



**HEALTH SERVICES**  
**PROFESSIONAL ADVISORY COMMITTEE (HSPAC)**  
*Multidisciplinary in Approach, Connected by Service, Advancing Public Health*

# **Trends for Health Services Officers Temporary Promotions, 2010-2018**

## **Analytics Subcommittee**

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# Table of Contents

**Purpose**..... 3

**Methods**..... 3

**Results**..... 4

**Findings**..... 10

**Appendix A: Tables**..... 11

## Purpose

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The Health Services Professional Advisory Committee's (HSPAC) Analytics Subcommittee conducts a yearly analysis of Temporary and Permanent promotion statistics in order to identify and characterize promotion trends among officers in the Health Services (HS) Category. This report is the result of the annual analysis, and utilizes only group statistics (e.g., rates, averages, highs, lows, and promotion cutoffs). The intent of this report is to help inform HS officers of promotion trends for the category, with hopes it will assist officers in preparing for promotion.

## Methods

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This report highlights data for Promotion Year (PY) 2018 and analyzes trend information from promotion years (PYs) 2010-2018.

For 2010-2017, data was gathered from the Promotion Results page of the USPHS Commissioned Corps Management Information System (CCMIS)<sup>1</sup> website. **Table 1** shows what data were collected for each rank.

For 2018, the same characteristics were obtained via the Health Services category Chief Professional Officer. Unfortunately detailed statistical information was not planned for release on the promotion webpage. Only Temporary promotion data were available for 2018 at the time of report preparation. Promotion statistics for O-4, O-5, and O-6 ranks were available from 2010 to 2018. Individual precept data were available after 2012.

**Table 1. Data Points Collected for Each Rank**

- High, low, average, and cutoff promotion scores
- Total number of eligible officers
- Total number of promoted officers
- Average promotion precept scores of promoted officers

This report includes a number of analyses, including the number of officers who were not promoted, as well as the rates of successful promotions to each rank included in the data (O-4, O-5, and O-6) for each PY. Promotion rates for each rank were also compared to the total number of eligible officers, as well as with the proportion of officers promoted to those not promoted.

Promotion precept data were analyzed by comparing the average scores for each of the four precepts among the three ranks analyzed.

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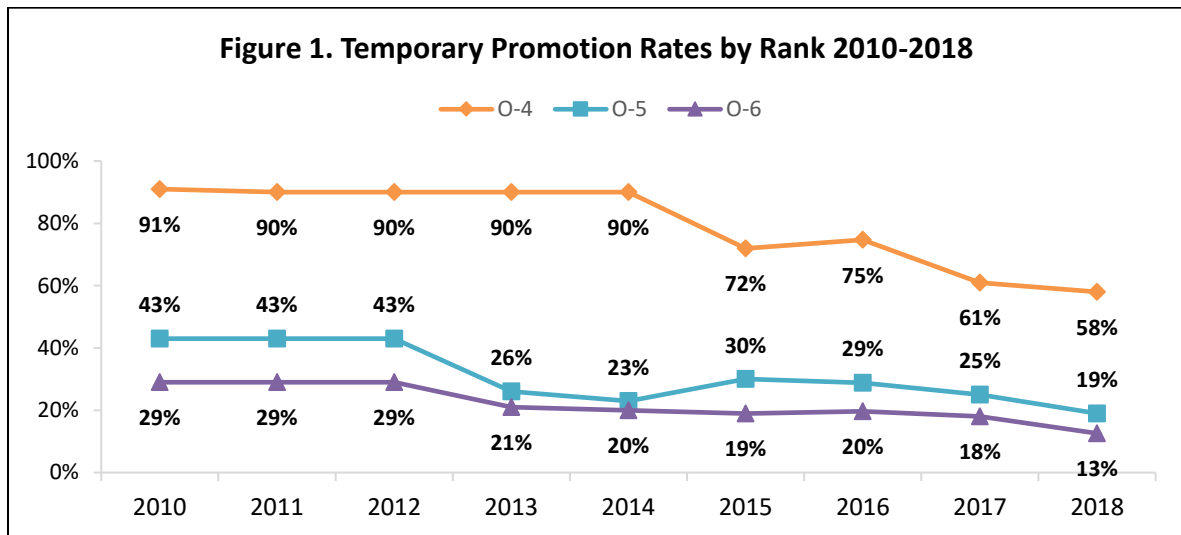
<sup>1</sup> Statistical information was drawn from [https://dcp.psc.gov/ccmis/promotions/PROMOTIONS\\_index\\_m.aspx](https://dcp.psc.gov/ccmis/promotions/PROMOTIONS_index_m.aspx)

