



U.S. Public Health Service Nursing TIP of the Month September 2015 Preparing for Promotion

Career Coordinator



Are you promotion ready?

Not Promoted? Let's look at the Promotion Precepts and Benchmarks.

The Promotion Precepts are weighted as follows:

1. Performance Rating and Reviewing Official's Statement (Performance) 40%
2. Education, training, and professional development 20%
3. Career progression and potential 25%
4. Professional contributions and services to the PHS Commissioned Corps (Officership) 15%
5. Basic Readiness ***0%

***Although the Readiness precept no longer carries any weight with regard to numerical score for promotion, basic readiness remains one of the several administrative checks for promotion. For Promotion Information, see Force Readiness from [RedDOG](#).

To maximize your potential for next promotion cycle, be proactive in planning and making productive career decisions to achieve your professional goals, whether it is to:

- Strengthen your area of performance; obtain a performance award; working through your chain of command and with the Commissioned Corps Liaison for assistance with completing your ROS or COER.
- Start or finish an advance degree and/or certification of your specialty;
- Make that geographical or programmatic move;
- Join N-PAC; get involved in COA by running for office at your local chapter; lead one of the Surgeon General's Initiatives, <http://www.surgeongeneral.gov/priorities/>; volunteer for community services and at national conferences; and obtain letters of appreciation;
- ⇒ You may ask "How do I join the N-PAC?" The N-PAC is open to all members. You can start by joining the PHS Nursing Listserv: [Subscribe](#).
- ⇒ Click here for more questions on [How to Join N-PAC](#).
- ⇒ You can also find membership openings posted on the listserv: [JOIN THE LISTSERV](#). PHSNURSING-L Home Page.
- ⇒ More about N-PAC, <http://phs-nurse.org/about-mpac>.
- Review the your category-specific benchmarks, [2016 Nurse Benchmarks](#).
- Seek mentoring/career counseling from a senior officer in the officer's category. If you would like to be assigned a mentor, please email, usphsngmentor@aol.com.
- Utilize the [Promotion Year 2016 Checklist](#).

Identifying areas to self-improvement can help you to be as competitive as possible for the next promotion year.

Not Promoted? What Now? http://dcp.psc.gov/ccmis/promotions/PROMOTIONS_not_promoted_m.aspx.

Important Reminders: All Officers COLTS Leave Balance Verification is due September 30, 2015 and Direct Access will be shutdown December 18, 2015 to January 4, 2016, [DA Information](#).

P

oint of contact: CAPT Deborah Schneider, CAPT Lori Luu, CDR Casey Hadsall, and CDR Jonathan Paulsel for the Mentoring Workgroup, N-PAC Career Development Subcommittee.

[TO REQUEST A MENTOR](#)

[PHS-NURSE LIST SERV](#)