



DEPARTMENT OF THE NAVY

OFFICE OF THE SECRETARY

1000 NAVY PENTAGON

WASHINGTON, D.C. 20350-1000

SECNAVINST 1120.6C

N13

MAR 13 2002

SECNAV INSTRUCTION 1120.6C

From: Secretary of the Navy

Subj: APPOINTMENT OF REGULAR AND RESERVE OFFICERS IN THE NURSE
CORPS OF THE NAVY

Ref: (a) DODDIR 1310.2 of 28 May 96 (NOTAL)
(b) SECNAVINST 1000.7D
(c) SECNAVINST 1210.5A
(d) DODDIR 1300.4 of 15 Nov 96
(e) Title 10, United States Code
(f) DODI 6000.13 of 30 May 97 (NOTAL)
(g) DODDIR 1312.3 of 21 Oct 96 (NOTAL)
(h) SECNAVINST 1420.1A
(i) SECNAVINST 1520.8A
(j) OPNAVINST 5354.3D
(k) Manual of Navy Officer Manpower and Personnel
Classifications. Vol I (NAVPERS 15839I)
(l) SECNAVINST 1920.6B
(m) SECNAVINST 5300.28C
(n) Manual of the Medical Department (NAVMED P-117)
(o) SECNAVINST 6401.2A
(p) SECNAVINST 1427.2B
(q) SECNAVINST 1427.1C
(r) DODDIR 6025.13 of 20 Jul 95 (NOTAL)

1. Purpose. To revise regulations governing

a. appointment of officers in the Nurse Corps, including appointment in the regular and reserve components under reference (a), and in either component through interservice transfer from another uniformed service under references (b), (c), and (d);

b. voluntary recall of officers of the Nurse Corps to the active-duty list; and,

c. award of entry grade credit on appointment in the Nurse Corps under sections 533 and 12207 of reference (e) and under references (f) and (g).

2. Cancellation. SECNAVINST 1120.6B. All other regulations and memoranda providing guidance on accessions, appointments, eligibility requirements and entry grade credit for officers in the Nurse Corps inconsistent with this instruction are held in abeyance pending their modification or cancellation. Processing

MAR 13 2002

initiated before the date of this instruction will continue under the policy and instructions in effect before that date.

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

- a. Clarifies criteria for entry grade credit.
- b. Establishes Baccalaureate in Nursing from an accredited institution as minimum qualifying degree.
- c. Recognizes nursing school accreditation by appropriately authorized accrediting bodies, in keeping with national professional nursing standards.
- d. Recognizes a wider variety of specialty certifying bodies.
- e. Establishes requirement for newly appointed nurses to complete Officer Indoctrination School prior to reporting to their first duty station.
- f. Provides opportunity to offer redesignation in another competitive category to nurses who twice fail the licensure examination.

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

a. Additional guidance on the transfer of Reserve Nurse Corps officers into the regular component of the Nurse Corps is found in references (b) and (c).

b. Additional guidance on the transfer of regular and reserve officers between the line and the Nurse Corps or between another staff corps and the Nurse Corps is found in reference (c).

5. Policy. The Navy will maintain authorized strength and grade levels established by the Secretary of the Navy in the Nurse

MAR 13 2002

Corps and its approved specialties by recruiting the personnel required to support the annual five-year promotion plan approved under reference (h), to provide a base for an all regular career force, and to attain authorized strength in the reserve component to meet approved requirements for mobilization.

a. Requirements for newly appointed officers on the active duty list will be filled from diverse programs, which include direct procurement of qualified civilian registered nurses and recent baccalaureate nursing graduates pending licensure, NROTC, Armed Forces Health Professions Scholarship Program/Nurse Candidate Program (AFHPSP) under reference (i) and Medical Enlisted Commissioning Program (MECP) graduates. All initial appointments shall be in the Naval Reserve with subsequent transfer into the Regular Navy under reference (c).

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

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

6. Accessions Plans

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

b. In determining the proportions of accession programs used to attain and maintain specialty authorizations, both the current and projected supply and demand for nurses in each of the approved nursing specialties shall be considered. To maintain cost effectiveness, lower cost programs with reasonable continuation rates will be used in preference to more expensive programs. To ensure flexibility in adjusting to changes in the

MAR 13 2002

market and in specialty requirements, maximum use will be made of shorter lead time programs. Reasonable career progression opportunities for the authorized strength of entry-level nurses shall be maintained.