## Results

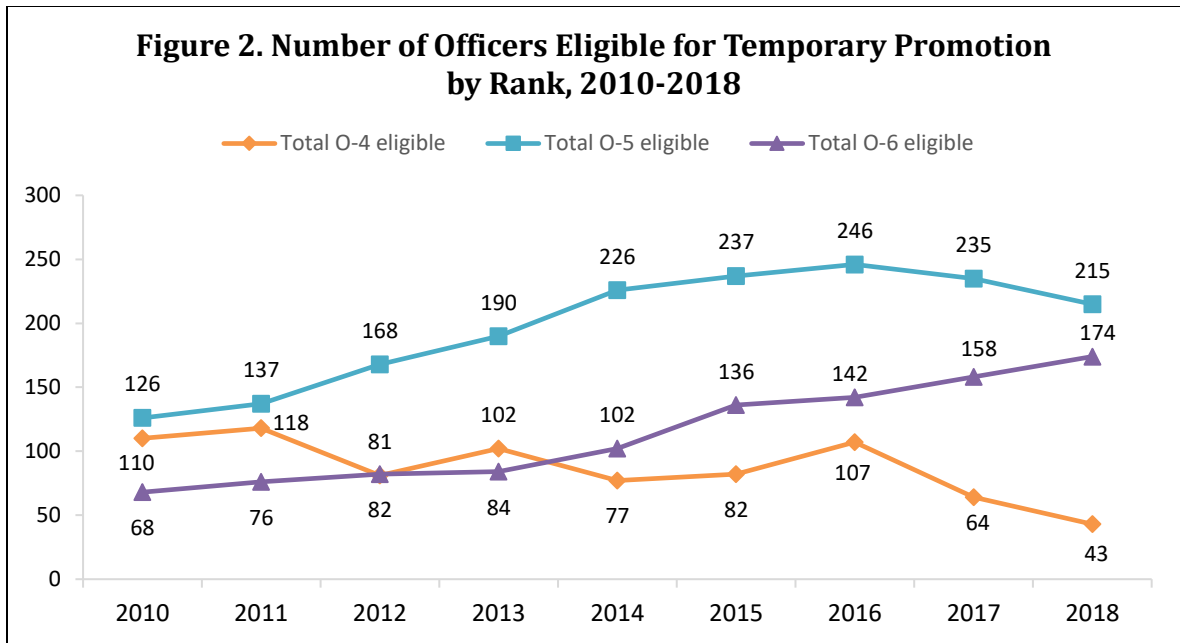
### Temporary Promotion

Data for Temporary promotions, shown in **Figure 1**, indicates:

- 1) Within each rank, promotion rates were nearly identical from 2010-2012 (O-4=~90%, O-5=43%, O-6=29%)
- 2) The promotion rates for 2018 continued to decline for all ranks, reaching the lowest rates observed for the report period.
  - a. The promotion rate to O-4 declined to 58% of eligible officers in 2018, its lowest rate in nine years.
  - b. The promotion rate to O-5 dipped six percentage points to 19% in 2018.
  - c. The promotion rate to O-6 decreased to 13%, a 5 point drop from 2017.

