



Revised OER HR-Specific Training

MOD 4



U.S. ARMY

Agenda

- **Rating Scheme**
- **Changes to Policy (IR)**
- **Evaluation Reporting System (ERS)**
- **Evaluation Entry System (EES)**
 - **Delegates**
 - **Vignettes**
- **FAQs**



U.S. ARMY

Standard Rating Scheme

1	Rated Officer	Rater	Intermediate Rater	Senior Rater	Supplementary Reviewer (Identify for when/if required)	OER History
NAME:						Last Eval Type and Thru Date:
Rank:						Next Projected Eval/Loss:
DOR:						
Duty Title:						
Email Address:						
Effective Date:						
Number of Rated Officers in grade						

2	Rated NCO	Rater	Senior Rater	Reviewer	Enlisted Senior Advisor (1SG, SGM, CSM):	OER History
NAME:						Last Eval Type and Thru Date:
Rank:						Next Projected Eval/Loss:
DOR:						
Duty Title:						
Email Address:						
Effective Date:						

Prepared by:

Approved by:



Policy Changes

The 38th CSA asked us to look at methods to combat pooling: Pooling is basically defined as “Elevating the rating chain beyond the senior rater’s ability to know the officer, in an attempt to provide ACOM protection for a specific group of officers or avoid small rating populations”

Pooling is counter to intent and spirit of the evaluation system, erodes confidence in the fairness and equity of the system and we know that properly designated rating officials are in the optimal position to provide the best evaluation of an officer’s performance and potential.

As a result, HRC will include language discouraging pooling via regulatory guidance . Thereby we will raise visibility of issue in a public forum which has not previously been done and still allow commanders and senior leaders to be responsible for designating rating schemes

Example: AR 623-3 Para 2-5:

AS READS: "The Rater **will normally** be the immediate supervisor of....."

WILL READ: "The Rater **will be** the immediate supervisor of..."

Para 2-7

AS READS: "The SR **will normally** be the immediate supervisor of....."

WILL READ: "The SR **will be** the immediate supervisor of the Rater..."

Will add "note" throughout regulation at applicable locations (i.e. Managing the Rating Chain, Roles and Responsibilities, etc.) that brings "Pooling" to light.



IWRS Now ERS



Evaluation Reporting System (ERS)

U.S. Army Human Resources Command

You are accessing a U.S. government (USG) information system (IS) that is provided for USG-authorized use only. By using this IS (which includes any device attached to this IS), you consent to the following conditions:

- The USG routinely intercepts and monitors communications on this IS for purposes including, but not limited to, penetration testing, COMSEC monitoring, network operations and defense, personnel misconduct (PM), law enforcement (LE), and counterintelligence (CI) investigations.
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You must accept the terms in order to continue.

I agree to the terms of the User Agreement.

Continue to SEPS

<http://hrcbistage.hrc.army.mil:7001/ERS/>



Evaluation Reporting System Landing Page

U.S. ARMY

Evaluation Reporting System (ERS)

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Evaluation Reporting System (ERS)

U.S. Army Human Resources Command

Basic Reports

By Individual Look Up

Senior Rater Report Status

Evaluation by Status Code

Eligible for Annual Reports

Display by UIC

Evaluation Status by Thru Date

Evaluation Status by THRU Date/SR Rater

Evaluation Status by THRU Date/UIC

Evaluation Status by THRU Date/CMD

Evaluation Status by THRU Date/State

Late Reports by

Late Reports by Senior Rater

Late Reports by State/UIC

Late Reports by State/CMD

OERs Late Report by Command & Unit Code

Summary Reports

Evaluation Summary

Evaluation Summary by State

Disclaimer: This application is supported by Microsoft Internet Explorer 7.X and above with High Encryption Pack for Secure Sockets Layer (128-bit) encryption.

Please upgrade your browser if necessary to view the features of this site.

For optimum presentation, a screen resolution setting of 1280 x 800 pixels is recommended.

Policy Questions: (502)613-9019, DSN: 983-9019, Email: HRC.TAGD.EVALPOLICY@CONUS.ARMY.MIL



Search by Individual (SSN)

By Individual Lookup

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By Individual Look Up

FOR OFFICIAL USE ONLY

Report Purpose: To display administrative information (HQDA ID#, Date Received, FROM date, THRU date, type of report, status and any administrative notes if errors or problems with that report have been identified) for OER, NCOER, or AER associated with a SSN.

By Individual: This report reflects information on evaluations received at HQDA level, written on officers and noncommissioned officers, regardless of component (except for ARNG NCO).

AER information may or may not be reflected in this IWRS report. If AERS are in the AMHRR, they do not need to appear here. This report does not reflect any evaluations which are classified and processed under the classified system. AR 623-3 and DA PAM 623-3 contain the policy and process for military evaluations.

* SSN:

OK Reset ▾

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U.S. ARMY

Evaluation History for Soldier (SSN)

By Individual Lookup

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Evaluation Reports Available By Individual Look Up

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Time run: 10/31/2013 9:28:36 AM

Report Purpose: To display administrative information (HQDA ID#, Date Received, FROM date, THRU date, type of report, status and any administrative notes if errors or problems with that report have been identified) for OER, NCOER, or AER associated with a SSN.

By Individual: This report reflects information on evaluations received at HQDA level, written on officers and noncommissioned officers, regardless of component (except for ARNG NCO).

