MPT&E Transformation
Navy Personnel and Pay (NP2)

The Navy is modernizing its Manpower, Personnel, Training, & Education (MPT&E) Enterprise to significantly and systemically improve MPT&E performance, productivity, and cost efficiencies in all aspects of the personnel readiness processes. Over the next several years, the MPT&E Transformation will change how human resources (HR) services are offered throughout a Sailor’s entire “Hire-to-Retire” lifecycle and improve fleet combat readiness. By streamlining processes and systems, the Transformation will improve the speed, accuracy, and quality of personnel and pay services, better positioning Navy to equip and manage our most valuable resource: our people.
NP2 Description

The Navy is working to implement an improved, integrated personnel and pay strategy – called Navy Personnel and Pay (NP2) – that will dramatically enhance the way Sailors receive pay support. NP2 combines existing pay and personnel functions into one seamless system with new capabilities and process improvements. This solution will enable Sailors to manage their own personnel and pay needs 24/7, online or by phone, while improving the systems that HR staff use to support Sailors on the back-end. The Navy began the initial field test of NP2 in 2017, which has successfully identified improvement opportunities that will be addressed and tested in a second field test beginning in early 2018.

Key Benefits

NP2 implementation is streamlining existing personnel and pay systems and processes - providing an adaptable solution that meets the complex needs of Sailors, HR employees, and Navy leaders:

- **Sailors** – Enables 24/7 self-service personnel and pay support and a real-time ability to track pay and personnel changes in one location.
- **HR Employees** – Improves the system user interface and reduces the potential for personnel and pay-related errors through minimized manual data entry, while enhancing auditability and accounting.
- **Navy Leaders** - Provides a streamlined solution that adapts more easily to meet complex policy changes.

Key Technologies enable all aspects of the Sailor 2025 vision

Integrated with other MPT&E Transformation efforts, NP2 provides a platform for future initiatives such as improved marketplace-style detailing, enhanced performance evaluations and management, targeted compensation (e.g., bonuses), and automation of time-consuming back office functions.

**Field Test #1:** Tests an initial version of the NP2 system in Great Lakes, MI and identifies improvement opportunities. Testing occurs between late 2017 through early 2018.

**Rapid Prototype Pilot (RPP):** Tests incrementally improved versions of the NP2 system across the entire fleet, building upon improvements identified in Field Test #1. Testing begins in early 2018 and continues until FOC.
Timeline & Return on Investment

The initial test has successfully identified improvement opportunities for further testing and will conclude in early 2018. Beginning in early 2018, RPP will build upon foundational improvement opportunities that were identified in Field Test #1, while testing expanded functionalities and integrated business processes across all Navy populations, including active duty, reserve component, and midshipmen personnel.

Incremental testing of improved NP2 versions through field tests allows the Navy to deliver improved personnel and pay support for Sailors, while maintaining existing systems and processes to continue day-to-day operations during the transition.

NP2 Capabilities Under Development in Rapid Prototype Pilot
About MPT&E

MPT&E recruits, develops, manages, and distributes America’s best and brightest to project naval power today and in the future, as well as meet the needs of our Sailors and their families, the Navy, and the Nation.

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