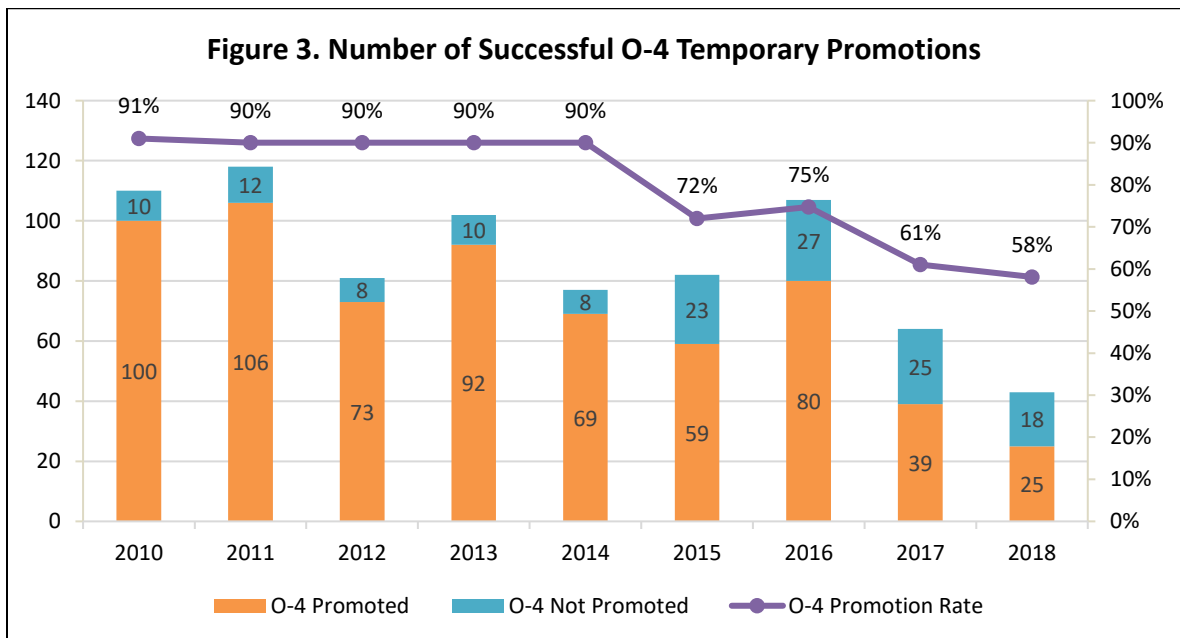


**Figure 2** presents the number of officers eligible for Temporary promotion to the given ranks over time. The number of promotion-eligible officers for each rank continued trends observed from 2016-2017. The number of officers eligible for promotion to O-4 in 2018 continued to decline, reaching its lowest number in the report period and declining about 61% since 2010. The number of officers eligible for O-5 continued to decrease slightly, and officers eligible for O-6 continued to increase by about 10% in 2018. From 2010 to 2018, the number of officers eligible for promotion to O-5 and O-6 have increased by 171% and 256% respectively.

