

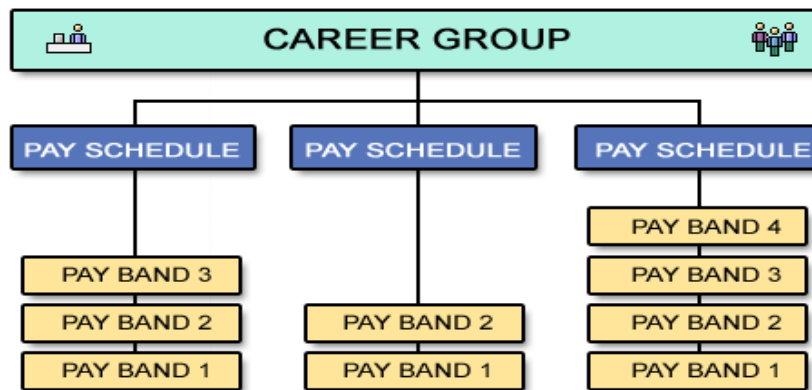


National Security Personnel System Classification Architecture Fact Sheet November 2007

This Fact Sheet provides information on the classification of jobs within the National Security Personnel System (NSPS). For information on other NSPS subjects, please visit the NSPS web page at <http://www.cpms.osd.mil/nsps>.

Classification Architecture

NSPS replaces the current General Schedule classification system with **Career Groups, Pay Schedules, and Pay Bands**. This simple and flexible architecture allows greater movement across occupations and broad development of employee skills and talents.



Career Groups

NSPS organizes the Department's 190 General Schedule occupations into categories known as career groups. Career groups are sets of occupations that involve similar types of work and have similar career and pay progression patterns. Career groups are based on mission or function, nature of work, qualifications or competencies, promotion or pay progression patterns, and relevant labor market features.

The four career groups are:

- Standard Career Group which comprises 73 percent of the DoD workforce
- Scientific and Engineering Career Group which comprises 19 percent of the DoD workforce
- Medical Career Group which comprises four percent of the DoD workforce
- Investigative and Protective Services Career Group which comprises four percent of the DoD workforce

The NSPS Implementing Issuances offer a complete listing of NSPS occupations assigned by career group and pay schedule. The Classification Implementing Issuances are available on the NSPS website, http://www.cpms.osd.mil/nsps/docs/implementing_issuances/1920Classification.pdf

Pay Schedules

Positions in the career groups are further broken out by separate pay schedules based on similarities in the type of work being performed, knowledge or skill required, and pay ranges. NSPS pay schedules cover several types of work including professional, analytical, technician and support, manager and supervisor.

Pay Schedule	Description	Examples
Professional	Professional occupations have a positive education requirement and typically require completion of a specified curriculum at an accredited college or university.	Accountant, attorney, engineer, physician, scientist.
Analytical	Analytical occupations emphasize judgment, discretion and personal responsibility. Although there is no positive education requirement, job skills are often gained through college-level education or equivalent experience.	Budget analyst, criminal investigator, equipment specialist, information technology specialist, logistics management specialist.
Technician and Support	Technician and support occupations provide support to Professional or Analytical occupations. Unlike Professional or Analytical jobs, these positions do not require the same emphasis on judgment and discretion and do not have a positive education requirement.	Engineering technician, dental technician, budget technician, secretary. Also, certain "technical" occupations such as police officer, firefighter and photographer.
Supervisory and Managerial	Supervisors and managers oversee other employees and may assign work, develop performance plans, evaluate performance, recommend or affect hiring, promote and reassign employees, or take disciplinary action.	Supervisory budget analyst, supervisory engineer

The establishment of a separate pay schedule for supervisory and managerial positions highlights the importance of supervision in NSPS.

Pay Bands

Typically, each pay schedule has two to four pay bands providing a natural progression from entry/developmental to journey and expert levels of work. By grouping positions (historically covered by multiple grade levels) into a single pay band, employees have greater opportunities to take on additional responsibilities thereby broadening their skills and opportunities for career development

Conversion to NSPS

When an organization transitions to NSPS, each employee is converted to the appropriate career group, pay schedule, and pay band based on the employee's permanent position of record. For additional information on the conversion process, review the NSPS Conversion Fact Sheet located on the NSPS webpage at <http://www.cpms.osd.mil/nsps/docs/ConversionFINAL.pdf> or contact a servicing human resources offices.

Is Additional Information Available on Classification?

- Yes. In addition to the NSPS Implementing Issuances, the following NSPS training courses include information on classification:
 - **NSPS 101:** web-based training educates viewers on the core elements of NSPS. Available at: <http://www.cpms.osd.mil/nsps/nsps101/index.htm>.
 - **HR Elements for Managers, Supervisors and Employees:** classroom training helps employees gain insight into the core elements of NSPS. Course guide available at: <http://www.cpms.osd.mil/nsps/docs/HRMSEMagazineS1V3.pdf>.