2017 NURSE CATEGORY PROMOTION BENCHMARKS

PY 2017 Guidance Regarding Promotion Precepts and Benchmarks for Commissioned Corps Officers

Officers competing for promotion are rated on the five Promotion Precepts described in the electronic Commissioned Corps Issuance System (eCCIS) Instructions 331.01 (old CCPM 23.4.1) “Permanent Grade Promotions”, and 332.01 (old CCPM 23.4.2) “Temporary Grade Promotions”, and noted below. To assist officers in better understanding the Promotion Precepts, the Precepts are described in terms of Factors. Each Factor has a Benchmark, which is a level of achievement for the officer given the category and grade.

The purpose of this Guidance is to inform officers and promotion boards of the levels of achievement per Promotion Precept generally considered to describe the “best qualified” officer for a specific category at a specific grade. This document can also benefit the officer in setting some personal long term goals for his or her career advancement.

The Chief Professional Officers (CPO) and Professional Advisory Committee (PAC) Chairs, in consultation with their constituent category members, revise the Guidance annually to reflect the ever changing missions and policies of the Corps. All five Promotion Precepts are identical for all categories, as are the Benchmarks for Promotion Precepts 1, 4 and 5. The Benchmarks for Promotion Precepts 2 and 3 are category-specific.

The benchmarks for Precepts 1 – 5 are levels of achievement and/or standards of excellence that describe the “best-qualified” officer. They serve as a basis by which officers can be measured within each category. No Officer is expected to meet all the standards for Precepts 1 - 5. Many promoted officers will have achievements that exceed the factors for one or two precepts, but may not meet all the factors for others. Therefore these Benchmarks should not be considered a checklist of activities that must be completed in order to be promoted. Quality and impact of an officer’s service is far more important than the quantity of activities in which they participate.

The individual factors within each Precept are not listed in priority order. The importance of each factor is left to the discretion of the Promotion Boards. The members of the Promotion Boards review the service records of each officer under consideration for promotion and each assigns a score for the specific Promotion Precept. Promotion Board members exercise their professional judgment and discretion in the review and rating of each record.

There is no time period that limits which of the officer’s activities and accomplishments are eligible for consideration. However, activities and accomplishments subsequent to an officer’s last promotion should receive priority consideration.

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%

***IMPORTANT NOTE***:

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. Officers in a “not ready” status at the 31 Dec OFRD status report prior to the promotion year will receive an automatic Board Not Recommend. In addition, officers in a “not ready” status at the subsequent 31
March OFRD status report, who were otherwise successful, will be removed from the successful list. Officers are advised to maintain basic readiness at all times.

Promotion Board members examine many documents in the officer’s electronic Official Personnel Folder (eOPF) during the promotion review. Examples of these documents include, but are not limited to: Commissioned Officers’ Effectiveness Report (COER); Promotion Information Report (PIR); curriculum vitae; the Officer’s and Reviewing Official’s Statements; award narratives; and letters of appreciation. The most recent COERs (e.g., the last 3-5 years) are generally given the most consideration by Promotion Board members, although earlier COERs may also be reviewed.

Career development resources (e.g., Curriculum Vitae (CV) reviews, mentoring, internet training tools, career development seminars, fellow officers, serving in similar roles, etc.) provided by the PACs, agency liaisons, Division of Commissioned Corps Personnel and Readiness (DCCPR), and the CPOs should be explored and fully utilized by all officers.

