

government by falsifying travel expenses can result in prosecution and separation from the HPSP/FAP program.

3. When corresponding with MDAD about a travel claim, the participant's name, corps affiliation (i.e. medical, dental, medical service), the last four numbers of the participant's SSN, and dates of travel should be used for identification purposes.

4. Travel claim payment is performed by voucher, directly into the participant's bank account. Payment is not made through the Defense Finance and Accounting System. Therefore, the payment will not appear on the participant's LES. Only active duty pays and entitlements will show on the participant's LES for the AT period.

**CHAPTER SIX**  
**MEDICAL AND HEALTH CONDITIONS**

**6-1. Responsibility.** Participants are expected to maintain good health and conform to Navy fitness standards while participating in scholarship programs. It is anticipated that upon graduation and completion of board examinations all participants will enter active duty and be fit for worldwide assignment. MDAD's Medical Records Section ensures that these standards are maintained.

**6-2. Annual Health Verification**

1. Annual Verification. The participant's Annual Verification and HIV must be current prior to initiating AT orders. This information is required annually to provide MDAD with important information on health status and contact information. The Annual Verification Package consists of four forms which updates medical as well as all participant information. The Annual Health Screening Form updates only medical conditions.

a. Freshmen participants should keep MDAD apprised of any changes in their health by contacting MDAD at [OH@med.navy.mil](mailto:OH@med.navy.mil).

b. Sophomore participants will submit a completed Annual Verification Package in January/February of their sophomore year.

c. Juniors will submit an Annual Health Screening Form in October/November of their junior year.

d. Seniors will submit an Annual Verification Package in August at the start of their senior year.

e. These forms are available under the Forms Section of the Accessions website located at:  
<http://www.med.navy.mil/sites/navmedmpte/accessions/Pages/Forms.aspx> . Fax them directly to the MDAD Medical Records section, using the following dedicated, secure fax number: (301) 295-686-5954.

**6-3. HIV Testing.** An HIV test is required every two years. It can be performed at the participant's nearest Reserve Center or by a local health clinic. An HIV test is a reimbursable expense. HIV results may be faxed to the MDAD secure, medical FAX at (301) 295-5954.

**6-4. Pregnancy.** Students should notify MDAD of their pregnancy and estimated date of delivery. Pregnant participants may elect to take School Orders during their pregnancy and be covered under the active duty medical benefit. Pregnant students may perform travel AT up to, but not during, the third trimester. Any delay in graduation date must be reported to the MDAD Registrar at [OH@med.navy.mil](mailto:OH@med.navy.mil). Pregnant service members are not allowed to attend ODS, and may not attend during the six month period following delivery. For additional information, contact MDAD at [OH@med.navy.mil](mailto:OH@med.navy.mil).

**6-5. Height/Weight Requirements.** Participants are required to maintain good health and physical readiness which includes compliance with Navy physical fitness and required Navy weight standards as shown in Appendix B. Navy height/weight standards are waived during pregnancy but must be met within six months after delivery.

#### **6-6. Medical Coverage**

1. Health Insurance: Health, Dental, Vision, Disability, etc., insurances are allowable reimbursement items only when paid by the participant (i.e. NOT invoiced with tuition), and **ONLY** when required by the school. Reimbursement will be made for a policy that satisfies the minimum insurance requirements as outlined in Chapter 3.

2. TRICARE: Participants and their dependents are covered by the Navy's TRICARE Health Insurance Program **ONLY** when on their 45 days of annual training. Before using TRICARE, participants must register dependents in the DEERS and then must contact the Health Benefits Advisor's office at the nearest MTF to register dependents.

a. To register in DEERS, participants should take a copy of their oath of office, dependents' birth certificate, marriage certificate, etc. to the nearest PSD, fill out a DD Form 1172 and request enrollment into the DEERS system. To receive an ID card so that they can be seen at a military installation, participants and dependents must go in person to the PSD to have them made. At the start of each AT period, participants and dependents must have a PSD update the participant's status to active duty, and get active duty ID cards. To update DEERS, documentation, such as SSN or active duty orders will be needed. Note: If the military member is not available, family members can update DEERS with a valid power of attorney. DEERS can be updated in one of the following ways:

(1) To add or remove family members, visit a local military ID card-issuing facility. Search for an office by ZIP code, city, or state at [www.dmdc.osd.mil/rsl](http://www.dmdc.osd.mil/rsl). Call the office first to verify location, business hours, and required documentation.

(2) Call the Defense Manpower Data Center Support Office at 1-800-538-9552 to update address and phone number.

(3) Fax address or phone number changes to (831) 655-8317.

(4) Mail changes to the Defense Manpower Data Center Support Office, 400 Gigling Road, Seaside, CA 93955-6771. Include supporting documentation if updating a family member's status.

(5) Update contact information online on the DEERS Web site at <https://www.dmdc.osd.mil/appj/address/> or on the Beneficiary Web Enrollment Web site at <https://www.dmdc.osd.mil/appj/bwe/indexAction.do/>.

b. Once enrolled in DEERS and the participant's active duty status has been changed by PSD, the participant and dependents can be accessed into the TRICARE system. Information about TRICARE can be accessed at <http://www.tricare.mil/>. Please note the following about TRICARE:

(1) TRICARE is only available for dependents when the participant is on active duty orders for a period longer than 30 days.

(2) Check with TRICARE to find the nearest Military Treatment Facility to their location. Available at: <http://tricare.mil/mybenefit/home/Medical/FindingAProvider?CFID=122402742&CFTOKEN=94387610>.

(3) Dependents must be enrolled in the DEERS at a PSD in order to be eligible for TRICARE. It is the participant's responsibility to perform this at the start of each AT.

(4) For more information, contact the Health Benefits Advisor's office at the nearest military medical facility.

**6-7. Dental Care:** While on AT, participants (not dependents) are eligible for dental care at military dental facilities or through TRICARE Prime Remote. If greater than 50 miles from a military dental facility, TRICARE Prime Remote can be used to

obtain care. Participants can use up to \$500 per appointment and \$1500 per year of routine care before a preauthorization is required through the Military Medical Support Office (MMSO). The MMSO website with all the required forms and processes outlined is located at: <http://www.tricare.mil/tma/MMSO/>. Family members are eligible to participate in the TRICARE Dental Program, a voluntary, premium-based dental insurance plan regardless of the sponsor's military status. For more information, go to:

<http://www.tricare.mil/mybenefit/home/Dental/NGR>. This is a fairly costly program in which to participate, however.

**6-8. Changes in Medical Condition.** All changes in medical condition resulting in hospitalization, medication use, changes in physical function etc. must be reported to MDAD immediately. All changes in condition must be evaluated to ensure that a participant can meet the physical requirement of active duty. Participants should forward all pertinent medical records and appointment follow-ups via secure medical fax to MDAD at (301) 295-5954. Failure to provide documentation may delay entry to active duty.

**6-9. Immunizations.** Immunizations are required by participants and must be up to date prior to annual training and entry on active duty. Immunizations are available at most Navy Reserve Centers (NRCs). Students are encouraged to obtain required immunizations not obtained prior to entry into the program at an NRC. However, when an NRC is not readily available, the following immunizations are required and reimbursable: Hepatitis A; Hepatitis B Series (3 shot series); Measles-Mumps-Rubella (MMR) (required if no immunity is documented via titers); Varicella (required if no immunity is documented via titers); Influenza; Tetanus.

**CHAPTER SEVEN**  
**MEDICAL PROFESSIONAL AND CAREER PLANNING**

**7-1. Professional and Career Planning.** The best way to get what you want is to be the best at what you do! The Navy looks at prior successes and accomplishment as an indicator of future success. Students should demonstrate to clinical supervisors and program directors that they are willing to work hard to be the best physician they can be. By volunteering for difficult assignments and completing tasks on or before deadlines, students show what they can do. Always demonstrate the Navy's core values of honor, courage and commitment.

**7-2. Annual Training:** Per your contract, you are allowed one Navy-paid AT per fiscal year of contract. Therefore, a four-year student gets four ATs, a three-year contract student gets three, etc. Ideally, the first one is used for ODS; the second one for school orders to study for licensing boards (National Boards/Part I); and the third and fourth to perform clerkships at Navy medical facilities. The MDAD website has current information on scheduling and requesting annual training.

Please go to

<http://www.med.navy.mil/sites/navmedmpte/accessions/Pages/HPSPandFAPAnnualTraining.aspx> for more information/

**7-3. Officer Development School (ODS).** The Navy is going to play an increasingly important role in your life and understanding the culture of the Navy will help you as you progress through the program towards residency. ODS is a mandatory orientation program to Navy life. Students with no prior commissioned service in the U.S. Navy or Marine Corps, or did not complete NROTC/US Naval Academy, must attend ODS prior to their first active duty assignment.

HPSP students are encouraged to complete ODS prior to graduation by using an annual training period. If unable to attend ODS before graduation, HPSP participants will attend immediately after graduation and before starting internship. In most cases this will cause a delay in starting internship. Internship program directors do not like having "late-starters". The sooner participants can complete ODS, the better. Information and scheduling can be found on the HPSP website at

<http://www.med.navy.mil/sites/navmedmpte/accessions/Pages/HPSPandFAPAnnualTraining.aspx>.

**7-4. National Board Examinations (COMLEX/USMLE)**

1. All participants are required to submit documentation demonstrating successful completion of professional examinations as outlined in their program contract. This includes USMLE Parts I and II (CK and CS) or COMLEX Parts I and II (CE and PE) as appropriate.

2. The HPSP contract specifies that students must complete all parts of the licensing exam at the earliest possible date. Part I must be completed before the beginning of the third-year academic curriculum (August) and results provided to the AFHPSP Program Director Office by 15 September of the third-year academic curriculum. Part II USMLE 2 CK/COMLEX 2 CE must be taken and passed after completing the third-year academic curriculum (July) but before 30 September of the fourth-year academic curriculum. Part II USMLE CS/COMLEX PE must be taken by 25 February of the final year and results provided to the HPSP Program Manager within four to six weeks of completion. Failure to take the examination or provide the score to the AFHPSP Program Manager may result in a Leave Without Pay (LWOP) status and cessation of all stipend. There are ample opportunities to take Step 2 CK/CE (USMLE/COMLEX) prior to 15 September. If you have special circumstances, you may request a waiver for these dates by contacting [OH@med.navy.mil](mailto:OH@med.navy.mil).

3. It is particularly important for a student who received a low passing score on Step 1 to have Step 2 in their GME-1 application, to show the Intern Selection Committee that he/she is not an "academic risk". Demonstrating improvement is key. Just passing the USMLE/COMLEX examinations is not good enough. Applicants for internship compete with other scholarship students for a limited number of coveted internship positions in different specialties. Those with the best grades and board scores generally get their first choice of specialty and location. This is especially true if a full deferment is a student's first choice.

4. Per the HPSP contract, Step II CK or COMLEX Part II CE should be taken by mid September so that results are available by mid November of the year before graduation.

5. Failure to pass national licensing examinations is considered to be failure to progress academically and will result in disenrollment from the program (per the participant's HPSP contract). Participants should be

proactive and notify MDAD immediately if there are problems associated with licensing exams. Proactive action will be viewed favorably. All program disenrollments will be considered on a case-by-case basis.

**7-5. Health and Physical Fitness Standards.** Students must adhere to the Navy's Physical Fitness and Weight Standards. Those attending ODS who are out of standards and over their allotted weight, will be dropped from ODS or not allowed to attend at all. Better to "maintain than retrain". If a student acquires a new medical condition not previously noted or on the recruiting physical, MDAD must be notified immediately upon discovery. Some medical conditions are disqualifying for active duty service and require evaluation and/or approval to remain in the service. If serious enough, a waiver must be requested to come on active duty. This process can take several months to complete, and informing MDAD late in the senior year may suspend orders to active duty. If the medical condition is deemed "not suitable for continued military service" by the Navy Personnel Command via the Medical Board and Waiver Process, the student will be separated from military service. Students with serious conditions should have a back-up plan for civilian internship if their waivers are not approved.