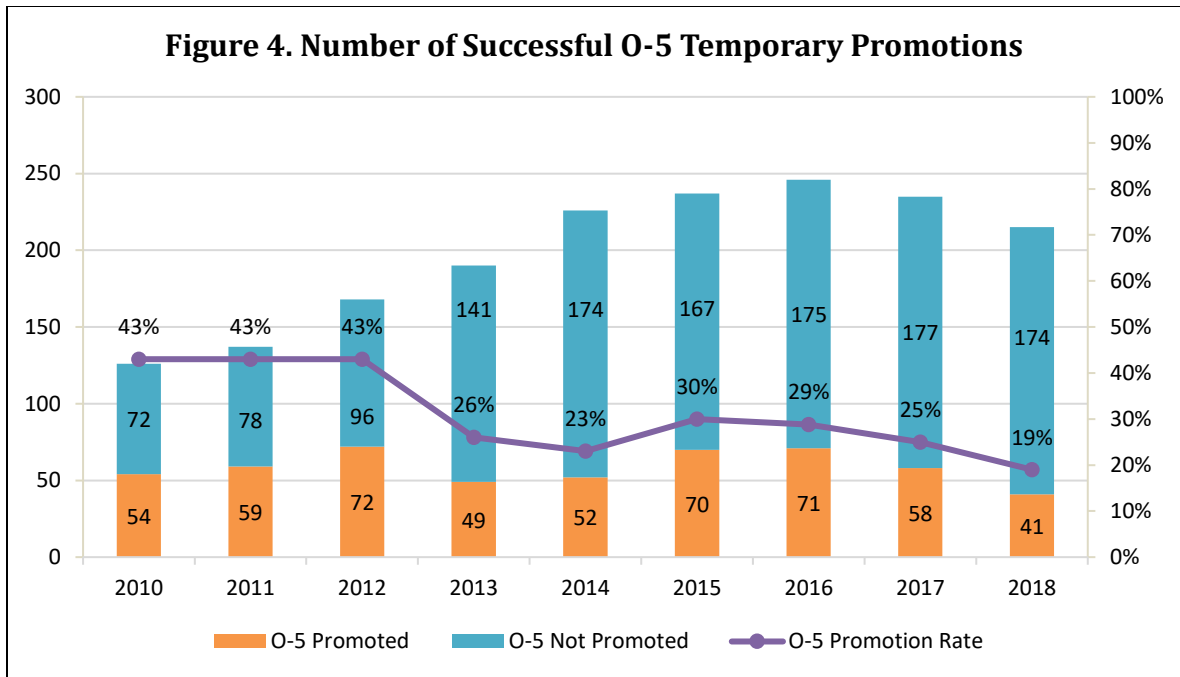


The following three figures show the number of promoted officers (in orange) versus not promoted officers (in blue) to O-4, O-5, and O-6 over time. The promotion rate (in purple) from 2010-2018 is also shown.

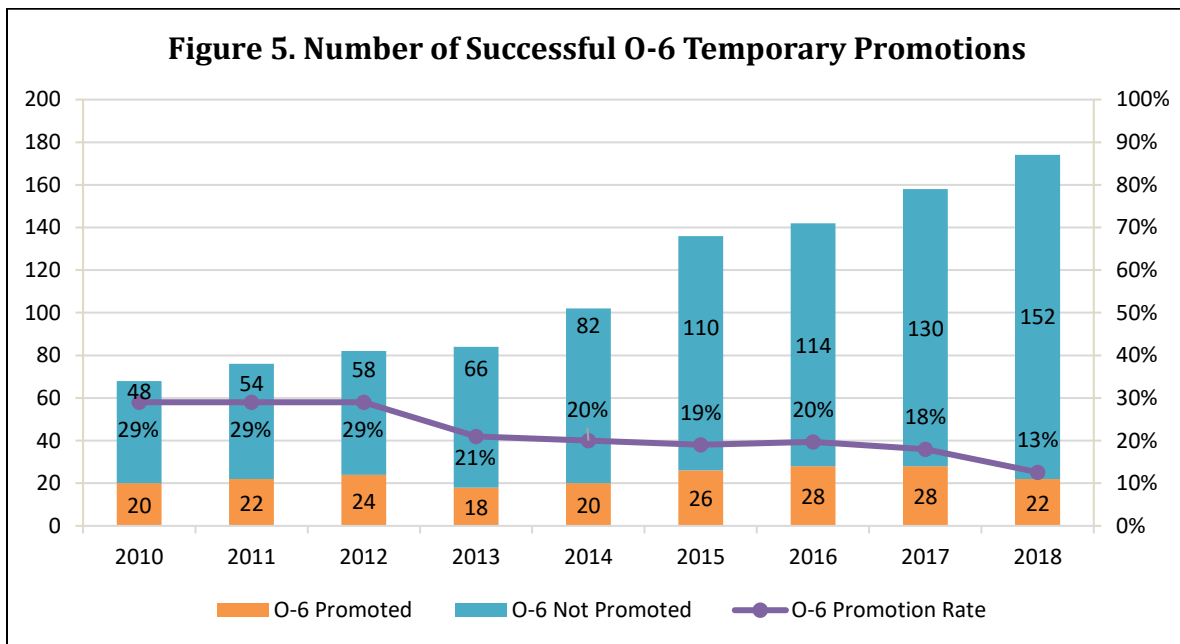
**Figure 3** shows that the number of officers eligible for Temporary O-4 promotion in 2018 decreased to its lowest value since the onset of data collection. However the number of not promoted officers was slightly lower, though comparable to values observed in 2015-2017. The promotion rate for O-4 decreased only 3% when compared to 2017.



Temporary promotion to O-5 is shown below in **Figure 4**. The number of officers not selected for promotion to O-5 has remained similar since 2014.



