

Promotional Priority Policy

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Policy

A promotional priority consideration shall be provided by all agencies, departments and universities to all current State employees who have achieved career status. All employment decisions involving recruitment, selection and priority consideration shall comply with the Equal Employment Opportunity Policy located in Section 1 of the State Human Resources Manual.

Nature of Priority

Promotional priority consideration shall be provided as outlined below. If it is determined that an eligible employee and an outside applicant have “substantially equal qualifications,” then the eligible employee must receive the job offer over an outside applicant. This priority consideration shall not apply when the only applicants considered for the vacancy are current State employees.

"Substantially equal qualifications" occur when the employer cannot make a reasonable and justifiable determination that the job-related qualifications held by one applicant are significantly better suited for the position than the job-related qualifications held by another applicant.

An outside applicant is any applicant who is not employed by a State agency, department or university in a position that is subject to the recruitment and selection policies or rules adopted by the State Human Resources Commission as authorized by G.S. 126 (State Human Resources Act).

Promotional Priority Policy (cont.)

Promotional Priority

Relationship to Employees with Priority Employment Status

State employees with priority employment status who were:

1. separated from exempt policymaking or exempt managerial jobs for reasons other than cause,
2. notified of or separated by reduction in force, or
3. returning from workers' compensation leave are not considered outside applicants for the purpose of the promotional priority policy.

In compliance with G.S. 126-7.1(f), a State employee who has been notified of or separated due to a reduction in force shall receive priority consideration over all other applicants including current State employees who have substantially equivalent qualifications.

Appeals

Any State employee with career status who has reason to believe that a promotion was denied due to the failure of the agency, department or university to afford the foregoing priority as required by G.S. 126-7.1(e), may appeal through the employee grievance process at the agency, department or university in which the vacancy existed.
