Hospital Corpsmen (HM). HMs assist health care professionals in providing medical and dental care to Navy and Marine Corps personnel and their families, and perform other duties that aid in the prevention and treatment of disease and injury. They may function as clinical or specialty technicians, medical administrative personnel, and health care providers. They may also serve with the Marine Corps, rendering emergency medical treatment to include initial treatment in a combat environment. Hospital Corpsman may be assigned as Independent Duty Corpsman (IDC) aboard ships and submarines, expeditionary, special warfare, and at isolated duty stations where no Medical Officer is available.

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>CAREER MILESTONES</th>
<th>AVERAGE TIME TO ADVANCE</th>
<th>COMMISSIONING OR OTHER SPECIAL</th>
<th>SEA/SHORE FLOW</th>
<th>TYPICAL CAREER PATH DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>27-30</td>
<td>HMCM</td>
<td>22.2 Yrs</td>
<td>CSEL programs (CMDCM, COB)</td>
<td>See Note 1 and 2</td>
<td>Follow on Shore Tour: Billet: CSEL, TYCOMs, BUPERS, NPC, BUMED, DHA, HQMC, Med/Den BN, NMRTC Duty: Echelon III and above Staff Duty</td>
</tr>
<tr>
<td>24-27</td>
<td>HMCM, HMCS</td>
<td>22.2 Yrs 18.7</td>
<td>CSEL programs (CMDCM, COB, CMDCS)</td>
<td>See Note 1 and 2</td>
<td>Follow on Tour: Billet: CSEL, Sea/Shore Special Programs, Flag Screening Command, Med/Den BN, NMRTC Duty: Echelon III and above Staff Duty</td>
</tr>
<tr>
<td>21-24</td>
<td>HMCM, HMCS, HMC</td>
<td>22.2 Yrs 18.7 17.0</td>
<td>CSEL programs (CMDCM, COB, CMDCS)</td>
<td>See Note 1 and 2</td>
<td>6th Tour: Billet: CSEL, Directorate SEL, Dept LCPO, Regimental SEL, BN LCPO Duty: Any Sea Duty, Sea/Shore Special Programs, Flag Screening Command, NMRTC/U’s</td>
</tr>
<tr>
<td>17-21</td>
<td>HMCS, HMC, HM1</td>
<td>18.7 Yrs 17.0 9.7</td>
<td>OCS, MSC-IPP, MECP, CSEL program (CMDCS)</td>
<td>See Note 1 and 2</td>
<td>5th Tour: Billet: CSEL, Directorate SEL, ISIC Med LCPO, SEMA, Dept LCPO, SMDR, IDC, NDAC, LPO, CCC, Instructor, Regimental SEL, BN LCPO Duty: Any Sea Duty, Shore Duty to Sea/Shore Special Programs, Flag Screening Command, NMRTC/U’s</td>
</tr>
<tr>
<td>13-17</td>
<td>HMCS, HMC, HM1, HM2</td>
<td>18.7 Yrs 17.0 9.7 5.6</td>
<td>OCS, MSC-IPP, LDO, MECP, EMDP2, CSEL program (CMDCS)</td>
<td>See Note 1 and 2</td>
<td>4th Tour: (Notes 2 &amp; 4) Billet: Directorate SEL, ISIC Med LCPO, Dept LCPO, SEMA, SMDR, LPO, IDC, NDAC, General Duty HM, Technician, Instructor, CCC, BN LCPO/LPO. Duty: Any Sea Duty, Shore duty to Sea/Shore Special Programs, Flag Screening Command, NMRTC/U’s</td>
</tr>
<tr>
<td>9-13</td>
<td>HMC, HM1, HM2</td>
<td>17.0 Yrs 9.7 5.6</td>
<td></td>
<td>See Note 1 and 2</td>
<td>3rd Tour: (Notes 2 &amp; 4). Billet: Dept LCPO, LPO, IDC, NDAC, General Duty HM, Technician, Instructor, CCC, BN LCPO/LPO. Duty: Any Sea Duty, Shore duty to Sea/Shore Special Programs, Flag Screening Command, NMRTC/U’s. Training: C-School training</td>
</tr>
<tr>
<td>YEARS OF SERVICE</td>
<td>CAREER MILESTONES</td>
<td>AVERAGE TIME TO ADVANCE</td>
<td>COMMISSIONING OR OTHER SPECIAL PROGRAMS</td>
<td>SEA/SHORE FLOW</td>
<td>TYPICAL CAREER PATH DEVELOPMENT</td>
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<tr>
<td>5-9</td>
<td>HM1, HM2, HM3</td>
<td>9.7 yrs (5.6, 3.4)</td>
<td>STC-21, OCS, MSC-IPP, MECP, EMDP2</td>
<td>See Note 1 and 2</td>
<td>2nd Tour: Billet: LPO, General Duty HM, IDC, Technician, PN LPO/Senior Line HM, Duty: Any Sea Duty, Shore duty to Sea/Shore Special Programs, Flag Screening Command, NMRTC/U’s Training: C-School training</td>
</tr>
<tr>
<td>2-5</td>
<td>HM2, HM3</td>
<td>5.6 yrs (3.4)</td>
<td>Naval Academy, NROTC, STA-21, MECP</td>
<td>See Note 1 and 2</td>
<td>1st Sea Tour (36Mos): Billet: Ships, FMF, Expeditionary 1 Shore Tour (24 Mos. NON NEC) Billet: MTF, “C” School, IDC, NDAC, Senior Line/Platoon HM Duty: Note 2; General Duty HM, or Technician if pipelined to NEC</td>
</tr>
<tr>
<td>1-2</td>
<td>HN, HA</td>
<td>9 Months</td>
<td></td>
<td>Recruit Training and all schools or training events required to support Navy Medicine</td>
<td></td>
</tr>
</tbody>
</table>