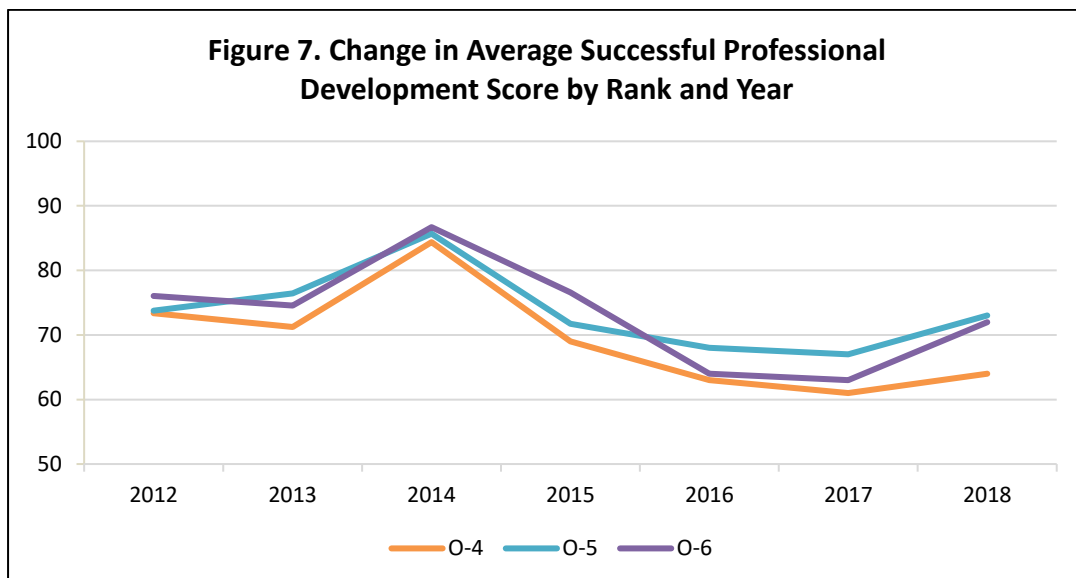
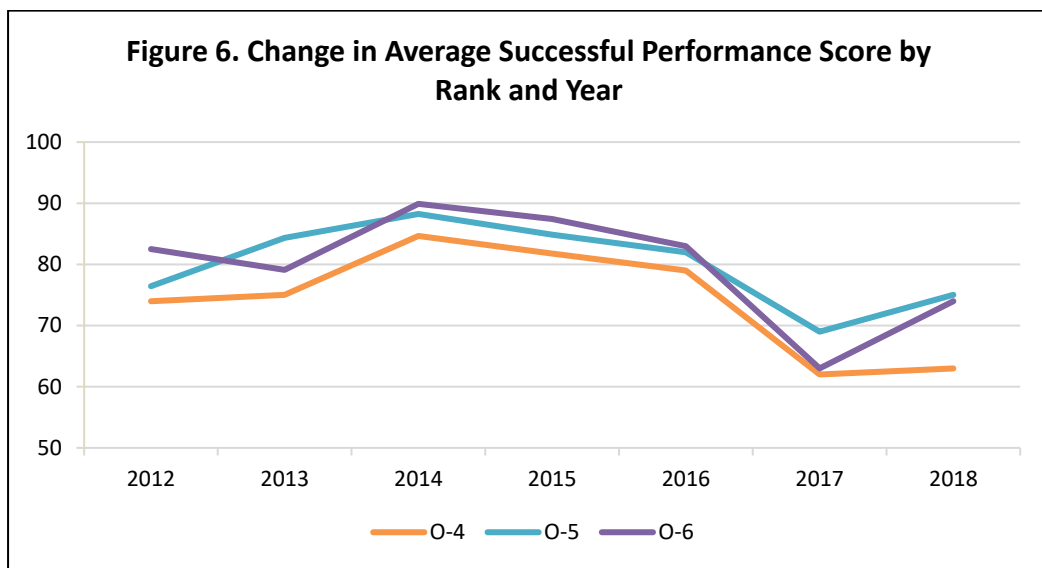
2018 saw the highest number of officers eligible for Temporary promotion to O-6 since the onset of data collection and the lowest promotion rate, as shown below in **Figure 5**.