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

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

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

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

(2) Reserve Component. DCNO(M&P), may raise the entry age standard up to 20 years by age 60 for a specified period when a manning shortfall exists against authorized strength in a nursing specialty, authorized by the CNO in reference (k), for which there are programmed authorizations in the Selected Reserve that cannot be filled by the use of authorized bonuses; loan

MAR 13 2002

repayment, scholarship and stipend incentives; in-zone promotions in the annual five-year promotion plan; recruiting of civilian candidates and affiliation of separating active duty list officers who meet the basic age requirements; and continuation of members of the Selective Reserve beyond statutory retirement under reference (l). DCNO(M&P) will advise ASN(M&RA), in advance of the period of such increase and the specialties designated under these criteria. As provided in Section 12201(d) of reference (e) ASN(M&RA) shall additionally set a maximum entry age standard of 47 years for health care specialties which ASN(M&RA) determines, considering the recommendations and supporting justification of the DCNO(M&P), to be specialties critically needed in wartime. Critical specialties for the purpose of reserve component accession management are those Nurse Corps specialties, which are:

(a) At least 20 percent below authorized strength, or

(b) otherwise significantly under strength, in the Selected Reserve and

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

(3) Active Solicitation for Continuation. To minimize reliance on advanced age appointments the CNO shall include a program to actively solicit officers in under strength health care specialties in the active force and in the reserve component for continuation beyond statutory separation or retirement under reference (k) as part of the annual program to fill shortages.

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

c. Applicant Acknowledgement of Age Limitations

(1) Before appointment, applicants who will be unable to complete 20 years of active commissioned service by age 62 will be required to acknowledge in writing that they are ineligible for regular appointment.

MAR 13 2002

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

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

e. Moral Character. Must be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation. As prescribed in reference (m), no person who is drug or alcohol dependent, who abuses drugs or alcohol, whose pre-service abuse of drugs or alcohol indicates a proclivity to continue abuse in the service, or who has a record of any drug trafficking offenses shall be permitted to enter the Nurse Corps.

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

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

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

a. Education

(1) Must have graduated from a school of nursing accredited by the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nursing Education (CCNE), that conferred a nursing baccalaureate or an advanced nursing degree.

MAR 13 2002

(2) Certified Registered Nurse Anesthetists, Nurse Practitioners, and Certified Nurse Midwives must have graduated from a graduate educational program approved by the Council on Accreditation of Nurse Educational Programs/Schools and have passed the certification examination for the professional specialty organization or the Boards on Certification of the American Nurses Credentialing Center (ANCC).

(3) Students in their final academic year of a baccalaureate degree nursing program may be accepted for a delayed appointment subject to successful completion of their degree program.

(4) Each nursing program must have been accredited as stated in paragraph (1) at the time the degree was conferred.

b. License. Must be licensed and in good standing as a registered professional nurse in a state, territory or commonwealth of the United States, or the District of Columbia, based on a licensing examination provided by the National Council of State Boards of Nursing and administered by one of its member Boards of Nursing under reference (o).

(1) Recent baccalaureate degree nursing graduates, including those granted delayed appointment as baccalaureate nursing students, may be appointed before licensure provided they have taken the examination to become a registered professional nurse prior to reporting for active duty.

(2) Recent baccalaureate degree nursing graduates who attended the program while in an active duty status may be appointed before licensure but must take the examination to become a registered professional nurse at the first opportunity following graduation.

(3) Officers who twice fail the licensure examination will be offered the opportunity to apply for re-designation in a different competitive category for which they qualify to complete any incurred active-duty obligation.

(a) ASN(M&RA) may relieve an officer of incurred active-duty obligation, considering the comments and recommendations of the DCNO(M&P), when such action would be in the best interest of the naval service.

MAR 13 2002

(b) Officers with no incurred active-duty obligation and officers for whom active duty obligation has been waived shall be separated for cause under reference (1).

