

DEPARTMENT OF THE NAVY
NAVAL SEA SYSTEMS COMMAND, WASHINGTON NAVY YARD, DC 20376-4065
NAVAL SUPPLY SYSTEMS COMMAND, MECHANICSBURG, PA 17055-0791
SPACE AND NAVAL WARFARE SYSTEMS COMMAND, SAN DIEGO, CA 92110-3127
NAVAL AIR SYSTEMS COMMAND, PATUXENT RIVER, MD 20670-1547

NAVAIR
5400
Ser 00/ 627
22 Oct 03
NAVSUP
5400
Ser 00/036
OCT 04 2003

SPAWAR
5400
Ser 00/367
OCT 17 2003
NAVSEA
5400
Ser 00/087
22 Oct 03

VIRTUAL SYSCOM MEMORANDUM OF AGREEMENT - VS-MOA-08
BETWEEN
NAVAL SEA SYSTEMS COMMAND,
NAVAL SUPPLY SYSTEMS COMMAND,
SPACE AND NAVAL WARFARE SYSTEMS COMMAND,
AND
NAVAL AIR SYSTEMS COMMAND

Subj: MEMORANDUM OF AGREEMENT (MOA) TO ACHIEVE A MORE COMMON
APPROACH TO HUMAN SYSTEMS INTEGRATION

Encl: (1) Areas of Consideration in the SYSCOM Review of Human
Systems Integration

1. The intent of this MOA is to identify and define the inter/intra SYSCOM roles necessary to support and implement Human Systems Integration (HSI). As a working definition HSI optimizes the total "human system" by integrating human factors engineering; manpower, personnel, training; health and safety, personnel survivability factors; and habitability considerations into the system acquisition through the life cycle.¹

2. The overarching goal of this MOA is to determine better ways to align and transform the execution of these functions and move toward a more common process where appropriate. Recommendations for change, shifting to a more common process, or adoption of HSI best practices will be presented to the SYSCOM Commanders for decision. Initially NAVSEA will coordinate joint SYSCOM working group meetings to develop a set of proposals that will then be presented in draft form to the Virtual SYSCOM. Fleet Type Commanders/Commander Fleet Forces Command (CFFC) and sponsors will be consulted as well. Final proposals will be

¹ DoDI 5000.2

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reviewed and approved by the SYSCOM Commanders. Initial deliverables and deadlines will be determined at the first meeting of the HSI group. The working group lead will rotate annually.

3. At a minimum the initial review and recommendations will address the support areas listed in enclosure (1). Some of these issues can be considered across the Navy, whereas some may be unique to maritime or aviation programs. Nonetheless discussions and recommendations in each case will be shared across the Virtual SYSCOM.

4. The results of this effort may lead to changes in operational and internal processes as well as influencing workload and workforce. With more common support processes, and better integration across product lines and business units, improved efficiency and integration as well as lower overall costs and cycle time should be realized. The working group will develop a charter that will include annual goals.

For the Virtual SYSCOM:



C. H. JOHNSTON
Commander (Acting)
Naval Air Systems Command



K. D. SLAGHT
Commander
Space and Naval Warfare
Systems Command



J. D. McCARTHY
Commander
Naval Supply Systems Command



P. M. BALISLE
Commander
Naval Sea Systems Command

AREAS OF CONSIDERATION IN THE SYSCOM
REVIEW OF HUMAN SYSTEMS INTEGRATION

1. **Policy and Process Coordination.** Review current SYSCOM Human Systems Integration policy and guidance to find opportunities for better alignment and improvement, discuss criteria for success and ways to assist programs in meeting these criteria.
2. **Application of HSI processes to reduce Total Ownership Cost (TOC).** Examine and make recommendations to develop standards among the SYSCOM/PEO Programs. Assess current TOC analysis processes and recommend how these functions may be better accomplished and aligned.
3. **Fleet Support in HSI areas.** Examine and make recommendations to improve coordination among the various existing waterfront Fleet Support and Training organizations, Navy Personnel Development Command, Navy Learning Centers, Acquisition Program Managers and the HSI community. The goal is to ensure that HSI related issues are forwarded to CFFC for validation of requirements and OPNAV for sponsorship and recourse allocation. Lessons learned should be identified and shared across the SYSCOM's HSI community. HSI related fleet issues should be tracked by the appropriate HSI team for follow-on actions.
4. **HSI Information Technology (IT).** Examine the ability to share HSI IT systems and tools currently operated by the SYSCOMs. Make recommendations for improved integration and business operations and recommend a strategy that leverages current and future IT investments.
5. **Common HSI Functions and Programs.** Develop/agree to a common terminology that will be used when discussing fundamental HSI issues/requirements. Review other areas of HSI functions such as achieving a more common approach and technical architecture for products and support systems, goals and programs not specifically mentioned above, and determine whether improvements in these arenas within the SYSCOMs are warranted. Additionally, identify and coordinate potential collaborative HSI research and development efforts. This will include coordination with all affected stakeholders.
6. **HSI Workforce Training.** Work together to develop, provide and share HSI related training that is fundamental to all HSI initiatives. Specific tailoring of the HSI fundamentals relative to SYSCOM unique applications remains the responsibility of each SYSCOM.