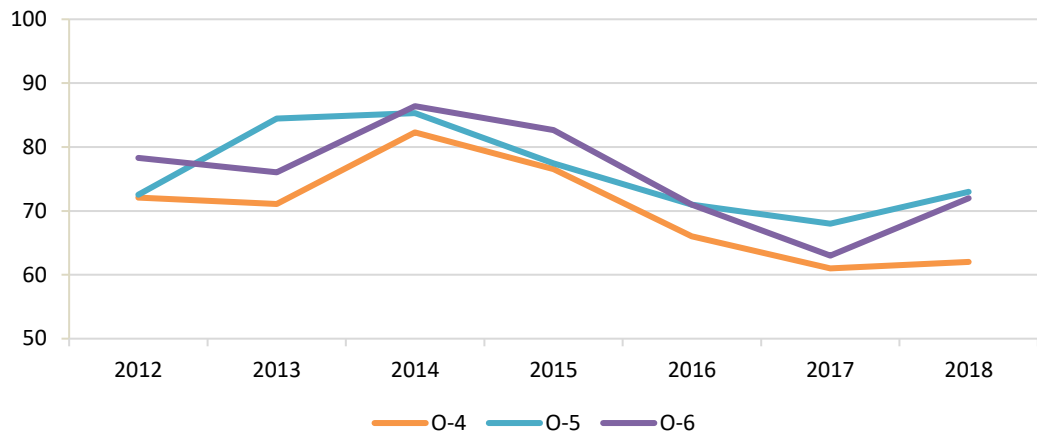
**Figures 6-9** show the change in average precept scores by rank between 2012 and 2018 for promoted officers. Last year represented the lowest observed scores across all ranks and precepts. This year, there were notable score increases across all precepts for ranks O-5 and O-6, and slight increases in all precepts for O-4 scores.

2018 showed an increase for all ranks and precepts when compared to 2017, though O-4 only showed a slight increase in precept averages when compared to 2017.

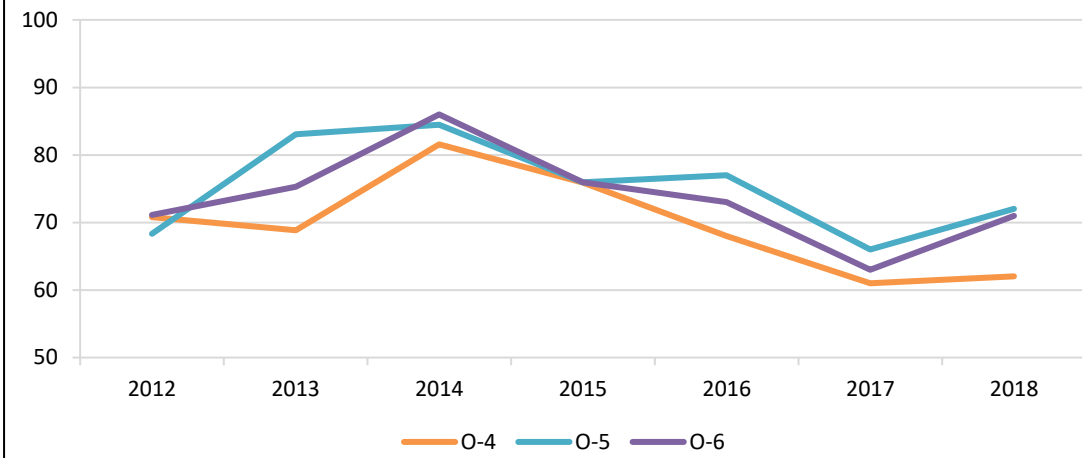
The Performance precept, which has generally maintained the highest average scores across all years and ranks, saw a significant decline in scores in 2017. In 2018, the scores increased but did not reach the higher scores seen from 2012-2016. When compared to 2017, the Performance precept in 2018 saw a 1-point increase for O-4 promoted Officers, a 6-point increase for O-5 promoted Officers, and a 9-point increase for O-6 promoted Officers. The Professional Development, Career Progression, and Officership precepts had similar findings in 2018.