(4) Before appointment, applicants will be required to acknowledge in writing that they are aware of license requirements. The expense of obtaining and maintaining a license to practice as a professional nurse is the responsibility of the individual.

c. Certification. Certified Registered Nurse Anesthetists, Nurse Practitioners, and Certified Nurse Midwives must obtain and maintain certification by a nationally recognized organization for their respective specialty.

d. Experience. Presently engaged in nursing practice. The Director, Navy Nurse Corps may waive this requirement for applicants with current professional experience in a nursing related field, and for up to five years for other applicants, if the applicant can be given fully productive assignments, including privileging of nurse anesthetists and practitioners, within six months of commencement of active duty.

e. Graduates of Foreign Schools of Nursing. Applicants who have obtained their Bachelors of Science in Nursing Degree from an institution outside the United States which is not accredited by the NLNCA or CCNE are eligible for commissioning upon meeting the following criteria:

(1) Applicant has been awarded a BSN from a NLNCA or CCNE accredited program, or

(2) Applicant has been awarded a MSN from a NLNCA or CCNE accredited program, and

(3) has demonstrated oral and written English language proficiency, and

(4) is licensed as a registered professional nurse in accordance with paragraph 8b.

f. Indoctrination Requirements

(1) Officers appointed directly to the active duty list must complete an officer indoctrination training course prior to reporting to their first duty station.

MAR 13 2002

(2) Officers appointed directly into the Reserve Component must complete a reserve officer indoctrination training course during their first year.

g. Failure to Complete Initial Training Requirements. Officers who fail to complete officer indoctrination requirements shall be separated for cause under reference (1).

9. Examination of Professional Qualifications. The Director, Navy Nurse Corps shall review the credentials and examine the professional qualifications of all applicants for appointment in the Nurse Corps or for voluntary recall of a Reserve officer to active duty.

a. Direct Appointments. The Director, Navy Nurse Corps shall examine and certify the professional qualifications of all applicants, and the completeness and authenticity of the entering Individual Credentials File (ICF) or Individual Professional File (IPF), as applicable.

b. Voluntary Recall. Reserve and retired officers to be voluntarily recalled to active duty must be currently licensed nurses in good standing, presently engaged in nursing practice. The Director, Navy Nurse Corps may waive this requirement as authorized in paragraph 8d. The Director, Navy Nurse Corps shall recertify professional qualifications as specified for appointment in paragraph 9c. Recalled reserve officers will be recalled in the rank held as a Reserve and will not have entry grade recomputed.

c. Professional Review Procedure

(1) The Director, Navy Nurse Corps shall appoint a Nurse Corps Professional Review Board (PRB) to examine the professional qualifications of all applicants. The Board shall be composed of senior Nurse Corps officers on active duty. At least three but not more than five Board members shall review applicants' records. The senior member of the Board shall be in the grade of captain or above.

(2) The Board will review the applicant's credentials, including academic performance, post-graduate education, professional and managerial experience, professional recognition such as membership in professional societies and authorship of professional publications, professional reputation, current experience in a primary specialty, and level of certification/licensure. This review must be completed, based on

MAR 13 2002

the abbreviated documentation requirements specified under paragraph 16a, before recommending qualifications for appointment or recall and entry grade credit to be awarded on appointment.

(3) The Board shall recommend to the Director, Navy Nurse Corps which specific qualifications of the Table in paragraph 10 are met; recommend entry grade credit for those qualifications; state the degree to which documented supervisory and managerial experience qualifies applicants for appointment in the grade of commander and above for assignment to specific classes of command, executive and administrative billets in those grades; provide an evaluation of the quality and desirability of the candidate based on his/her professional qualifications and experience in the nursing specialty for which being considered and confirm the authenticity of the documents comprising the entering Individual Credential File (ICF) or Individual Professional File (IPF). The Board shall make its report directly to the Director, Navy Nurse Corps without intervening endorsements or clearances.

(4) The Director, Navy Nurse Corps, shall make his or her approval directly to DCNO(M&P), or his delegee, without intervening endorsements or clearances.

(5) Once the Director, Navy Nurse Corps has approved the applicant's professional qualifications, DCNO(M&P) shall determine whether the applicant is otherwise qualified for a commission as a Nurse Corps officer in the specialty for which designated. DCNO(M&P) may delegate this authority to Commander, Navy Recruiting Command (CNRC) with appropriate guidelines.