The Benchmarks will change as the Commissioned Corps continues to evolve. Any comments or suggestions that you have on the Benchmarks may be submitted to your PAC Chair, and will be carefully considered for incorporation into the next annual revision.
## FY 2017 FACTORS and BENCHMARKS FOR PROMOTION PRECEPTS

### 1. Performance Rating and Reviewing Official’s Statement (Performance)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Benchmarks P-O2*</th>
<th>Benchmarks T-O4/P-O3*</th>
<th>Benchmarks T-O5/P-O4</th>
<th>Benchmarks T-O6/P-O5/P-O6</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Commissioned Officers’ Effectiveness Report (COER)</td>
<td>The primary focus in reviewing the COER should be on the accompanying narrative rather than on the indicated value.</td>
<td>The primary focus in reviewing the COER should be on the accompanying narrative rather than on the indicated value.</td>
<td>The primary focus in reviewing the COER should be on the accompanying narrative rather than on the indicated value.</td>
<td>The primary focus in reviewing the COER should be on the accompanying narrative rather than on the indicated value.</td>
</tr>
<tr>
<td>Based on information contained in the Officer’s Statement, separate from the Reviewing Official’s Statement, the officer will be rated on promotion readiness as it relates to:</td>
<td>Secondary assessment will include a review of the COER score, in the context of the officer’s performance trends.</td>
<td>Secondary assessment will include a review of the COER score, in the context of the officer’s performance trends.</td>
<td>Secondary assessment will include a review of the COER score, in the context of the officer’s performance trends.</td>
<td>Secondary assessment will include a review of the COER score, in the context of the officer’s performance trends.</td>
</tr>
<tr>
<td>o Progression of responsibility</td>
<td>Guidance provided as needed/requested to complete assignments of moderate complexity and impact. Skill development reflects potential for leadership and willingness/ability to assume increasing levels of responsibility.</td>
<td>Guidance provided as needed/requested to complete assignments of moderate complexity and impact. Skill development reflects potential for leadership and willingness/ability to assume increasing levels of responsibility.</td>
<td>Evidence of independent performance of complex tasks requiring developed proficiency and higher responsibility with positive impact on the program. Demonstrated leadership of program teams or projects.</td>
<td>Independent initiative, evidenced by development, oversight, coordination and/or leadership of projects of exceptional difficulty with an expected level of expertise. Assumption of overall personal accountability for the involved program or project.</td>
</tr>
<tr>
<td>o Achievement and contributions to the agency mission</td>
<td>Completes assigned duty-related mandatory training and elective training to complement mandatory training.</td>
<td>Completes assigned duty-related mandatory training and elective training to complement mandatory training.</td>
<td>Completes assigned duty-related mandatory training and elective training to complement mandatory training.</td>
<td>Completes assigned duty-related mandatory training and elective training to complement mandatory training.</td>
</tr>
<tr>
<td>o Personal accountability for developing skills and leadership effectiveness</td>
<td>Supporting information that professional development contributes to the agency missions.</td>
<td>Supporting information that professional development contributes to the agency missions.</td>
<td>Supporting information that professional development contributes to the agency missions.</td>
<td>Supporting information that professional development contributes to the agency missions.</td>
</tr>
<tr>
<td></td>
<td>The officer demonstrates they efficiently and effectively work at their current grade.</td>
<td>The officer demonstrates they efficiently and effectively work at a higher level than their current grade.</td>
<td>The officer demonstrates they efficiently and effectively work at a higher level than their current grade.</td>
<td>The officer demonstrates they efficiently and effectively work at a higher level than their current grade and should currently occupy an O-6 billet.</td>
</tr>
<tr>
<td>Factor</td>
<td>Benchmarks P-O2*</td>
<td>Benchmarks T-O4/P-O3*</td>
<td>Benchmarks T-O5/P-O4</td>
<td>Benchmarks T-O6/P-O5/P-O6</td>
</tr>
<tr>
<td>--------</td>
<td>------------------</td>
<td>-----------------------</td>
<td>----------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>• Award History**</td>
<td>Progression of awards, relevance to mission, quality, as well as quantity, across the career is assessed:</td>
<td>Progression of awards, relevance to mission, quality, as well as quantity, across the career is assessed:</td>
<td>Progression of awards, relevance to mission, quality, as well as quantity, across the career is assessed:</td>
<td>Progression of awards, relevance to mission, quality, as well as quantity, across the career is assessed:</td>
</tr>
