

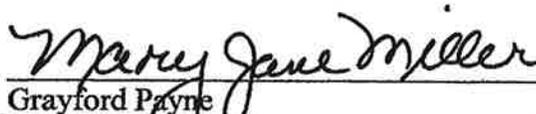
INDIAN AFFAIRS DIRECTIVES TRANSMITTAL SHEET

(modified DI-416)

DOCUMENT IDENTIFICATION NUMBER NPM-HR-3A2	SUBJECT Competitive Areas	RELEASE NUMBER # 08-40
FOR FURTHER INFORMATION Office of Human Capital Management		DATE 8/28/2008

EXPLANATION OF MATERIAL TRANSMITTED:

This amends NPM-HR-3A1, Competitive Areas, dated 03/22/07, by extending the "Expires" date to March 22, 2009. This policy remains in effect until it is incorporated into the Indian Affairs Manual. No changes have been made to the text.


 for Grayford Payne
 Acting Deputy Assistant Secretary – Indian Affairs (Management)

FILING INSTRUCTIONS:

Remove: None

Insert: NPM-H-3A2 (New)



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240



National Policy Memorandum

Assistant Secretary - Indian Affairs
Deputy Assistant Secretary - Management
Office of Human Capital Management

Number: NPM-HR-3A2
Title: Competitive Areas

Effective: 3/22/08
Expires: 3/22/09

1. Purpose

This memorandum amends NPM-HR-3A1, Competitive Areas, dated 03/22/07, by extending the "Expires" date to March 22, 2009.

2. Scope

IA policy regarding Competitive Areas is contained in NPM-HR-3, dated March 22, 2006. This policy applies to the Bureau of Indian Affairs (BIA), Bureau of Indian Education (BIE), and BIA organizations reporting to officials in the Office of the Assistant Secretary-Indian Affairs (AS-IA). This policy does not apply to AS-IA employees or to the Senior Executive Service. Reduction-in-force procedures for the senior executive service are addressed in 5 CFR 359 and 370 DM 920.

3. Policy

A competitive area establishes the boundaries within which employees compete for retention under the reduction-in-force regulations. Employees compete for retention only with other employees in the same competitive areas; they do not compete with employees in another competitive area. Competitive areas for reduction-in-force purposes are in NPM-HR-3. This policy remains in effect until it is incorporated into the Indian Affairs Manual. No changes have been made to the text.

4. Approvals

Mary Jane Miller
for Grayford Payne
Acting Deputy Assistant Secretary – Indian Affairs (Management)

8/28/2008
Date

#08-40 NPM-HR-3A2

Replaces NPM-HR-3A1, March 22, 2007 Release #07-20

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