10. Entry Grade Credit. Entry grade and date of rank upon appointment in the Nurse Corps shall be determined by the number of years of entry grade credit awarded for prior active commissioned service, including service in an active status in a Reserve component as required by reference (g), and for advanced education, training and professional experience. Service shall be credited subject to the computation and maximum credit criteria specified in the following table and in paragraphs 11 and 12.

MAR 13 2002

ENTRY GRADE CREDIT TABLE

<u>Qualification</u>	<u>Credit</u>
1. Service on active duty or in an active status as a Nurse Corps officer in any of the Uniformed Services.	One year for each year.
2. Commissioned service on active duty or in an active status in any of the Uniformed Services other than as a Nurse Corps officer.	One-half year for each year.
3. Advanced degrees in nursing or related fields which contribute to fulfilling the requirements for assignment to the nursing specialty authorized by the CNO and identified by a specialty classification code in part B of reference (k) to which the applicant will be appointed. Advanced degrees normally qualifying for entry grade credit are in the following fields: Clinical Nursing Specialty, Nurse Practitioner/Nurse Midwife, Nurse Anesthetist, Education, and Nursing/Healthcare/Business Administration. Advanced degrees in fields not listed above may be credited when the degree contributes directly toward meeting a requirement approved by the CNO and identified by a nursing specialty classification code in part E of reference (k), based on the recommendations of the DCNO(M&P), when approved on a case-by-case basis by ASN(M&RA). Credit may be given for only one degree in a single non-nursing field. Credit for the degree shall be based on full-time-equivalent education	One year for each year or one month for each month limited by level of degree earned.

MAR 13 2002

but not more than two years for a master's degree or four years for a doctorate degree. Credit shall not be awarded for a degree earned concurrently with the Baccalaureate degree and shall not be awarded for the qualifying degree for entry into the Nurse Corps.

4. Credit may be granted for nurse experience gained as a fully licensed Baccalaureate-prepared nurse.

One-half year for each year of experience up to a maximum of three years credit. If total creditable experience is less than six months, no credit will be granted.

5. In unusual cases, additional credit may be granted for special professional nursing experience in the specialty or subspecialty in which appointed when that experience is accrued after obtaining the qualifying degree. This additional credit applies only to individuals who have experience level, needed by the Nurse Corps, that uniquely distinguishes them from the normal qualifications required for appointment as a commissioned officer. To be credited, the experience must be associated with the advanced education credited under qualification (3) above and contribute directly to performance in a nursing specialty or subspecialty authorized by the CNO and identified by a specialty classification code or subspecialty code in part B of reference (k).

One year for each year of special professional nursing experience up to a maximum of three years credit. If total creditable experience is six months or less, no credit will be granted.

MAR 13 2002

11. Limits and Computation of Entry Grade Credit. Entry grade credit shall be computed as follows:

a. A period of time or special qualification shall be counted only once.

b. Qualifying period of less than one full year shall be credited proportionately to the nearest day except where noted otherwise.

c. Credit will not be awarded for service as a warrant officer.

d. Credit will not be granted for work experience prior to the qualifying degree.

e. Graduates of the service academies will not be awarded credit for service performed or education, training or experience obtained before graduation from the academy.

f. When computing entry grade credit under qualifications (4) and (5), maximum credit must be earned under qualification (4) before earning any credit under qualification (5). Experience of one half year or less earns no credit.

g. The recall of a NC officer in the Reserve component not on the active duty list is not an original appointment; therefore, such nurses are not entitled to additional entry grade credit.

12. Maximum Entry Grade Credit. Total entry grade credit granted shall normally be limited to seven years. After considering the recommendations of the Director, Navy Nurse Corps, DCNO(M&P) may waive these limits on a case-by-case basis to a maximum of 11 years. After considering the recommendations of the DCNO(M&P), ASN(M&RA) may waive the 11 year limit on a case-by-case basis in the following circumstances:

a. For Appointment as a Reserve Officer for Service on the Active-Duty List. When there is a shortage against authorized strength in the nursing specialty for which the appointee is nominated which cannot be met by:

(1) Direct procurement of qualified registered nurses with grades of Lieutenant Commander and below;

MAR 13 2002

(1) Voluntary recall to active duty of qualified reserve officers; or,

(2) In-zone promotion under the five-year promotion plan approved by the Secretary.

