

U.S. DEPARTMENT OF HEALTH
AND HUMAN SERVICES

PERSONNEL OPERATIONS MEMORANDUM



POM 11-004
EFFECTIVE DATE: 1 June 2011

By Order of the Surgeon General of the U.S. Public Health Service:

VADM Regina M. Benjamin, MD, MBA

TO: All Officers on Extended Active Duty

SUBJECT: Promotion Precept Weights

1. Annual promotion boards score the records of promotion eligible officers based on five precepts in accordance with [CC23.4.1](#) "Permanent Promotions" and [CC23.4.2](#) "Temporary Promotions". This Personnel Operations Memorandum (POM) establishes revised relative weights for the promotion precepts.
2. The five promotion precepts are listed below with their associated relative weights.

a.	Performance Rating and Reviewing Official's Statement	40%
b.	Education, training, and professional development	20%
c.	Career progression and potential	25%
d.	Professional contributions and services to the Corps	15%
e.	Response Readiness	0%
3. These relative weights for the promotion precepts are effective on the date of this POM, beginning with the 2012 annual promotion boards that review officers eligible for promotion 1 July 2012 to 30 June 2013.
4. Although the Readiness precept no longer carries 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 December OFRD readiness status report prior to the promotion year will receive an automatic Board Not Recommend in the temporary grade. In addition, officers in a "not ready" status at the subsequent 31 March OFRD status report, who were otherwise successful, will

be removed from both the temporary and/or permanent grade successful list. Officers are required to maintain basic readiness at all times.

5. This POM will remain in effect until rescinded.

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Surgeon General