NIH Workforce Resource Eligibility Matrix

		Title 5 Employees			Executives	Title 42 Employees					Trainees							
	Workforce Resources	GS	WG	GP/GR Title 38	SES and Top 5	Undergrad Scholarship Program (UGSP)	Clinical or Research Fellow	Staff/Senior Clinician or Scientist	SSO or SPL-2	Tenure Track & Tenured Investigators	Summer Interns	IRTAs & CRTAs	Visiting Fellows	Volunteers & Special Volunteers	Guest Researchers	Senior Biomedical Research Service	Commissioned Corps	Contractor
Parenting, Childcare & Elder Care Resources	Resource & Referral Services - Child, Adult, Legal, Financial & Identity Theft	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Family Resources	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	NIH Child Care Centers	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	No
	NIH Child Care Subsidy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes	Yes	No
	NIH Back-Up Care	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes	Yes	No
	Nursing Mothers Program	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Leave & Work Flexibility	NIH Leave Bank	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes	No	No
	Voluntary Leave Transfer Program	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes	No	No
	Sick Leave for Family Care and Bereavement	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	These programs are not applicable but there may be individually determined flexibility at the supervisor's level.			These programs are not applicable but there may be individually determined flexibility at the supervisor's level.		Yes	Yes (per Corps Policy/ Procedures)	No
	Telework	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						Yes	Yes	Yes
	Alternative Work Schedules	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						Yes	Yes	Yes
	Family Medical Leave Act	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						Yes	No	Yes
	Keep the Thread	No	No	No	No	No	No	No	No	No	No	Post-Docs only	No	No	No	No	No	No
	Stop the Clock	No	No	No	No	No	No	No	No	Tenure Track Only	No	No	No	No	No	No	No	No
Funding & Student Loans	Intramural Loan Repayment Programs	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes	No	No	No	No	No	Yes	No	No
	Student Loan Repayment Program	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes	No	No
Safety & Well-being	Employee Assistance Program	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	One-time Consult	Yes	Yes	One-time Consult
	Fitness and Well-being	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	NIH Civil Program	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Conflict Resolution & Complaints	Ombudsman	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	EEO Complaint Process	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes (per Corps Policy/ Procedures)	Yes
	Negotiated Grievance Procedure	Bargaining Unit employees utilize Negotiated Grievance Procedure, all other employees utilize HHS Administrative Grievance									No	No	No	No	No	No	No	No
	HHS Administrative Grievance										No	No	No	No	No	Yes	No	No
Commuting & Parking	Parking	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Transhare	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No
	Rideshare	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, w/o subsidy	Yes	Yes	Yes, w/o subsidy

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Title 5: The basic law for managing human resources in the Federal Government.	*General Schedule*	The General Schedule covers the majority of civilian white-collar Federal employees in professional, technical, administrative, and clerical positions.
	Federal Wage System / Wage Grade	The Federal Wage System covers Federal appropriated fund and nonappropriated fund blue-collar employees who are paid by the hour.
	GP/GR Title 38	Title 38 is a pay authority to ensure physicians and dentists hired under Title 5 receive compensation that is comparable to private sector physicians and dentists in the same locality area.
Executives: Either Title 5 or Title 42 employees responsible for senior management of the NIH.	*Senior Executive Service (SES)*	The Senior Executive Service (SES) consists of leaders across government that serve as the major link between Presidential appointees and the overall Federal workforce to operate and oversee government operations.
	Top 5	The term 'Top 5' is used to describe several Title 42 leadership positions common across the NIH: NIH Deputy Directors and IC Directors, IC Deputy Directors, Scientific Directors, Scientific Executives, and Clinical Directors.
Title 42: A flexible hiring mechanism that allows NIH to attract and retain staff with outstanding scientific, technical, and clinical skills.	*Undergrad Scholarship Program (UGSP)*	The UGSP offers competitive scholarships and paid research training to undergraduate students from disadvantaged backgrounds who are committed to careers in biomedical, behavioral, and social science health-related research.
	Clinical Fellow	A Clinical Fellow is an NIH employee who possesses a M.D., D.D.S., or D.O. (or equivalent degree) and is on a time-limited, renewable appointment to conduct biomedical research in laboratories and clinical settings.
	Research Fellow	A Research Fellow is an NIH employee who possesses a doctoral degree and is on a time-limited, renewable appointment to conduct biomedical research in laboratories.
	Staff/Senior Clinician	A Staff Clinician is a NIH employee generally appointed to a time-limited, renewable position and who is a physician or dentist who spends the majority of their time providing critical patient care services and is expected to provide clinical leadership and the highest level of clinical care.
	Staff/Senior Scientist	A Staff Scientist is an NIH employee generally appointed to a time-limited, renewable position, who holds a doctoral degree and is selected by an Institute or Center (IC) to support the long-term research of a Senior Investigator (with outstanding Board of Scientific Counselors (BSC) reviews).
	Senior Scientific Officer (SSO)	An SSO is an extramural position that requires specialized expertise in a single or variety of scientific, clinical, regulatory, or procedural areas. This expertise may be used to provide professional interaction and related administrative counsel to the internal and external extramural community.
	Science Policy/Program Leader Tier II (SPL-2)	An SPL-2 is an extramural position that advises on, directs, coordinates, and/or manages science policy and/or program activities. These positions report to the NIH Director, or an NIH Deputy Director, IC Director, or Scientific Executive.
	Tenure Track Investigators	Outstanding scientists engaged in clinical or laboratory research who have completed postdoctoral training and desire the opportunity to prove themselves as independent scientists and to compete for permanent positions as tenured independent investigators.
Trainees: They are not federal employees, and are not considered Full-Time Equivalents (FTEs).	*Summer Interns*	A program that provides currently enrolled high school, college, graduate, or professional students the opportunity to spend a summer working at the NIH.
	Intramural Research Training Awards (IRTAs) & Cancer Research Training Awards (CRTAs)	Programs that provide opportunities for developmental training and practical research experience in a variety of disciplines related to biomedical research, medical library research and related fields for post-bac, pre-doc, and postdocs.
	Visiting Fellows	A program that allows scientists from around the world the opportunity to work with senior NIH investigators on research areas of mutual interest.
Other	*Volunteers*	Individuals who provide research services, direct patient care, clerical support, technical assistance, or any other necessary services for NIH but are not financially compensated for their activities or actions.
	Special Volunteers	
	Guest Researcher	A scientist, engineer, and/or student who is permitted to engage in scientific studies and investigations using NIH Facilities but who does not provide direct services to the NIH and may not have any patient contact.
	Senior Biomedical Research Service	Designed for scientists who are considered by their peers to be outstanding in their work, and who are engaged in either peer-reviewed, original, biomedical research, or clinical research evaluation.
	Commissioned Corps	The Commissioned Corps of the Public Health Service is a group of highly qualified health professionals that serve in over 20 federal departments or agencies in support of public health.
	Contractors	Non-federal employees that work for third party organizations which provide various supports to the NIH.

Disclaimer: *This is an overview and not intended to replace guidance available within the specific resources listed. Employee [1] eligibility can be subject to certain requirements such as manager approval. Please consult the specific resource if you are interested in participating.*

Eligibility is not guaranteed and may be affected by updates to policies and programs. We will do our best to ensure accuracy as changes occur. If you believe that a portion of the NIH Workforce Resource Eligibility Matrix is inaccurate or requires an update please contact OHR at WorkFlex@nih.gov.

1 The NIH will continue to honor all current Collective Bargaining Agreements and will implement policies and programs consistent with the Agreements and its obligations under law, rule or regulation.