



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
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SECNAVINST 1120.8C
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SECNAV INSTRUCTION 1120.8C

From: Secretary of the Navy

Subj: APPOINTMENT OF REGULAR AND RESERVE OFFICERS IN THE MEDICAL SERVICE
CORPS (MSC) OF THE NAVY

Ref: (a) DODDIR 1310.2 CH-1 of 07 Feb 01
(b) SECNAVINST 1000.7E
(c) SECNAVINST 1210.5A
(d) DODDIR 1300.4 of 15 Nov 96
(e) Title 10, United States Code
(f) DODI 6000.13 of 30 June 97 (NOTAL)
(g) DODDIR 1312.3 of 21 Oct 96 (NOTAL)
(h) SECNAVINST 1420.1A
(i) SECNAVINST 1520.8A
(j) Program Authorization 132
(k) OPNAVINST 1420.1A
(l) Manual of Navy Officer Manpower and Personnel
Classifications. Vol I (NAVPERS 15839I)
(m) SECNAVINST 1920.7A
(n) SECNAVINST 5300.28C
(o) Manual of the Medical Department (NAVMED P-117)
(p) SECNAVINST 1920.6B
(q) SECNAVINST 6401.2A
(r) SECNAVINST 1427.2B
(s) SECNAVINST 1427.1C
(t) DODDIR 6025.13 of 20 Jul 95 (NOTAL)
(u) Program Authorization 115

1. Purpose. To issue regulations governing:

a. Appointment of officers in the MSC, including appointment in the Regular and Reserve components under reference (a), and in either component through interservice transfer from another uniformed service under references (b), (c) and (d);

b. Voluntary recall of officers of the MSC to the active-duty list; and,

c. Award of entry grade credit on appointment in the MSC under sections 533 and 5600 of reference (e) and under references (f) and (g).

2. Cancellation. SECNAVINST 1120.8B. All other regulations and memoranda providing guidance on accessions, appointments, eligibility requirements and entry grade credit for officers in the MSC inconsistent with this instruction are held in abeyance pending their modification or cancellation. Processing initiated before the date of this instruction will continue under the policy and instructions in effect before that date.

3. Summary of Changes. This instruction is a complete revision and should be read in its entirety. Marginal notations of changes have been omitted. A summary of major changes is provided:

a. Clarifies criteria for entry grade credit.

b. Clarifies criteria for entry age standards to be waived for all MSC specialties during manning shortages.

c. Updates information on promotion eligibility deferment.

4. Applicability. This instruction applies to all individuals appointed as Regular and Reserve officers in the MSC, including officers transferred from another uniformed service, Reserve officers transferred into the Regular component, Reserve officers recalled voluntarily to the active-duty list, and officers transferred from the line community or another staff corps into the MSC.

a. Additional guidance on the transfer of Regular and Reserve officers between the services into the MSC is found in reference (b).

b. Additional guidance on the transfer of Reserve MSC officers into the regular component of the MSC and the transfer of regular and Reserve officers between the line and the MSC or between another staff corps and the MSC is found in references (c) and (d).

5. Policy. The Department of the Navy will maintain authorized strength and grade levels in the MSC and its approved specialties by recruiting the personnel required to support the annual five-year promotion plan approved under reference (h), to provide a base for an all Regular career force, and to attain authorized strength in the Reserve component to meet approved requirements for mobilization.

a. Requirements for newly appointed officers on the active duty list will be filled from diverse programs, which include direct procurement of qualified civilians, Armed Forces Health Professions Scholarship Program (AFHPSP) and Health Professions Loan Repayment Program (HPLRP) under reference (i), Health Sciences Collegiate Program (HSCP) under reference (j) and Inservice Procurement Program (IPP) reference (k). Any other request for active duty commission will be handled on a case by case basis. All initial appointments shall be in the Naval Reserve with subsequent transfer into the Regular Navy under reference (c).

b. Requirements for Regular officers on the active-duty list in control grades that cannot be met by promotion may be supplemented by voluntary recall to active duty of officers from the Reserve component qualified in the approved specialties.

c. Requirements for the Selected Reserve and Individual Ready Reserve will be filled primarily through transfer of officers from the active-duty list. Requirements that cannot be met from this source will be met through direct procurement of former military officers and other civilians qualified in the approved specialties.

6. Accessions Plans

a. The Chief of Naval Operations (CNO) will establish an annual accession plan for the active duty force and for the Reserve component which together with retention incentives, will attain authorized strength in each of the specialties in the MSC. There must be sufficient accessions to support the annual five-year promotion plans for the active-duty force and inactive-duty Reserve component and ensure that the promotion opportunity and flow points necessary to meet authorized strength-in-grade requirements are maintained.

b. In determining the proportions of accession programs used to attain and maintain specialty authorizations, both the current and projected supply and demand for officers in each of the approved specialties shall be considered. Maximum use of the most effective program, relative to cost and

time to attain, will be used in preference to more expensive programs. Plans will ensure flexibility in adjusting to changes in the civilian market and in specialty requirements. Reasonable career progression opportunities for the authorized strength of entry-level applicants shall be maintained.

