

| Summary of Major Changes to P&P 431.3-ARS | |
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| Page | Change |
| 8 | clarified lack of GS-15/ST appeal rights to either USDA or OPM (per OHCM) |
| 10 | added prohibition on employees, supervisors, and ARS officials contacting panelists who reviewed the employee's position |
| 10 | clarified that confidentiality does not apply to answering inquiries during formal stages of official investigations (rather than at informal stage) |
| 11 | clarified that case writeups are not to mention complaints, appeals, or grievances |
| 12 | clarified that documents retained at the conclusion of panel meetings are confidential |
| 14 | added new ARS Form 232 |
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| 6 | clarified that "Research" is not authorized in official title of GS-9 Category 1 positions |
| 7 | clarified that case writeups are not to mention complaints, appeals, or grievances |
| 29 | clarified that case writeups are not to mention annual performance ratings |
| 35 | substituted new Publications list subheadings |
| 36 | clarified that abstracts are no longer allowed in Publications listing |
| 37-39 | added SharePoint upload process instructions |
| 42 | added download and use of ARS-232 |
| 50 | added document retention policy and retention of oral report notes (if prepared) |
| 54 | clarified that IDR must seek only RGEG-relevant information from contacts |
| 54 | clarified that IDR's must inform contacts about the new policy of retaining factfinding notes |
| 55 | clarified prohibition on using e-mail for factfinding |
| 64 | added Area Office Contact definition |
| 64 | added new ARS Form 232 |