<tr>
<td>o PHS Individual and Unit Honor Awards (e.g., PHS Citation Medal, Outstanding Service Medal, Unit Commendation)</td>
<td>Division, Institute, and Agency (including non-DHHS agencies), and professional organization awards, and recognition such as letters of commendation. Service should clearly reflect the impact(s) that evolve from responsibility and performance of the officer.</td>
<td>Division, Institute, and Agency (including non-DHHS agencies), and professional organization awards, and recognition such as letters of commendation. Service should clearly reflect the impact(s) that evolve from responsibility and performance of the officer.</td>
<td>Division, Institute, and Agency (including non-DHHS agencies), and professional organization awards, and recognition such as letters of commendation. Service should clearly reflect the impact(s) that evolve from responsibility and performance of the officer.</td>
<td>Division, Institute, and Agency (including non-DHHS agencies), and professional organization awards, and recognition such as letters of commendation. Service should clearly reflect the impact(s) that evolve from responsibility and performance of the officer.</td>
</tr>
<tr>
<td>o Other Awards &amp; Recognition</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>o PHS Service Awards (e.g., Isolated Hardship Service Award, Special Assignment Service Award)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Reviewing Official’s Assessment for Promotion Readiness</td>
<td>Exhibits Leadership Qualities</td>
<td>Exhibits Leadership Qualities</td>
<td>Demonstrates Leadership Skills</td>
<td>Accomplished Leadership Role</td>
</tr>
<tr>
<td>Based on information contained in the Reviewing Official’s Statement (separate from the Officer’s Statement), the Officer will be rated on promotion readiness as it relates to:</td>
<td>Recognizing junior officers with the potential and inspiration to influence.</td>
<td>Recognizing junior officers with the potential and inspiration to influence.</td>
<td>Recognizing exceptional personal leadership skill and significant potential or competence as a leader or manager.</td>
<td>Recognizing leaders who have moved into key leadership roles and have a proven record of influence and achievement (e.g., Subject Matter Expert, Program Chief/Director or equivalent).</td>
</tr>
<tr>
<td>o Current Leadership Role in Command/Agency</td>
<td>For example: As assessed in ROS, candidate excels:</td>
<td>For example: As assessed in ROS, candidate excels:</td>
<td>For example: As assessed in ROS, candidate excels:</td>
<td>For example: As assessed in ROS, candidate excels:</td>
</tr>
<tr>
<td>a) In attributes that serve the leadership in a group, team, committee, or branch work and with the potential for team</td>
<td>a) In attributes that serve the leadership in a group, team, committee, or branch work and with the potential for team</td>
<td>a) In the contributions to and support of a management, supervisory, technical or clinical expert and/or</td>
<td>a) In an executive, senior management, expert, and/or special advisory/consultant position.</td>
<td></td>
</tr>
</tbody>
</table>
1. **Performance Rating and Reviewing Official’s Statement (Performance)**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Benchmarks P-O2*</th>
<th>Benchmarks T-O4/P-O3*</th>
<th>Benchmarks T-O5/P-O4</th>
<th>Benchmarks T-O6/P-O5/P-O6</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>o Progression of Leadership Potential</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- leadership or management role.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>and/or</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) As a member of a task force or similar</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>group at, or above, the local or regional</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Branch or Division level.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Additional attributes <em>may</em> include:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Authorship of publications or other written</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>communication or oral presentations that</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>strive for increasing impact (e.g., at, or</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>above, the local/ regional Branch, or</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Division level).</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>o Contribution to the Agency Missions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Engages in collateral activities that</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>contribute to the Agency/PHS mission.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Temporary O2 and O3 promotions for all categories and Temporary O4 promotions for the Medical and Dental Categories are determined by an administrative file review as outlined in Commissioned Corps Instruction (CCI) 332.01 (old CC 23.4.2, 6-2). Officers are encouraged to use the Factors and Benchmarks listed for T-O4/P-O2 & O3 for career development purposes.

