

Exception of Healthcare Positions from NSPS Transition

On May 27, 2010 and amended June 17, 2010, the NSPS Transition Office granted an exception to allow healthcare positions in 30 occupations to continue to be filled under NSPS until a new system is developed for them or until the termination of NSPS on December 31, 2011.

The exception will provide the Department with sufficient time to explore the appointing and pay flexibilities available under chapter 74 of Title 38 to:

- Enhance its ability to recruit, employ and retain civilian healthcare professionals
- Align employment and compensation practices with the Department of Veterans Affairs
- Remain competitive with the private sector

The Office of the Assistant Secretary of Defense for Health Affairs is responsible for the design and development of the new system. For information about the new system:

Visit:

http://www.health.mil/About_MHS/Organizations/MHS_Offices_and_Programs/People/Home.aspx

Contact: Leigh Ann Watts via phone at: (703) 681-1698 and via email at: C.HOSP@ha.osd.mil

Physicians and dentists, also a part of the healthcare community and exempt from transitioning to the GS system, will be covered under the Physician and Dentist Pay Plan (PDPP). To read DoD Instruction 1400.25, Vol. 543, visit:

<http://www.dtic.mil/whs/directives/corres/pdf/1400.25-V543.pdf>

For information about PDPP contact:

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FREQUENTLY ASKED QUESTIONS

Question: Is the exception identified in the May 27 and June 17 memoranda that covers healthcare positions within 30 occupations discretionary or mandatory?

Answer: It is a mandatory exception applicable to all organizations with employees in positions that fall under the 30 healthcare occupations listed in the memorandum (see list on page 3 of this fact sheet).

Question: Who determined which healthcare occupations are exempt?

Answer: OSD Health Affairs and the Components identified the occupations and the NSPSTO provided the specific exceptions.

Question: Will a GS employee who currently works in a healthcare position that falls within the 30 occupations convert to NSPS?

Answer: No. GS employees will not convert to NSPS.

Question: Are physicians and dentists going to be part of the new system?

Answer: No. Physicians and dentists will be covered under the PDPP. However, as a result, NSPS physicians and dentists are excluded from the transition out of NSPS pending conversion into the PDPP.

Question: Will NSPS physicians and dentists transition directly to the PDPP?

Answer: That is the current plan; however, the specific processes and procedures for the transition of NSPS physicians and dentists into the PDPP have not been developed.

Question: How do we handle the performance management process for the healthcare employees who remain in NSPS after the organizations transition?

Answer: Employees excluded from transition are covered by the NSPS performance management system as long as they remain in NSPS

Question: How will pay pools be constructed for employees in healthcare positions who remain in NSPS?

Answer: Guidance regarding pay pool construction is covered in Chapter 5 of the *NSPS to GS Transition Guide* for HR Practitioners and in Component guidance.

Question: Who can I contact for general information about the transition from NSPS?

Answer: Please contact your Component NSPS Transition Program Management Office using the following links:

- Air Force at [NSPSworkflow-HQ AF](#) (global e-mail inbox)
- Army Civilian Personnel On-Line at <http://www.cpol.army.mil/library/general/nsps/>
- Fourth Estate at <http://www.whs.mil/hrd/nsps>
- Navy at <http://www.public.navy.mil/donhr/compensation/paysystems/Pages/NSPS.aspx>

30 Occupations	Occupational Title	Occupational Series
1	Psychologists	180
2	Social Workers	185
3	Chiropractors	601
4	Physician Assistants	603
5	Nurse	610
6	Practical Nurse	620
7	Dietitian/Nutritionist	630
8	Occupational Therapists	631
9	Physical Therapists	633
10	Rehabilitation Therapy Assistant	636
11	Nuclear Medicine Technician	642
12	Medical Technologist	644
13	Diagnostic Radiologic Technologist	647
14	Therapeutic Radiologic Technologist	648
15	Medical Instrument Technician	649
16	Respiratory Therapist	651
17	Pharmacists	660
18	Pharmacy Technician	661
19	Optometrists	662
20	Audiologist/Speech Pathologist	665
21	Orthotists/Prosthetists	667
22	Podiatrists	668
23	Medical Records Administration	669
24	Medical Records Technician	675
25	Dental Assistant	681
26	Dental Hygienist	682
27	Dental Laboratory Technician	683
28	Industrial Hygienist	690
29	Veterinarian	701
30	Biomedical Engineer	858