

Navy Standard Integrated Personnel System

The Navy Standard Integrated Personnel System (NSIPS) is the Navy's single, field-entry, electronic pay and personnel system for all Active Duty and Reserve Sailors. This web-enabled, Enterprise Resource Planning (ERP) system supports approximately 400,000 Sailors world-wide ashore and afloat. Sailors have 24-hour access to their Electronic Service Record (ESR), training data, and career development records. NSIPS interfaces with 31 systems, contains 60,000 business rules, and processes approximately 200 million transactions per year. NSIPS has enabled the Navy to:

- Eliminate eight legacy human resources management systems
- Eliminate the need for local personnel detachments and management sites to maintain legacy hardware and/or human resources software
- Automate application updates via one Web server, eliminating the need to send software updates to the individual personnel processing locations around the world.

NSIPS Applications and Tools

NSIPS supports applications and tools that enable Sailors, the Fleet and the Navy to perform the following:

Electronic Service Record

Electronic Service Record (ESR) is available within NSIPS and provides a view of pay and personnel data for all officers and enlisted, Active Duty and Reserve. It is an online version of a Sailor's service record and replaces the paper service record used in the past. The ESR also provides an administrative user capability for command military personnel offices to perform updates of a member's record, along with a member self-serve capability for Sailors to view and perform limited updates of their personnel data. ESR accounts can be established in the NSIPS Web-enabled and NSIPS Web Afloat environments.

ESR enhances reliability and productivity within the Navy's personnel management operations by making maximum use of corporate data and eliminating redundant data input. ESR is also a significant change for individual Sailors because they will have greater access to information that affects their career.



A Chief Hospital Corpsman works with a Personnel Specialist 3rd Class manpower clerk at Navy Operational Support Center Fort Worth to review Electronic Service Record (ESR) data in the Navy Standard Integrated Personnel System (NSIPS).

Career Information Management System

The Career Information Management System (CIMS) is an online transactional component of NSIPS used for capturing a Sailor's career data and managing their progression in the Navy. The primary function of CIMS is to assist commands in conducting, documenting and tracking Career Development Boards for Sailors. Access to CIMS can be obtained via the Web or the disconnected NSIPS Web Afloat server.

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E-Leave

E-Leave is the self-service electronic leave process for military personnel. It alleviates many of the drawbacks associated with the paper chit system. Among the key benefits are the time savings, improved efficiency, and improved accuracy and timeliness of the service member's leave charge, accounting and balance. E-Leave's automated capability is enabling the Navy to realize significant savings in man-hours and processing time. The digital process also makes requesting leave and checking in and out more convenient for Sailors.

Sailors can access E-Leave through their ESR self-service account in NSIPS to request, track, and manage leave, including checking the status of their request. Leave requests are simultaneously routed automatically to all reviewers and approvers in the chain of command. These individuals each receive email notifications that an in-process leave request is ready for them to take the appropriate action.

NSIPS Afloat

The NSIPS Web Afloat server delivers secure pay and personnel support to users at sea. NSIPS is designed to maximize the use of limited bandwidth by providing afloat units with access to the Electronic Service Record (ESR), E-Leave, and Career Information Management System (CIMS) while disconnected from the internet. To ensure data is synchronized between ship and shore, NSIPS Web Afloat servers replicate compressed data periodically, usually near-real time. Data exchange between ship and shore is unit specific and contains officer and enlisted ESRs only for personnel assigned to the command. NSIPS Web Afloat is currently deployed on 150 ships.

NSIPS Role in Personnel and Pay Modernization

The Navy is leveraging the current NSIPS technology to absorb redundant software functionality in other solutions and to reduce the cost of adding new IT capabilities. Under the Personnel and Pay Modernization effort, the first improvement will address Active and Reserve retirements and separations. It is expected that most of this effort will be implemented within NSIPS, but other systems may also require changes. Concurrent with the design for Active and Reserve retirements and separations, the Navy is analyzing other legacy personnel management applications for consolidation into NSIPS. These systems include, but are not limited to:

- Navy Enlisted System (NES)
- Reserve Headquarters System (RHS)
- Officer Personnel Information System (OPINS)
- Inactive Manpower Management Information System (IMAPMIS).

For detailed information see the "Navy Personnel and Pay Modernization" fact sheet.

The Sea Warrior Program (PMW 240) manages a complex portfolio of information technology (IT) systems to support Navy human resource management, criminal justice, Fleet support, afloat business applications, Navy and DoD portfolio management, DON administration, and joint aviation aircraft scheduling. The PMW 240 Program is part of the Navy Program Executive Office for Enterprise Information Systems (PEO EIS) which develops, acquires, fields, and sustains enterprise network, business, and Fleet support IT systems for the warfighters of the Navy and Marine Corps.

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