

**Recruitment Section Meeting**  
**25-Mar-2010**

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**Exec**

- Map Project – developing printable map indicating PHS pharmacy work sites. Map is in development – currently reviewing 508 compliance requirements.
- CDR Mike Shiber, the PharmPAC Chair has developed the idea of creating and maintaining a PHS pharmacist alumni list. He has tasked the Recruitment Section with this project. This will be a list of PHS pharmacists and the pharmacy school they attended. The list will serve as a resource for times a need at a particular school of pharmacy cannot be addressed (or is needed to be enhanced) by the UPOC program.

**Website Workgroup**

- The Website Posting SOP has been drafted. The SOP describes the procedure for adding/deleting/changing information on the PharmPAC Recruitment Section Website.
- The student section of the website has been reorganized. CDR Blackmon will speak to Univ of Hawaii pharmacy students this spring and he will ask students to complete the survey with special emphasis on the content and format of the student section.
- Teams have been formed to update the "Recruitment Section Presentation" and to evaluate the information in the Student Section of the website.

**Associate Recruiter Program (ARP)**

- AR Leads have no current updates to report. The AR program is in moratorium until a more specific plan is put into place from DCCR.
- CDR Kofi Ansah stepped up and led the DCCR funded recruitment booth at the APhA meeting. Several other officers answered the call to help staff the booth. Seventy recruit e-mail addresses were collected and CDR Ansah will lead to effort to follow-up in contacting the recruits.

**UPOC/pharmacist.org**

- CDR Dev Patel and LT Jerome Lee will be making a number of enhancements to the [www.phspharmacist.org](http://www.phspharmacist.org) website in the coming months.
- Another new pharmacy school, opening in Fall 2010, has been identified – Presbyterian College School of Pharmacy in Clinton, SC. Already have a UPOC volunteer keeping the program represented in 100% of schools of pharmacy in the United States.
- UPOC Program has 232 volunteer pharmacists serving in 328 UPOC positions (some pharmacists serve at more than one school) at 122 Schools of Pharmacy. Over 20% of Commissioned Corps pharmacists serve as volunteer recruiters within the UPOC program.

**Inactive Reserve Corps**

- The Office of Reserve Affairs (ORA) is working with the Division of Commissioned Corps Assignments (DCCA) to streamline the application processing time for individuals applying for direct commission into the IRC. Currently, a completed application takes 4 to 6 months to process. The goal is to reduce the processing time in half.
- ORA has been working with Division of Commissioned Corps Recruitment (DCCR) to include IRC information on the new USPHS recruitment website, which is expected to roll out in April. The website will contain information about the IRC: Overview of the IRC, FAQs, and benefits.

**Student Programs**

- February Message: Applying to PHS (see attached)
- March Message: Deployments (see attached)
- COSTEPs not selected/OCCO Response in August

### **PHS Vacancies Document Workgroup**

- March document has been created and should be available on the website. April document will be available soon.
- Call for feedback on the use of this document by any recruiters – please send any feedback to CDR Jeff Mallette at [jxmallette@bop.gov](mailto:jxmallette@bop.gov).

### **Pharmacy's Best Kept Secrets (PBKS)**

- 2010 PBKS is available on the PharmPAC Recruitment Section website.
- DCCR has acknowledged the Pharmacy Category as a leader in PHS recruiting and has expressed interest in creating a generic template of the PBKS document and making it available to all PACs.

### **Policy**

- Reviewed Non-physician Certified Pay for feasibility of making this pay a uniform pay regardless of retirement time accrued. The new Consolidation of Special Pay, Incentive Pay, and Bonus Authorities established by the 2008 National Defense Authorization Act allows for a Board Certification Incentive Pay that may not exceed \$6,000 in any 12-month period a pharmacist officer remains certified in the designated health profession specialty or skill and is serving on active duty or in an active status in a designated health profession specialty or skill. This issue will be revisited when OCCFM enacts these new special pay authorities.
- Reviewed the affect on recruitment of HR 3590 – Patient Protection and Affordable Care Act. Much is to be learned but some early key take-home points for recruiters:
  - All Commissioned Corps officers will be assimilated into the Regular Corps (still requires appointment by the President with subsequent Senate confirmation) – can positively affect officer retention and should open up the avenue once again for inter-service transfers from other uniformed services
  - Ready Reserve established – participates in routine training; involuntary calls to active duty during national emergencies and public health crises, similar to uniformed service reserve personnel; available for backfilling critical positions left during Commissioned Corps deployments; available for service assignment in isolated, hardship, and medically underserved communities. Appropriations are authorized but actual funding must be voted into the appropriations bill.
  - TRICARE is not affected by the law, including the stipulation to provide cover to dependent children up to age 26 (TRICARE currently covers to age 21 or age 23 if a full-time student). It is possible for further action to be taken to enact this stipulation.
  - Established a “Public Health Sciences Track” organized to graduate not less than 50 pharmacy students annually – this is a scholarship and loan repayment program administered by the Surgeon General. Payback is 2 years for each year assistance is received. Appropriations are authorized but actual funding must be voted into the appropriations bill.

## February Student Programs Monthly Message

### Applying to PHS

You will realize upon graduation, if you haven't already, that the profession of pharmacy has endless opportunities. You should be proud of yourself for the career path you have taken, and it would be wise to start learning about opportunities in the Public Health Service.

Pharmacists have an accessibility to the general public that provides a real opportunity to help improve public health.

As a pharmacist, YOU are uniquely equipped to make a positive impact on your patients' health because you are:

- trained in effective communication
- part of a well-connected group of health care providers with nationwide networking through excellent professional organizations, trade publications, and continuing education programs
- an expert in the community in providing drug information
- among the nation's most trusted and respected professionals

The Public Health Service (PHS) provides an extraordinary opportunity to make a difference as a pharmacist in medically underserved populations in many different settings. For more information on improving public health by becoming a PHS pharmacist go to: <http://www.usphs.gov/profession/pharmacist/default.aspx>

[Learn more about a \\$30K signing bonus and \\$15K retention bonus for pharmacists.](#)

**The Mission of the Commissioned Corps of the U.S. Public Health Service**  
**"Protecting, promoting and advancing the health and safety of the nation."**

## March Student Programs Monthly Message

### Deployment

As you embark on your career as a pharmacist, are you thinking about volunteering? One of the amazing opportunities that you will have if you join the United States Public Health Service is the experience of serving Americans in their time of need.

The Commissioned Corps Readiness Force is a cadre of PHS officers, uniquely qualified by education and skills, who can be mobilized in times of extraordinary need during disaster, strife, or other public health emergencies and in response to domestic or international requests. PHS officers provide leadership and expertise by directing, enhancing, and supporting the services of the PHS, and other U.S. government agencies. Depending on the need, notification of officers can vary from name-selecting a small number of officers to the entire Commissioned Corps, as the Secretary did with Hurricane Katrina and Rita. For the individual officer this means getting the opportunity to utilize their pharmacy skills to serve the country.

For more information on how YOU can make a difference as a pharmacist in the United States Public Health Service, go to [www.usphs.gov](http://www.usphs.gov) [www.usphs.gov](http://www.usphs.gov).

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