**Notes:**

1. The HM rating is shore centric and promotes by rate, not by NEC. Assignment distribution and sea duty opportunity is defined by NEC. Most NEC’s are closed-loop which is a distributable community consisting of personnel who are projected and assigned to consecutive tours within that NEC skill area. This Sailor is managed based solely on this NEC skill.

2. Sea Shore Flow is defined by NEC. Many NECs within the rating have minimal or no sea duty opportunity. Sea/Shore tour lengths defined in Hospital Corpsman ECM page.

3. HMs assigned to a Military Treatment Facility (MTF) may be assigned to an expeditionary platform that may deploy during their tour (e.g. FMF, EMF/U, CRTS, USNS Mercy/Comfort).

4. HMs may be directed into NECs out of A School early in a career to maintain overall HM community health. HMs do not always have the opportunity for traditional sea duty, nor the opportunity to attain a more advanced NEC due to overall community and NEC specific health.

5. Opportunities to lead in a deployed environment in NMAP/IA/OSA with a Joint Task Force or Humanitarian Assistance/Disaster Relief (HA/DR) missions are important career enhancing opportunities, especially for members with NECs that have minimal sea duty opportunity.

6. Completion of a Senior Enlisted Academy (SEA) and Executive Medical Department Enlisted Course (EMDEC) (E7-E9) should be considered when evaluating Senior Enlisted personnel.

7. E8’s that serve in 3 consecutive shore duty assignments that are NOT special duty, flag screening, or overseas will be a detractor for promotion and should apply for the CMDCS program.
Considerations for Advancement from E6 to E9:

- Sustained superior performance is the top factor for promotion.

- Special consideration should be given to those serving assignments at sea and these Special Duty Assignments:
  
