



Frequently Asked Questions (FAQs)

Q. Does this mean that NSPS will be going away?

A. Yes, the enactment of NDAA 2010 means that NSPS will be terminated, but not immediately.

Q. What is the established timeline?

A. The legislation requires the Secretary of Defense to terminate NSPS and transition out all employees and positions not later than January 1, 2012.

Q. What are the next steps for the Department?

A. Within the prescribed timeframe, the Secretary has authority to carry out the transition and the Department will begin work with key stakeholders to develop a plan of action outlining the policies, processes, procedures and milestones that will be followed in accomplishing the transition.

Q. Now that NDAA for FY10 is enacted, how will the conversion work?

A. There are many issues that must be resolved and processes that must be worked out. The Department will not begin converting employees until we have a comprehensive plan of action and processes in place to ensure a smooth transition with the least amount of disruption to organizations and employees as possible.

Q. Will I still be rated under NSPS for the performance cycle that ended on September 30, 2009?

A. Yes, NSPS employees currently covered by NSPS will continue to follow NSPS regulations, policies and procedures until the transition takes place for their organization.

It is important to remember that, at this important time in the pay pool process, employees and managers have significant responsibilities in NSPS that must be accomplished. Evaluating and rewarding employee performance continues to be an important aspect of organizational success and individual employee pay.

Q. What pay system will we go into, once NSPS ends?

A. Across the Department, most of the NSPS workforce will convert to the General Schedule or their previous pay system. Additional guidance will be provided at the earliest opportunity.

Q. What about my pay and grade if I am returned to GS?

A. Employees will not be reduced in pay upon conversion. The grade of the position will be determined using the same procedures and criteria currently in use for GS employees.