**Figure 8. Change in Average Successful Career Progression Precept Score by Rank and Year**

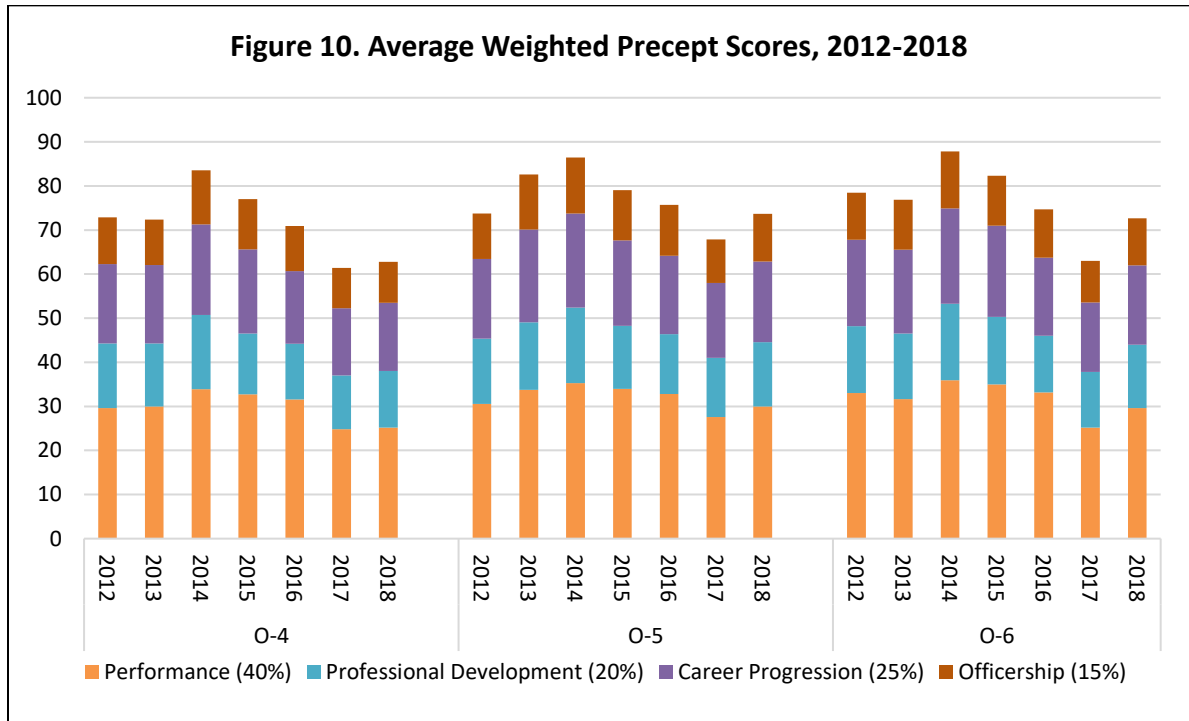


**Figure 9. Change in Average Successful Officership Precept Score by Rank and Year**





**Figure 10** shows the average overall total promotion score by rank and year based on the sum of weighted average precept scores for promotion years 2012-2018. The data from Figures 6-9 was weighted according to the promotion benchmark policy. The weight each precept carries towards the overall score is noted in parentheses next to the corresponding precept. Furthermore, the colors of the stacked bars reflect the proportion each precept contributes to the overall score for successfully promoted Officers. The height of the bars (total sum of the four weighted precept scores) reached a peak in 2014 and then decreased each year thereafter, reaching the lowest scores to date in 2017. Across all ranks, the 2018 average weighted precept scores increased from 2017, though only slightly for O-4 officers.



## Findings

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### ***Temporary Promotion***

Temporary promotion continues to be increasingly competitive for Health Services officers. The promotion rates for 2018 decreased across all ranks compared to the 2017 rates and were the lowest observed since the onset of data collection in 2010.

O-4 promotion rates were consistently ~90% from 2010 through 2014. By 2018, that rate dropped to 58% of eligible officers. O-5 promotion rates were consistently 43% from 2010 - 2012, falling to between 19-30% for all years after. O-6 promotion rates remained at 29% for PYs 2010–2012. By 2017, the rate declined to 18% and to 13% in 2018.

Removing rank from consideration, a total of 432 Health Services Officers were eligible for promotion in 2018 with 88 officers promoted. This resulted in an overall 20% promotion rate for the Health Services category. This is a decrease from the promotion rate of 27% in 2017.

Regarding the number of officers eligible for Temporary promotion, **Figure 3** shows a decrease in the total number of eligible officers for O-4 promotion. Restrictions in officer recruitment that target clinical providers/disciplines may affect the number of calls to active duty in the Health Services category driving down the number eligible to promote at the lower ranks.

**Figure 4** shows that Temporary promotion to O-5 is likewise increasingly competitive with a promotion rate of 19%, a 24% decrease since 2010.

**Figure 5** shows the number of successfully promoted officers to O-6 decreased from 28 officers in 2017 to 22 in 2018. 2018 saw the highest number of eligible officers for O-6 promotion during the report period and the lowest promotion rate of 13%.