(4) When a gross inequity to the applicant would otherwise result.

b. For Appointment in the Inactive Duty Reserve Component. When there is a shortage against authorized strength in the nursing specialty for which the appointee is nominated which cannot be met by:

(1) Transfer of officers from the active-duty list;

(2) Direct procurement of qualified registered nurses with grades of lieutenant commander and below; or,

(3) In-zone promotion under the five-year promotion plan approved by the Secretary.

(4) When a gross inequity to the applicant would otherwise result.

13. Entry Grade Credit in Transition Period. This instruction provides for entry grade credit to be awarded to individuals being appointed in the Nurse Corps from the effective date of this instruction. There shall be no retroactive changes, as a result of this instruction, to the entry grade credit granted to officers appointed in the Nurse Corps prior to the date of this current instruction.

14. Report of Waivers. As required by reference (f), the DCNO(M&P) shall provide, by 20 November, an annual summary report for ASN(M&RA) to send to the Assistant Secretary of Defense (Health Affairs) (ASD(HA)) of appointments above the grade of lieutenant commander during the fiscal year just concluded, for submission before 30 November. The report will include a copy of the written justification for each waiver granted. This report will be supplemented for the ASN(M&RA) to show both age and grade waivers for appointments on the active-duty list and in the Reserve component in each primary nursing specialty and grade, with an assessment of the effectiveness of such waivers in attaining accession plan goals.

MAR 13 2002

15. Appointments. Appointments in the Nurse Corps shall be made subject to the following guidance governing entry grade, date of rank, precedence and application processing:

a. Entry Grade. A prospective Nurse Corps officer who is not awarded entry grade credit under the Service Credit Table shall be appointed in the grade of ensign with the date of rank coinciding with the date of appointment. A prospective Nurse Corps officer who is awarded entry grade credit under the Service Credit Table shall be appointed in a grade based on total entry grade credit awarded under reference (p). The minimum entry grade credit required for each grade is equal to the promotion flow points prescribed in the approved annual five-year promotion plan in effect at the time of appointment. Under references (b) and (c), officers transferred from other Uniformed Services into the Nurse Corps of the Navy shall continue to hold the same grade and date of rank held in the losing Uniformed Service except as provided in reference (d) when the transfer is of a non-nurse officer.

b. Date of Rank. When the minimum entry grade credit required for appointment in a given grade is granted, the date of rank shall be the date of appointment. When entry grade credit is granted in excess of the minimum years required for appointment in a given grade, but less than the amount necessary to justify the next higher grade, the excess credit shall be used to adjust the date of rank within grade.

c. Assignment of Precedence. Each appointee will be placed on the active-duty list as follows:

(1) Appointees ordered to active duty or retained on active duty (other than reserve officers on active duty for special work (ADSW) as described in section 641(d)(1) of reference (e)) incident to appointment shall be placed on the active-duty list under reference (f).

(2) Officers in the grades of lieutenant, lieutenant commander and commander, in-zone and above-zone eligible officers whose placement on the active duty list is within one year of the convening dates of these boards are automatically deferred unless they specifically request to be considered. Under reference (i), the officer may waive this deferment and request consideration for promotion, in writing, to Commander, Navy Personnel Command (PERS-85), 5720 Integrity Drive, Millington, TN 38055-8500. The request must be received by PERS-85 not later than the convening date of board.

MAR 13 2002

(3) Officers in the grade lieutenant (junior grade) whose placement on the active duty list is within one year of convening dates of a selection board are not automatically deferred, however the officer may request to defer their promotion eligibility. Deferment eligibility policy is further explained in reference (i).

(4) Appointees not concurrently ordered to or retained on active duty (other than ADSW described in section 641 (1) of reference (e) shall be placed on the inactive duty precedence list in an active status under reference (q).

