

Hiring Flexibilities

Hiring Flexibilities You Can Use Now Without OPM Approval

Direct Hire Authorities (DHA) (Governmentwide and Already Approved) –

An agency may immediately appoint any qualified individual to the following medical occupations at all grades and geographic locations after issuing public notice: Diagnostic Radiologic Technologist, GS-0647; Medical Officer, GS-0602; Nurse, GS-0610, GS-0620; and Pharmacist, GS-0660. Hiring timeframes are reduced drastically because rating, ranking, and veterans' preference do not apply. However, OPM encourages appointing qualified veterans' preference eligibles whenever possible.

[Link to guidance](#)

30-Day Critical Need Appointment – This authority may be useful to immediately appoint individuals with specialized knowledge, skills, abilities, or competencies to address the outbreak while the agency explores other longer-term staffing options. Agencies may make 30-day appointments and may extend them for an additional 30 days. (5 CFR 213.3102(i)(2)) [Link to guidance](#)

1-Year, 1040 Work Hours per Year Appointments in Remote/Isolated Locations –

This authority may be useful to immediately handle an outbreak affecting only an isolated area. It allows 1-year, 1040 work hours per year in remote/isolated locations. Agencies may appoint individuals for up to 1 year to work less than 1040 hours per year. Appointments may be extended in 1-year increments indefinitely. (5 CFR 213.3102(i)(1))

[Link to guidance](#)

Reemploying Former Federal Employees – Agencies may reappoint people previously employed under a career or career-conditional appointment by reinstatement to a competitive service position. (5 CFR 315 subpart D) [Link to guidance](#)

Reemploying Annuitants Without Salary Offset Waiver – Agencies have the authority to reappoint individuals who are willing to work without a salary offset waiver through any applicable hiring authority (e.g., a temporary appointment under 5 CFR part 316). (5 U.S.C. 8344 or 8468)

[Link to guidance for CSRS annuitants](#)

[Link to guidance for FERS annuitants](#)

Employing Faculty Members – This authority may be useful to hire top scientists from academia to assist agencies in medical research. Agencies may appoint faculty members holding full faculty status from accredited colleges and universities, to scientific, professional, or analytical positions. Appointments are limited to 130 working days per year. (5 CFR 213.3102(o)) [Link to guidance](#)

Career Transition Assistance Plan (CTAP) and Interagency CTAP (ICTAP) –

Advertising in the local commuting area to determine if individuals eligible under these programs are available may help agencies identify previously unknown, well-qualified, displaced Federal employees for immediate temporary, term, or permanent employment. These programs provide selection priority to well-qualified current and former displaced employees. (5 CFR 330, subparts F and G)

[Link to CTAP guidance](#)

[Link to ICTAP guidance](#)

Agency Reemployment Priority List (RPL) – Current and former employees on agency RPLs are another immediate source of qualified individuals available for temporary, term, or permanent competitive service appointments. The RPL provides selection priority for agency employees who will be or were separated by reduction in force or who have recovered from a work-related injury after more than 1 year. (5 CFR 330) [Link to guidance](#)

120 Days or Less Appointments – An agency may appoint an employee with specialized skills or competencies from another agency for up to 120 days without regard to CTAP or ICTAP selection priority. (5 CFR 330, subparts F and G) [Link to guidance](#)

Using Private Sector Temporaries – Agencies may contract with private sector temporary firms for services to meet their emergency needs. These contracts may be for 120 days and may be extended for an additional 120 days subject to displaced employee procedures. Agencies considering this flexibility should contact their procurement staff. (5 CFR 300, subpart E) [Link to guidance](#)

Hiring Flexibilities Which Require OPM Approval

1-Year Temporary Emergency Need Appointments – OPM may grant use of this authority in response to an outbreak (e.g., to specific agencies and/or geographic locations) or upon request by an agency affected by a pandemic influenza outbreak. (5 CFR 213.3102(i)(3)) [Link to guidance](#)

Reemploying Annuitants Without Salary Offset – Agencies may want to consider bringing retirees back to work in emergency situations or to supplement their workforce during a pandemic influenza outbreak. Upon request, OPM may delegate agency heads authority to waive the dual compensation reduction (salary offset) otherwise required for reemployed Federal civilian annuitants. OPM cannot approve waivers retroactively. (5 CFR 553, subpart B) [Link to guidance](#)

Agency-Specific Schedule A and B Appointments – OPM may authorize excepted service appointment authority for specific positions when competitive examining is not practical. (5 CFR 213) [Link to guidance](#)

Agency-Specific Direct Hire Authority (DHA) – Agencies may request Direct Hire Authority (DHA) for positions they need to fill based on a critical hiring need or severe shortage of candidates. OPM will expedite requests for agency-specific direct hire authority. (5 CFR 337, subpart B) [Link to guidance](#)

Reemploying Buyout Recipients – Agencies may also want to rehire retirees or others who left the Federal Government with buyouts. Depending upon the specific statute under which the retiree received the buyout, agencies may request a repayment waiver from OPM in unusual circumstances. Persons being considered for waivers must be the only qualified applicants available for the positions and possess expertise and special qualifications needed to respond to emergencies. (5 CFR 576, subpart B) [Link to guidance](#)

SES Limited Emergency Appointments – Agencies have the authority to make SES Limited Emergency appointments to career employees. OPM may approve agencies' requests to appoint individuals who are not current career employees, and will consider temporary space allocations for agencies who identify the need as essential. (5 CFR 317.601) [Link to guidance](#)

OPM's Federal Hiring Flexibilities Resource Center

At OPM, our priority is to help Federal human resources specialists improve on the time it takes to hire new talent. In recent years, Congress has enacted a number of important new hiring flexibilities. These new authorities, coupled with those already existing, have the potential for dramatically improving your ability to get the right people in the right jobs at the right time. The **Federal Hiring Flexibilities Resource Center** provides you with a toolkit on using hiring flexibilities. [Link to the Resource Center](#)