- **Please refer to CCI 511.01 (old CC 27.1.1) Awards Program for a description of the Honor and Service Awards.**
<table>
<thead>
<tr>
<th><strong>2. Education, Training &amp; Professional Development</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Factor</strong></td>
</tr>
<tr>
<td>• Degrees</td>
</tr>
<tr>
<td>• Certification and Credentialing</td>
</tr>
<tr>
<td>• Nursing Licensure</td>
</tr>
<tr>
<td>• Continuing Education (CE) Hours (i.e., 0.1 CEU= 1 CE hour)</td>
</tr>
<tr>
<td>• Public Health Training Experience (includes leadership training)</td>
</tr>
</tbody>
</table>
### 3. Career Progression & Potential

<table>
<thead>
<tr>
<th>Factor</th>
<th>Benchmarks P-O2</th>
<th>Benchmarks T-O4/P-O3</th>
<th>Benchmarks T-O5/P-O4</th>
<th>Benchmarks T-O6/P-O5/P-O6</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pillar Assignment</strong></td>
<td>Officer encumbers a position that meets one of the five pillars.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Billet</strong></td>
<td>At or above grade promoting to</td>
<td>At or above grade promoting to</td>
<td>At or above grade promoting to</td>
<td>At or above grade promoting to</td>
</tr>
<tr>
<td><strong>Assignments</strong></td>
<td>Reflect some potential for increasing levels of independence; strong skills development to include but not limited to: self-manage in work place, commitment, competent (master skills) and demonstrated critical thinking skills</td>
<td>Reflects potential for increasing levels of independence and responsibility; emerging leadership potential.</td>
<td>Reflects an increasing level of independence, responsibility, and leadership (team leader or program manager).</td>
<td>Reflects an increasing level of independence, responsibility, and leadership (supervisory management/ supervisory responsibility/ program management) yielding a national impact.</td>
</tr>
<tr>
<td><strong>Mobility – Geographic and/or Programmatic</strong> (consideration over nursing career including military or civilian service)</td>
<td>1 (includes initial duty station)</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td><strong>Collateral Duties</strong></td>
<td>Participates in identifying process improvement suggestions in the immediate work environment.</td>
<td>Participation in 1 agency collateral duty/activity not included in billet description (over a career).</td>
<td>Participation in 2 agency collateral duties/activities not included in billet description (over a career).</td>
<td>Participation in 3 agency collateral duties/activities not included in billet description with increased responsibility and/or leadership role (over a career).</td>
</tr>
<tr>
<td>Factor</td>
<td>Benchmarks P-O2*</td>
<td>Benchmarks T-O4/P-O3*</td>
<td>Benchmarks T-O5/P-O4</td>
<td>Benchmarks T-O6/P-O5/P-O6</td>
</tr>
<tr>
<td>--------</td>
<td>-----------------</td>
<td>-----------------------</td>
<td>---------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>• Honor/Integrity/Duty</td>
<td>Displaying honor and integrity as an officer. Completes mandatory CC training Officer participates in personal and professional duties to meet obligations. No disciplinary or adverse actions; officer in good standing</td>
<td>Displaying honor and integrity as an officer. Completes mandatory CC training Officer participates in personal and professional duties to meet obligations. No disciplinary or adverse actions; officer in good standing</td>
<td>Displaying honor and integrity as an officer. Completes mandatory CC training Officer participates in personal and professional duties to meet obligations. No disciplinary or adverse actions; officer in good standing</td>
<td>Displaying honor and integrity as an officer. Completes mandatory CC training Officer participates in personal and professional duties to meet obligations. No disciplinary or adverse actions; officer in good standing</td>
</tr>
</tbody>
</table>

**As a USPHS Officer**

- **Honor and integrity** are the consistent regard for the highest standards of behaviors and the refusal to violate one’s personal and professional codes.

