

Schedule Policy/Career (Schedule P/C)

What it means for you as an employee

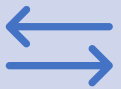
Why we're talking about Schedule Policy/Career



A new category called Schedule Policy/Career (Schedule P/C) has been created.



Some federal jobs that focus on policy work may be moved into this category.



This briefing is about what that means for you if your job is moved, or if you apply for one of these jobs.

What is Schedule Policy/Career in simple terms?



Schedule P/C is a way the government classifies certain career jobs that:

- Help shape or carry out Presidential policies, or
- Involve a high level of confidentiality or policy influence.



These are career, non-political jobs (not Schedule C).



They are still career federal positions with most of the same benefits as other federal jobs.



Only the President can decide which positions are placed in Schedule Policy/Career.

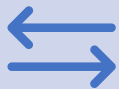
How positions are designated as Schedule Policy/Career



Agencies can recommend positions based on their duties.



Only the President can decide which positions are placed in Schedule Policy/Career.



If your position is placed there, you move with your job and do not have to reapply.

What stays the same for employees?

Many important things do not change if your position becomes Schedule P/C:

- **Hiring:** Jobs still use merit-based hiring processes (competitive or excepted) as before.
- **Veterans' preference:** Veterans' preference continues to be applied as required.
- **Pay and benefits:** You still earn pay, leave, and retirement credit as before. Agencies can still use many pay flexibilities, where allowed.
- **Awards and flexibilities:** You may still be considered for most awards.
- **Telework:** Schedule P/C does not automatically change telework; you follow agency policy.
- **Training:** Agencies can still send you to external training, with some limits on academic degree programs.
- **Workplace Protections:** EEO, whistleblower protections, and protections against prohibited personnel practices apply. You will be protected against discrimination, harassment, and retaliation.
- **Unions and Bargaining Units:** Being in Schedule P/C does not automatically remove you from a union or bargaining unit.
- **RIF Protections:** RIF rules still apply, and you may still qualify for severance pay under normal rules.

What is different in Schedule P/C?

There are some important differences, mainly around accountability and appeals:

- At-will employment
- How performance issues may be handled.
- Appeal routes and whistleblower protections proceed under agency policies required by Section 6 of E.O. 13957, as amended.
- Rules for new incentives and student loan repayment agreements.

At-will employment

- Schedule Policy/Career employees are at-will, which allows the agency to act more quickly on serious performance or conduct issues.
- Your manager still must be fair, follow law and policy, and base decisions on performance, conduct, or job or mission-related reasons.

Performance: What stays and what changes

- You will still receive performance expectations and ratings under your agency's appraisal system.
- Ratings still happen at the end of each appraisal cycle and go in your official personnel file.
- Agencies do not have to use formal, lengthy performance improvement plans (PIPs) before addressing serious performance issues.
- You should still expect clear expectations, regular feedback, and honest ratings.

Appeals and whistleblower protections

- Schedule Policy/Career employees are not covered by some of the usual statutory appeal processes for certain actions.
- However, agencies must still protect you from prohibited personnel practices and retaliation.
- Agencies are required to set up internal policies to provide protections similar to whistleblower protections.

Incentives and student loan repayment

- If you already have a recruitment, relocation, or retention (3R) incentive or a student loan repayment agreement, your agency can usually continue honoring that agreement when your position moves into Schedule Policy/Career.
- Agencies generally cannot start new 3R or student loan repayment agreements for positions already in Policy/Career.
- You may still be eligible for other pay flexibilities and awards, consistent with agency policy.

Hiring under Schedule Policy/Career

- Schedule P/C positions continue to be filled using merit-based hiring procedures.
- Veterans' preference is applied as provided under Title 5.
- Employees serving in Schedule Policy/Career positions remain in the career civil service.

What to expect if your job is moved to Schedule Policy/Career

- You move with your position.
- You will receive an official notice (SF-50) showing the change.
- You should receive a written explanation of how Schedule Policy/Career works and what it means for you.
- Your agency will provide notice of the changes to your position and ask you to acknowledge receipt of this information.
- If your job meets certain senior-level criteria, you might be asked to complete a public financial disclosure form.

Myths and facts about Schedule Policy/Career (part 1)

Myth: “Schedule P/C means I became a political appointee.”

Fact: Schedule Policy/Career jobs are career positions. Employees remain career federal employees, not political appointees.

Myth: “Because I’m at-will, my supervisor can fire me for any reason.”

Fact: Managers must still follow law and policy and cannot act for illegal or retaliatory reasons. Decisions must be based on performance, conduct, or job or mission-related reasons and fair.

Myths and facts about Schedule Policy/Career (part 2)

Myth: “I lose all protections if I report a problem.”

Fact: Agencies must still protect employees from retaliation and other prohibited personnel practices through internal agency procedures.

Myth: “Being in Schedule P/C automatically ends my union coverage.”

Fact: Schedule Policy/Career status alone does not automatically remove a position from a bargaining unit; union status depends on duties and labor relations rules.

Where to get help and more information

If you have questions about what Schedule Policy/Career means for you, you can contact your Human Resources office for additional information.