



Civilian Human Resources Council (CHRC) Fact Sheet



Term and Temp Employees in Transition

During the transition and beyond, the JTF is committed to ensuring the hospitals have the right mix of employee skills to support the mission of each department. In support of this effort, term employees who are mapped to the Workforce Map (WFM) and whose funding has been confirmed with the JTF J8 department will be continuing past September 2011 will be transferred over to DoD and into the new hospital structures along with the permanent employees on August 14, 2011. Temporary employees will not be transferred over and their appointment will end on or before September 14, 2011.

Definitions

Term Civilian Employee: Term appointments are appointments made for more than one year but not more than four years to positions where the need for an employee's services is not permanent. The circumstances under which these nonpermanent appointments are appropriate include (but are not limited to) project work, extraordinary workload, uncertainty of future funding, scheduled contracting out or abolishment of a function, or the need to maintain permanent positions for placement of potential surplus employees.

Temporary Civilian Employee: A temporary limited appointment is a nonpermanent, nonstatus appointment to a position for a specified period of time not to exceed one calendar year. Temporary appointments are intended to meet legitimate nonpermanent staffing needs.

FAQs

Q: Will the term employee become a permanent employee after the transfer on August 14, 2011?

A: No, the term employee will continue her/his appointment as a term employee and will keep the same not-to-exceed (NTE) date s/he had before s/he transferred.

Q: What happens to the term employee whose NTE date ends on or before August 14, 2011 and their work and funding will continue past September 2011?

A: The supervisor of the term employee needs to request an extension through normal HR channels.

Q: I am a manager and I want to hire a new term employee at WRAMC. How can I do that?

A: You will need to request this action through NNMC if the work of the position is going to the new Walter Reed National Military Medical Center (WRNMMC) or through DACH if the work of the position is going to the Fort Belvoir Community Hospital.