**7-6. Graduate Medical Education (GME) Internship Application Procedure**

1. The Navy Surgeon General convenes a preliminary Graduate Medical Education Intern Selection Board (GMEISB) each November for graduating medical students. It is held just prior to and in conjunction with the Graduate Medical Education Selection Board (GMESB), held the first week of December. Information regarding Graduate Medical Education in the Navy can be found at:

<http://www.med.navy.mil/sites/navmedmpte/gme/Pages/default.aspx>. In June of the year prior to graduation, students will receive a group e-mail outlining the procedures for application for internship/first year of graduate medical education (GME-1). All Medical Corps HPSP recipients are required to apply to the Navy for their first year of GME. The Navy application enables students to submit a preference list of their choices for GME-1. A student may apply for Navy training for their GME-1 year or request permission to complete a civilian residency (i.e. a full deferment of active duty obligation until residency completion). Details about the application process will be included in the group e-mail and available in NAVME DMPT&ENOTE 1524.

2. Factors Considered by the GMESB. Applicants are evaluated on the basis of the following:

- a. Medical school performance (pre-clinical and clinical years).
- b. Standardized test scores.
- c. Evaluations such as Dean's letter, letters of recommendation, clerkship reports, and interviews at Navy training sites.
- d. Potential as an intern and military adaptability.

3. Clerkship evaluations and interview reports from Navy hospitals are very important. Students must make every possible effort to perform Annual Training periods and interview at the Navy hospitals where they would like to go for internship. The Navy and the HPSP Program cannot fund travel for interviews, so students should schedule interviews during annual training periods, and then use a few days to interview at other sites geographically close (such as NMC Portsmouth and NMMC Bethesda). It is recommended that students use their last two ATs for this purpose. One should be taken before September 30<sup>th</sup> and the other after October 1<sup>st</sup> of the senior year, since only one AT is allowed per fiscal year.

4. Selection for GME. All Medical Corps HPSP recipients are required to submit a Navy GME-1 application and apply via the Electronic Residency Application Service (ERAS). The Navy application enables students to submit a preference list (in descending order) of their choices for GME. For Navy applicants, ERAS is the repository of documents for review by prospective internship program directors, such as the Dean's letter, transcripts, board scores, letters of recommendation, photograph, etc. Specialty sites applied for on the Navy GME-1 application are also requested on the ERAS application, which allows prospective internship program directors to see the documents. An applicant must apply for Navy training for his/her internship year. A student may also request permission to complete a civilian residency (a full deferment of active duty obligation until residency completion). Each student is authorized reimbursement up to \$300 for ERAS/AOA expenses (including release of USMLE/COMLEX scores to ERAS). For reimbursement, file a

claim with the HPSP Reimbursement department.

5. Civilian Match, the National Residency Match Program (NRMP). Those not applying for a civilian deferment do not apply to the civilian match NRMP.

6. Deferments: Full deferments are granted based on the needs of the Navy at the time of selection. A student chosen for a full deferment is authorized to participate in the civilian match and to complete a civilian residency before coming on active duty in the Navy as a fully-trained, board eligible, medical specialist. Students requesting a full deferment must also select four other choices for in-service internship training.

a. Students who ask for a full deferment should be in the top third of their class and have strong board scores, no failing grades on their transcript, high passes and honors evaluations from their rotations.

b. If a full deferment is listed as the first choice and the student is not selected for one, the student will be selected for a Navy internship.

7. Notification of GMEISB Results. Students will be notified in mid-December of the results of the GMESB. This provides adequate notice for continued participation in the civilian match if necessary.

**7-7. Medical Corps Career Progression.** There are many career opportunities and paths that are available in the Navy Medical Corps. Discussion with mentors, detailers (assignment officers) and program directors helps become a knowledgeable officer. The GME website offers information related to professional development and can be found at: <http://www.med.navy.mil/sites/navmedmpte/Pages/ProfessionalDevelopment.aspx>. Appendix F of this instruction lists some of the possible career progression paths within the Medical Corps.

**7-8. Entry Grade Credit.** Students with no previous commissioned service or without a graduate degree in certain fields are appointed as Lieutenants, with a date of rank the same as the date of graduation from their medical school. Those with prior commissioned service or a master's/doctorate degree in a specified medical field (see OPNAVINST 1120.4), may qualify for entry grade credit, which

will make their date of rank earlier than their graduation date. Students should be aware that large amounts of entry grade credit may result in their record going before the Lieutenant Commander Promotion Selection Board with significantly less Medical Corps experience than others also competing for selection. Individuals have failed to be selected for this reason. Officers on active duty for less than one year prior to the start of the selection board are automatically prevented from having their record considered for selection. However, an officer in such a situation may request that their record be considered by the Board. The officer should discuss this decision with their detailer to seek further advice and direction.

**CHAPTER EIGHT**  
**DENTAL GRADUATE EDUCATION AND CAREER PLANNING**

**8-1. Professional and Career Planning.** The best way to get what you want is to be the best at what you do! The Navy looks at prior success and accomplishment as an indicator of future success. Students should demonstrate to clinical supervisors and program directors that they are willing to work hard to be the best dentists they can be. By volunteering for the difficult assignments and completing tasks on or before deadlines, students show what they can do. Always demonstrating the Navy's core values of honor, courage and commitment, with guidance from Senior Dental Officer, the Dental Corps Career Planner and the Detailer, new Navy Dentists will have the tools and resources available to navigate successful naval careers. The Dental Corps has clinical, research, educational, operational and Executive Medicine opportunities available and rewarding careers can be established in any of these areas. You are encouraged to take advantage of the opportunities that await you.

**8-2. Annual Training:**

1. Per your contract, you are allowed one Navy paid AT per fiscal year of contract. Therefore, a four-year student gets four ATs, a three-year contract student gets three, etc. Ideally, the first one is used for ODS, the second one for school orders to study for licensing boards (National Boards/Part I), and the third and fourth to perform clerkships at Navy dental facilities. The MDAD website has current information on scheduling and requesting annual training. Please go to <http://www.med.navy.mil/sites/navmedmpte/accessions/Pages/HPSPandFAPAnnualTraining.aspx> for more information. Most Navy dental centers/hospitals only take third and fourth-year students into their clerkship programs.



NAVY DENTAL  
CORPS CLERKSHIP PI

2. After you schedule a clerkship at a Navy site, you will receive a confirmation letter from the training site. Please scan and send the confirmation letter to [OH@med.navy.mil](mailto:OH@med.navy.mil) as an e-mail attachment. You may also fax to (301) 295-1811, but faxing can be unreliable.

3. MDAD staff generate all orders for students using input sent to them via the "Annual Training Order Request Form" found on the MDAD website:

<http://www.med.navy.mil/sites/navmedmpte/accessions/Pages/HPSPandFAPAnnualTraining.aspx>. Instructions are at the top of the page. Questions should be e-mailed to [OH@med.navy.mil](mailto:OH@med.navy.mil).

**8-3. Officer Development School (ODS).** If you have no prior commissioned service in the U.S. Navy or Marine Corps, you must attend ODS prior to your first active duty assignment after graduation. At ODS you will be given basic military information and instruction on how to wear your uniforms, military courtesies, history, etc. Students should use one of their AT to attend ODS prior to graduation. HPSP students are entitled to 45 days of AT for every year in the program. Students may take one AT per fiscal year, which runs from 1 October to 30 September. During an AT period, stipend stops and students receive active duty pay and entitlements at the appropriate rank level.

**8-4. Licensing Board Examinations - National Dental Board Exam (NBDE):** The HPSP contract specifies that students must complete all parts of the licensing exam at the earliest possible date. Part I of the NBDE must be completed before the beginning of the third-year academic curriculum, and the results provided to the AFHPSP Student Program Director's Office by 15 September of the third-year academic curriculum. Part II of the NBDE must be taken in December during the fourth-year academic curriculum, and results provided to the AFHPSP Director by 15 February of the fourth-year (second attempts must occur by the following March and results provided by 15 April). Failure to take the examination or provide scores to the AFHPSP Program Director will result in an immediate leave without pay (LWOP) status and cessation of all payments. Failure to pass national licensing examinations after two attempts will be considered failure to progress academically and will result in disenrollment from the program (per the participant's HPSP contract).

**8-5. Health and Physical Fitness Standards.** Students must adhere to the Navy's Physical Fitness and Weight Standards. Those attending ODS who are out of standards and over their allotted weight, will be dropped from ODS or not allowed to attend at all. Better to "maintain than retrain". If a student acquires a new medical condition not previously noted or on the recruiting physical, MDAD must be notified immediately upon discovery. Some medical conditions are disqualifying for active duty service and require evaluation and/or approval to remain in

the service. If serious enough, a waiver must be requested to come on active duty. This process can take several months to complete, and informing MDAD late in the senior year may suspend orders to active duty. If the medical condition is deemed "not suitable for continued military service" by the Navy Personnel Command via the Medical Board and Waiver Process, the student will be separated from military service. Students with serious condition should have a back-up plan for civilian internship if their waivers are not approved.

**8-6. PGY-1 (AEGD/GPR) Graduate Dental Education (GDE)**

**Application.** In August of the senior year, the student will receive instructions for applying for the Advanced Education in General Dentistry (AEGD) and General Practice Residency (GPR) programs. All dental students must complete the application and those who choose not to apply for a PGY-1 position should indicate that on their application. The Chief of the Navy Dental Corps convenes a selection board in mid December for these programs. Selectees are notified of selection in early January. Although it is highly recommended, it is not required that Dental Officers complete a PGY-1 year. For information about the AEGD Program, click on the link:

<http://www.bethesda.med.navy.mil/Careers/Postgraduate%5FDental%5FSchool/AEGD%5F1%5FYr/>. For information about the GPR Program, click on the link:

<http://www.bethesda.med.navy.mil/careers/Postgraduate%5FDental%5FSchool/GPR/> .

**8-7. Post-Graduate Dental Specialty Residency Programs.** In January of the junior year, students should review the Dental Corps Graduate Education Announcement posted on the Dental Corps Home page located at

[http://www.bethesda.med.navy.mil/Careers/Postgraduate\\_Dental\\_School/](http://www.bethesda.med.navy.mil/Careers/Postgraduate_Dental_School/). This instruction announces which postgraduate dental programs will be available, and has instructions on how to complete the application. Questions regarding the Duty Under Instruction Selection (DUINS) application process should be addressed to the Director, Dental Corps Programs of the Graduate Programs Department (Code OGDC) by phone at (301) 295-0650. The DUINS Board convenes prior to the PGY-1 board and the applications for these two programs are separate. The following factors are considered by the PGY-1/DUINS Selection Board:

- a. Dental school performance (preclinical and clinical years).
- b. Standardized test scores.

c. Evaluations such as Dean's letter, letters of recommendation, clerkship reports, and interviews at Navy training sites.

d. Potential as a PGY-1 resident or dental specialty resident and military adaptability.

**8-8. Dental Corps Career Progression.** There are many career opportunities and paths that are available in the Navy Dental Corps. Discussion with mentors, detailers and specialty leaders is crucial to being a knowledgeable officer. The Graduate Dental Education (GDE) website offers information related to professional development and can be found at: [http://www.bethesda.med.navy.mil/careers/Postgraduate\\_Dental\\_School/](http://www.bethesda.med.navy.mil/careers/Postgraduate_Dental_School/).

**8-9. Entry Grade Credit.** Students with no previous commissioned service or without a graduate degree in certain fields are appointed as Lieutenants, with a date of rank the same as the date of graduation from their dental school. Those with prior commissioned service or a master's/doctorate degree in a specified dental field (see OPNAVINST 1120.5), may qualify for entry grade credit, which will make their date of rank earlier than their graduation date. Students should be aware that large amounts of entry grade credit may result in their record going before the Lieutenant Commander Promotion Selection Board with significantly less Dental Corps experience than others also competing for selection. Individuals have failed to be selected for promotion for this reason. Officers on active duty for less than one year prior to the start of the selection board are automatically prevented from having their record considered for selection. However, an officer in such a situation may request that their record be considered by the Board. The officer should discuss this decision with their detailer to seek further advice and direction.

