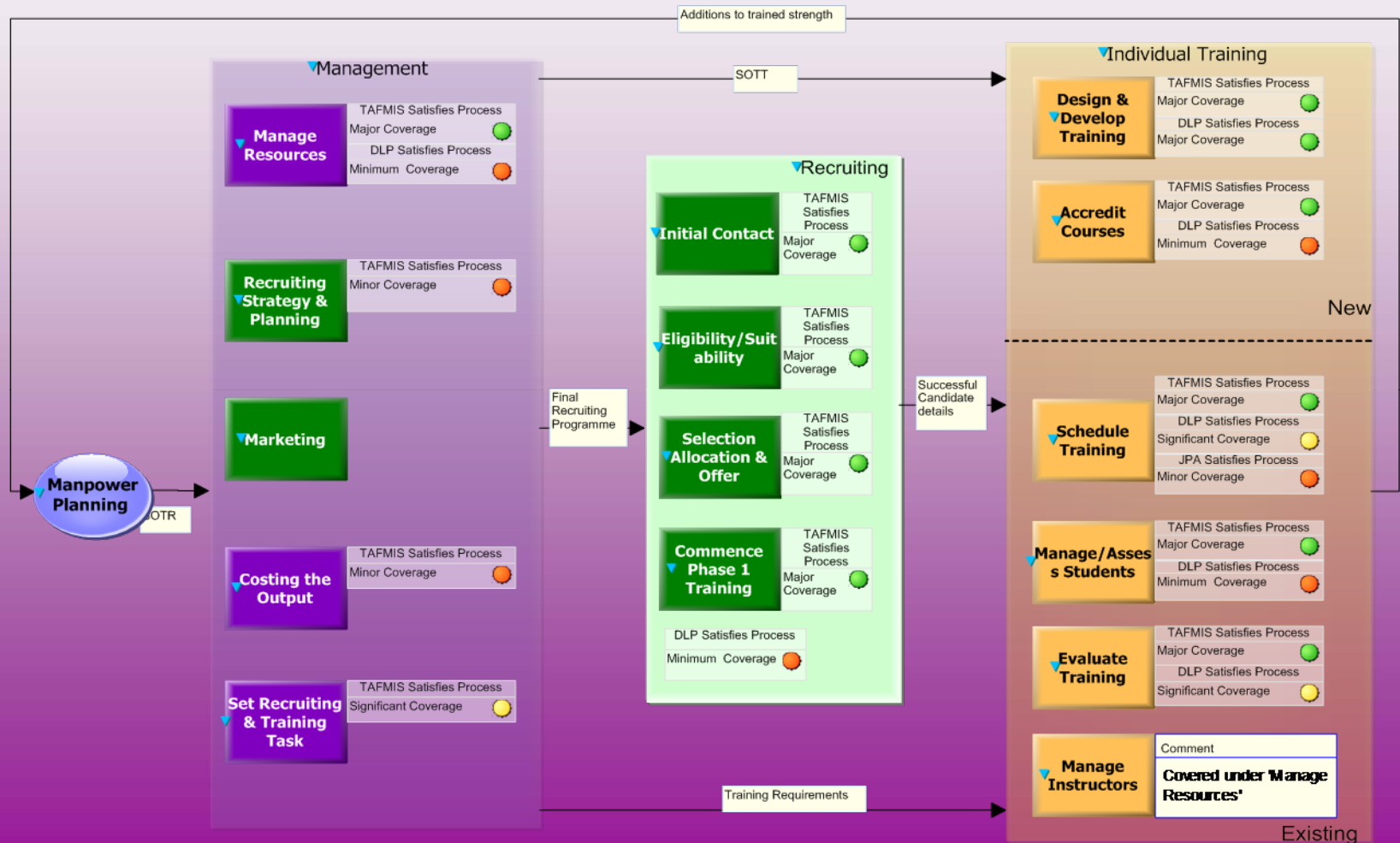
Delivery of Trained Service Personnel



DRITM Processes

Manage The Recruiting & Training Pipeline

Manage The Recruiting & Training Pipeline - Processes Referenced by UR's

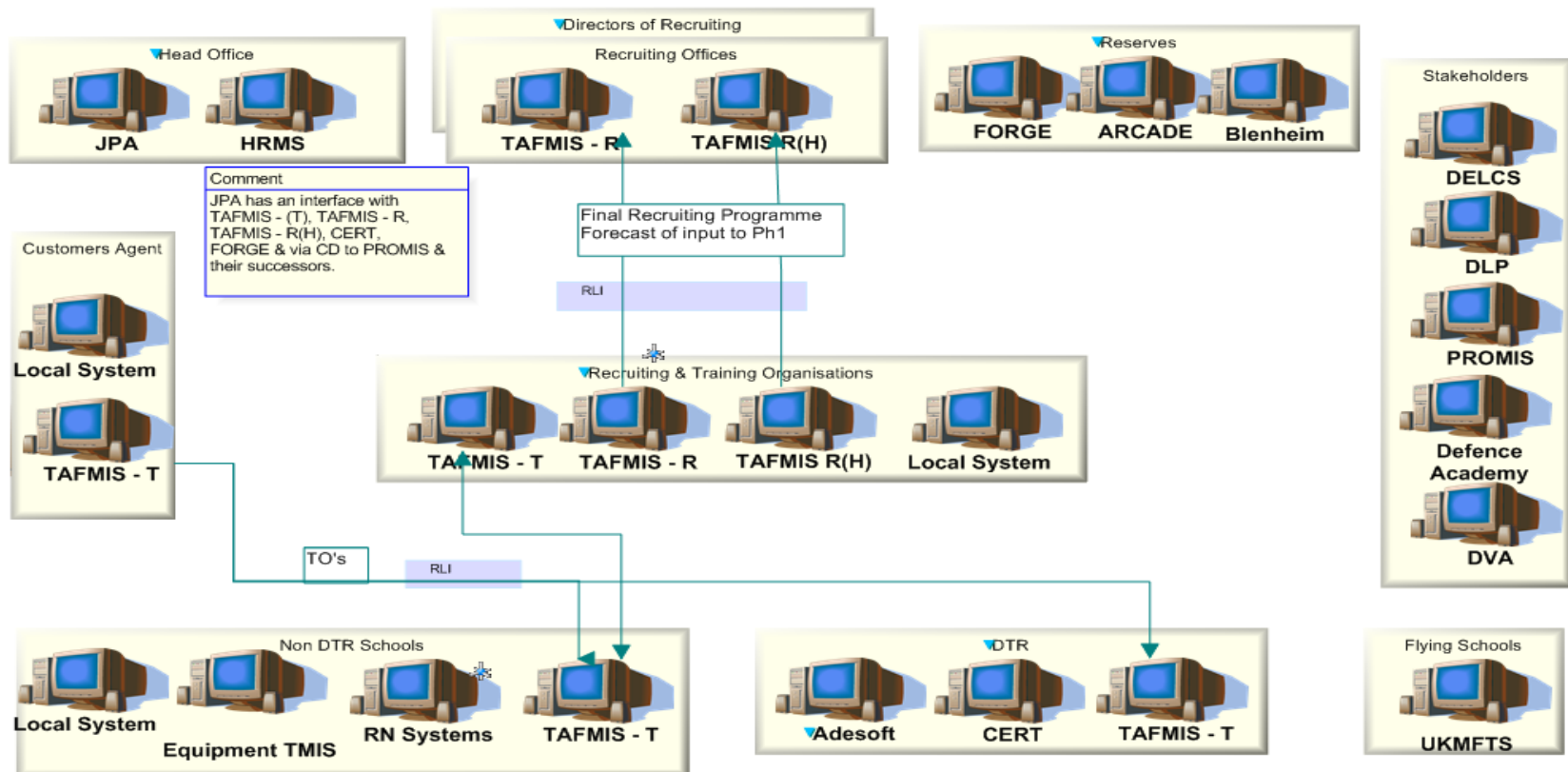


Current Systems

SV
1

DRITM Systems Interface Description (2007)

The diagram below illustrates the lack of interoperability between the current systems, showing that the types of information exchanges detailed in the next section do not take place and explaining why there is duplication of data on these systems.



