

Table of Changes – NSPS to GS Guide for HR Practitioners

Date of last change: August 4, 2010

The HR Practitioner transition guidance is a living document that will continue to be updated throughout the NSPS to GS transition period. As the content is revised or supplemented, this table of changes will be updated as follows:

- Date of last change (above) will be updated to reflect most recent changes.
- Changes will be recorded in chronological order within the chapter sections below, including date, location, and content.
- Minor revisions that do not significantly change meaning/impact are not included.
- Changes to Chapter 6 will be specified in Appendix 6-A, *Updates to FAQs*.

As of the above date, the following changes have been made to this Guide:

Chapter 1 - General		
Change Date	Location	Content
March 5, 2010	Chapter 1	Initial guidance published
August 4, 2010	Sections I.C.3, I.C.4, and I.C.5	Added detailed guidance on healthcare occupations and deployed civilians in paragraphs 3 through 5, renumbered paragraphs accordingly
August 4, 2010	Section II.C.2	Added reference to 5 CFR 9901 Subpart D and Chapter 5
August 4, 2010	Appendix 1-A	Added Appendix 1-A, <i>Guidance Governing the Transition Period – Prior to Termination of December 2009</i>
August 4, 2010	Appendix 1-B	Added Appendix 1-B, including the exclusion and amendment memoranda for healthcare positions
August 4, 2010	Appendix 1-C	Added Appendix 1-C on exclusion for deployed civilians

Chapter 2 – Position Classification		
Change Date	Location	Content
January 22, 2010	Chapter 2	Initial guidance published
March 5, 2010	Republished	Edited and merged with other chapters for publication
August 4, 2010	Section I.F.1.b	Deleted example. It is possible for the Deputy to a YC-3 to transition as a GS-15 based on non-supervisory duties.
August 4, 2010	Section III.A.3., III.C., and Appendix 2-E	Added advisory of OPM plan to establish Explosive Safety Specialist (0017) as a GS series
August 4, 2010	Appendix 2-D, Section B	Clarified AcqDemo transition process
August 4, 2010	Appendix 2-D, Section D	Added reference to healthcare position exclusion

Chapter 3 – Pay Upon Transition		
Change Date	Location	Content
March 5, 2010	Chapter 3	Initial guidance published
August 4, 2010	Section I.A.	Added CFR definition of “adjusted salary”
August 4, 2010	Section II.A.	Revised in its entirety to comply with NDAA 2010, section 1113(c)(1)
August 4, 2010	Section II.B.3.	Added to address pay setting for those on temporary assignments as of the date of transition, renumbered following bullets accordingly
August 4, 2010	Section II.B.7.	Added reminder that employees placed on pay retention must have written notice
August 4, 2010	Section II.C.3.	Added advisory that the State Department has approved the grandfathering Living Quarters Allowances for transitioning NSPS employees
August 4, 2010	Section II.D.3.	Added a reminder that accelerated promotion agreements with OPM should be revalidated
August 4, 2010	Section II.E.	Revised in its entirety to comply with NDAA 2010, section 1113(c)(1)
August 4, 2010	Appendix 3-A	Added pay setting examples 4-15
August 4, 2010	Appendix 3-B	Added comparison of <i>Night Pay</i> and revised <i>Foreign Differentials and Allowances</i> to reflect grandfathering of Living Quarters Allowances

Chapter 4 – Staffing		
Change Date	Location	Content
March 5, 2010	Chapter 4	Initial guidance published
August 4, 2010	Section 1.B.	Revised based on OPM’s amendment to the time-in-grade waiver
August 4, 2010	Section III.E. Remarks table	Corrected first table entry from “ZLM” to “ZZZ”; Added remarks P05 and P07 regarding special salary rates.
August 4, 2010	Section III.E. Table Notes	Revised to clarify OPM waiver specifications regarding time-in-grade and the duration of temporary appointments
August 4, 2010	Section III.F.5.	Revised to reflect changes in pay administration and time-in-grade waiver
August 4, 2010	Section III.F.10.	Added to clarify order of processing based on regulatory guidance
August 4, 2010	Section III.F.11.	Added guidance on the transition of deployed civilians
August 4, 2010	Section III.J.	Revised to reflect pay setting for employees on temporary assignments at the time of transition
August 4, 2010	Section III.M.3.	Revised to address exception for healthcare positions
August 4, 2010	Appendix 4-A	Revised to add amendment from OPM
August 4, 2010	Appendix 4-B	Added to support practitioners in adjudicating time-in-grade

Chapter 5 – Performance Management		
Change Date	Location	Content
July 23, 2010	Chapter 5	Initial guidance published

Chapter 6 – Frequently Asked Questions (FAQs)		
Change Date	Location	Content
Mar 11, 2010	Chapter 6	FAQs added to Guide
	Throughout chapter	See Appendix 6-A for specifics