

# Chapter 23: Change in Duty Station (Nature of Action 792)

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New text changes and/or additions are distinguished in **>dark red font surrounded by angled brackets<**. Deletion/removal of text is distinguished with **\*\*\*** in green font.

## 1. Coverage

- a. This chapter covers a change in an employee's official duty station. A change in duty station occurs when an employee's current work site or station is moved to a new geographic location (a change in city/town, county, or State) and no other change occurs.
- b. This chapter does not cover:
  - i. a change in the geographical location of the organization to which the employee is assigned when the employee's work site or station does not change (e.g., when the area office to which the employee is assigned moves from New York City to Philadelphia, but the employee's work site remains in Trenton, NJ);
  - ii. a change in duty station when an employee's work site or station is moved to a new geographic location that causes the locality pay to change (see Chapter 17 for processing a change in pay).
  - iii. a change that results when an employee leaves one position in the agency to accept another position in that agency (see Chapters 9 through 14);
  - iv. a change in organizational relationships, such as when an employee's position is moved from branch A to branch B, or when the branch to which the employee is assigned is moved from Division C to Division D, with no change occurring in the employee's position title, grade, series, duties, or responsibilities (see Chapter 21); or
  - v. a change in the ceiling or personnel "slot" against which the employee is assigned, with no change occurring in the employee's position, title grade, series, duties, or responsibilities. (Your agency may use a 900-series nature of action to document such a change.)

## 2. Definitions

- a. **Duty station** is the governing city/town, county, and State in which the employee works. For most employees, this will be the location of the employee's work site.
- b. **Work site** of the employee is the place where he or she works, or at which the employee's activities are based, as determined by the employing agency.

## 3. Determining Location of Work Site

The location of an employee's work site is the location of the employee's desk or the place where the employee normally performs his or her duties. For those employees with no fixed work site, the duty station will be determined by the employing agency. For example, the duty station of an investigator who works in the field may be the location of the office from which assignments are normally made. For an inspector, whose agency may require him or her to be on-site at many places, it may be his or her home. Agencies will also designate the duty stations of employees who work at installations, such as military bases, whose boundaries cross county or state lines.

## 4. Use of Standard Form 52

Although a [Standard Form 52](#), Request for Personnel Action, is needed to process many actions, its use for Change in Duty Station is not required in all cases. When the [Standard Form 50](#), Notification of Personnel Action, for the Change in Duty Station can be prepared directly from the information in the employee's Official Personnel Folder (OPF), your agency's automated personnel system, or directly from an alternative approving document, then a Standard Form 52 is not necessary.

Generally, a Standard Form 52 is used only when a few employees are affected by a change in duty station, especially when the requesting office is responsible for its preparation. If a list form of notice, rather than the Standard Form 50, is to be used, an alternative approving document is generally used instead of a Standard Form 52.

When the Standard Form 52 is used, and prepared in the Personnel Office, it is used only as a working document to prepare the Standard Form 50. No requesting official signatures are needed.

### **5. Nature of Action and Legal Authority**

Use [Table 23-A](#) to document a change in Duty Station action.

## Job Aid

### Instructions for Processing Personnel Actions on Change in Duty Station

Step	Action
1	<p data-bbox="321 495 1396 663">Review the document that authorizes the change in duty station to determine which employees are affected by the change and whether the change will place the employees under the jurisdiction of a different servicing personnel or payroll office. If you are not sure, ask your personnel specialist.</p> <p data-bbox="321 705 1412 982">The authorizing document may be a Standard Form (SF) 52, Request for Personnel Action, or it may be a document that is described in your agency procedures established for these types of personnel actions. If the authorizing document is other than a Standard Form 52, check your agency's procedures to see whether a Standard Form 52 is required. If agency procedures require the use of the Standard Form 52, check whether the office involved prepares the Standard Form 52 or if one is prepared in the Personnel Office.</p> <p data-bbox="321 1024 876 1058"><b>When a Standard Form 52 is Used</b></p> <p data-bbox="321 1100 1096 1129"><i>If the office involved submits the Standard Form 52:</i></p> <ul data-bbox="370 1150 1380 1495" style="list-style-type: none"> <li data-bbox="370 1150 1380 1222">• Compare data on it with the last action in the employee's Official Personnel Folder (OPF) to be sure it is correct.</li> <li data-bbox="370 1243 1380 1314">• Enter the employee's <i>new</i> duty station and code in blocks 39 and 38 of Standard Form 52. No remarks are required.</li> <li data-bbox="370 1335 1380 1407">• Fill in the remaining blocks on Standard Form 52 as required by instructions in Chapter 4, of this Guide.</li> <li data-bbox="370 1428 1380 1495">• Follow your agency's procedures to get the approval signature on the Standard Form 52.</li> </ul> <p data-bbox="321 1537 1128 1566"><i>If the Personnel Office prepares the Standard Form 52:</i></p> <ul data-bbox="370 1587 1380 1839" style="list-style-type: none"> <li data-bbox="370 1587 1380 1659">• Fill in the blocks on the Standard Form 52 as required by instructions in Chapter 4, of this Guide.</li> <li data-bbox="370 1680 1380 1751">• Enter the employee's <i>new</i> duty station and code in blocks 39 and 38 of the Standard Form 52. No remarks are required.</li> <li data-bbox="370 1772 1380 1839">• Follow your agency's procedures to get the approval signature on the Standard Form 52.</li> </ul>

<b>Step</b>	<b>Action</b>
2	Decide whether to use a Standard Form (SF) 50, Notification of Personnel Action, for each employee or a list form (see Chapter 4, of this <b>Guide</b> , for information on use of list forms).
3	Follow your agency's instructions to have the Standard Form 50, or list form, signed or authenticated.
4	<p>If employee's residence or worksite changes to a different State or local jurisdiction (city/county), ask employee to complete new State and local tax withholding forms, as applicable.</p> <p>If the payroll office changes, ask employee to complete Form W-4 for Federal income tax withholding in addition to new State and local tax withholding forms, if applicable.</p>
5	Change any agency records (such as employee locator files) that reflect the organization.
6	If employee is moved to an area not covered by his or her health benefits plan, employee may change enrollment. (See instructions on back of the SF 2809.) Follow instructions in <a href="#">The Federal Employees Health Benefits Handbook</a> .

## Table

**Table 23-A. Change in Duty Station Nature of Action and Legal Authority**

<b>Nature of Action</b>	<b>Authority</b>	<b>Notes</b>	<b>Remarks</b>
792/Change in Duty Station >(See Note 1)<	UNM/(Agency directive or administrative order authorizing the change)	>1. Use secondary LAC2 Z3Z when actions are processed in support of <a href="#">Return to In-Person Work</a> effective 1/20/2025.<	>Q97 - Change in duty station due to Return to In-Person Work status when there is no change in pay.<