



Human Resources Support (FM 1-0)

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This publication, “Human Resources Support (FM 1-0),” provides fundamental principles to help guide actions, make decisions, and establish policies in support of national objectives. Field Manual (FM) 1-0 is the Army’s single source of doctrine for Human Resources (HR) Support. It describes HR doctrine and how it fits into the Army’s current and future operational concept across the full spectrum of conflict. Execution of this doctrine requires well-trained, values-based Soldiers imbued in the Warrior Ethos who are capable of operating in a Joint or unified environment. FM 1-0 promotes a common understanding of HR support fundamentals. This manual does not dictate procedures for any particular operational scenario, nor does it provide specific system procedures for HR enablers. It provides the doctrinal base for developing operation plans (OPLANs) and standing operating procedures (SOPs). Leaders and HR operators at all levels must apply these fundamentals using Army planning and decision making processes. This publication is an authoritative guide that requires judgment in application. As the Army continues transformation to brigade-centric operations, HR support operations remain relevant and agile by capitalizing on technological advancements and system capabilities to provide timely and accurate information to commanders. These changes include how we are organized, how we are supported, and how we support other units. This approach allows HR providers to understand their responsibilities while executing traditional functions more responsively at lower unit levels. All previous functions remain intact, but have been consolidated into four HR core competencies that encompass all HR functions and tasks. The competencies are: Man the Force, Provide HR Services, Coordinate Personnel Support, and Conduct HR Planning and Operations. This change reflects a detailed analysis of critical HR tasks as they relate to operational and tactical environments and aligns HR tasks with those contained in the upcoming FM 7-15, The Army Universal Task List (AUTL). Chapter 1 describes HR objectives, enduring principles, discusses the core competencies and essential functions of HR Support, and describes the HR community command and control relationships with the sustainment community. Chapter 2 describes standard requirements code (SRC) 12 and other organizations that provide HR support, how they are organized, and their support requirements. Chapter 3 describes the core competency of Man the Force and includes the functions of Personnel Readiness Management (PRM), Personnel Accountability (PA), Strength Reporting (SR), Retention Operations, and Personnel Information Management (PIM). Chapter 4 describes the core competency of Provide HR Services and discusses Essential Personnel Services (EPS) (to include military pay transactions), Postal Operations, and Casualty Operations. Chapter 5 discusses the core competency of Coordinate Personnel Support and includes those tasks which battalion S-1s and above are required to coordinate. It also briefly describes Band Operations. Chapter 6 discusses the core competency of Conduct HR Planning and Operations and includes Operations of HR Command and Control Nodes, establishing SOPs and operation orders (OPORDs), and HR staff operations. The appendices are planning and management tools for conducting HR rear detachment operations, theater opening and redeployment, casualty estimations, and civilian support.

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