**8-10. Navy Active Duty Delay for Specialty (NADDS) Program:** NADDS is a program where Navy Medicine, specifically, the Dental Corps can augment shortage specialty areas in Dentistry. In rare cases the Dental Corps can offer qualified graduating dental students a deferment from reporting to active duty to complete a civilian residency in these shortage areas. Historically, the areas of Oral and Maxillofacial Surgery, Prosthodontics and Endodontics are considered more often for this program. When in this program, the student receives NO financial assistance or benefit from the Navy. While in the program, the student is a Reserve Lieutenant in the Dental Corps

with a 2205 designator. The student must report to active duty at the completion of residency, and will serve his/her HPSP obligation serving in that specialty area. A member delayed for specialty training incurs no additional obligation as long as a two year obligation exists at the time the training begins. Members with less than two years of active duty obligation incur a two year minimum term of service.

**8-11. Special Pays:** New Dental Officers are entitled to Variable Special Pay (paid monthly) and Additional Special Pay, which is paid after the officer has a valid license and applies for the pay.

**8-12. Licensing:** Current credentialing and privileging instructions require that dental officers be licensed within 12 months of entry on active duty. The exception to the policy is for officers who come from states that allow a license to be given in lieu of an exam if an AEGD or GPR year is completed. If that is the case, the officer has 18 months to be licensed. Failure to obtain a valid state license may result in dismissal from the Dental Corps to another corps.

**8-13. Brief Overview of the Dental Corps for Dental Students:** The Dental Corps has approximately 1100 billets (or job positions), growing to about 1200 billets over the next several years. Dental officers start their career at the rank of Lieutenant (LT) and stay at that rank for about 5 years. Once their initial service obligation is completed, the officer is eligible for retention bonuses. Promotion to the next rank, Lieutenant Commander (LCDR), is competitive, but approximately 99% of the officers who decide to stay in the Navy are promoted to LCDR. Dental positions are located worldwide, but the first year is usually completed in a large clinic where a credentialing tour can be done.

**CHAPTER NINE**  
**OPTOMETRY CAREER PLANNING**

**9-1. Professional and Career Planning**

1. Doctors of Optometry provide the vast majority of primary eye and vision care services for military members, their dependents and retirees. They directly affect military readiness and total force protection. Periodic optometric examinations are a crucial part of preventive health care. Navy optometrists work as critical members of the Navy's integrated health care team in multidisciplinary settings.

2. Navy Optometrists lead clinical and scientific research in such areas as improving Night Vision Goggles for aviators, development of ophthalmic laser protection for the visual system, identification of the effect hypobaric and hyperbaric conditions have on vision, studying the effects of traumatic brain injury on the visual system and determining the operational impact of refractive surgery on our Soldiers, Sailors, Airmen and Marines. Optometrists help transition lessons learned from aviation safety mishaps secondary to vision related issues into service-level policy; support training of aviation personnel; and provide consultative services on visual problems and issues for individual service members worldwide. Opportunities for active participation in research are supported by the Navy through dedicated education opportunities for mid-career Navy Optometrists.

3. A career Navy Optometrist can expect to have opportunities to participate in humanitarian missions to the third world, have leadership opportunities in hospital administration, as well as the chance to serve overseas in Europe or Asia. Each career is different, allowing for a diverse community. However, there is an established "normal career track" (see Figure 1).

4. Throughout your career you will be guided by the Optometric Specialty Leader, your detailer, and the Medical Service Corps Career Planner. Senior optometrists and Medical Service Corps officers will also provide guidance on critical items, such as assignments, promotion board information, fitness reports and collateral duties. All optometrists need to keep abreast of their community through the Optometry and Medical Service Corps pages on Navy Knowledge Online (NKO). <https://www.nko.navy.mil/portal/navymedicine/medicalservicecorp/optometry/home/extern-studentcenter>. AFHPSP students are unable to access this page without a Common Access Card.

5. Career Track for Optometrists:

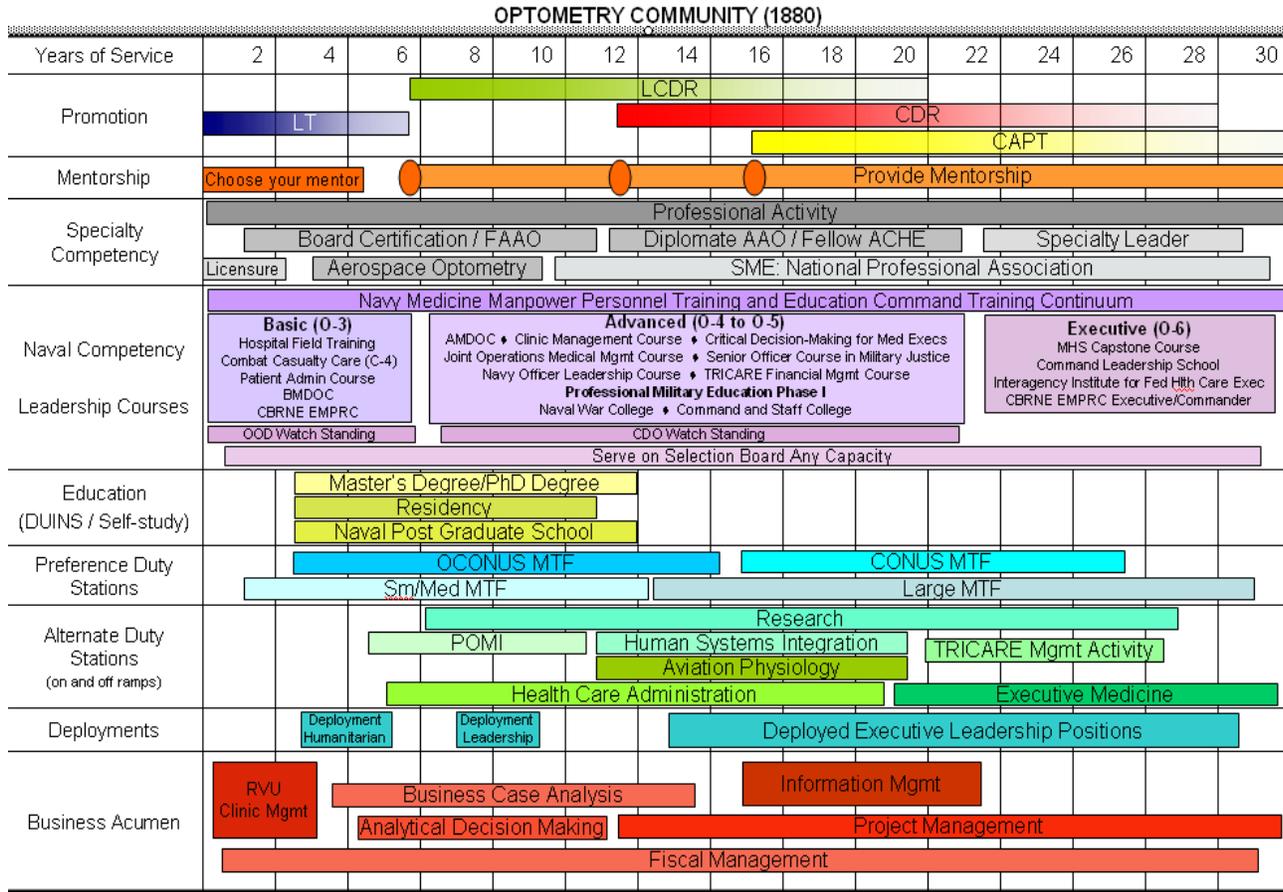


Figure 1. Optometry Career Roadmap

**9-2. Boards/Academics.** HPSP students are among the best and the brightest. There is an expectation that academic excellence will continue throughout optometry school as you work to become the best optometrist you can be. HPSP students are expected to take the National Boards at the earliest opportunity as follows:

1. Part I: March of Year 3.
2. Part II: December of Year 4.
3. Part III: Spring of Year 4.

HPSP scholarship students are expected to pass all their boards at the first opportunity and be ready to practice once results come in from Part III, shortly after graduation. The Specialty Leader and MDAD must be informed of any aberration from this pattern.

**9-3. Health and Physical Standards.** As a member of the HPSP program, you must adhere to the Navy's Physical Fitness and Weight Standards. Those attending ODS who are out of standards and over their allotted weight, will be dropped from ODS or not allowed to attend at all. We can't emphasize enough how this plays into your career. Better to "maintain than retrain". Additionally, if you have acquired a new medical condition not previously noted on your recruiting physical, MDAD needs to know about it at the time it's discovered. Some medical conditions are disqualifying for active duty service and require evaluation and/or approval to remain in the service and if serious enough, waivers must be requested to come on active duty. Sometimes this process can take weeks to months and informing us late in your senior year may hold up your orders to training or worse. If the medical condition is deemed "not suitable for continued military service" by the Navy Personnel Command via the Medical Board and Waiver Process, you will be separated from military service.

**9-4. Annual Training (AT).**

1. An HPSP participant is eligible for 45 days of AT for every year in the program. During an AT period, stipend payments stop and the student receives active duty pay and entitlements at the appropriate rank level (typically Ensign O-1). **MPTE Accessions Staff generate all orders for students using input sent to them via the Annual Training Order Request Form.** No orders means no AT. Be proactive in requesting AT orders. Only one AT per 12 month period (calculated from 1 October to 30 September, i.e. the Department of Defense's Fiscal Year) can be taken.

2. There are three types of AT: ODS, School Orders, and Research-Clerkship Orders. Due to the design of the optometry school curriculum, there is limited flexibility with regard to the type of AT available for any given year. AT should be taken as follows:

a. Summer between 1<sup>st</sup> and 2<sup>nd</sup> year for four year scholarship students: ODS AT orders (see below).

b. 2<sup>nd</sup> year students in school with a four year scholarship, who have completed ODS, may apply for selected Research Programs (contact Specialty Leader for details) or they may take school orders anytime during the Fiscal Year.

c. 2<sup>nd</sup> year students in school with a three year scholarship should take ODS AT orders.

d. 3<sup>rd</sup> year in school: School orders may be taken anytime during the fiscal year.

e. 4<sup>th</sup> year in school: School orders during a period that you are at school.

3. Officer Development School (ODS). If a participant does not have prior commissioned service in the Navy (i.e. the participant has prior enlisted service), ODS is required. Ideally, your first annual training should be to this five week school in Newport Rhode Island. ODS provides basic military instruction, i.e. how to wear uniforms and military courtesies. This must be completed prior to starting active duty. Individuals who were commissioned officers in the Navy prior to enrollment in the HPSP, generally do not have to attend ODS again. ODS class dates fill quickly. It is critically important to be proactive and apply early to get the dates that fit your schedule. See the following website for more details. [http://www.med.navy.mil/sites/navmedmpte/accessions/Pages/OfficeDevelopmentSchool\(ODS\).aspx](http://www.med.navy.mil/sites/navmedmpte/accessions/Pages/OfficeDevelopmentSchool(ODS).aspx).

4. Research Clerkships: Optometry students who have completed ODS during their 1<sup>st</sup> year may consider a research clerkship during their 2<sup>nd</sup> year only. Research clerkships are opportunities to participate in research activities in a military setting during an annual training period. They are generally two to four weeks in length and provide the trainee with the opportunity to learn about the Navy's medical system, meet program directors and department heads, as well as attain skills in clinical research or professional knowledge. After completion of the research program, students round out the remaining 45 day AT requirement with School Orders. This means students return to school and continue their normal routine while continuing to draw active duty pay and benefits. For available research options, contact the specialty leader.

5. Externships. It is recommended that optometry students perform one of their fourth year externships at a Navy Facility. This provides optometry students an orientation to Navy Optometry as well as fulfilling a graduation requirement. The Navy has a number of sites where this training can be accomplished with established Memorandums of Understanding with the schools. Since optometry externships exceed the standard 30

days of travel, AT orders are not authorized for these externships.

**6. Following completion of Annual Training for ODS and Research Clerkships, you must submit a completed Travel claim within five days of return.** School Orders do not require submission of a travel claim.

7. Before being approved for any of the three Annual Training requests, a student must have a current annual verification form and HIV test (required every two years), with results on file. Without these documents, a student's AT application will not be approved. If you are not located close to a military treatment facility (MTF), complete the HIV at your university health center and complete the Annual Verification Form. Inform the facility that you need the results of the HIV test forwarded to NAVMEDMPT&E at: Fax (301)295-5954. HIV testing is a reimbursable expense. For more details regarding AT please refer to the following website:

<http://www.med.navy.mil/sites/navmedmpte/accessions/Pages/HPSPandFAPAnnualTraining.aspx>.

