

U.S. NUCLEAR REGULATORY COMMISSION MANAGEMENT DIRECTIVE (MD)

MD 10.47	RETENTION ALLOWANCE PROGRAM	DT-11-16
<i>Volume 10,</i> <i>Part 2:</i>	Personnel Management Position Evaluation and Management, Pay Administration, and Leave	
<i>Approved By:</i>	R. William Borchardt Executive Director for Operations	
<i>Date Approved:</i>	November 1, 2011	
<i>Issuing Office:</i>	Office of Human Resources Human Resources Policy and Programs Team	
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<i>Subject:</i>	Elimination of MD 10.47	
EXECUTIVE SUMMARY		
<p>Guidance found in Management Directive (MD) 10.44, "Relocation Bonus Program"; MD 10.47, "Retention Allowance Program"; and MD 10.48, "Recruitment Bonus Program," has been combined and updated and may be found in MD 10.51, "Recruitment, Relocation, and Retention Incentives." Therefore, MDs 10.44, 10.47, and 10.48 are eliminated.</p> <p>Directive and Handbook 10.51 provide staff with criteria and guidance for requesting and implementing recruitment incentives, relocation incentives, and retention incentives. Recruitment, relocation, and retention incentives are monetary tools that may be used to help attract and retain employees when the agency would otherwise likely find it difficult to obtain suitable candidates or retain employees with critical skills.</p> <p>Among other changes, this directive and handbook reflect the possibility of larger recruitment and relocation incentives, expand the guidance on service periods, and reflect more varied options for paying incentives.</p>		