



# Field Manual FM 1-0 Human Resources Support April 2014

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This publication, Field Manual FM 1-0 Human Resources Support April 2014, provides the fundamentals, principles, and concepts of Army human resources (HR) support doctrine. It provides the doctrinal bases for developing operational plans (OPLANS) and standard operating procedures (SOPs) that support national objectives that reinforce the Army's vision that Soldiers and readiness are the principle focus of HR support. This publication applies to the range of military operations and supports Army doctrine publication (ADP) 3-0, Unified Land Operations and ADP 4-0, Sustainment. The principle audience for FM 1-0 is all members of the profession of arms. Commanders and staffs of Army headquarters serving as joint task force or multinational headquarters should also refer to applicable joint or multinational doctrine concerning the range of military operations and joint or multinational forces. Trainers and educators throughout the Army will also use this manual. Field manual (FM) 1-0, Human Resources Support, is the second revision of this publication. FM 1-0 provides human resources professionals and commanders an understanding of how human resources support contributes to current and future operations and how human resources professionals, organizations, and systems play an increasingly critical role in support of the total force. This manual provides basic doctrinal discussion on the organization and operations of human resources entities within the Army, as well as standard requirements code (SRC) -12, Adjutant General Corps, organizations. FM 1-0 makes numerous changes from the first version. The most significant is the elimination of all the appendices included in the previous version. This information has been modified and embedded throughout the publication which has increased by two chapters from the first version. FM 1-0 contains eight chapters. Chapter 1 discusses human resources support at the tactical, operational, and strategic levels, in the context of HR objectives, enduring principles, and focus of HR support. The chapter also more clearly articulates the role of the Adjutant than previously published. Chapter 2 provides an overview of HR organizations and staff elements, including SRC-12 organizations. This chapter provides recommendations for home station employment of the aforementioned organizations, while also discussing HR rear detachment responsibilities previously addressed in appendix A. Chapter 3 through 6 discuss the four HR core competencies of man the force, provide HR services, coordinate personnel support, and conduct HR planning and operations. A section covering HR automations support is now included in chapter 3, detailing the many HR enabling systems. Additionally, chapter 5 further defines command interest programs and program oversight responsibilities. Chapter 7 was formerly appendix B. This chapter discusses theater opening operations and redeployment operations. Chapter 8 was formerly appendix D. This chapter covers civilian support to include contractor support. FM 1-0 was developed in close coordination with the United States Army Combined Arms Support Command and input taken throughout the Army human resources community.

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