



DoD Civilian Human Capital Accountability System (CHCAS)

ACCOUNTABILITY

OPM defines **Accountability** as a system that contributes to agency performance by monitoring and evaluating the results of its human capital management policies, programs, and activities; by analyzing compliance with merit system principles; and by identifying and monitoring necessary improvements



Did You Know

- ◆ Data-driven HC decisions are the hallmark of an effective accountability system
- ◆ HC decisions are routinely informed by valid, reliable, complete and current data
- ◆ Agency leaders use HC data to manage risk and highlight areas before crises develop
- ◆ Performance/HC measures distilled to a vital few and are part of strategic planning process
- ◆ Workforce profile data, performance goals and measures and risk areas are reflected in workforce planning documents

The legal, regulatory, and policy references that govern human capital accountability include:

The Law

Functions of the OPM Director

- ◆ 5 U.S.C. 1103

Delegation of authority for personnel management

- ◆ 5 U.S.C. 1104

The Merit System Principles

- ◆ 5 U.S.C. 2301

Prohibited Personnel Practices

- ◆ 5 U.S.C. 2302

The Human Capital Assessment and Accountability Framework

- ◆ 5 CFR 250

Resource Listing

HCAAF Website:

<http://www.opm.gov/HumanCapital/tool/index>

CPMS Website:

<http://www.cpms.osd.mil/aed>

Strategic Management of Human Capital Website:

<http://www.opm.gov/StrategicManagementofHumanCapital/index.asp>