## Appendix A: Tables

**Table A: Temporary Promotion Rates**

	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>O-4</b>	91%	90%	90%	90%	90%	72%	75%	61%	58%
<b>O-5</b>	43%	43%	43%	26%	23%	30%	29%	25%	19%
<b>O-6</b>	29%	29%	29%	21%	20%	19%	20%	18%	13%

**Table B: Number of Temporary Promoted and Not Promoted Officers by Year**

	2010	2011	2012	2013	2014	2015	2016	2017	2018
O-4 Promoted	100	106	73	92	69	59	80	39	25
O-4 Not Promoted	10	12	8	10	8	23	27	25	18
Total O-4 eligible	110	118	81	102	77	82	107	64	43
O-5-Promoted	54	59	72	49	52	70	71	58	41
O-5-Not Promoted	72	78	96	141	174	167	175	177	174
Total O-5 eligible	126	137	168	190	226	237	246	235	215
O-6- Promoted	20	22	24	18	20	26	28	28	22
O-6- Not Promoted	48	54	58	66	82	110	114	130	152
Total O-6 eligible	68	76	82	84	102	136	142	158	174

**Table C: Temporary Promotion Score Range by Rank, 2010-2018**

		High	Low	Average	Cutoff
<b>O-4</b>	2010	84.05	31.95	70.04	60.35
	2011	87.00	40.35	77.91	73.45
	2012	80.95	47.05	71.55	65.35
	2013	81.10	57.90	70.98	64.95
	2014	88.45	77.20	83.05	80.00
	2015	85.94	50.49	76.04	72.80
	2016	78.55	17.75	67.44	65.65
	2017	64.40	21.25	59.31	60.45
	2018	69.75	44.25	61.44	61.18
<b>O-5</b>	2010	91.10	5.60	71.52	75.10
	2011	91.20	7.15	83.31	85.60
	2012	81.85	14.05	65.93	69.75
	2013	88.65	5.20	75.45	80.05
	2014	90.90	47.80	80.69	84.65
	2015	85.18	53.49	74.73	76.35
	2016	82.75	34.50	69.62	73.45
	2017	72.10	26.55	62.88	67
	2018	77.25	43.56	68.28	72.43
<b>O-6</b>	2010	87.15	42.70	72.11	77.20
	2011	85.85	34.10	73.22	77.85
	2012	85.35	20.20	66.87	73.55
	2013	85.25	25.35	67.03	72.50
	2014	92.35	61.25	82.83	86.75
	2015	90.03	49.88	75.22	79.80
	2016	82.50	18.60	63.52	71.90
	2017	66.10	30.60	56.71	61.45
	2018	76.68	49.56	66.87	71.50

**Table D: Temporary Promotion Average Precept Scores by Rank, 2012-2018**

		Performance	Professional Development	Career Progression	Officership
<b>2012</b>	O-4	73.97	73.34	72.10	70.80
	O-5	76.44	73.76	72.52	68.34
	O-6	82.50	76.04	78.29	71.13
	AVG	77.64	74.38	74.30	70.09
<b>2013</b>	O-4	75.03	71.24	71.07	68.83
	O-5	84.35	76.46	84.46	83.04
	O-6	79.12	74.53	76.06	75.29
	AVG	79.50	74.08	77.20	75.72
<b>2014</b>	O-4	84.65	84.38	82.29	81.57
	O-5	88.25	85.69	85.31	84.47
	O-6	89.90	86.70	86.40	86.00
	AVG	87.60	85.59	84.67	84.01
<b>2015</b>	O-4	81.75	68.98	76.55	75.93
	O-5	84.88	71.72	77.42	75.94
	O-6	87.44	76.59	82.63	75.96
	AVG	84.69	72.43	78.87	75.95
<b>2016</b>	O-4	79.00	63.00	66.00	68.00
	O-5	82.00	68.00	71.00	77.00
	O-6	83.00	64.00	71.00	73.00
	AVG	81.33	65.00	69.33	72.67
<b>2017</b>	O-4	62	61	61	61
	O-5	69	67	68	66
	O-6	63	63	63	63
	AVG	64.66	63.66	64.00	63.33
<b>2018</b>	O-4	63	64	62	62
	O-5	75	73	73	72
	O-6	74	72	72	71
	AVG	70.66	69.66	69	68.33