16. Application Processing

a. To facilitate rapid application processing, the DCNO(M&P) will establish all military and professional nursing documentation to be required for application for active duty force and inactive duty reserve component.

b. Completed applications for appointment and immediate service on the active duty list shall be submitted to CNRC within 45 days from the date the applicant signs the application for commission.

c. Applicants accepted for appointment to the active duty force in grades lieutenant commander and below shall be issued commissioning documents within 90 days of the date the applicant signs the application for commission.

d. DCNO(M&P) may authorize delayed commissioning in the following instances:

(1) When the applicant requests a later time.

(2) When a baccalaureate nursing student is granted conditional acceptance pending successful completion of degree, the selectee must sign a statement of understanding to that effect. The commissioning may be delayed up to six months following graduation.

e. Executive nominations for qualified applicants accepted for appointment in grades captain and above shall be submitted to the Senate for confirmation within 90 days of the date the applicant signs the application for commission.

f. Prospective appointees awaiting authorization for appointment in grades captain and above may be appointed in a

MAR 13 2002

grade of commander pending approval of the higher grade. Officers who accept appointments in the lower grade may at their option be voluntarily separated under reference (m) if the grade for which nominated is not approved.

g. The professional credential documents prescribed under paragraph 16a above must be obtained from the issuing source or validated for authenticity through contact with the issuing source or a secondary source approved by the Surgeon General to meet the requirements of reference (r). The professional credential documents are to be assembled in the prescribed entering credentials file (ICF or IPP) for use by subsequent duty stations for credentials review and clinical privileging or assignment of clinical support staff duties without further need for verification by those duty stations.

h. CNRC shall notify DCNO(M&P) and ASN(M&RA) when "high visibility" candidates are being considered for direct appointment in the inactive duty Reserve component. Such candidates include high-named-recognition individuals not connected with the government and non-SES government officials who occupy positions of significant responsibility.

i. DCNO(M&P) shall include in the recruiting reports required by paragraph 14, a report of performance against the maximum time standards established in this paragraph including an evaluation of problems identified and corrective actions taken.

17. Responsibilities

a. The Assistant Secretary of the Navy (Manpower and Reserve Affairs) is responsible for ensuring successful execution of the policy and program guidance in this instruction.

b. The Chief of Naval Operations is responsible for:

(1) Procurement and appointment of Nurse Corps officers in compliance with this instruction.

(2) Establishing the annual accession plan for the active duty force and the inactive duty Reserve component.

c. The Deputy Chief of Naval Operations (Manpower and Personnel):

SECNAVINST 1120.6C

MAR 13 2002

(1) Will approve entry grade credit, establish entry grades and dates of rank of Nurse Corps officers in compliance with the guidelines in this instruction.

(2) Will ensure that all direct accession applications are processed within the maximum time standard in this instruction.

(3) May propose changes in the policies governed by reference (g) for submission by the ASN(M&RA) to the Assistant Secretary of Defense (Health Affairs).

d. The Director, Navy Nurse Corps shall:

(1) Certify professional qualifications and provide the calculation of entry grade credit based on these qualifications to the DCNO(M&P).

(2) Establish the Nurse Corps Professional Review Board.

e. The Commander, Navy Recruiting Command shall:

(1) Determine grade and date of rank based on calculations provided by the Director, Navy Nurse Corps, subject to approval of DCNO(M&P), in compliance with the guidelines in this instruction.

(2) Maintain statistical data required for preparation of summary reports for the Assistant Secretary of the Navy (Manpower and Reserve Affairs) and for special reports when required by the Assistant Secretary of Defense (Health Affairs).

(3) Prepare for DCNO(M&P) the annual summary report and supplementary information required by reference (f) and paragraphs 14 and 16i of this instruction.

18. Reports. The Professional Review Board reports required by paragraph 9c, are exempt from reports control under SECNAVINST 5214.2B.



William A. Navas, Jr.
Assistant Secretary of the Navy
(Manpower & Reserve Affairs)

MAR 13 2002

Distribution:

SNDL A1 (Immediate office of the Secretary)
 A3 (Chief of Naval Operations) (N13 and N093)
 A5 (BUMED)
FJA3 (Naval Personnel Command)
FJBI (Navy Recruiting Command)

Copy to:

SNDL A2A (Department of the Navy Staff offices) (JAG, only)