- **Duty** is the free acceptance of a commitment to service.

**Officer CC Contributions**

Significant contributions are based on information contained in the Officer’s Statement, CV, and documented in letters of appreciation. Examples may include:

- **Membership/Leadership/Involvement in PAC and Advisory Groups** (e.g., Junior Officers Advisory Group, Minority Officers Liaison Council)

Appointed member or volunteer.

Evidence that CC and collateral activities impact and contribute to the PHS mission at the local level.

Appointed member or volunteer who leads subcommittee or demonstrates substantive role.

Evidence that CC and collateral activities impact and contribute to the PHS mission at the regional level.

Appointed member or volunteer who serves as Chair or Vice-Chair, or leads subcommittees, or demonstrates substantive role.

Evidence that CC and collateral activities impact and contribute to the PHS mission at the regional, national or international level.
## 4. Professional Contributions & Services to the PHS Commissioned Corps (Officership)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Benchmarks P-O2*</th>
<th>Benchmarks T-O4/P-O3*</th>
<th>Benchmarks T-O5/P-O4</th>
<th>Benchmarks T-O6/P-O5/P-O6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentoring</td>
<td>Participates as a protégé in regular one-on-one or group mentoring activities</td>
<td>Participates as a protégé in regular one-on-one or group mentoring activities</td>
<td>Participates as a primary or supportive mentor in regular one-on-one or group mentoring activities</td>
<td>Participates as a primary mentor in regular one-on-one or group mentoring activities. Seeks mentors within peers or higher level</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Completes a formal mentor assignment verified via letter from PAC, Advisory Group, Agency leadership, etc.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Recruits other mentors to support professional development of peers.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional Contributions</td>
<td>Active member at the local, level</td>
<td>Active member at the local, regional, levels</td>
<td>Active member at the regional, or national, or levels. Serves as contributing member to the organization through a committee or subcommittee.</td>
<td>Active member at the national or international levels. Serves in a leadership role in the organization such as subcommittee Chair or Chair of the organization.</td>
</tr>
<tr>
<td>Membership/Involvement in Professional, Uniformed Service, and Specialty Organizations</td>
<td>Participation at community and regional meetings or activities of professional organizations</td>
<td>Presentations and/or outreach at community and regional meetings or activities of professional organizations</td>
<td>Presentations and/or outreach regional meetings or activities of professional organizations Evidence of greater visibility in promoting the Corps to broader audiences.</td>
<td>Presentations and/or outreach regional, national or international meetings or activities of professional organizations Sought out by meeting planners for presentations with evidence of greater impact in support of Corps/Agency missions.</td>
</tr>
</tbody>
</table>

* - Temporary O2 and O3 promotions for all categories and Temporary O4 promotions for the Medical and Dental Categories are determined by an administrative file review as outlined in CCI 332.01 (old CC23.4.2, 6-2). Officers are encouraged to use the Factors and Benchmarks listed for T-O4/P-O2 & O3 for career development purposes.
### 5. Readiness

<table>
<thead>
<tr>
<th>Factor</th>
<th>Benchmarks P-O2</th>
<th>Benchmarks T-O4/P-O3</th>
<th>Benchmarks T-O5/P-O4</th>
<th>Benchmarks T-O6/P-O5/P-O6</th>
</tr>
</thead>
<tbody>
<tr>
<td>NA</td>
<td>Officer meets and maintains Basic Readiness Standards.</td>
<td>Officer meets and maintains Basic Readiness Standards.</td>
<td>Officer meets and maintains Basic Readiness Standards.</td>
<td>Officer meets and maintains Basic Readiness Standards.</td>
</tr>
</tbody>
</table>

Note: Officers may submit a request for a temporary medical waiver to the Medical Affairs Branch for medical issues that would prevent an Officer from achieving or maintaining readiness status.