**FY19 Reserve Component Medical Officer Retention/Continuation Policy**

17 September 2018

**Mission:** To clarify the execution of the Reserve Component (RC) Officer Continuation and Retention Policy. Specifically, to further clarify which skills sets are critical to RC Navy Medicine, who should be retained and for what periodicities.

**Updates:** The contents of this policy will be updated as often as necessary to maintain community health (reviewed at least annually). The updates will be vetted by the Medical Officer Community Manager and the applicable Reserve Affairs Officer (RAO).

**Credentialed and/or Licensed, Privileged, and Practicing for Navy Medicine:** The primary Subspecialty (SSP) code indicates that the associated skill set is valid (Credentialed and/or Licensed, Privileged, and Practicing for Navy Medicine) and is the key for retention/continuation decisions. The policy herein refers to the primary SSP, even though a retention/continuation decision could be made regarding additional skill sets, typically contingent upon validation of a secondary or tertiary SSP.

**World-wide assignable:** All retention/continuation decisions are contingent upon the member maintaining a world-wide assignable status. Exceptions can be made for members that are not world-wide assignable, but only after close consideration for the combination of skill set and likely mobilization sites.

**General Categories of Skill Sets:** Each of the RC Medical Officer Communities will have different needs for retention/continuation. The guidance in the box at the top of each page will set the procedures for each corps by category.

**Long Term Medical Critical Wartime Skill Set:** The skill sets described in this category are consistently under-manned in the RC Medical Officer Communities, consistently difficult to replace via new accessions, and/or mobilized at a high frequency.

**Current Manning Difficulties Skill Set:** The skill sets described in this category have moderate levels of manning difficulty and have needs in the short term for retention/continuation.

**Current Stable Manning Skill Set:** The skill sets described in this category are either healthy or overmanned. Barring exceptional circumstances, officers in this category will be subject to statutory limits.

**No Further Need Anticipated Skill Set:** The skill sets described in this category have no current or planned Officer Program Authorizations (OPA) in the near future. Barring exceptional circumstances, officers in this category will be subject to statutory limits.

**Special Needs:** Addresses unusual circumstances. For example, there aren’t any authorized Pediatric Dentistry SELRES billets, yet many humanitarian missions need to activate a Pediatric Dentist. Should a Dental Corps (DC) officer be current in this skill set, retention/continuation could occur for strategic capability.

**Applicant Groups:** Each time a person approaches the end of the waiver or a statutory limit (age or Years of Commissioned Service), the member will need to apply for either retention/continuation.

**Statutory Limitations based on Years of Commissioned Service (YCS):** The statutory limit for an O-6 is 30 YCS with a maximum of 35 years if granted continuation. The statutory limit for an O-5 is 28 YCS with a maximum of 33 years if granted continuation. The statutory limit for an O-4 is 20 years, with two failures of selection, with a maximum of 24 years if granted continuation.

**Limitations based on Age:** Notable age gates for RC officers are at ages 60, 62, and 68.

1. Serving beyond 60 years of age. All retirement eligible RC officers are required to document their desire to remain in a drilling status beyond 60 years of age by way of the retention/continuation process (see Section 12308 of Title 10, U.S. Code).
2. Serving beyond 62 years of age. Section 14703 of Title 10, U.S. Code, authorizes retention of Medical Corps, Dental Corps, Nurse Corps, and Medical Service Corps until 68 years of age.
3. Initial Military Service Obligation. Officers that have age waivers at accession should not be removed from the Reserve Active Status List (RASL) during their initial eight year obligation. Documentation can be gathered for the administrative requirement of exceeding 60 years of age; however, the expectation shall be that the officer continues with the obligation, since consideration was already granted for the specialty/skill set during the initial age waiver.

**Multiple Provisions to Policy:** Unless otherwise noted, each retention/continuation will be limited to the length associated with the category of the skill set held by the member.

1. The skill sets referenced herein are governed by SSP codes of the member. Naval Officer Billet Codes (NOBCS) are not considered equivalent for these purposes. NOBCs do not apply to this policy.
2. The policy herein describes governance for members in any version of paid status, to include drilling Selected Reservists (SELRES), mobilized members (MOB), and members on temporary active duty orders, such as definite recall, Active Duty for Training (ADT), and Active Duty for Special Work (ADSW). Members in the Individual Ready Reserve (IRR) or Standby Reserve (S1 or S2) are only considered for retention/continuation under exceptional circumstances.