AER information may or may not be reflected in this IWRS report. If AERS are in the AMHRR, they do not need to appear here. This report does not reflect any evaluations which are classified and processed under the classified system. AR 623-3 and DA PAM 623-3 contain the policy and process for military evaluations

Eval ID	Received Date	From Date	Thru Date	Eval Type	Current Status	Admin Notes
00212164	19991230	19990524	19991014	Service School Academic Evaluation Report	Completed	
00285788	20000724	19991015	20000616	Officer Evaluation Report	Completed	
00386173	20010718	20000617	20010515	Officer Evaluation Report	Completed	
00414298	20011009	20010516	20010817	Officer Evaluation Report	Completed	
00503079	20020814	20010818	20020702	Officer Evaluation Report	Completed	
00565264	20030527	20020702	20030509	Service School Academic Evaluation Report	Completed	
00691923	20040702	20030510	20040509	Officer Evaluation Report	Completed	
00766166	20050209	20040510	20041231	Officer Evaluation Report	Completed	
00797778	20050504	20050101	20050430	Officer Evaluation Report	Completed	
00939219	20060707	20050501	20060430	Officer Evaluation Report	Completed	
01853876	20070716	20060501	20070430	Officer Evaluation Report	Completed	
03695967	20080612	20070501	20080430	Officer Evaluation Report	Completed	
04299650	20090703	20080501	20090430	Officer Evaluation Report	Completed	
04874526	20100722	20090501	20100430	Officer Evaluation Report	Completed	
05355411	20110408	20100501	20110408	Officer Evaluation Report	Completed	
07017800	20130906	20110409	20130704	Officer Evaluation Report	Completed	

A completed copy of the OER/AER/NCOER can be accessed/viewed on [QMPF on-line](#) through Army Knowledge Online(AKO).

Evaluation Reports Available By Individual Look Up

FOR OFFICIAL USE ONLY



Evaluation Summary

EVALUATION SUMMARY by STATE

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This Evaluation Summary reflects OERs/NCOERs received at HQDA

Select DATE and STATE

1. Purpose: This report reflects summarized counts on all OER & NCOER regardless of component (except for ARNG NCOER) which have thru dates falling between specified period of time.
2. This report does not reflect any reports which are classified and processed under the classified system or AER.
3. AR 623-3 and DA PAM 623-3 contain the policy and process for military evaluations.

Due to the Volume of data related directly to the state of Texas, between dates must be limited to between 1 and 6 months.

* Received Date (YYYYMMDD) Between -

STATE :

UIC :

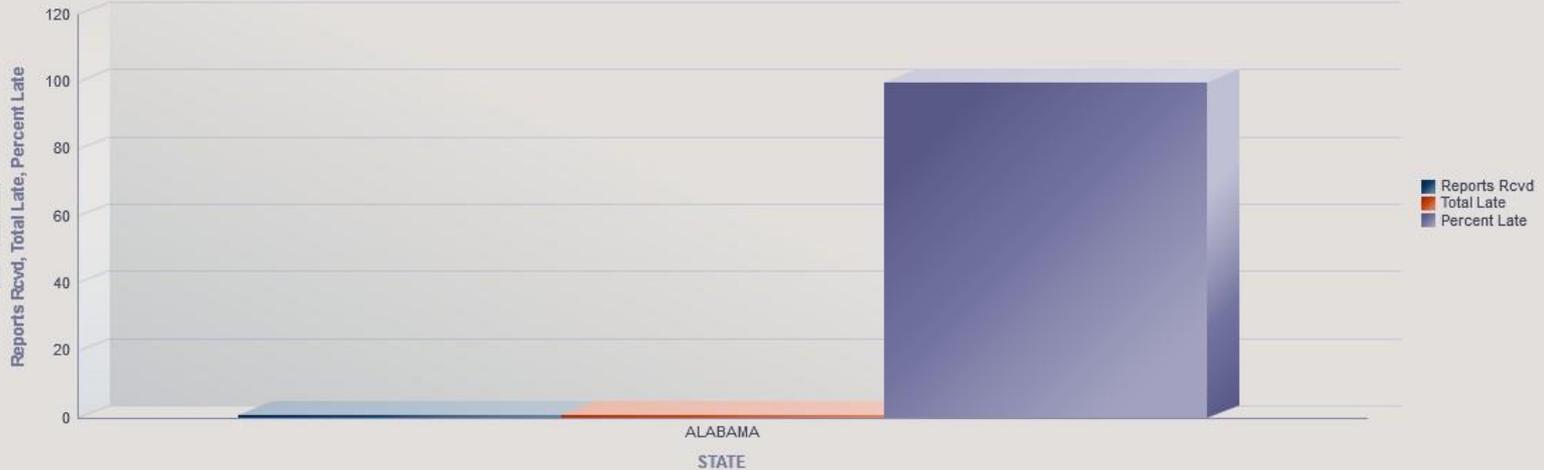
COMMAND :

COMPONENT :

Evaluation Summary for OERs

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Time run: 11/5/2013 10:21:39 AM



	Reports Rcvd	Total Late	Percent Late
ALABAMA	1	1	100.00%
Grand Total	1	1	100.00%



- At this point in the discussion, students will log in to EES
 - Go to <https://evaluations.hrc.army.mil>
 - Review Manage Delegates Function (is not yet complete)
- Follow the vignettes by creating a OER Support Form
 - Creating an OER from an OER Support Form
 - Creating an additional OER
 - Creating a third OER to observe the Managed Rater Profile