  **Navy Recruiter**
  
  **USS Arizona Memorial**
  
  **JCS/SECNAV/CNO/JCS/DISA**
  
  **Brig/TPU/SEER**
  
  **Classification Interview**
  
  **Shore Disestablishment**
  
  **8th Marine Barracks**
  
  **Attaché Commands**
  
  **Canvasser**
  
  **Camp David/WHO/WACA**
  
  **HMX-1**
  
  **EP/NATO/Emsassy/MAAG**
  
  **Defense Courier Stations**
  
  **Women Ashore**
  
  **USN Ceremonial Guard,**
  
  **Water Survival Instructor**
  
  **Recruit Division Commander/Company Chief**
  
  **Career Recruiting Force**
  
  **CCS/PDI/SEA faculty**
  
  **Navy Wounded Warrior Safe Harbor**
  
  **Millington Assignments**
  
  **Women at Sea**
  
  **BUMED and DHA assignments**
  
  **To also include the following flag screening commands:**
  
  **00018 BUMED WASH DC**
  
  **00027 HQ USMC WASH DC**
  
  **00061 CN CAN**
  
  **00070 COMPAEFLFT**
  
  **00173 NRT W DCNWCF**
  
  **00210 NSTC GLKS**
  
  **00421 NAWCADIV PAX RV**
  
  **08961 COM2FLFT**
  
  **09567 CCG 4**
  
  **09722 CCGS 3**
  
  **09732 COM CVW 1**
  
  **31977 CPTEVFOR DT NORV**
  
  **3200A NORTHCUT JTF-CS**
  
  **33011 DPAW WEST**
  
  **3447B CNRRC NORVA**
  
  **39329 CNPC RESERVE SPT**
  
  **41099 USAFRICOM HQ**
  
  **41357 OFATPHYUSC REIMB**
  
  **4560 DSO**
  
  **45147 DHA**
  
  **4582A NECC**
  
  **47081 TRANSCOM HD**
  
  **48750 SOC KOR TSOC**
  
  **52811 COMDESRO 40**
  
  **53825 COMNAVSURFLANT**
  
  **53885 COMSUBGRU 9**
  
  **55241 COMSUBGRU 10**
  
  **5538 COMLOG WESTPAC**
  
  **55780 CCG 9**
  
  **57007 COMUSNAVECENT**
  
  **57016 COMSUBLANT**
  
  **57025 COMNAVAIRPC**
  
  **57045 COMFIFTHFLTF**
  
  **57088 CCSG 1**
  
  **58890 CNFGRSCHLNG**
  
  **62894 COMNAV FOR KOREA**
  
  **62980 CNAVPERSCOM MILL**
  
  **63407 NAWFDC**
  
  **64041 COMFOURTHFLTF**
  
  **65369 PSB FOROPS COMP**
  
  **66715 CNRRC MILL TN**
  
  **67353 H&S BN HQMC**
  
  **68336 USUHS BETHESDA**
  
  **68906 NMFP SAN DIEGO**
  
  **68907 NMFS**
  
  **69391 SECNAV CORB**
  
  **69008 NMFL PORTS**

- Extra consideration should be given to those who earn qualifications outside their normal job scope/rate to enhance unit mission readiness.

- FDNF, both sea duty or at OCONUS Military Treatment Facility (MTF) is considered challenging and helps meet the primary mission of the Navy and Navy Medicine.
Sailors must have a broad spectrum of commands showing diversity. Note the following types of commands to be used for eligibility. This list is in NO specific order:

- NMRTC/NMRTU’s
- Type 6/Type 3 duty
- NECC
- Ship/Sub Group 1 (PC, MCM, LCS, DDG, ESB) & (SSN, SSBN)
- NSW/MARSOC
- Sea/Shore Special Programs/Flag Screenings (see list above)
- FMF (Marine Logistics Group, Marine Division, Marine Air Wing, etc.)
- Instructor Duty (NEC805A) **Counts as 2**
- ISIC/TYCOM
- Joint Commands
- Ship/Sub Group 2 (LHA, LHD, CVN, LSD, LPD, Cruiser) & (SSGN, SUB TEND, SEAWOLF)
- FMF (Marine Logistics Group, Marine Division, Marine Air Wing, etc.)
- CNO Special Projects

Strong documented leadership serving in the following positions:
- Sea duty DLCPO / FMF Regimental SEL / ROLE III / MTF Directorate SEL
- FMF Battalion LCPO / Sea duty Division LCPO / MTF Departmental LCPO / SMDR
- LCPO/SNCOIC
- NCOIC/LPO

Consideration for advancement from E6 to E7

- Documented Technical Expertise in Rating/NEC and Sailorization
- Documentation of leading, mentoring, and supporting Sailors
- Must have a spectrum of commands (2 varied from E1 to E6 for consideration to HMC)

Consideration for advancement from E7 to E8

- Documented Technical Expertise in Rating/NEC and Sailorization
- Strong documentation of leading, mentoring, and supporting Chiefs, enlisted Sailors, and junior officers
- Must have a spectrum of commands (3 varied from E1 to E7 for consideration to HMCS)

Consideration for advancement from E8 to E9

- Documented Technical Expertise in Rating/NEC and Sailorization.
- Strong documentation of leading, mentoring, and supporting Chiefs, enlisted Sailors and junior Officers.
- Must have a spectrum of commands (4 varied from E1 to E8 for consideration to HMCM)