**Medical Corps Retention Requirements**

**Long Term Medical Critical Wartime Skill Set:** Provide four year waivers regardless of rank

**Current Manning Difficulties Skill Set:** Provide two year waivers regardless of rank

**Current Stable Manning Skill Set:** Waivers may be provided for up to two years in exceptional circumstances

**Long Term RC Medical Critical Wartime Skill Sets:**

|  |  |
| --- | --- |
| 15A0/15A1 | Aerospace Medicine (15A as primary specialty and in paid status ONLY) |
| 15C0  | Surgery, General  |
| 15D0/15D1  | Neurological Surgery |
| 15H0/15H1  | Orthopedic Surgery  |
| 16X0/16X1 | Psychiatry |

**Current Manning Difficulties Skill Sets:**

|  |  |
| --- | --- |
| 15B0/15A1  | Anesthesia |
| 15C1 (all AQDs) | Surgery, Subspecialty  |
| 15E0/15E1 | Obstetrics/Gynecology, General / Subspecialty |
| 15F0  | General Medicine (15F as primary and in paid status ONLY) |
| 15G0/15G1  | Ophthalmology  |
| 15I0/15I1  | Otolaryngology  |
| 15J0/15J1  | Urology  |
| 15K1  | Preventative Medicine  |
| 15K2 | Occupational Medicine  |
| 16Q0/16Q1 | Family Medicine |
| 16R0  | Internal Medicine, General  |
| 16R1 (all AQDs) | Internal Medicine Subspecialty  |
| 16P0/16P1 | Emergency Medicine |
| 16U0/16U1 | Undersea Medicine |  |
| 16Y0/16Y1/16Y2 | Diagnostic Radiology/ Radiology, Subspecialty/ Radiology Oncology |  |
|  |  |

**Current Stable Manning Skill Sets:**

|  |  |
| --- | --- |
| 15L0/15L1 | Physical Medicine & Rehabilitation |
| 15M0/15M1 | Pathology |
| 16N0/16N1 | Dermatology |
| 16T0/16T1 | Neurology |
| 16V0/16V1  | Pediatrics |
|  |  |

**Dental Corps Retention Requirements**

**Long Term Medical Critical Wartime Skill Set:** Provide four year waivers regardless of rank

**Current Manning Difficulties Skill Set:** Provide two year waivers regardless of rank

**Current Stable Manning Skill Set:** Waivers may be provided for up to two years in exceptional circumstances

**No Further Need Anticipated Skill Set:** Waivers are unlikely (dependent upon the combination of secondary or tertiary skill sets)

**Special Needs:** Some waivers may be given due to special Humanitarian Assistance (HA) missions or active duty needs, despite the lack of a SELRES manning need. Exceptional circumstances are necessary for a waiver

**Long Term RC Medical Critical Wartime Skill Sets:**

|  |  |
| --- | --- |
| 1725  |  Comprehensive Dentistry  |

**Current Manning Difficulties Skill Sets:**

|  |  |
| --- | --- |
| 1750  |  Oral Surgery  |

**Current Stable Manning Skill Sets:**

|  |  |
| --- | --- |
| 1700  | Dentistry, General  |
| 1710 | Endodontics |
| 1760  | Periodontics  |
| 1769  | Prosthodontics  |

**No Further Need Anticipated Skill Sets:**

|  |  |
| --- | --- |
| 1720  | Dental Education Programs  |
| 1730  | Maxillofacial Prosthetics  |
| 1735  | Orthodontics  |
| 1740  | Operative Dentistry  |
| 1745  | Oral Medicine/Oral Diagnosis  |
| 1775  | Public Health Dentistry  |
| 1780  | Oral Pathology  |
| 1785  | Orofacial Pain  |
| 1790  | Dental Science and Research  |

**Special Needs:**

|  |  |
| --- | --- |
| 1724  | Advanced Clinical Programs (ACP in General Dentistry)  |
| 1749  | Advanced Clinical Programs (ACP in Exodontia)  |
| 1795  | Pediatric Dentistry  |
|  |  |

