



*United States Army Dental Command*

# **CIVILIAN HUMAN RESOURCES UPDATE**

March 2010

## ***TRANSITION OUT OF NSPS TO BEGIN THIS SUMMER***

The Department of the Army will begin transitioning National Security Personnel System (NSPS) employee back to the General Schedule (GS) system this summer. It is expected that most command positions will convert in the June timeframe. Dentists, physicians and employees at BRAC sites such as Walter Reed will not convert in 2010. The DOD medical community has requested that conversion be deferred for clinical positions. A decision is expected this month. New positions will be recruited under the GS system unless a specific exemption exists.

## ***NEW CES EQUIVALENCY PROCESS IMPLEMENTED***

Individuals applying for Army Civilian Education System (CES) courses can now satisfy prerequisites through an online equivalency process. Individuals requesting equivalency credit can submit supporting documentation (Certificate of Completion, SF 182, DA Form 1059, DD Form 1556, ARRTS Transcript, etc) online at: <https://www.atrrs.army.mil/channels/chrtas>.

Individuals may also request “constructive” credit for similar training taken through other sources. For Constructive Credit, applicants must submit a memorandum signed by their supervisor along with supporting documentation to [constructivecredit@conus.army.mil](mailto:constructivecredit@conus.army.mil).

## ***STUDENTS SOUGHT FOR DOD INTERN PROGRAM***

College are currently being sought for the 2010 DoD Centralized Intern Program. The program integrates academic theory with workplace experience that may serve as a pipeline to student employment programs and entry-level employment opportunities. Participants gain valuable work experience, understanding of DoD operations and increased professional networks. The 10-week paid program is expected to begin on June 7, 2010. The internship opportunities are located in the Washington D.C. Metropolitan area. Participants will receive round-trip transportation to the Washington D.C. Metropolitan area. Assistance with temporary housing arrangements (paid by the intern) is available on an as needed basis. Participants must be U.S. citizens, be enrolled in a 2 or 4-year accredited institution of higher education, and have a grade point average at a minimum of 3.0 on a 4 point scale. Applications are accepted online at: [http://www.godefense.com/dod\\_page29Dec09.html](http://www.godefense.com/dod_page29Dec09.html).

## ***NEW CIVILIAN PERFORMANCE MANAGEMENT GUIDE AVAILABLE***

A new guide has been published to assist supervisors manage civilian employee performance within the context of Department of Defense (DoD) performance management policy, guidance and standards. The content is organized into five sections: Planning for Performance; Monitoring Performance; Developing Performance; Rating Performance; and Rewarding Performance. The guide can be accessed online at:

[www.cpms.osd.mil/nsps/docs/mep\\_supervisor\\_guide.pdf](http://www.cpms.osd.mil/nsps/docs/mep_supervisor_guide.pdf).

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