#### **9-5. Residency Training**

1. The majority of optometry HPSP scholarship students will graduate from optometry school, be commissioned and rapidly proceed to their first duty assignment. If an optometry student is interested in deferring their commissioning for a year to complete an ASCO/ACOE approved residency program, this may be possible. Interest must be conveyed to the Navy Optometry Specialty Leader by **October of the 4<sup>th</sup> year** prior to graduation. Selection for deferred training is performed without financial assistance or benefits from the Navy.

2. Full deferments are granted based on the needs of the Navy at the time of selection. A student selected for a full deferment is authorized to participate in the ORMS (residency matching system) and to complete a civilian residency before coming on active duty. Since relatively few students who request a full deferment are selected for that pathway, it is important that students be prepared for an active duty assignment. Students who ask for a full deferment should be in the top third of their class, have strong board scores, have no failing grades on their transcript, have high grades from their clinical rotations, and apply to residency programs reviewed and approved by the Optometry Specialty Leader.

**9-6. First Assignment.** Navy Optometry has exciting duty locations and practice settings. The Optometry Specialty Leader and your detailer decide where you will be assigned based upon input from you and the "Needs of the Navy". There are no bad locations. The key to a successful and fulfilling time in the Navy is to "Bloom where planted". Excelling at a Navy rotation early in the 4<sup>th</sup> year of optometry school, leadership in AFOS or AAO student section, publication of research in a peer reviewed journal or presentation of a poster or paper at a conference, and at a minimum completion of ODS prior to commissioning creates a strong start to a Navy career.

**9-7. Orders.** In December of their senior year, students should contact the optometry detailer (assignment officer) and the Optometry Specialty Leader. The detailer will have a list of possible assignments. Students should discuss their needs and desires concerning placement. If there are any special needs such as family members with medical or educational requirements, students must disclose this. Contact information for the optometry detailer is:

Medical Service Corps Assignment Officer  
Naval Personnel Command  
5720 Integrity Drive  
Millington, TN 38055  
Com: (901) 874-3756  
DSN: 882-4041  
Fax: (901) 874-2680

**CHAPTER TEN**  
**PHYSICIAN ASSISTANT (PA) CAREER PLANNING**

**10-1. Clerkships.** Navy clerkships for Physician Assistant students are not recommended. PA students should take school orders for their ATs.

**10-2. Officer Development School (ODS).** If a participant does not have prior commissioned service in the Navy (i.e. the participant has prior enlisted service), ODS is required. ODS will be completed after graduation and will be coordinated by the PA detailee (assignments officer) as part of the orders to active duty. ODS provides basic military instruction, i.e. how to wear uniforms and military courtesies. This must be completed prior to starting active duty. Individuals who were commissioned officers in the Navy prior to enrollment in the HPSP, may not have to attend ODS again. The PA Detailee makes the final decision on whether ODS is required for a graduating student.

**10-3. Orders.** Approximately six to nine months prior to graduation, students should contact their detailee. The detailee will have a list of possible assignments. Students should discuss their needs and desires concerning placement. If there are any special needs, such as family members with medical or educational requirements, students should disclose this. Contact information for the PA detailee is:

Medical Service Corps Assignment Officer  
Naval Personnel Command  
5720 Integrity Drive  
Millington, TN 38055  
Com: (901) 874-4115  
DSN: 882-4041  
Fax: (901) 874-2680

**CHAPTER ELEVEN**  
**PODIATRY CAREER PLANNING**

**11-1. Clerkships.** At present, the Navy does not offer clinical clerkships for podiatry students. Podiatry students may complete school orders for their AT.

**11-2. Graduate Training.** The Navy does not offer a podiatric internship or residency. Students may apply for Army graduate podiatric training or request to enter the Navy Active Duty Delay for Specialist (NADDS) program to complete training. Procedures for application will be published in a separate message at a future date.

**11-3. Officer Development School (ODS).** If a participant does not have prior commissioned service in the Navy (i.e. the participant has prior enlisted service), ODS is required. ODS will be completed after graduation and will be coordinated by the PA detailee (assignments officer) as part of the orders to active duty. ODS provides basic military instruction, i.e. how to wear uniforms and military courtesies. This must be completed prior to starting active duty. Individuals who were commissioned officers in the Navy prior to enrollment in the HPSP, may not have to attend ODS again. The PD makes the final decision on whether ODS is required for a graduating student.

**11-4. Orders.** Approximately six to nine months prior to graduation, students should contact their detailee. The detailee will have a list of possible assignments. Students should discuss their needs and desires concerning placement. If there are any special needs, such as family members with medical or educational requirements, students should disclose this. Contact information for the Podiatry Detailee is:

Medical Service Corps Assignment Officer  
Naval Personnel Command  
5720 Integrity Drive  
Millington, TN 38055  
Com: (901) 874-3756  
DSN: 882-4041  
Fax: (901) 874-2680

**CHAPTER TWELVE**  
**NURSE CANDIDATE PROGRAM (NCP)**

**12-1. Introduction.** The Nurse Candidate Program (NCP) provides a monthly stipend for full time students in CCNE or NLNAC accredited Bachelor of Science Nursing programs. Students enroll after their sophomore year and receive an initial grant of \$10,000 (paid in two installments of \$5000 each), plus \$1000 a month for up to 24 months. After graduation, participants enter the Navy Nurse Corps as an officer, with the opportunity to earn a competitive salary, regular promotions, comprehensive medical and dental coverage, low cost travel opportunities, excellent retirement and educational benefits, further training, and a rewarding clinical practice. Additional benefits include 30 days of paid vacation a year, use of military recreational facilities around the world, the opportunity to serve around the world in a variety of facilities, and be a part of supportive team of highly trained professionals.

**12-2. Active Duty Service Obligation.** One to 12 months of participation in the NCP results in an Active Duty Service Obligation of four years. Thirteen to 24 months of participation in the NCP results in an Active Duty Service Obligation of 5 years.

**12-3. Program Requirements**

1. During the course of the program, students are required to keep MDAD informed of changes in address, telephone number, dependency status or physical condition. Additionally, ANY change in academic status or delay in graduation must be reported immediately.

2. Participants are required to submit a Graduation Academic Year Statement, which is endorsed by the Dean or Registrar of the school, at least six months prior to graduation. Participants can scan and e-mail to [OH@med.navy.mil](mailto:OH@med.navy.mil), or fax to MDAD at (301)295-6014.

**12-4. Officer Development School (ODS)**

1. ODS is designed to provide newly commissioned Navy officers with the basic information required to understand Naval culture. It is designed to help create future Navy leaders who support the fleet. ODS is physically located in Newport, Rhode Island and lasts for five weeks. For more information about ODS go to the website located at:

<https://www.netc.navy.mil/nstc/otcn/Schoolhouses/ODS/ODSindex.htm>.

2. Orders.

a. NCP participants should receive orders to active duty two to three months prior to graduation. Orders will typically be sent to the participant's assigned recruiting district office.

b. After graduation, NCP participants will typically be given 30 to 120 days to study and take Nursing boards prior to reporting to ODS. All NCP graduates MUST take the National Clinical Licensing Examination (NCLEX) prior to commissioning and attending ODS.

c. For more information about orders, contact the Nurse Corps Assignment Officer (Detailer) at:

Nurse Corps Assignment Officer  
Naval Personnel Command  
5720 Integrity Drive  
Millington, TN 38055  
Com: (901) 874-4041  
DSN: 882-4041  
Fax: (901) 874-2680

**CHAPTER THIRTEEN**  
**FINANCIAL ASSISTANCE PROGRAM (FAP)**

**13-1. Program Description.** The Financial Assistance Program (FAP) is an Individual Ready Reserve Program for physicians and dentists currently accepted to or enrolled in an accredited residency or fellowship program progressing toward a specialty which has been designated as critical to the Department of Defense. FAP participants receive a monthly stipend, 14 days of active duty annual training, reimbursement for all required tuition, fees, books and equipment for training, and a yearly grant paid shortly after the anniversary of enrollment into the program. In exchange for these benefits, the FAP participant agrees to serve on active duty for a period of the number of years of participation in FAP plus one year (i.e. four years of FAP benefits results in five years of active duty obligation).

**13-2. Reimbursement for Books and Equipment.** FAP reimbursement follows the procedures outlined for AFHPSP/FAP (see Chapter 3). Since FAP participants do not have a Dean of Students, they should have their Program Director sign the Dean's Certificate to certify that the request for reimbursement is valid and that all items for which the reimbursement is requested is required of all participants in the training program for that level of training. Please see the Chapter 3, Reimbursements, for details.

**13-3. Tuition.** Tuition is not generally paid for medical residencies. Dental FAP participants may have an associated tuition. Tuition is paid directly to the training facility via contract between the Navy and the training facility. Please see Chapter 2 for details about tuition payment.

**13-4. FAP Stipend and Grant**

1. The stipend for FAP mirrors the AFHPSP stipend. Unless otherwise directed by the Assistant Secretary of Defense (Health Affairs) the stipend increases by the yearly cost of living adjustment given to active duty military members effective every 1 July. As of 1 July 2009, the stipend for FAP participants is \$1992 per month. The annual grant for FAP participants is currently \$45,000 and is paid yearly in a lump sum (minus income taxes).

2. FAP Stipend. The FAP stipend starts on the FAP benefit start date and ends on the contract completion date. Members of the FAP are eligible for 12 months of financial assistance each

year: 11 and a half months of stipend and 14 days of full pay and allowances while on Annual Training (AT). The FAP stipend is generally received two to four weeks after the participant's pay record is established following the benefit start date. Stipend payments are suspended when a participant is on AT.

3. FAP Grant. The FAP Grant is a yearly bonus paid at the beginning of the contract year and is "earned" for that year by day to day participation in the FAP program. The initial FAP Grant is generally paid two to four weeks after the participant's pay record is established following the benefit start date. (This occurs because of pay system authorizations and information transfer requirements.) Subsequent yearly grant payments are paid two to three weeks following the anniversary of the participant's benefit start date and continue until the contract is completed. The last grant payment is prorated from the benefit start date to the contract end date. The following is an example of a FAP Grant payment schedule for a participant with a Benefit Start date of 1 January 2008 and graduating 1 July 2010:

- a. First grant payment (full) is in January 2008.
- b. Second payment (full) is in January 2009.
- c. Third payment (half) is in January 2010.

If a FAP participant is removed from the FAP program for medical purposes and recoupment is not a condition of the separation process, any unearned portion of the FAP Grant will be recouped.

**13-5. Annual Training (AT).** All FAP participants are entitled to 14 days of annual training per fiscal year. While on AT, a FAP participant is paid at the appropriate rank and longevity. Please see Chapter 5 for information on annual training and benefits.

#### **13-6. Fitness Reports**

1. Fitness reports for Medical Corps participants in the FAP program are written by the Graduate Medical Education Office of NAVME DMTP&E Command. A request for performance information will be sent from the MPT&E Program Manager, to the participant's Program Director during the summer, in order to meet the Navy's October deadline for completed fitness reports. All fitness reports are submitted as "Not Observed" reports. The original report is sent to the Bureau of Personnel in Millington (Code

311), and is placed into the officer's electronic service record. A copy of the report is sent to each participant for his/her personal files. Officers are reminded to maintain a copy of all fitness reports for possible use in the future. All FAP participants are reminded that any break in the documentation of their military service in the IRR could result in failure to promote to the next higher rank with their peers.

2. Please contact the FAP Program Manager at 301-319-4118 or by e-mail at [charlotte.m.moore@med.navy.mil](mailto:charlotte.m.moore@med.navy.mil) for assistance.

### **13-7. Program Requirements.**

1. While in the FAP Program, the participant is required to keep the FAP Program Manager and MDAD informed of any changes in academic status, address, telephone number, e-mail address, dependency status or physical condition. Please contact [OH@med.navy.mil](mailto:OH@med.navy.mil) and [charlotte.m.moore@med.navy.mil](mailto:charlotte.m.moore@med.navy.mil) with any changes.

2. Participants are required to complete their academic programs in a satisfactory manner within the time allotted, and must keep the FAP Program Manager and MDAD informed, in writing, concerning matters affecting standing in the program, including academic failure or changes in physical condition. Each year a letter is sent to the participant to update all pertinent information. The following are grounds for immediate termination from the FAP program:

- a. Failure to comply with instructions.
- b. Unsatisfactory academic performance.
- c. Conduct unbecoming a Naval Officer.
- d. Falsification of documents.

