



Career Development

sources System and the appeals process will be phased in once implementing issuances are in place and training is underway. Spiral One of the transition to NSPS, comprising approximately 270,000 employees, will be phased in over the next year. Spiral 1.1 organizations, with about 65,000 employees, should transition employees to new performance standards beginning in early 2006. These organizations will fully convert to NSPS after employees receive the January 2006 general pay increase and within grade buy-ins. As a result, no employees will lose pay upon conversion to NSPS.

Spiral 1.2 organizations will begin operating under the Human Resources and appeals system in spring 2006, with Spiral 1.3 conversions occurring later in the year. Subsequently, the rest of the eligible DoD civilian workforce will be incrementally phased-in, making necessary adjustments to NSPS as it goes forward.

“Moving forward, implementing the regulations will require a great deal of training and communications with employees to get this right. OPM stands ready to provide the support and technical assistance needed to ensure the success of the NSPS system,” said Office of Personnel Management director Linda Springer.

Communication is critical to the NSPS transition, and the Department of Defense has made a serious commitment to ensure employees receive the information and training they need throughout implementation of the program. In addition to the NSPS Web sites, DoD plans a robust training program on all elements of the new system.

The final regulations may be downloaded from the NSPS Web site at <<http://www.cpms.osd.mil/nsps>>.

CONTINUOUS LEARNING MODULES

The Defense Acquisition University now offers over 112 online, self-paced Continuous Learning modules with assessments and certificates as well as presentations intended for awareness only. Sixteen external courses sponsored by the Air Force Institute of Technology, the Air Force Center for Environmental Excellence, the General Services Administration, and the Section 508 Initiative are also provided. Browse a list of the modules and external courses at <<https://learn.dau.mil/html/clc/Clc.jsp>>. DAU continually develops and adds new offerings to the CLC site. Check this Web site frequently to see what's new.



From Our Readers

All About Inclusiveness

Thanks for the courage and good sense to include heretical thinking in the pages of *Defense AT&L*. First we had Dan and Quaid. Now it's the new gun in town (at least to me): H-Man.

As good scholarly journals should, we have "inclusiveness." This is a great and necessary antidote to politically choked, left-brain-bound, and painfully boring writing that often leaves pubs like *DAT&L* faithfully subscribed, but woefully underread and sitting in a stack on the office/cubicle shelf. Case in point: I recently had to convince a DAU prof. (remaining anonymous, of course) to start taking another look at *DAT&L*. There was downright free thinking in them thar pages!

As a veteran organizational and corporate maverick of the right-brained persuasion—living forever on the ragged edge of political correctness in this context—I say "thank you" for demonstrating that there are others like me out there in Fedlandia.

Finally, let the red flags of rebellion fly. This is the consciousness-raising phase. At our core, we should also rationalize this preference for action with a sense of simple values that give meaning to the sound and fury so that it *does* signify something: honesty, commitment, realism, mutual respect—to name a few.

This is a Transformation they never figured on.

Dick Field