

THE ONE-IN-THREE RULE

Your agency does not have to appoint every successful candidate. When the agency "considers" candidates whose list numbers are # 1, 2 and 3 for the first job, the agency can select the best of "one-in-three".

If the agency gives that first appointment to the candidate whose list number is list #1, #'s 2 and 3 are marked "CNS" considered but not selected once, and remain on the list.

If a second job is available, list #'s 2, 3 and 4 must be considered. If #2 is chosen, #3 has been "CNS'd, considered but not selected twice and #4, once.

When a third position is offered, #'s 3, 4 and 5 are considered, and if the job goes to list #4, list #3 has been "CNS'd, considered but not selected three times. His or her name is THEN removed from the list for any future consideration.

The candidate can request restoration to the list to DCAS and/or the agency.

The Agency can (but does not have to) grant a candidate's written request for later restoration to its (the Agency's) list. The candidate can be restored to a list on three separate occasions. That equates to 12 interviews.

A list only has to be called if there are provisionals serving in the title of the list. Provisionals cannot be hired when a list is ACTIVE. Lists are usually active for 4 years.

1	o	o	o	X CNS
2	o !			
3	o	o	o	X
4		o !		
5			o !	
6				o !
7			o	o !
8			o	o o X
9				o o !
10				o