**CHAPTER FOURTEEN**  
**GRADUATION AND PROGRAM COMPLETION**

**14-1. Prior to Graduation from the Program.**

1. MDAD must have the EXACT date of graduation for each participant in HPSP and the NCP programs. The graduation date is the date used as the new active duty officer's date of rank. Date of rank is used to determine eligibility for promotion selection boards. Entry Grade Credit, if applicable (see below), is factored into the date of rank. Request for DD-214s (statement of prior service time) and advanced degrees are made approximately 10 months prior to graduation, so that Entry Grade Credit calculations can be performed. Future graduates should carefully monitor these requests for information and provide a response if applicable within two weeks of the request. This will help ensure that appropriate credit is given at the time of graduation.

2. Officer Rank and Entry Grade Credit. HPSP and NCP participants with no previous active commissioned service or without a graduate degree in certain fields (received prior to attending school and prior to being commissioned) are appointed as officers with a date of rank that is the same as the date of graduation from professional school. An officer's date of rank is important because it is the date used to calculate eligibility for the next promotion board. Date of rank does not influence pay, except as it pertains to promotion to the next higher rank and the larger pay that rank entitles.

a. Physicians, Dentists, Optometrists, and Podiatrists supersede to active duty as Lieutenants (O-3).

b. Physician Assistants supersede to active duty as Lieutenant Junior Grade.

c. Nurse Candidates are commissioned as Ensigns.

d. Prior commissioned service and some masters and Ph.D. degrees for physicians and dentists (listed in OPNAVINST 1120.4 and 1120.5) earned prior to entering the programs can be counted toward Entry Grade Credit. When awarded, Entry Grade Credit makes the date of rank for the officer earlier than the graduation date. If an HPSP or NCP participant has prior commissioned service or an advanced degree as noted in listed in the OPNAVINST 1120 series, contact [OH@med.navy.mil](mailto:OH@med.navy.mil) for additional information. Participants in either the NADDS or FAP

Program who believe an advanced degree or prior commissioned service was not considered for Entry Grade Credit, should contact the Board for Correction of Naval Records (BCNR) at: <http://www.hq.navy.mil/bcncr/bcncr.htm/>. The BCNR is a separate Navy authority for adjudicating such issues under the direction and supervision of the Assistant Secretary of the Navy for Manpower and Reserve Affairs.

3. Contact the Detailer. Dental HPSP graduates who have been selected for the AEGD and GPR programs, and Medical HPSP graduates have already been selected through their respective selection boards for their assignments, will not negotiate their assignment with their detailer. The Navy Detailer is the person who assigns graduates to their first duty station. Approximately six to eight months prior to graduation, participants should contact their detailer and begin assignment discussion. By contacting the detailer early, a graduate can find out what is available and provide personal preferences. Where a graduate is placed is based on availability and specialty. Assignments that are overseas or operational are filled preferentially. When discussing preferences, participants should let their detailer know if they attended ODS or not. If not, ODS will be scheduled prior to arrival at the first duty station. Contact information for detailers is as follows:

- a. Medical Corps: Surgical Detailer (includes anesthesia and all surgical specialties): (901) 874-4094.
- b. Medical Corps: Non-Surgical Detailer: (901) 874-4046.
- c. Family Medicine and Operational Detailer: (901) 874-4037.
- d. Nurse Corps: Nurse Candidate Detailer:(901) 874-4041.
- e. Dental Corps: Dental Detailer: (901) 874-4093.
- f. Medical Service Corps: Optometry: (901) 874-3756.
- g. Medical Service Corps: Physician Assistant Detailer: (901) 874-4115.

4. Check Medical Clearance. Participants should update their annual verification yearly and obtain a current HIV every other year. If there have been any changes in health since the last verification, this should be noted during the verification

process. Additional medical documentation may be required prior to entering active duty if substantial changes in health have occurred. The Annual Verification Package can be found in the forms section of the Accessions website:

<http://www.med.navy.mil/sites/navmedmpte/accessions/Documents/Annual%20verification%2034.pdf>. Contact the Medical Records Section of MDAD at OH@med.navy.mil with questions.

5. Obtain Orders. Once a participant has been given an assignment, the detailer writes and provides a set of orders. These orders give instructions on where and when to report and other important information about arranging a household goods move, etc. If the participant has not attended Officer Development School, it will be included in the travel itinerary prior to reporting to the active duty assignment. An e-mail copy of the orders can be sent directly to the student by contacting the appropriate detailer. Orders are routinely sent to the Naval Reserve District Office closest to the participant's educational facility.

6. Contact Sponsors/GME/GDE Coordinators. Graduating dental students not going into an AEGD or GPR program, NADDS and FAP officers, Optometrists, Physician Assistant, Podiatrists, Clinical Psychologists and NCP officers should be contacted by a "Sponsor" after orders are initiated. The Sponsor can provide much information about the duty station and should assist with the officer's transition to active duty. If a participant is not assigned a sponsor, the future active duty Department Head should be contacted and a request should be made for a sponsor. Graduating medical HPSP students, and dental HPSP students going into a GPR or AEGD program, should be contacted by the facility's educational coordinator in mid-February. If contact has not occurred by then, the HPSP participant should initiate contact. The Graduate Medical Education (GME)/Graduate Dental Education (GDE) Coordinator should be kept informed of any changes in report date or contact information. If there are any special needs such as a family member with health/school issues or restrictions on travel due to pregnancy, the GME/GDE Coordinator should be informed and can assist with special arrangements. The GME/GDE Coordinators have a wealth of knowledge. Do not hesitate to ask them questions. If traveling to the area of the hospital, stop by and meet the GME/GDE Coordinator for your program.

7. Physical Examination. Participants are NOT required to obtain a new physical when coming on active duty even though it will say to do so in the orders to active duty. The order

writing system has not been updated to reflect current policy and procedures. Exceptions are overseas assignments, which require a medical screening or those with a newly diagnosed or exacerbated medical condition, which might interfere with the ability of the participant to complete his/her active duty obligation. Contact [OH@med.navy.mil](mailto:OH@med.navy.mil) immediately for further guidance if applicable.

8. Moving Household Goods. The Navy pays for transportation of household goods from the current place of residence to the new duty station. There is a section in the orders which contains contact information for the nearest Personal Property Office. Additionally, SMART WEB MOVE at <http://www.smartwebmove.navy.mil/swm/> has information on moving. If a participant decides to move him/herself, information on Do It Yourself Moves can be found at: [http://www.military.com/Resources/ResourceFileView?file=Relocation\\_DITY.htm](http://www.military.com/Resources/ResourceFileView?file=Relocation_DITY.htm). Always check in with the Transportation Management Office before moving. Participants may not be reimbursed for moving expenses if you were not authorized.

9. Service, Medical and Dental Records. MDAD will forward graduating HPSP participants' service and health records to the Navy Recruiting District nearest their professional school. NADDS and FAP graduates will have their records sent directly to their active duty facility. HPSP graduates will execute orders and assume custody of their service record on the day of graduation. Graduates will retain custody of their orders and service record until they report to the duty station specified in their orders. If attending Officer Development School (ODS), MDAD will send medical and service records directly to ODS. To ensure correct pay once on active duty, the participant must have a copy of their new oath of office, Page Two document, DD-214 (if prior service), copy of their diploma, and proof of marriage, divorce, children's birth certificate, etc. at the time they report to their first duty station. If deferred from active duty to obtain graduate medical or dental education at a civilian facility, MDAD will retain the student's records until he/she is recalled to active duty. For additional information about service, medical and dental records, contact MDAD at [OH@med.navy.mil/](mailto:OH@med.navy.mil/).

10. Financial Account Reconciliation. All participants should send in any outstanding reimbursement and travel claims no later than 60 days prior to graduation. Failure to do so may result in forfeiture of the benefit. Participants are advised not to

close out any existing bank accounts until all anticipated compensation has been received.

#### **14-2. Graduation, Promotion and Officer Development School (ODS).**

1. Orders and Medical/Service Records. The Naval Personnel Command sends all documents related to officer promotion to the Naval Recruiting District (NRD) closest to the officer's professional school. Graduates should contact their nearest NRD at least 30 days prior to graduation to ensure all documents are there and ready for signature and pickup. Most NRDs will work with the graduate to have commissioning ceremonies and provide delivery of promotion documents. Promotion or "superseding" documents should be signed on the day of graduation from professional school. Immediately upon commissioning, fax a copy of the new oath of office and any prior service DD-214 (if any) to the Navy Personnel Command (NPC) to PERS 822 at FAX: (901) 874-2622. If an officer graduated from professional school and did not sign a superseding/promotion appointment to the appropriate rank, contact the MDAD Registrar at (301) 319-4526 immediately or e-mail [OH@med.navy.mil/](mailto:OH@med.navy.mil/). Failure to complete the superseding process will result in problems with military orders and significant delay in receiving correct pay when the participant finally reports to active duty.

2. Navy Active Duty Delay for Specialists (NADDS) Program or Financial Assistance Program (FAP) Participation Following Graduation. If participating in the NADDS and FAP from the HPSP, the officer must still sign a new oath of office, which promotes the officer to the appropriate rank. While in the NADDS and FAP programs, officers are eligible for promotion in the Individual Ready Reserve (IRR). Promotion can only happen if the officer has been promoted following graduation from professional school. If an officer in the NADDS or FAP program did not sign a superseding appointment for promotion to Lieutenant in the Medical or Dental Corps upon completion of medical/dental school, contact the MDAD Registrar at (301) 319-4526 immediately or e-mail [OH@med.navy.mil/](mailto:OH@med.navy.mil/). Failure to complete the superseding process will result in problems with military orders to active duty, future promotion and future pays.

3. Stipend and Active Duty Pay. Program stipend terminates on the day of graduation. Active duty pay will not start until the graduated student reports to his/her first duty station. All officers should arrange to have sufficient funds available to pay living expenses prior to the start of active duty.

4. Officer Development School (ODS). ODS is a 5-week course designed to familiarize an officer with the Navy and responsibilities of being a Navy Officer. The course contains a full schedule of academic studies, and military and physical fitness training. If a participant did not attend ODS during HPSP participation or did not have undergraduate education in a military academy or ROTC program, ODS is attended immediately prior to reporting to the new active duty assignment. Medical Service Corps graduates who received officer indoctrination from other services, may have to repeat Officer Development School in the Navy. Graduates must have the following when checking into ODS:

- a. Original orders to active duty (you cannot be paid without them).
- b. Service and health records (these will be sent by MDAD to ODS).
- c. A copy of the new Officer Appointment Acceptance and Oath of Office.

For the entire list of required documentation, go to the ODS website at [http://www1.netc.navy.mil/nstc/otc/ods\\_faq.asp](http://www1.netc.navy.mil/nstc/otc/ods_faq.asp).

#### **14-3. Travel to First Duty Station.**

1. Travel Allowances. Information on travel allowances and reimbursements can be found at the Per Diem, Travel and Transportation Allowance Committee web site at <http://www.defensetravel.dod.mil/>. Officers coming on active duty may be eligible for some of the following allowances:

- a. Member and Dependent Travel and Transportation Allowances. When a member must travel under an order, the Government either furnishes transportation, reimbursement, or a payment in lieu of transportation not exceeding the government rate. Generally, a member selects the transportation mode (i.e., airplane, train, bus, or Privately Owned Conveyance (POC)) for travel to new Permanent Duty Station (PDS). The graduate must contact the nearest Military Personnel Transportation Office to make transportation arrangements.
- b. Household Goods (HHG) Transportation and Storage. A member directed to make a permanent change of station (PCS) move is authorized HHG transportation and/or storage. A member's HHG

weight allowance depends on the member's grade and dependency status. See Chap. 5, par. U5310-B of the Joint Federal Travel Regulations (JFTR) for more information.

c. Dislocation Allowance (DLA). DLA partially reimburses a member with dependents, for the expenses incurred in relocating the member's household on a PCS move. By law, there is no DLA allowance when the PCS is from home (or the place from which the officer entered on active duty) to the first permanent duty station (PDS) unless dependents actually move in connection with the PCS. See Chap. 5, par. U5600 of the Joint Federal Travel Regulations (JFTR) for more information.

d. Temporary Lodging Expenses (TLE). TLE is intended to partially pay for lodging/meal expenses when a member/dependent(s) occupy temporary quarters in the continental United States (INCONUS) due to a PCS. Reimbursement is limited to a maximum of 10 days.