Future Harmonised DRITM

Wider Environment Drivers

StV
1

DRITM Drivers to Capability



DRITM Drivers

Strategic Intent for Service Personnel

Recruiting Partnership Programme

Harmonising Regular & Reserve training activities

DHALI

NEC

Training PPP Contracts

Exploit Training Opportunities

DII

Single Statement Of Need

"DRITM will provide a coherent set of integrated support services to the training of MOD personnel, to allow the required number of trained personnel to be delivered to the front line command, in an effective, efficient and timely manner.

•Enabling: The efficient pipeline management through all recruiting & training activities and; the effective development, design, delivery and validation of training.

•Supporting the wider Service Personnel processes, including: Manpower planning, through a coherent set of data; career managers, with visibility of an individual's skill set, and; the individual, through lifelong learning, encouraging career/personal development."

High Level Capability Functions

Support to
Individual
Training

Support to
Stakeholders

Support
Manpower
Planning



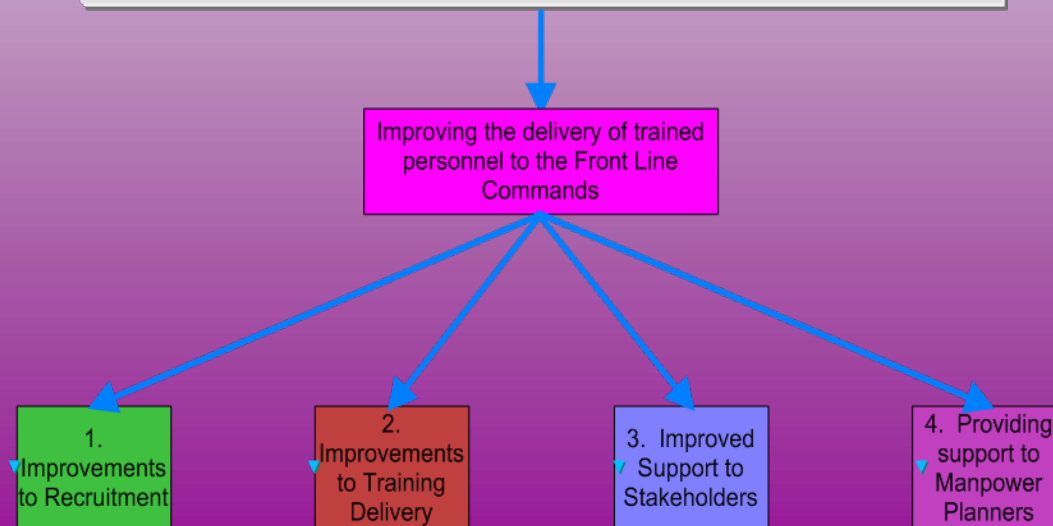
Dealing with Benefits



0. Benefits for Assessment Phase

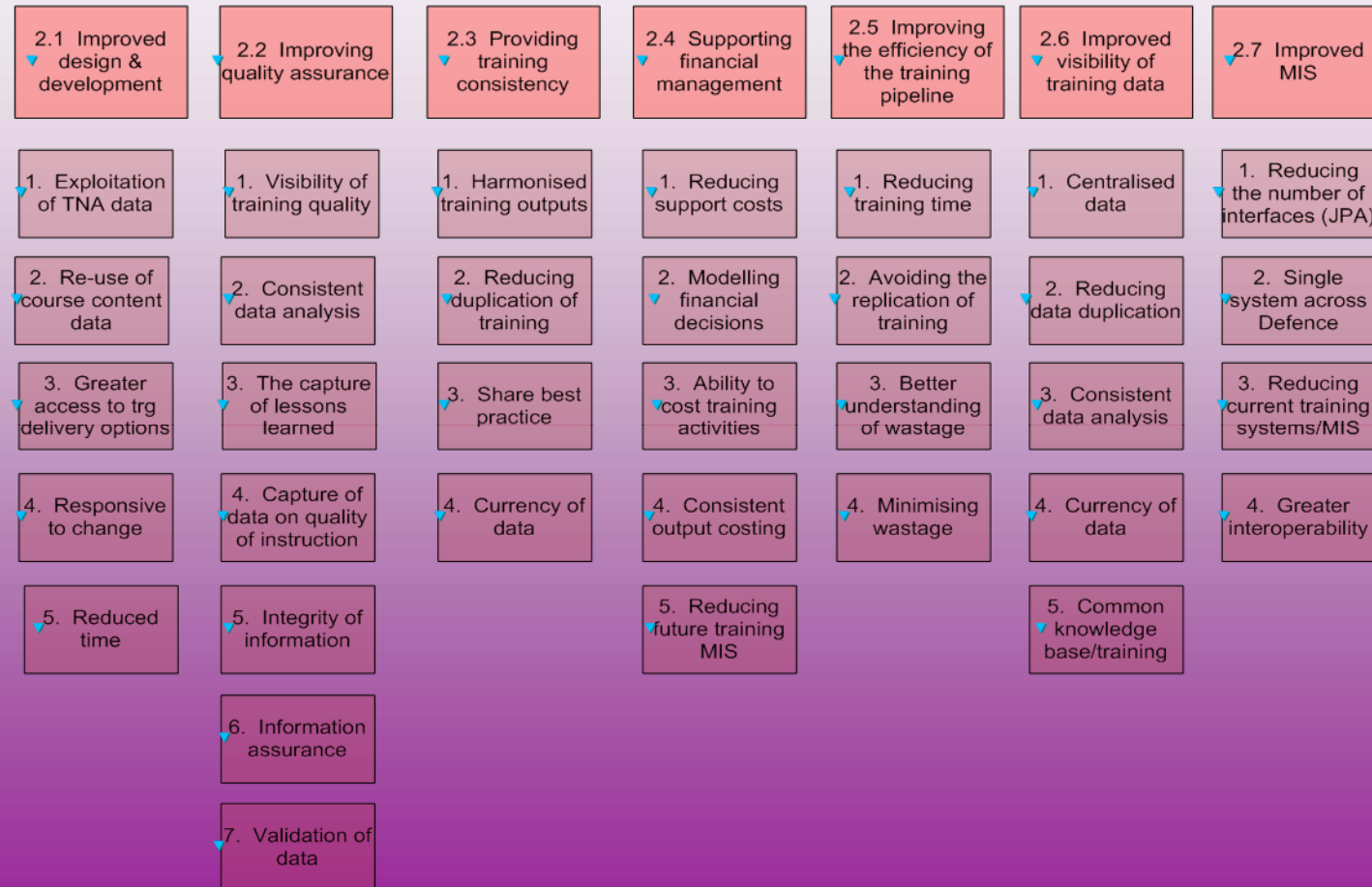
"DRITM will provide a coherent set of integrated support services to the training of MOD personnel, to allow the required number of trained personnel to be delivered to the front line command, in an effective, efficient and timely manner.

- Enabling: The efficient pipeline management from the initial contact of a potential recruit, to them joining the trained strength of the FLC and; the effective development, design, delivery and validation of training.
- Supporting the wider Service Personnel processes, including: Manpower planning, through a coherent set of data; career managers, with visibility of an individual's skill set, and; the individual, through lifelong learning, encouraging career/personal development."

