



*United States Army Dental Command*

# **CIVILIAN HUMAN RESOURCES UPDATE**

April 2008

## **NSPS Mock Pay Pool Sessions Approaching**

The next round of mock pay pools is scheduled for May 1-2 (Europe) and May 14-15 (CONUS/Pacific). During the session panel members will review performance plans and interim review input and offer recommendations on how objectives and assessment statements can be strengthened. Employee interim review input is due 11 April 2008. Rating official/higher level review input should be complete by 25 April 2008. Tele-training sessions covering the interim review process are scheduled for 3 & 8 April 2008. Contact [john.heath@us.army.mil](mailto:john.heath@us.army.mil) for additional information or to schedule your site to participate.

## **Job Objective Library Expanded**

The NSPS objective library has recently been expanded to include 30 new objectives covering 10 different occupations. The occupations covered include YA-1910-02 Quality Assurance Spec (Subsistence), YB-0203-01 Human Resources Tech (Military), YB-0303-02 Admin Support Technician, YB-0305-01 Mail Clerk, YB-0326-01 Office Automation Technician, YB-0561-01 Budget Technician, YB-0679-01 Medical Support Assistant, YB-2005-02 Supply Technician, YE-1311-01 Physical Science Tech and YH-1320-02 Chemist. Each sample includes a title, objective text, measurable component and suggested contributing factors. You can access the library at: <https://www.us.army.mil/suite/kc/7547401> (requires AKO access).

## **Civilian Leader Development Opportunities Available**

The Army has developed a progressive leader development system that includes four sequential courses.

- The Foundation Course is an online program designed to familiarize civilians with Army values and customs and help them acquire foundation competencies for leader development.
- The Basic Course teaches students to apply basic leadership skills to effectively lead and care for small teams, apply effective communication skills, and develop and mentor subordinates.
- The Intermediate Course covers human and financial resources; direct program management and systems integration.
- The Advanced Course provides skills for leading a complex organization; leading change; inspiring vision and creativity.

The final three courses include online and resident components. Registration is accomplished online using the [Civilian Human Resource Training Application System](#) (CHRTAS) and attendance is centrally funded. For additional information on the Civilian Education System (CES) visit: [www.amsc.belvoir.army.mil/ces](http://www.amsc.belvoir.army.mil/ces).

*A monthly publication of the United State's Army Dental Command.*