2. Travel Tips. If an officer must go to Officer Development School (ODS) prior to reporting to active duty, have household goods packed prior to ODS. If the officer has dependents, ensure that the spouse has a power of attorney to handle the move while the officer is at ODS. There will be very little time between the end of ODS and the start of internship. There are a number of documents that should be hand carried to a new duty station in order to establish a pay record and training/credentials file and get family members into the DEERS system for health care:

a. A minimum of three copies of the orders to active duty and Oath of Office to the new commissioned rank.

b. A copy of all DD-214s if the new officer had prior enlisted or commissioned service.

c. The graduate diploma or an official copy of the diploma (notarized) and an official copy of transcripts showing the professional degree and date of conferral.

d. Copies of additional degree substantiation if any.

e. A letter from the school stating the student has graduated.

f. Birth certificates for the officer and any children.

- g. Marriage certificate if married.
- h. Divorce decree if now divorced and former spouse is still listed in the service member's Page 2.
- i. A copy of the Medical Student Performance Evaluation (MSPE, also known as the Dean's Letter) for GME-1 (as applicable).
- j. Copies of BLS and ACLS completion (if applicable).
- k. Medical and Dental Records.
- l. Service Record from MDAD.

#### **14-4. Reporting In at First Active Duty Assignment.**

1. Uniforms. Officers should have one or more clean sets of Summer Whites, if reporting during the summer uniform period, or Dress Blues, if reporting during the winter uniform period, ready for inspection on the first day of orientation. Don't pack uniforms with household goods. Take them in the car. Please ensure that the appropriate rank is worn. Officers will need to be in uniform when they report for duty. If going to ODS en route to the first duty station, officers will get uniforms there.

2. Additional Uniform Allowance. HPSP/FAP/NADDS officers reporting for their first active duty assignments are eligible for a \$200 Uniform and Equipment Allowance. The DoD Financial Management Regulation (FMR), DoD 7000.14-R, Volume 7A, Chapter 30 (October 2005), Paragraph 300301 addresses an additional active duty uniform allowance that can be requested via the individual's chain of command and processed by their Personnel Support Detachment (PSD) after that officer has been at the Command for 90 (continuous) days of active duty. The additional active duty uniform allowance is payable to qualified officers in the amount of \$200, and is in addition to the initial \$400 one-time clothing allowance that officers receive after completing Officer Development School or their first annual training while they are in the HPSP program. Officers must request this additional uniform allowance in writing; submit the request through the Chain of Command for approval; and have the Personnel Support Detachment process the payment.

3. Pay. Student stipends end on the day of graduation. The Navy provides no additional pay/stipend until the officer

reports for active duty. Graduates must plan ahead to have funds available for expenses during this time. Since a pay record is required to obtain advance pay, officers must wait until reporting for active duty to make such a request. Even under the best of circumstances it can take one to two months for pay to normalize. Active duty pay is composed of several payments, which are usually increased on a yearly basis:

- a. Basic pay - based on rank and years of service.
- b. Basic Allowance for Subsistence - a flat rate for all officers.
- c. Basic Allowance for Housing - based on zip code and dependent status.
- d. Special Pays - based on specialty of practice.

Information regarding military pay can be found at the Defense Finance and Accounting Service web site:

[www.dfas.mil/money/milpay/](http://www.dfas.mil/money/milpay/)

4. ID Card. All officers on active duty are required to have a Common Access Card (CAC). When reporting to the first active duty assignment, part of the check-in process will include obtaining a CAC card. Required documentation is: a set of the orders to active duty, oath of office, and at least two forms of photo identification. Have them handy and do not pack this documentation in with your household goods.

#### **14-5. Additional Considerations**

1. Selection/Promotion Boards. Because of the length of specialty training, some NADDS and FAP graduates will find that they are eligible for a selection board during their first year on active duty. If a participant was not selected for Lieutenant Commander while in the IRR, the participant should discuss selection boards with their Detailer. There are instances in which officers may need to request a waiver to have one's service record go before the selection board.

2. Specialty Board Examinations. Participation in specialty and sub-specialty board certification examinations (may be funded by the Navy. Additional information on specialty board funding can be obtained by contacting the NAVME DMPT&E CME Funding Coordinator at (301) 295-0649.

3. State Licenses. **The Navy does not reimburse for state professional licenses.** This is a responsibility of the individual officer.

**APPENDIX A**  
**BOOKS AND SUPPLIES REIMBURSEMENT FORM**

INSTRUCTIONS FOR COMPLETING A CLAIM FOR REIMBURSEMENT FOR EXPENDITURES WHILE ON OFFICIAL BUSINESS (SF-1164)

|                              |  |
|------------------------------|--|
| Block 1                      | Medical Department Accessions Department<br>NAVME DMPT&E, Bethesda (MDAD)<br>8901 Wisconsin Ave<br>Bethesda, MD 20889-5611   |
| Blocks 2 & 3                 | Leave blank  |
| Block 4(a)                   | Last name, then first name and middle initial  |
| Block 4(b)                   | For security/privacy LAST 4 digits ONLY of your SSN  |
| Block 4(c)                   | Your full mailing address  |
| Block 4(d)                   | Telephone number where you can be reached during business hours if a question arises regarding your claim  |
| Block 5                      | Leave blank  |
| Block 6                      | (See individual columns below)   |
| Block 6(a)                   | Show date of purchase. Display as day, month in letters, and year. Example: 12 SEP 09  |
| Block 6(b)                   | Leave blank  |
| Block 6(c)                   | Use this column for name of the item purchased as outlined in Chapter 3. <b><u>List items separately in order shown on original sales or invoice receipts.</u></b> List text, title, and author for textbooks. <b><i>Credit card receipt usage for books and supplies is not authorized but may be used as proof of payment at the discretion of MDAD upon review of claim for other reimbursable.</i></b> |
| Block 6(d)                   | Additional item description from 6(C)  |
| Block 6(f)<br>"MILEAGE"      | Insert the individual item cost in this block, NOT including any tax or discount. The tax goes in block 6 (g), discount in block 6 (i).  |
| Block 6(g)<br>"FARE or Toll" | List tax charged for each item   |
| Block 6(h)                   | Leave Blank  |
| Block 6(i)<br>"TIPS or MISC" | List discount applied to each item   |

|                           |   |
|---------------------------|---|
| SUBTOTALS                 | Insert the column totals of the items listed on the back of the SF 1164 (6. EXPENDITURES - Continued) in the subtotal blocks as needed in columns (f), (g) and (i). |
| Block 7<br>AMOUNT CLAIMED | Total entire claim by adding down columns (f), (g) and (i) into the total block at the bottom of each column, then add the total of (f) and (g) and subtract (i).   |
| Block 8                   | Leave Blank - this is for the MDAD reviewer signature   |
| Block 9                   | Leave Blank - this is for the Comptroller's signature   |
| Block 10                  | YOUR Signature - Sign and date. No signature other than the student/claimant may sign the form for reimbursement.   |
| Block 11                  | Leave blank   |
| Block 12                  | Leave blank   |

**APPENDIX B**  
**HEIGHT/WEIGHT TABLE**

OPNAVINST 6110.1G

10 October 2002

**MAXIMUM WEIGHT FOR HEIGHT SCREENING TABLE**

Maximum Weight in Pounds

| Men Maximum Weight (pounds) | Member's Height | Women Maximum Weight (pounds) |
|-----------------------------|-----------------|-------------------------------|
| 97                          | 51              | 102                           |
| 102                         | 52              | 106                           |
| 107                         | 53              | 110                           |
| 112                         | 54              | 114                           |
| 117                         | 55              | 118                           |
| 122                         | 56              | 123                           |
| 127                         | 57              | 127                           |
| 131                         | 58              | 131                           |
| 136                         | 59              | 136                           |
| 141                         | 60              | 141                           |
| 145                         | 61              | 145                           |
| 150                         | 62              | 149                           |
| 155                         | 63              | 152                           |
| 160                         | 64              | 156                           |
| 165                         | 65              | 160                           |
| 170                         | 66              | 163                           |
| 175                         | 67              | 167                           |
| 181                         | 68              | 170                           |
| 186                         | 69              | 174                           |
| 191                         | 70              | 177                           |
| 196                         | 71              | 181                           |
| 201                         | 72              | 185                           |
| 206                         | 73              | 189                           |
| 211                         | 74              | 194                           |
| 216                         | 75              | 200                           |
| 221                         | 76              | 205                           |
| 226                         | 77              | 211                           |
| 231                         | 78              | 216                           |
| 236                         | 79              | 222                           |
| 241                         | 80              | 227                           |
| 246                         | 81              | 233                           |
| 251                         | 82              | 239                           |
| 256                         | 83              | 245                           |
| 261                         | 84              | 251                           |
| 266                         | 85              | 257                           |
| 271                         | 86              | 263                           |

NOTE: Height will be rounded up to the nearest whole inch, weight will be rounded down to the nearest whole pound.

**APPENDIX C**  
**ORGANIZATIONAL CONTACT**

| <b>DEPARTMENT</b>                | <b>Phone #</b>     |
|----------------------------------|--------------------|
| Program Manager                  | (301)295-9950      |
| MDAD Head Student Programs       | (301)295-1217      |
| MDAD Deputy Program Manager      | (301)319-4531      |
| MDAD Registrar                   | (301)319-4526      |
| Financial Management             |                    |
| - Tuition                        | (301)295-9977      |
| - Reimbursements                 | (301)295-9978      |
| - Annual Training                | (301)319-4538/40   |
| Systems Management               |                    |
| - Medical/Dental Records         | (301)319-4531/41   |
| - Admin/Pay/Service Records      | (301)319-4529/4532 |
| Professional and Career Planning |                    |
| - Medical Corps                  | (301)319-4517      |
| - Dental Corps                   | (301)295-1594      |

**APPENDIX D**  
**FY10 NAVY HPSP REIMBURSEMENT RATES**

| Nomenclature  | New Navy Rates as of 01 January 2010: |
|---|---------------------------------------|
| <b>Examinations</b>                                   |                                       |
| USMLE step 1  | Cost Only Once                        |
| USMLE step 2 (Clinical Knowledge)                     | Cost Only Once                        |
| USMLE step 2 Clinical Skills Examination              | Cost Only Once                        |
| COMLEX level 1  | Cost Only Once                        |
| COMLEX level 2 Performance Evaluation                 | Cost Only Once                        |
| COMLEX level 2 (Clinical Evaluation)                  | Cost Only Once                        |
| Electronic Residency Application System (ERAS) fee    | \$350.00                              |
| Clinical Psychology Residency Match fee               | Cost Only Once                        |
| National Board Dental Examination (NBDE) part 1       | Cost Only Once                        |
| National Board Dental Examination (NBDE) part 2       | Cost Only Once                        |
| NBEO part I   | Cost Only Once                        |
| NBEO part II  | Cost Only Once                        |
| NBEO part III   | Cost Only Once                        |
| PANCE (If active in Program)                          | Cost Only Once                        |
| <b>Immunizations</b>                                  |                                       |
| Hepatitis A   | Cost Only Once                        |
| Hepatitis B Series (3 shots)                          | Cost Only Once                        |
| Measles-Mumps-Rubella (MMR)                           | Cost Only Once                        |
| Influenza   | Cost Yearly                           |
| Varicella   | Cost Only Once                        |
| HIV   | Cost every 2 years                    |
| <b>Rentals</b>  |                                       |
| Computer rental (Lease without lease to own)          | \$ 500 per year (4 years)             |
| Microscope rental (Lease without lease to own)        | \$ 500 per year (2 years)             |
| <b>Textbooks/Software</b>                             |                                       |
| Textbooks   | Cost                                  |
| Computer Software (Textbooks)                         | Cost                                  |
| Tutorial tapes and Lab instruction                    | Cost                                  |
| <b>Medical Program</b>                                |                                       |
| Sphygmomanometer                                      | \$ 150                                |
| Diagnostic set (includes otoscope and ophthalmoscope) | \$ 500                                |
| Stethoscope   | \$ 130                                |
| Black Bag   | \$ 80                                 |
| Penlight  | \$ 8                                  |
| Tuning Fork   | \$ 15 ea (maximum 2)                  |
| Reflex Hammer   | \$ 12                                 |
| Neurological Hammer                                   | \$ 12                                 |
| Scrubs  | 5 sets @ \$25 each – (total of \$125) |
| Measuring Tape, Physicians                            | \$ 12                                 |
| Thermometer   | \$ 15                                 |

|  |  |
|--|--|
| Scissors, Bandage  | \$ 10  |
| Scalpel Blades and Handle  | \$ 10  |
| Gloves, Disposable/Examination   | \$20 per box (maximum 5 boxes)   |
| Osteopathic Treatment Table  | \$ 450   |
| Dissection Kit   | Either dissection kit @ \$25; or scalpel blades and handle @ \$10 as required                  |
| Eye Chart  | \$ 6   |
| Laboratory and Clinical Clothing (hospital white coats and trousers)               | \$ 35 each (maximum 6 items in any combination for the entire period of program participation) |
| Safety Goggles   | \$ 30  |
| Network fee - if required by school and not paid under contract as part of tuition | \$ 165   |

