



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

OPNAVINST 1110.1 CH-1
BUMED-05(NSHS-13)
1 Aug 2001

OPNAV INSTRUCTION 1110.1 CHANGE TRANSMITTAL 1

From: Chief of Naval Operations

Subj: ADMINISTRATION OF HEALTH PROFESSIONS ACCESSION PROGRAMS (HPAP)

Encl: (1) Revised pages 1 through 5

1. Purpose. To provide a cancellation paragraph to cancel BUMEDINST 1110.1. This caused a renumbering of paragraphs 2-8.
2. Action. Remove pages 1-5 and replace with enclosure (1).

D. C. ARTHUR
Deputy Surgeon General of the Navy

Distribution:

SNDL A1F (ASSTSECNAV IE WASHINGTON DC)
FH1 (BUMED (MED-00MC, MED-00DC, MED-00NC, MED-00MSC, MED-01, and
MED-05, only))
FJA4 (COMNAVCRUITCOM (Code 32))
FH28 (NSHS BETHESDA)
FT28 (NETC NEWPORT, RI (OIS))

Copy to:
OPNAV (N931 and N131M, only)

CH-1 of 1 Aug 2001
OPNAVINST 1110.1
BUMED-05(NSHS-13)

OPNAV INSTRUCTION 1110.1

From: Chief of Naval Operations

Subj: ADMINISTRATION OF HEALTH PROFESSIONS ACCESSION PROGRAMS (HPAP)

Ref: (a) DOD Directive 1310.2 of 28 May 96
(b) SECNAVINST 1120.13A
(c) SECNAVINST 1120.6B
(d) SECNAVINST 1120.8B
(e) SECNAVINST 1120.12A
(f) SECNAVINST 1000.7D
(g) DOD Directive 1205.5 of 10 Apr 95
(h) Title 10 U.S.C., Sections 2120, 2121, 2122, 2123, 2126, 2127, 2130A, and 2173
(i) SECNAVINST 1520.8A
(j) ASD(HA) policy memo 98-018 of 3 Feb 98 (NOTAL)
(k) BUMEDINST 1524.1A
(l) DOD Directive 6000.12 of 29 Apr 96
(m) SECNAVINST 1520.11
(n) DOD 7000.14-R, Volume 7A, Chapter 60 of Feb 01
(o) DODINST 6000.13 of 30 Jun 97

Encl: (1) Definitions
(2) Sample Accessions Process Cycle
(3) BUMED Health Professions Accessions Program (HPAP) Management Board Charter

1. Purpose. To provide policies, procedures, and information concerning Navy Medical Department commissioned officer accession programs and delineate roles and responsibilities.

2. Cancellation. BUMEDINST 1110.1.

3. Scope. These programs include direct accession, recall to active duty, interservice transfer (IST), and various health care professional education and incentive programs. The health care education and incentive programs currently serve approximately 2,400 participants enrolled in over 250 institutions and include the Armed Forces Health Professions Scholarship Program (AFHPSP), the Financial Assistance Program (FAP), the Health Professions Loan Repayment Program (HPLRP), the Nurse Candidate Program (NCP), Inservice Procurement Programs, and the Navy Active Duty Delay for Specialists (NADDS) Program.

OPNAVINST 1110.1 CH-1
1 Aug 2001

4. Definitions. Enclosure (1) identifies terms used.
5. Background. The Bureau of Medicine and Surgery (BUMED) must maintain sufficient numbers of appropriately trained active duty health professionals to ensure Navy Medicine meets mission-essential requirements. BUMED has received authority from the Secretary of the Navy, under regulations prescribed by the Secretary of Defense, to recruit, appoint, and remunerate health professionals in return for a subsequent active duty obligation.
6. Discussion. The following is a brief description of each accession program:
 - a. Direct Procurement. Recruiting an officer directly from a civilian environment. Active duty and Reserve enlisted personnel can also apply for a commission through the Direct Procurement Program. Refer to references (a) through (e).
 - b. Recall to Active Duty. The voluntary return of a commissioned officer from the Reserve to active component. Refer to references (a) through (e).
 - c. Interservice Transfer (IST). The transfer of a commissioned officer serving on active duty, between uniformed services; or the transfer of commissioned officers not on active duty, between the Reserve components of the uniformed services. Refer to references (f) and (g).
 - d. Health Sciences Collegiate Program (HSCP). Two-year scholarship program in designated health professions to complete degree/certification requirements and obtain Reserve officer commission in the active duty component of the Nurse Corps (NC), Medical Service Corps (MSC) or Dental Corps (DC) upon graduation.
 - e. Naval Reserve Officer Training Corps (NROTC). Four-year undergraduate scholarship program leading to an officer commission upon graduation.
 - f. AFHPSP System. Refer to references (h) through (o).
 - (1) Health Professions Scholarship Program (HPSP). HPSP is an Inactive Ready Reserve Program for students accepted to or enrolled in an accredited training program leading to a health profession degree. A sub-element of the HPSP is the NADDS Program. This Inactive Ready Reserve Program permits graduates of the HPSP to obtain graduate professional education in accredited civilian institutions. Reserve officers on the active duty list with remaining obligations are also eligible for the NADDS Program.
 - (2) Financial Assistance Program (FAP). FAP is an Inactive Ready Reserve Program for physicians or dentists currently accepted to or enrolled in an accredited residency or fellowship program progressing toward a specialty which has been designated as critical to Department of Defense (DOD).

**OPNAVINST 1110.1 CH-1
1 Aug 2001**

(3) Health Professions Loan Repayment Program (HPLRP). HPLRP is an active duty and Reserve program used to recruit qualified health professionals in specific specialties. Under the HPLRP, the Navy repays all or a portion of participant-incurred educational loan obligations.

(4) Nurse Candidate Program (NCP). The NCP is a financial assistance program for students enrolled in a baccalaureate-nursing program.

7. Organizational Responsibilities. The following organizational responsibilities apply. Specific functions are outlined in enclosure (2).

a. Chief of Naval Operations (CNO) (N931)

(1) Assesses future accession requirements on an annual basis.

(2) Conducts Program Objective Memorandum (POM)/Program Review (PR)/Mid-Year Review (MYR) assessment hearings when notified by BUMED (MED-05) that requirements differ from available resources.

b. CNO (N131) - Medical Department Officer Community Managers (OCMs)

(1) Ensure BUMED (MED-05) has current data (end-strength targets, officer programmed authorization, etc.) for each critical planning point.

(2) Forward a copy of the final Commander, Navy Recruiting Command (COMNAVCRUITCOM) Goaling Letter to BUMED (MED-01, MED-05, MED-51, and MED-52); Naval School of Health Sciences (NSHS), Bethesda; and the Officer Indoctrination School (OIS).

(3) Solicit agreement from the HPAP Management Board (when applicable) when developing or before changing (i.e., increasing or decreasing) accession plan.

(4) Final approval authority for accession plans.

c. COMNAVCRUITCOM (Code-32)

(1) Collaborates on anticipated plan of appointments, including expected quarterly execution. Includes "panic-points" signaling required adjustments; for example, at MYR if 40 percent of appointments are not made, the plan may be adjusted.

(2) Provides monthly reports to MED-01, MED-05, and NSHS Bethesda on all medical department accession programs, including gains, losses, and realistic goal attainment expectations.