



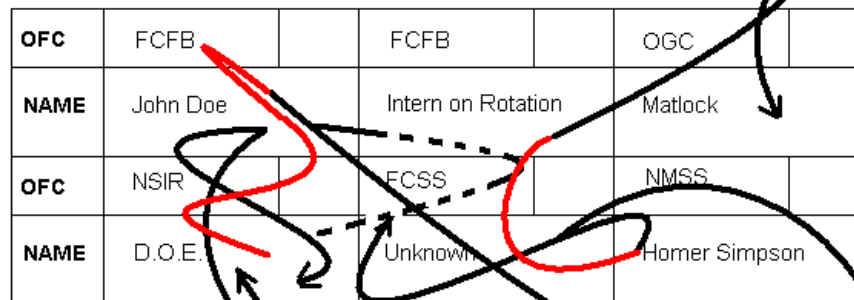
# The FCSS Non-Concurrence Process

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# Purpose of Discussion

- Why are We Here?
- What is Concurrence?
- Why Would I Not Concur?
- What's Next?
- What's the Process?

<b>OFC</b>	FCFB		FCFB		OGC	
<b>NAME</b>	John Doe		Intern on Rotation		Matlock	
<b>OFC</b>	NSIR		FCSS		NMSS	
<b>NAME</b>	D.O.E.		Unknown		Homer Simpson	



# Why are We Here?

- To discuss concurrence.
- To inform staff that an informal non-concurrence process exists to address concurrence concerns.
- Answer questions on the non-concurrence process or other related concerns.

# What is Concurrence?

- Ensuring all contributors and responsible people are aware and agree. Verification of factual accuracy and clarity.
- Your initials mean agreement in those areas of your responsibility.
- This does not mean agreement with structure or every detail.

# Why Would I Not Concur?

- No employee is expected to concur if they disagree with statements within their knowledge, expertise, or responsibility.

## What's Next?

- Apply the usual problem-solving process of discussing the issue with line management.
- If a solution to the concern is not agreed between staff and section, branch and division management, then a non-concurrence may be appropriate.

# What's the Process?

- Note the non-concurrence on the concurrence sheet and separately document basis in memo to DD responsible for approval.
- The project manager will assure that the non-concurrence memorandum is placed in ADAMS (non-publicly available).
- The cognizant DD will forward the non-concurrence memo and proposed resolution to the OD for action as appropriate.
- The memorandum should include a reference to the action in question to facilitate ADAMS searches.
- NOTE: The non-concurrence does not halt the concurrence process.

# What Other Choices Do I Have?

- For concerns that an employee believes is more significant, and that an employee believes is not properly served by the non-concurrence process, use the Differing Professional View/Differing Professional Opinion Program (MD 10.159)



# Conclusion

- Discuss all concerns with line-management per standard procedure. It is most effective for management to resolve concerns at that point.
- Non-concurrence and DPV/DPO processes are available to all staff to use to air and resolve concerns.