**DENTAL PROGRAM. Equipment authorized for reimbursement, within the price limitations indicated, when required of all students and authorized by the Navy Replacement may be authorized for burrs, fabricated teeth for typo-dent use and instruments due to normal wear with repetitive use not to exceed 1 each in a 12 month period.**

|  |                           |
|--|---------------------------|
| Diamond burr.                                    | \$ 4.10 each (maximum 20) |
| Student casting kit                              | \$ 17                     |
| Smoothex   | \$ 10                     |
| Aerodope   | \$ 5                      |
| Separating Discs sgl and dbl sided               | \$ 8 each (maximum of 2)  |
| Lathe chuck bur and taper                        | \$ 15                     |
| Casting crucible                                 | \$ 10                     |
| Disc kit (includes stand, box discs and mandrel) | \$ 32                     |
| Gold crown thickness gauge                       | \$ 32                     |
| Glass mixing slab                                | \$ 9                      |
| Beauty cast investment 18 pkg                    | \$ 7                      |
| Lab knife handle                                 | \$ 10                     |
| Blades   | \$ 10                     |
| Plaster knife #12                                | \$ 7                      |
| Mixing pads                                      | \$ 9                      |
| Carbide lab bur #71E023                          | \$ 14                     |
| Sable brushes                                    | \$ 8                      |
| Bush silent stones                               | \$ 15                     |
| Mandrel FG and sthp                              | \$ 5                      |
| Wax burr   | \$ 2                      |
| #8 round carbide sthp                            | \$ 2                      |
| Denture teeth                                    | \$ 35                     |
| Porcelain kit                                    | \$ 25                     |
| Sonic scalar                                     | \$ 552                    |
| Cement spatula                                   | \$ 9                      |
| Rubber base spatula                              | \$ 4                      |
| Rubber base syringe                              | \$ 25                     |
| Package of teeth                                 | \$ 93                     |
| Face Mask  | \$ 20                     |

|   |                            |
|---|----------------------------|
| Inlay tongs   | \$ 2                       |
| Soldering tweezers  | \$ 4                       |
| Wax blue inlay  | \$ 5                       |
| Articular case with face bow and accessories  | \$ 520                     |
| Student polishing kit (trustier, arbor chuck, brush wheel, arbor bands, soft brushes, 2" chamois wheel, 1-1/4" and 3" buffs, felt cones, stick rouge and stiff brushes) | \$ 46                      |
| Syringe anesthetic  | \$ 15                      |
| Test teeth  | \$ 93 (per career)         |
| Diamond burr cleaning stone   | \$ 6                       |
| Plastic resin sheets  | \$ 3                       |
| <br>  |                            |
| Lentulo spirals   | \$ 4                       |
| Utility scissors  | \$ 5                       |
| <br>  |                            |
| Technique metal 32 dwt  | \$ 29                      |
| Super sep   | \$ 13                      |
| Occlusion balancer  | \$ 22                      |
| Porcelain adjustment kit  | \$ 15                      |
| Relief metal  | \$ 5                       |
| Plaster syringe   | \$ 2                       |
| Impression trays  | \$ 150                     |
| Pliers #121   | \$ 47                      |
| Pliers #137   | \$ 47                      |
| Pliers, cotton  | \$7 each (maximum 3)       |
| Svedopter   | \$ 18                      |
| Probe, PCP 12   | \$ 9 each (maximum 3).     |
| XCP instruments   | \$ 35 (maximum 1 per year) |
| Iris scissors   | \$ 20                      |
| Perma bond 910  | \$ 18                      |
| Vac-U-Spat/Vac-U-Mixer Combo kit  | \$ 152                     |
| Casting ring  | \$ 10 each (maximum 3).    |
| Clinic cart   | \$ 300                     |
| Loupes (surgical/magnification)   | \$ 1,400                   |

**iii. Dental kits required by the school (equipment or instrument lists must be submitted with the CDW, unless billed under contract).**

Duplicate payment for separate items listed above is not authorized except as indicated for replacement.

|  |   |
|--|---|
| First year students  | Cost (authorized based on school billing) |
| Second year students   | Cost (authorized based on school billing) |
| Third year students  | Cost (authorized based on school billing) |
| <br>   |   |
| Fourth year students   | Cost (authorized based on school billing) |
| <br>   |   |
| Clinic Jacket  | \$ 20 (maximum of 3)                      |
| Disposable Exam Gloves                                       | \$ 20 per box (maximum of 5)              |
| <br>   |   |
| Goggles (Face Shield)  | \$ 80                                     |
| <br>   |   |
| National Board Dental Examination (NBDE) parts I and part II | Cost only once each.                      |

|                           |          |
|---------------------------|----------|
| Caulk/DENTSPLY Prolite    | \$ 1,450 |
| Cavi-jet                  | \$ 1,450 |
| Digital Diagnostic Camera | \$ 1,500 |

**OPTOMETRY PROGRAM: Equipment authorized for reimbursement, within the price limitations indicated, when required of all students and authorized by the Navy.**

|  |                              |
|--|------------------------------|
| Illusion Slides                                | \$ 25                        |
| Handheld Maddox Rods                           | \$ 20                        |
| Lighthouse Cards                               | \$ 16                        |
| Anaglyph Glasses                               | \$ 3                         |
| Lens Holder                                    | \$ 30                        |
| Occluder                                       | \$ 10                        |
| Near Point Cards                               | \$ 20                        |
| Near Point Fixation Stick                      | \$ 5                         |
| Clinic Jacket                                  | \$ 20 (maximum 3)            |
| Reading Cards                                  | \$ 6                         |
| Gonioscope (3ml) / (4ml) (one or the other)    | \$ 280.                      |
| Lens Clock                                     | \$ 140                       |
| Halogen Penlight                               | \$ 40                        |
| CEVS Clinic Kit                                | \$ 40                        |
| Sphygmomanometer                               | \$ 150                       |
| Stethoscope                                    | \$ 125                       |
| Binocular Indirect Ophthalmoscope Kit w/case   | \$ 1,750                     |
| 20D Lens (or comparable 2.2 or 28D BIO Lens)   | \$ 200                       |
| Biomicroscopic Lens 90D and 78D Lens           | \$ 210                       |
| Biomicroscopic Lens (60D, Super66/Vireo or WF) | \$ 270                       |
| Retinoscope/Ophthalmoscope Diagnostic Set      | \$ 850                       |
| Transformer (Desk)                             | \$ 200                       |
| Comparator                                     | \$ 60                        |
| Lens Gauge                                     | \$ 140                       |
| Stereo Test                                    | \$ 140                       |
| Trial Lenses and Frames                        | \$ 1,000 (combined total)    |
| Projector Slide                                | \$ 90                        |
| Color Vision Testing Plates                    | \$ 220                       |
| Pliers (Adjustment and ophthalmic)             | \$ 25 each                   |
| Calibration Kit                                | \$ 25                        |
| Lens Flipper                                   | \$ 20                        |
| Tool Kit (ophthalmic)                          | \$ 350                       |
| Dissection Kit                                 | \$ 25                        |
| Disposable/Examination gloves                  | \$ 20 per box (maximum of 5) |
| Goggles  | \$ 80                        |
| Prism Bar Set                                  | \$ 175                       |

**PSYCHOLOGY PROGRAM: Equipment authorized for reimbursement, within the price limitations indicated, when required of all students and authorized by the Navy.**

|                                    |        |
|------------------------------------|--------|
| Achievement test (educational)     | \$ 60. |
| Achievement test (wide range)      | \$ 60  |
| Auditory discrimination test (ADT) | \$ 30  |

|                            |                        |
|----------------------------|------------------------|
| Development test (VMI)     | \$ 30                  |
| Dissertation Fees          | \$ 500                 |
| Lab coats                  | \$ 20 (maximum of 2)   |
| Psychotherapy              | \$ 100 (maximum of 25) |
| Rorschach cards            | \$ 75                  |
| Thematic appreciation test | \$ 40                  |
| Visual motor Gestalt test  | \$ 30                  |

APPENDIX E

**FY10 NAVY HPSP REIMBURSEMENT ITEMS NOT AUTHORIZED**

Any educational expenses assessed by the school to the student for any period preceding HPSP entry and following the day of a participant's disenrollment or termination from school or the HPSP.

Any penalty or leave of absence fee assessed by the school to the student.

Binding charges for reports or research papers.

CIBA Publication series.

Civilian attire of any type, except as noted for scrubs and lab jackets.

Computer Hardware, accessory equipment, internet service.

Computer software that is not a substitute for a textbook.

Co-payments of any kind (i.e. medical, dental etc.)

Electronic Equipment.

Equipment repair or maintenance.

Fees for the national residency matching program or other similar programs.

Fuel and insurance for a rental car.

General office supplies.

Housing, meals, rental insurance, and any personal/school travel or moving expenses.

Initials on doctor's bag.

Interest, penalty and fees for school loans.

Magazine and/or journal subscriptions.

Microscope.

Military uniforms.

Non-related courses (board review).

Non-required textbooks.

Parking, toll, locker, laundry, legal, graduation, cap and gown rental, program diploma and other similar fees.

Part/Step III of the USMLE/COMLEX, and any other: licensing, certification or course curriculum cost or fee; associated incidental fees or expenses (e.g. equipment, lab and assistant expenses or fees); regional and other examinations.

Preparatory courses and text, academic courses and related expenses that are repeated, or taken in an educational institution other than the authorized school of enrollment, or that resulted prior to HPSP entry.

Prescription safety glasses.

Refundable and pre-admission fees or deposits that are not credited for tuition.

Shipping and handling.

State and regional boards.

Stolen, lost, damaged or replaced items.

Student association, class, professional, society, or other similar dues.

Student note-taking and tutorial services.

Surgical clothing name-tags.

Telephone calls.

Theft, life, computer, rental or other insurance of any kind, unless specifically authorized herein.

Transportation and relocation fees and expenses.

Travel or expenses associated with other than active duty for training and that are not specifically authorized.

**Appendix F**  
**Navy Medical Corps Career Planning Chart**

**1. Navy Medical Corps Career Planning Chart: ENS to LCDR**

|  |   |  |
|--|---|--|
| ↑<br>Refer to Navy Medical Corps Career Planning (Senior LT / LCDR)  |   |  |
| ↑<br>Utilization Tour for skills consolidation in Specialty or Subspecialty  |   |  |
| ↑<br>Residency completion (LT → LCDR)<br>Board certification when eligible   | ↑<br>↑  | ↑<br>Fellowship (LT → LCDR)<br>(Board Certification / additional qualifications) |
| ↑<br>General Medical Officer (GMO)<br>2-3 years first tour<br>(Claimancy 18/27/60/70 billets) or<br>Flight Surgeon / Undersea Medical officer training then<br>Utilization tour as FS / DMO<br>T*: (2), (4), (7), (9), Medical licensure | ↑<br>Residency*<br>Unrestricted medical license<br>Board certification when eligible<br>*in longer surgical residencies promotion to LCDR usually occurs<br>toward end of residency |  |
| ↑<br>Internship (LT)<br>(Navy, OFI, Deferred Civilian)<br>Pass USMLE / Complex Step 2B and Part 3 – Apply for unrestricted Medical License   |   |  |
| ↑<br>Medical School Graduation (USU/HPSP) ENS → LT<br>Pass USMLE/COMLEX 1& 2a<br>Training (T): Basic Officer Leadership at OIS   |   |  |

Claimancy 18 = BUMED  
 Claimancy 27 = Marine Corps  
 Claimancy 60 = Atlantic Fleet (LANTFLT)  
 Claimancy 70 = Pacific Fleet (PACFLT)

\* For training opportunities and requirements refer to list below Table 2.

