

TAB

Item II A 9 - Promotion/Assignment Criteria

Office of Personnel Comments

It is the Office of Personnel's recommendation, which supports the NFAC policy, that each Career Service utilize its current panel structure, or alternatively establish a separate panel, to monitor the Directorate rotational program both intra and inter, as well as assignments into the Service. The panel responsibility should include a commitment that quality standards in selection are maintained, monitoring of performance during the assignment, insuring appropriate panel consideration in promotion review and ranking. This level of panel could also undertake to review the lateral permanent transfers of employees between the Career Services, at least at the more senior grades.

The Office of Personnel would also endorse the recommendation that the formal rotation program and the monitoring responsibility be limited to the GS-14 and above employee. Rotation or transfers of lower graded employees would normally be in connection with the following of a career interest, versus development for positions of broad Agency responsibility and hence should not require senior level review.

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SUMMARY

Item II A 9 - Promotion Assignment Criteria. Design system to provide greater incentives for lateral assignment of employees, including both rotation and transfers, and incorporate in to panel system.

The Career Service responses were generally supportive of broader use of lateral assignments but raised several questions they felt need addressing if current programs are to be expanded.

	<u>Issue Raised By</u>
- dependent on magnitude of programs. There could be adverse impact on component PDP planning.	DDS&T
- quality standards which would preclude "dumping" one's undesirables	DDS&T
- level of assignments; it was felt GS 12-13 employees might be too junior as they are still learning substantive specialties	DDA
- appropriate placement on return	DDS&T
- monitoring while on rotation to ascertain they are not being penalized in promotion rankings	DDS&T

NFAC appears to have adequately addressed most of these issues in its paper. An Assignments Panel has been established in NFAC to review nominees for rotational assignment and the placement of these employees upon return to the Career Service, considering among other things the extent their rotational assignment may have increased their skills or enhanced their assignability within NFAC. The Panel has emphasized the selection for rotation of those employees assessed as "high potential" and on the PDP roster. This would seem to imbue positive connotations to inter-Directorate assignments. The DDA suggested as a possible incentive establishing the concept that rotational assignments, while not a requirement for promotion, be considered as favorable and positive factors in evaluating an officer.

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