The Process Optimization Program (POP): Non-ratings-based awards was created to streamline processes and create a more refined experience for OHR’s employees, customers, and partners.

PARS is used for submitting ratings and performance-based awards information to OHR:
- Cash
- Time-Off
- QSI (documentation to be sent separately to CSD)

POP is used for submitting non-ratings-based awards to OHR:
- Special Act or Service
- Time-Off
- On-the-Spot
- Suggestion
- Employee Referral
- Federal Technology Transfer Act
- Invention

When do ICs use which system?
- Throughout the year—usually mid-calendar year.
- Annually at the beginning of the calendar year.

Who to contact?
- POP@nih.gov
- PARSatOHR@nih.gov