**2. Navy Medical Corps Career Planning Chart: LCDR to CAPT**

|             |  | <b>Chapter 2 Operational</b>  | <b>Chapter 3 Clinical</b>  | <b>Administration/ 2XXX</b>  | <b>Chapter 4 Academic</b>  | <b>Chapter 5 Research</b>   |
|-------------|--|---|--|--|--|---|
| <b>CAPT</b> | Executive (CO/ XO)   | Refer to Medical Department Officer Senior Leadership Track and Matrix  |  |  |  |   |
| <b>CDR</b>  | Senior<br>(Need OCONUS/Operational tour to select to CAPT) | Headquarters' Staff- BUMED / MC<br>COMPHIGRU<br>SMO CV/CVN<br>SMO (RAM)<br>Dept Head – NEHC, EPMU<br>Brigade Surgeon<br>Specialty Leader<br><br><b>Mobilization</b><br>Per Assignment (9)<br><br><b>Training:</b> (3), (5), (8), (11), (12), (14), (15), (16), (17), (21) | Headquarters' Staff - BUMED or MC<br>Department Head<br>Head, Command PI<br>Directorate – Small/Medium MTF<br>DMS/DSS - MTF (small/medium)<br>Chair – Hospital Committees<br>Specialty Leader<br><br><b>Mobilization</b><br>Per Assignment (9)<br><br><b>Training:</b> (3), (5), (11), (12), (13), (16),(18), (21) | Headquarters' Staff- BUMED / MC<br>TRICARE Regional Offices<br>Directorate – Small/Medium MTF<br>DMS/DSS - MTF (small/medium)<br>Dept Head, MTF<br>Specialty Leader<br><br><b>Mobilization</b><br>Per Assignment (9)<br><br><b>Training:</b> (3), (5), (8), (11), (12), (14), (15), (16), (17), (18), (19), (20), (21) | Headquarters' Staff- BUMED/ MC<br>Department Head / Assistant DH<br>Residency Director<br>Assistant Professor USU<br>Specialty Leader<br><br><b>Mobilization</b><br>Per Assignment (9)<br><br><b>Training:</b> (3), (5), (8), (11), (12), (13), (16), (21) | Head, Clinical Invest MTF<br>Clinical Researcher , NOMI, EPMU's,<br>NAMRUs, , NRCs<br>Specialty Leader<br><br><b>Mobilization</b><br>Per Assignment<br><br><u>Training:</u> (3), (5), (8), (11), (12), (16), (21) |

|      |  |   |  |   |  |  |
|------|--|---|--|---|--|--|
| LCDR | Specialized Training, Career Progression & Development<br>(must complete residency to select to CDR) | SMO- Fleet<br>Regimental Surgeon<br>Fleet Staff<br><br><b>Mobilization: per assignment (9)</b><br><br><b>Training: (2), (5), (8), (11), (13), (21); Aerospace Med. Residency after completion primary residency</b> | Board Certified (eligible) Specialist CONUS or OCONUS Facility<br>Jr. Member ECOMS<br>Hospital Committee Assignments<br>JCAHO Preparation Teams<br><br>Residency/Fellowship Training<br><br><b>Mobilization: Component UIC (9)</b><br><br><u>Training:</u> (2), (5), (6), (11), (13), (21) | Dept Head, MTF OCONUS/CONUS (small)<br>SMO- OCONUC/CONUS Clinic<br>Jr. Member ECOMS<br>Hospital Committee Assignments<br>JCAHO Preparation Teams<br><br><b>Mobilization Component UIC (9)</b><br><br><u>Training:</u> (2), (5), (6), (10), (11), (12), (13), (21) | Faculty – Residency Programs<br>Assistant Professor USUHS<br><br><b>Mobilization Component UIC (9)</b><br><br><u>Training:</u> (2), (5), (6), (11), (12), (13), (21), Faculty Development Fellowship | Clinical Researcher<br>NOMI, AFIP, Naval Research Center, NAMRUs, NHRC SD<br><br><u>Training:</u> (3), (5), (11), (21) |
| LT   |  | ↑<br>For all tracks need to have a variety of duty assignments & experiences to include CONUS/OCONUS/Operational Tours<br>↑<br>Refer to early Career specialization Chart   |  |   |  |  |
| ENS  |  |   |  |   |  |  |

**Key To Chart Numbers**

- (1) Basic Officer Leadership Training (OLT) Course at OIS
- (2) Intermediate OLT Course
- (3) Advanced OLT Course
- (4) Basic Medical Depart. Course
- (5) Advanced Med. Dept. Officer Course
- (6) Clinic Management Course
- (7) Combat Casualty Care
- (8) Joint Operations Med. Management Course
- (9) Navy Trauma Training Course
- (10) TRICARE Fin. Mgt. Exec Course
- (11) Joint Medical Executive Skills Institute - Distance Learning
- (12) Advanced Degree - MBA, MPA, MPH, MHCA
- (13) War College (correspondence/ non-resident)
- (14) War College (resident)
- (15) Industrial College of Armed Forces
- (16) Interagency Institute for Fed. Health Care Executives
- (17) MHS CAPSTONE Course
- (18) JCAHO Fellow
- (19) Wharton Fellow
- (20) Congressional Fellow
- (21) Board Certification

**Appendix G:**  
**Check List for Completing A Travel Voucher (DD1351)**

➤ **Travel Claim Voucher DD1351**

- Block 1 - Check Electronic Fund Transfer (EFT)
- Block 2 - Name
- Block 3 - Pay Grade
- Block 4 - SSN
- Block 5 - Check TDY (Temp. Duty)
- Block 6 - HOME address, including a good email contact
- Block 7 - Good contact phone number
- Block 8 - Last 5#'s of SDN (after RT), from the top right corner of orders.
- Block 9 - Fill out if you received advanced travel for this AT
- Block 11 - Place of duty, located part 1 of orders (ex: NMCS D, STU NETC NEWPORT)
- Block 12 - Check Unaccompanied
- Block 15 - See example below, remember to include the year

| <u>Date</u><br>2009 |     | Place        | Mode | Reason<br>for<br>stop |
|---------------------|-----|--------------|------|-----------------------|
| 26JUN               | Dep | Home Town    | **   |                       |
| 26JUN               | Arr | Duty Station | **   | TD                    |
| 20JUL               | Dep |              |      |                       |
| 20JUL               | Arr | Home Town    |      | MC                    |

*\*\* For Means/Mode of Travel use PA (Private Auto) or CP (Commercial Plane)*

- Block 16 - If driving, check appropriate box
- Block 18 - List applicable Lodging, Car Rental and Car Rental Gas, Receipts (taxi, baggage, dry cleaning). If you did not incur any expenses, leave blank
- Block 21 - Remember to hand-sign

➤ **Copy of Orders**

- Must say "ORIGINAL" on top
- Include all pages
- Include any appropriate order modifications issued

- **Lodging** - If you did not stay in the Bachelor Officer Quarters
  - CNA- Certificate of Non-Availability. May be a stamp, letter, or SATO number stating tha the BOQ was full
  - Itemized receipt, day-by-day charges incurred
  
- **Car Rental** - if authorized in orders
  - Complete copy of Itinerary. Contact SATO if this is no longer available via web.
  - Rental Agreement - lists charges, type of car, ect. Will have the total amount due listed.
  - Receipt for payment (should say Amount Due \$0.00).
  - Gas receipts (for car rental only)
  
- **Proof of Payment for Other Expenses**
  - Dry Cleaning (Max \$2 daily, after first 7 days - only while at place of duty)
  - Extra Baggage
  - Taxi (while traveling to/from airport)
  - Tolls
  
- **EFT Form**
  - Bank account information is not stored, a new EFT form is required for each AT
  - Please double check to make sure your personal information is correct, and sign.
  
- **What Not to Include:**
  - Gas receipts for POC travel. If you are driving to/from your duty station, you will be paid based on mileage.
  - Food receipts. You will be paid Per diem if it is authorized in orders "The use of mess adversely affects mission performance, per-diem authorized at commercial rate".
  - Credit card statements. These are not considered acceptable proof of payment by PSD. If you do not have a receipt for an expense, you will need to contact that company and request one.

**When you have gathered all of these items, submit them to OH.**

- *The most efficient method of submission is via e-mail.*

E-mail: [OH@med.navy.mil](mailto:OH@med.navy.mil) Attn: AT Travel  
Fax: 301-295-1811 or 301-319-4122

After being reviewed by MDAD, all claims will go to PSD for approval and payment. The complete process takes 4-6 weeks. If more than 6 weeks pass before you see payment in your direct deposit account, please follow up with OH via e-mail. If your payment amount differs from what you had expected, or if you have any questions regarding your processed claim, please contact MDAD and request a copy of your travel voucher.

a. Step 1: To prevent delays in processing, please include the following when submitting a claim:

(1) DD-1351-2, Travel Voucher (Do not submit a claim for travel reimbursement on an SF 1164, which is used for reimbursement for books and supplies).

(2) Copy of your Orders

(3) No Messing Available Letter. This letter will be provided by the Graduate Medical Education (GME) Coordinator at the clerkship site. Students will not receive the full commercial meal rate without this letter. If attending Officer Development School (ODS), this will not be available.

(4) Itemized Lodging Receipt. If this receipt is not itemized, PSD will not reimburse for lodging.

(5) Car Rental Receipt (Only if authorized). Travelers must submit a SATO Itinerary with car rental reservations included in order to be authorized for reimbursement of a rental car. Expenses for a rental car cannot exceed the rate stated on the itinerary. If so, the traveler will pay the difference.

(6) Gas receipts, taxi receipts, shuttle receipts, dry cleaning receipts, parking receipts and in some cases, transit receipts.

(7) Electronic Funds Transfer (EFT) form: An EFT form must be included with every travel claim before it will be processed. The purpose of the EFT form is to ensure that travel reimbursement is deposited into the correct bank account. Use of the EFT will not affect stipend or active duty pay. PSD will not process a claim without an EFT form.

b. Step 2: Complete the Travel Claim Form, DD 1351-2.

(1) Block 5: Please check TDY

(2) Block 8: The travel order number is the last five digits of the Standard Document Number (SDN) on the orders, located in the top right corner of the travel orders.

(3) Block 11: This is the unit to which the traveler is assigned, "HPSP."

(4) Block 15: The codes required are on the second page of the DD 1351-2. Some of the most common are:

(a) Means/Mode of Travel: PA (personal auto), GP (government plane). \*\*If PA is listed as the transportation, a student will be reimbursed for distance driven from the home address on the orders to the duty station. Mileage will be calculated based on a standard mileage table. Travelers do not need to calculate these distances.

(b) Reason for Stop: AT (awaiting transportation), TD (temporary duty), MC (mission complete).

(5) Block 18: Any reimbursable expenses should be listed (e.g. lodging, car rental, taxi or shuttle fares, gas, tolls, dry cleaning for uniforms, or parking fees). Do not list food expenses. Food expenses are covered by the per diem payment. Save all receipts for these items and submit them for verification of the expense. Bank statements are not accepted by PSD as justification for expenses or proof of payment.

c. Step 3: Send Accessions Department Travel Section the completed travel claim by Fax to (301) 295-6014 or e-mail to OH@med.navy.mil with the subject heading "ENS (or LT) (Last Name)-Travel Claim.

d. Step 4: Once the Travel Claim is verified by Accessions Department Travel Section, it is submitted to the National Capital Area/NNMC Personnel Support Detachment (PSD) office for processing. Expect reimbursement within four to six weeks after it is sent to PSD. Reimbursement for travel is deposited directly into the participant's direct deposit account. Because it is a "reimbursement" and paid by voucher, it will not be seen on a Leave and Earnings Statement.