



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

SAMR

0 9 NOV 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: New Beginnings Communication Package

1. The National Defense Authorization Act (NDAA) for Fiscal Year 2010, provided the Secretary of Defense authority to promulgate agency rules and regulations on several matters including providing for a new performance management program and redesign procedures for use in the Department of Defense (DoD) to make appointments to positions within the competitive service. In turn, Congress amended section 9902 of Title 5, United States Code, to require the Secretary of Defense to involve employees and their exclusive representatives, as appropriate, to design and implement new authorities and practices for these new personnel authorities.
2. New Beginnings is a collaborative process focused on developing and implementing new personnel authorities by institutionalizing a culture of high performance through greater employee/supervisor communication and accountability, increased employee engagement, transparent processes, and improved capabilities in recruiting, developing, and rewarding our workforce. The development of the New Beginnings recommendations and implementation process has been a fully collaborative effort of management and the DoD unions holding national consultation rights.
3. One of the key features of the New Beginnings efforts is the establishment of the Defense Performance Management and Appraisal Program (DPMAP) a Department-wide performance management program linking individual performance to DoD values and organizational mission that will ensure ongoing recognition and communication between employees and supervisors throughout the appraisal cycle. Under the provisions of 5 U.S.C. § 9902 DoD, in coordination with the Office of Personnel Management, has been working closely with the Components and unions holding national consultation rights in developing the DoD Civilian Personnel Management and Appraisal Program that is fair, credible, and transparent. In addition to developing DPMAP, another initiative under the auspices of the New Beginnings Program is the Department's effort to improve the capabilities in recruiting, developing, and rewarding our workforce.
4. The Secretary of the Army fully supports the New Beginnings efforts, and expects DPMAP, once finalized, will be embraced by Army managers, supervisors, and employees as a means for greater employee engagement and open communications.

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DPMAP will institutionalize a culture of high performance through greater employee-supervisor communications, ongoing feedback, accountability and emphasis on the strategic link between organizational goals and employee performance. The Department will deploy the system in a three phased approach beginning in April 2016. Transition is expected to be completed by April 2018. Other New Beginnings initiatives will place emphasis on supervisor selection, training and development, and the hiring processes.

5. DoD developed the attached communication packages that will assist the Component organizations and commands in sharing the current status of the New Beginnings efforts. I encourage you to review the attached documents and use the talking points whenever you communicate with your workforce and as you deem appropriate. There are no restrictions on the use of the material. I expect your full support and endorsement of New Beginnings and am relying on you to champion the culture change from the highest leadership levels.

6. You are reminded to fulfill all labor relations obligations in the communication of this information. Your servicing Civilian Personnel Advisory Center (CPAC) will be able to provide guidance on these obligations.

7. Questions concerning New Beginnings can be addressed to Ms. Constance Ray, constance.b.ray2.civ@mail.mil at 703-695-5149. Questions regarding labor relations obligations should be addressed to Ms. Kelly Smith, kelly.b.smith.civ@mail.mil at 703-806-4032.



Debra S. Wada
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

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