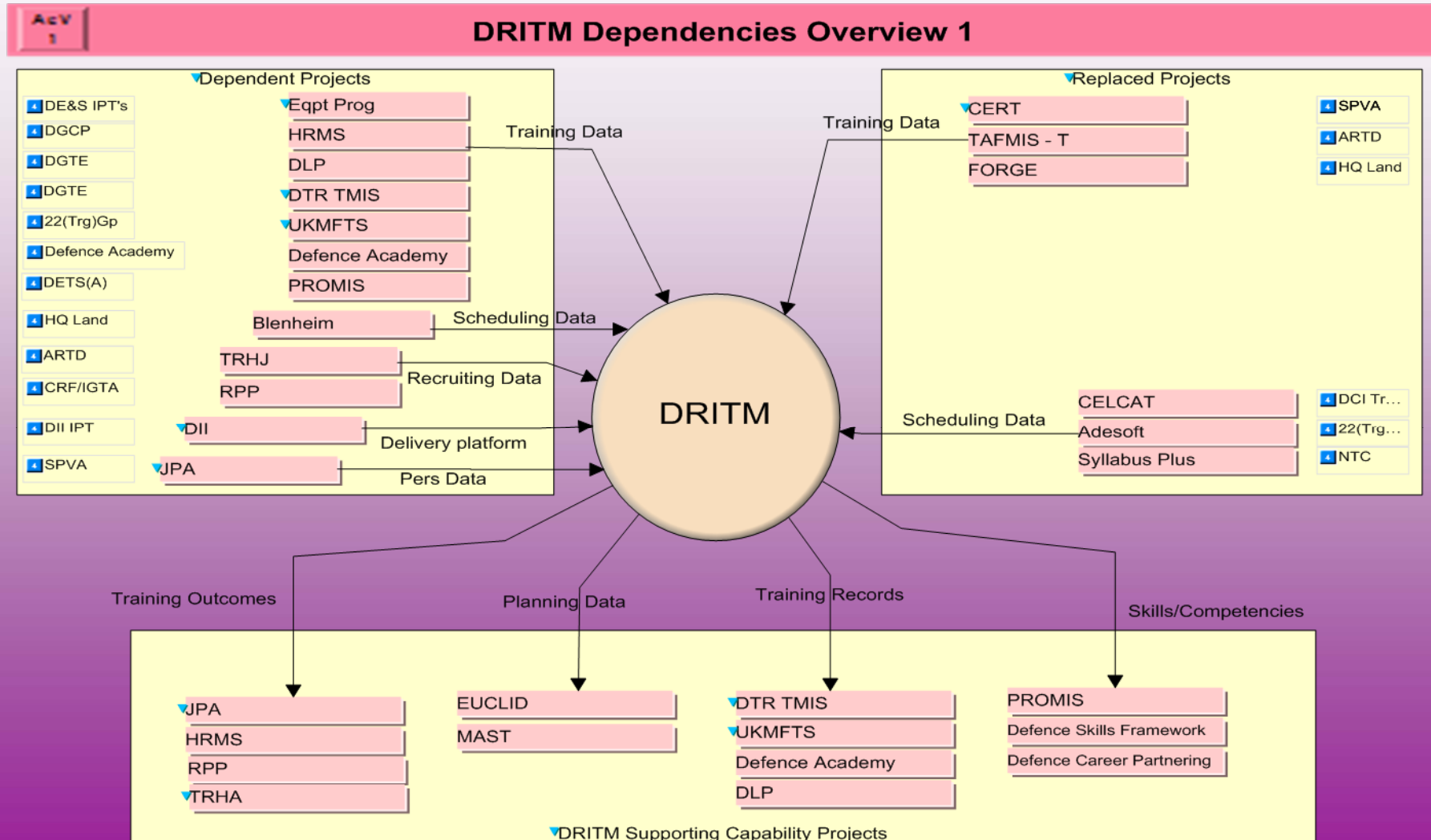


Benefit Hierarchy

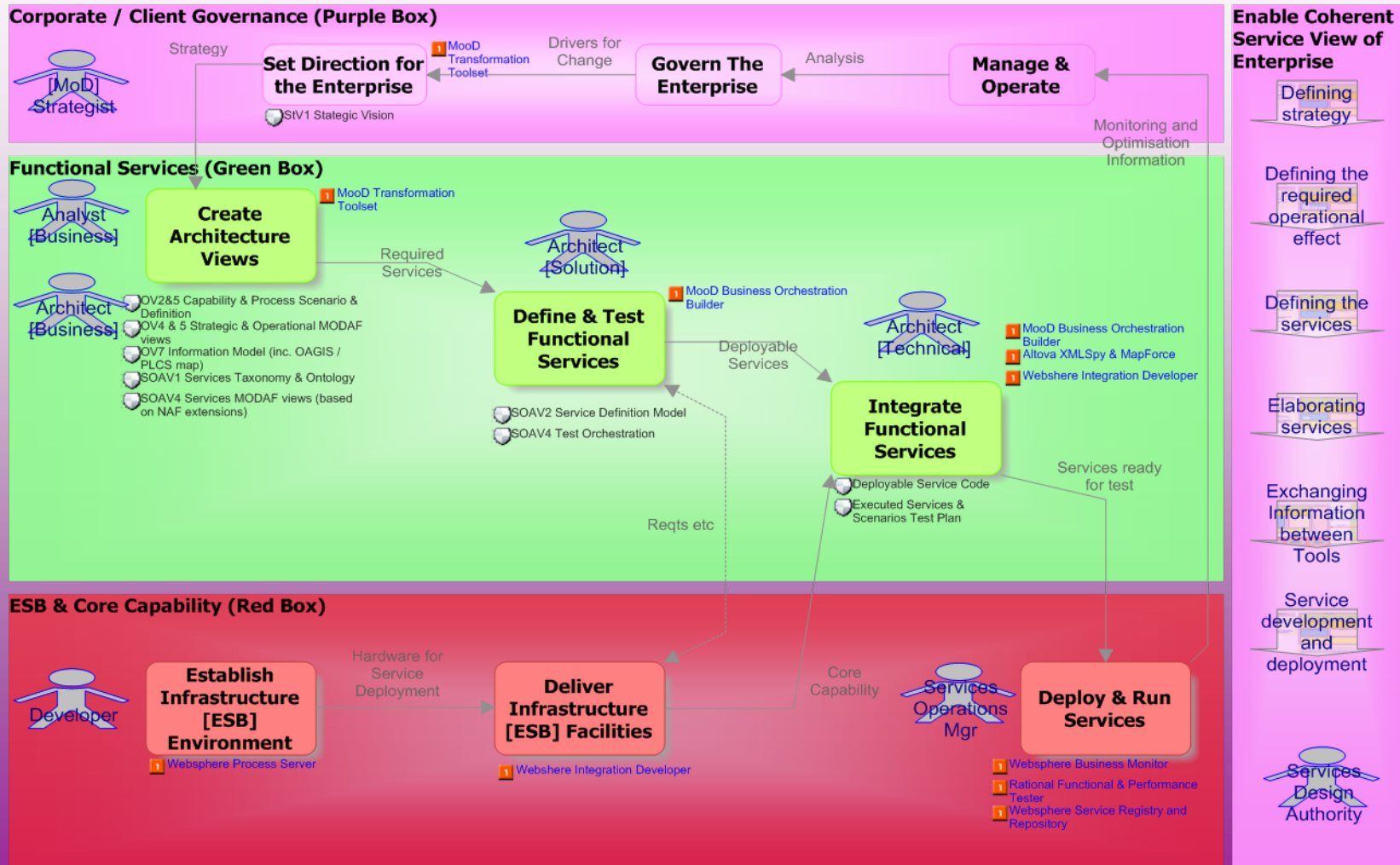
2. Improvements to Training Delivery



Programme Dependencies



Business Orchestration



Summary

Enterprise architecture to manage
complexity in the UK Armed Forces
personnel delivery programmes