

To assist you in selecting which hiring plan fits here are some brief descriptions.

MERIT PROMOTION PLAN (MPP)

Competitive Status Employees:

Current, Permanent Federal Employees or Reinstatement Eligible Individuals.
To find out if you may be reinstatement eligible please refer to this hyperlink;

[Former Federal employee reinstatement eligibility](#)

PHS Commissioned Corps Officers may also apply:

It is the responsibility of the Officer to submit sufficient information to permit this office to determine whether you meet the qualification requirements, including any selective placement factor.

Required Documentation

All applicants applying under this plan must submit a copy of their most recent Notification of Personnel Action (SF50-B).

EXCEPTED SERVICE EXAMINING PLAN (ESEP) Indian Preference

Individuals entitled to Indian Preference who wish to be considered for excepted appointment in Indian Health Service, under authority of 5 CFR, Part 213, Schedule A 213.3116 (b) (8).

Required Documentation

For verification of Indian Preference for employment you must submit (BIA Form 4432).
Current or former federal employees must submit most recent FINAL performance appraisal rating.

If you are selected and are a current, permanent Federal employee in the Competitive Service and are selected under (ESEP), you will be converted to an Excepted Service Appointment and required to sign a statement indicating that you voluntarily requested your application be considered under the ESEP and will be required to serve 3 years in the Excepted appointment in order to be converted to a competitive appointment and will be giving up any appeal rights under 5 CFR 432 and 752.

NOTE: Current IHS and Bureau of Indian Affairs (BIA) Indian Preference applicants, those eligible for reinstatement or transfers, must indicate on their application whether they are applying under the MPP, ESEP, or both. If not indicated, they will be considered under the MPP. Temporary IHS employees, Bureau of Indian Affairs Employees serving in an excepted appointment and other Indian Preference candidates will be evaluated under the ESEP.

DELEGATED EXAMINING PLAN (DEU)

Outside Applicants, any United States Citizen:

If you're a current Competitive status employee you may indicate on your resume and within the vacancy questions your request to be considered under the Delegated Examining Plan or Merit Promotion Plan or both.

VETERAN'S PREFERENCE

Veterans eligible for appointment under special appointing authorities may apply. Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

To find out if you may be eligible for Veteran's Preference please refer to this hyperlink:

[Veterans Information](#)

Required Documentation

DD214 and/or SF-15 if applicable. These documents must be submitted to Servicing Personnel Office to be reviewed, verified and applied to your application.

Please feel free to contact any IHS Human Resource Department if you have further questions.