



**U.S. Public Health Service Nursing
Tip of the Month
July 2014
Promotion Process**



Learners become Teachers who become Leaders

Not Promoted? Let's look at the Promotion Precepts.

The Promotion Precepts are weighted as follows:

1. Performance Rating and Reviewing Official's Statement (Performance) 40%
2. Education, training, and professional development 20%
3. Career progression and potential 25%
4. Professional contributions and services to the PHS Commissioned Corps (Officership) 15%
5. Basic Readiness ***0%

***Although the Readiness precept no longer carries any weight with regard to numerical score or promotion, an officer's readiness remains one of several administrative checks for promotion.

To maximize your potential for the next promotion cycle, be proactive in planning and making productive career decisions to achieve your professional goals, whether it is to:

- Strengthen your area of performance; obtain a performance award; and/or working through your chain of command and with the Commissioned Corps Liaison to discuss the Reviewing Official Statement.
- Start or finish an advance degree and/or certification of your specialty.
- Make that geographical or programmatic move.
- Join N-PAC; get involved in COA by running for office at your local chapter as an example; volunteer at national conferences and for community services; and obtain letters of appreciation;
 - * You may ask "How do I join the N-PAC?" The N-PAC is open to all members. You can start by joining the PHS Nursing Listserv: [Subscribe](#). Click here for more questions on [How to Join N-PAC](#).
 - * You can also find membership openings posted on the listserv, [JOIN THE LISTSERV](#) PHSNURSING-L Home Page.
 - * More about N-PAC, <http://phs-nurse.org/about-npac>
- Review the your category-specific benchmarks, [2015 Nurse Benchmarks](#);
- Seek mentoring/career counseling from a senior officer in the officer's category. If you would like to be assigned a mentor, please email usphsngmentor@aol.com
- Utilize the Promotion Year 2015 Checklist. <http://dep.psc.gov/CCMIS/promotions/promotions.aspx>

Identifying areas to self-improvement can help you to be as competitive as possible for the next promotion year.

Not Promoted? [http://dep.psc.gov/CCMIS/promotions/Not Promoted Now What.aspx](http://dep.psc.gov/CCMIS/promotions/Not_Promoted_Now_What.aspx)

PHS-NURSING LIST SERVE

<http://list.nih.gov/archives/phsnursing-l.html>

The road to promotion is always under construction.

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