**Medical Service Corps Current Retention Requirements**

**Long Term Medical Critical Wartime Skill Set:**  Provide four year waivers regardless of rank

**Current Manning Difficulties Skill Set:** Provide two year waivers regardless of rank

**Current Stable Manning Skill Set:** Waivers may be provided for up to two years in exceptional circumstances

**No Further Need Anticipated Skill Set:** Waivers are unlikely (dependent upon the combination of secondary or tertiary skill sets)

**Special Needs:** Some waivers may be given due to special Humanitarian Assistance (HA) or active duty needs, despite the lack of a SELRES manning need. Exceptional circumstances are necessary for a waiver

**Long Term RC Medical Critical Wartime Skill Sets:**

1805 Plans, Operations, and Medical Intelligence (POMI) (NAVET only specialty)

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| --- | --- |
|  |  |

**Current Manning Difficulties Skill Sets:**

|  |  |
| --- | --- |
| 1860 | Environmental Health |
| 1865 | Medical Technologist |

**Current Stable Manning Skill Sets:**

|  |  |
| --- | --- |
| 1800  | Health Care Administration (identified by combination with other SSPs) |
| 1801  | Patient Administration (NAVET only specialty) |
| 1802  | Medical Logistics Administration (NAVET only specialty) |
| 1803  | Medical Data Services Administration |
| 1804  | Health Facility Planning and Projects (NAVET only specialty) |
| 1836  | Aerospace and Operational Physiology (due to extremely small billet base ~4) |
| 1850 | Entomology |
| 1861 | Industrial Hygiene  |
| 1873  | Physical Therapy  |
| 1876  | Dietetics  |
| 1880  | Optometry  |
| 1887 | Pharmacists |
| 1892 | Podiatry  |
| 1893  | Physician Assistant  |

**No Further Need Anticipated Skill Sets:**

|  |  |
| --- | --- |
| 1810 / 1815 | Biochemistry / Microbiology |
| 1825  | Radiation Health  |
| 1835 / 1841/ 1842 / 1843 / 1844 / 1845 | Physiology / Child Psychology / Neuropsychology / Medical Psychology / |
|  | Aerospace Experimental Psychology / Research Psychology |
| 1862  | Audiology  |
| 1870  | Social Work  |
| 1874  | Occupational Therapy  |

**Special Needs:**

|  |  |
| --- | --- |
| 1840  | Clinical Psychology (due to emphasis on mental health for HA) |

**Nurse Corps Current Retention Requirements**

**Long Term Medical Critical Wartime Skill Set:** Provide four year waivers regardless of rank

**Current Manning Difficulties Skill Set:** Provide two year waivers regardless of rank

**Current Stable Manning Skill Set:** Waivers may be provided for up to two years in exceptional circumstances

**No Further Need Anticipated for the Skill Set:** Waivers are unlikely (dependent upon the combination of secondary or tertiary skill sets)

**Long Term RC Medical Critical Wartime Skill Sets:**

|  |  |
| --- | --- |
| 1960  | Critical Care Nursing  |
| 1981  | Nurse Midwife  |

**Current Manning Difficulties Skill Sets:**

|  |  |
| --- | --- |
| 1910  | Medical/Surgical Nursing  |
| 1920  | Maternal and Infant Health Nursing  |
| 1930  | Psychiatric/Nursing  |
| 1940  | Public/Community Health Nursing  |
| 1950  | Preoperative Nursing  |
| 1972  | Certified Registered Nurse Anesthetist (CRNA)  |
| 1976  | Family Nurse Practitioner  |

**Current Stable Manning Skill Sets:**

|  |  |
| --- | --- |
| 1900  | Professional Nursing  |
| 1903 | Nursing Education |
| 1922  | Pediatric Nursing  |
| 1945  | Emergency Trauma Nursing  |
| 1964  | Neonatal Intensive Care Nursing  |
| 1973  | Psychiatric Mental Health Nurse Practitioner  |
| 1974  | Pediatric Nurse Practitioner  |

**No Further Need Anticipated Skill Sets:**

|  |  |
| --- | --- |
| 1903  | Nursing Education |
| 1980 | Women’s Health Nurse Practitioner |
|  |  |
|  |  |