7. Basic Qualifications. To be eligible for appointment as a MSC officer in either the active duty force or the active status (Reserve component) or for voluntary recall from the Reserve component to the active duty list, the applicant must meet the following requirements:

a. Citizenship. Must be a citizen of the United States.

b. Entry Age. Entry age eligibility criteria are established to meet four goals: (1) attain the Defense Officer Personnel Management Act (DOPMA) objective of an all Regular career force; (2) provide the maximum pool of Reserve officers eligible for regular service; (3) maintain an officer corps young enough and vigorous enough to meet the more arduous duty requirements, such as duty at sea and in arduous locations; and (4) define a recruiting pool large enough to meet accession requirements. The basic entry age standard for appointment in the active duty force is that the applicant be able to attain 20 years of active commissioned service by age 55. The entry age standard may be adjusted or waived for all MSC specialties as follows:

(1) Active Force. Deputy Chief of Naval Operations (Manpower and Personnel) (DCNO(M&P)), may raise the entry age standard up to 20 years by age 60 for a specified period when a manning shortfall exists against authorized strength in a specialty authorized by the CNO in reference (1) for which there are programmed authorizations that cannot be filled by the use of authorized bonuses; in-zone promotions in the annual five-year promotion plan; recruiting of civilian candidates; voluntary recall of Reserve officers who meet the basic age requirement; and continuation of officers on the active-duty list beyond statutory retirement age under reference (m). DCNO (M&P) will advise the Assistant Secretary of the Navy (Manpower & Reserve Affairs) (ASN(M&RA)) in advance of the period of such increase and the specialties designated under these criteria.

(2) Reserve Component. DCNO(M&P) may raise the entry age standard up to 20 years by age 60 for a specified period when a manning shortfall exists against authorized strength in a specialty, authorized by the CNO in reference (1), for which there are programmed authorizations in the Selected Reserve that cannot be filled by the use of authorized bonuses; loan repayment, scholarship and stipend incentives; in-zone promotions in the annual five year promotion plan; recruiting of civilian candidates and affiliation of separating active duty list officers who meet the basic age requirements; and continuation of members of the Selective Reserve beyond statutory retirement age under reference (m). DCNO(M&P) will advise the ASN(M&RA) in advance of the period of such increase and the specialties designated under these criteria. As provided by reference (e), ASN(M&RA) shall additionally set a maximum entry age standard of 47 years for health care specialties which he/she determines, considering the recommendations and supporting justification of the DCNO(M&P), to be specialties critically needed in wartime. Critical specialties for the purpose of Reserve Component accession management are those Medical Service Corps specialties which are:

(a) At least 20 percent below authorized strength or

(b) Otherwise significantly under strength in the Selected Reserve and

(c) For which full use of the sources described above are projected to be unable to correct shortages within three years.

(3) Age Limit Waivers. DCNO(M&P) may further waive the age limits on a case-by-case basis to reduce manning shortages, when extraordinary circumstances indicate the waiver would be in the best interest of the naval service, or when a gross inequity to the applicant would otherwise result.

(4) Applicant Acknowledgement of Age Limitations

(a) Before appointment, applicants who will be unable to complete 20 years of active commissioned service by age 55 will be required to acknowledge in writing that they are ineligible for Regular appointment.

(b) Before appointment, applicants who may be unable to complete 20 years of creditable service for retirement will be required to acknowledge the same in writing.

(5) Record of Age waivers Authorized. The Commander, Navy Recruiting Command, acting for the DCNO(M&P), shall maintain on file written justification for each waiver granted. Age waivers will be reported annually to the ASN(M&RA) under guidance provided in paragraph 14.

c. Moral Character. Must be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation. As prescribed in reference (n), individuals who are drug or alcohol dependent, who abuse drugs or alcohol, whose pre-service abuse of drugs or alcohol indicates a proclivity to continue abuse in the service, or who have a record of any drug trafficking offenses shall not be permitted to enter the Medical Service Corps.

d. Physical Standards. Must meet the Physical standards for service on active duty as recommended by the Chief, Bureau of Medicine & Surgery and approved by the CNO. DCNO(M&P), upon recommendation of the Chief, Bureau of Medicine & Surgery, may waive physical defects that will not interfere with performance of active duty within the guidelines of reference (o).

e. Availability for Mobilization. Appointments in the Reserve component not on the active-duty list are predicated upon mobilization requirements and the applicants' availability for mobilization. Members of Congress, federal political appointees, elected state and local government officials and federal career Senior Executive Service (SES) employees may not be tendered an original direct appointment without prior approval of the Secretary of the Navy.

f. Indoctrination Requirements. Officers appointed directly to the active duty list must complete an officer indoctrination training course prior to reporting to their first duty station. Officers appointed directly into the Reserve Component must complete a reserve officer indoctrination training course during their first year.

g. Failure to Complete Initial Training Requirements. Officers who fail to complete officer indoctrination requirements shall be separated for cause under reference (p).

8. Professional Qualifications. To be eligible for appointment in the Medical Service Corps or for voluntary recall from the Reserve component to the active-duty list, the applicant must meet the following educational requirements: