

Summary Report for Individual Task
805C-42H-8101
Direct Personnel Readiness Management (PRM)
Status: Approved

Distribution Restriction: Approved for public release; distribution is unlimited.

Destruction Notice: None

Foreign Disclosure: FD5 - This product/publication has been reviewed by the product developers in coordination with the Fort Jackson / USASSI foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.

Condition: You are assigned as the Brigade S-1 and are responsible for assessing the combat capability of your brigade and subordinate units from a Human Resources (HR) perspective. Manning for the S-1 section is at 78% and you do not have an assigned Warrant Officer. Your Strength Manager (2LT) arrived from the Basic Officer Leader Course (BOLC) two weeks ago. Your unit will deploy to a mature theater in 180 days. You have access to HR enabling systems, your Modified Table of Organization and Equipment (MTOE), and references listed on the enclosed table. Some iterations of this task should be performed in MOPP 4.

Standard: Develop a strength management and personnel distribution plan that ensures the brigade deploys at or above the current HQDA Manning Guidance. Identify 100% of non-deployable Soldiers and request replacements.

Special Condition: None

Safety Risk: Low

MOPP 4: Sometimes

Task Statements

Cue: You assume duties as the Brigade S-1 of a unit due to deploy within 180 days.

DANGER
None

WARNING
None

CAUTION
None

Remarks: All required references and technical manuals not available online will be provided by the local command.

Notes: None

Performance Steps

1. Analyze organizational PRM.
 - a. Determine current combat capabilities.
 - (1) Compare assigned personnel strength against required authorizations.
 - (2) Identify non-deployable Soldiers.
 - (3) Update running/personnel estimate.
 - b. Project future requirements.
 - (1) Forecast projected gains.
 - (2) Confirm projected and potential losses.
 - c. Assess conditions of individual Soldier readiness.
 - (1) Manage the Soldier Readiness Process.
 - (2) Update personnel data and duty status transactions in database of record.
 - (3) Reconcile applicable HR and medical readiness databases.
2. Manage Soldier Utilization, Distribution and Slotting.
 - a. Determine replacement priorities.
 - b. Distribute Soldiers to subordinate units.
 - c. Publish orders.
 - d. Track non-deployables at brigade-level.
 - e. Monitor PRM of subordinate units.
 - f. Prepare Personnel Requirements Report (PRR).
3. Submit Request for Fill based on the PRR.
4. Update PRR.
5. Update Running/Personnel Estimate.
6. Update commander.

(Asterisks indicates a leader performance step.)

Evaluation Guidance: Score the Soldier GO if all performance measures are passed (P). Score the Soldier NO GO if any performance measure is failed (F). If the Soldier fails any performance measure, show what was done wrong and how to perform it correctly.

Evaluation Preparation: This task can be evaluated by use of the performance measures as listed. This method of evaluation is appropriate if the Soldier performs the task on the job. Allow the Soldier to practice until the Soldier feels qualified and prepared for the evaluation. Then have the Soldier perform the task, using the materials listed in the CONDITIONS statement above. Score the Soldier "PASS" or "FAIL" as determined by the performance.

PERFORMANCE MEASURES	GO	NO-GO	N/A
1. Analyzed organizational PRM.			
a. Determined current combat capabilities.			
b. Projected future requirements.			
c. Assessed conditions of individual readiness.			
2. Managed Soldier Utilization, Distribution, and Slotting.			
3. Submitted Request for Fill based on PRR.			
4. Updated PRR.			
5. Updated Running/Personnel Estimate.			
6. Updated commander.			

Supporting Reference(s):

Step Number	Reference ID	Reference Name	Required	Primary
	AR 220-1	Army Unit Status Reporting and Force Registration - Consolidated Policies	Yes	No
	AR 600-8-6	Personnel Accounting and Strength Reporting	Yes	No
	AR 614-100	OFFICER ASSIGNMENT POLICIES, DETAILS AND TRANSFERS	No	No
	AR 614-200	ENLISTED ASSIGNMENTS AND UTILIZATION MANAGEMENT	No	No
	DA PPG	Department of the Army Personnel Policy Guidance for Overseas Contingency Operations (with current update)	Yes	Yes
	FM 1-0	Human Resources Support http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/fm1_0.pdf	Yes	Yes
	PAM 611-21	MILITARY OCCUPATIONAL CLASSIFICATION AND STRUCTURE	No	No

Environment: Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT.

Safety: In a training environment, leaders must perform a risk assessment in accordance with ATP 5-19, Risk Management. Leaders will complete the current Deliberate Risk Assessment Worksheet in accordance with the TRADOC Safety Officer during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, Multiservice Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical (NBC) Protection, FM 3-11.5, Multiservice Tactics, Techniques, and Procedures for Chemical, Biological, Radiological, and Nuclear Decontamination.

Prerequisite Individual Tasks : None

Supporting Individual Tasks :

Task Number	Title	Proponent	Status
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805C-42H-8102	Direct Deployed Personnel Accountability	805C - Adjutant General (Individual)	Approved
805C-42H-8104	Interpret Unit Status Reporting Data	805C - Adjutant General (Individual)	Superseded
805C-42H-8108	Develop Human Resources Key Performance Indicators	805C - Adjutant General (Individual)	Superseded
805C-42H-8103	Implement Deployed Personnel Strength Reporting	805C - Adjutant General (Individual)	Approved

Supported Individual Tasks :

Task Number	Title	Proponent	Status
805C-42H-8107	Implement Human Resources Planning and Operations Using MDMP	805C - Adjutant General (Individual)	Approved
805C-42H-8107	Implement Human Resources Planning and Operations Using Military Decision Making Process	805C - Adjutant General (Individual)	Superseded
805C-42H-8104	Interpret Unit Status Reporting Data	805C - Adjutant General (Individual)	Approved
805C-42H-8104	Interpret Unit Status Reporting Data	805C - Adjutant General (Individual)	Superseded

Supported Collective Tasks :

Task Number	Title	Proponent	Status
12-9-1226	Monitor Human Resources Support	12 - Adjutant General (Collective)	Proposed

ICTL Data :

ICTL Title	Personnel Type	MOS Data
42H - Senior Human Resources Officer - MAJ	Officer	AOC: 42H, Rank: MAJ, Duty Pos: AAG
42H - Senior Human Resources Officer - MAJ	Officer	AOC: 42H, Rank: MAJ, Duty Pos: AAG