DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
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SECNAVINST 1520.11A
PERS-44
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SECNAV INSTRUCTION 1520.11A

From: Secretary of the Navy

Subj: NAVY ACTIVE DUTY DELAY FOR SPECIALISTS (NADDS) PROGRAM

Ref: (a) NAVPERS 15839I, Manual of Navy Officer Manpower and Personnel Classification, Vol. I
(b) SECNAVINST 1120.12A
(c) SECNAVINST 1120.13A
(d) SECNAVINST 1120.6C
(e) SECNAVINST 1120.8C
(f) 10 U.S.C., Section 2123
(g) DOD Instruction 6000.13 of 30 Jun 97
(h) MILPERSMAN Article 1920-170
(i) SECNAVINST 7220.75C
(j) SECNAVINST 7220.61G
(k) BUPERSINST 1001.39E
(l) BUMEDINST 1500.18A
(m) BUMEDINST 1500.15A

1. Purpose. To establish policy and procedures for the Navy Active Duty Delay for Specialists (NADDS) Program. This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. SECNAVINST 1520.11.

3. Applicability. This instruction applies to all health professionals who are on the active duty list (ADL) or are programmed for appointment to the Navy ADL.

4. Policy. Department of the Navy (DON) policy is to use the NADDS Program to permit Graduate Professional Education (GPE) in accredited civilian institutions to assist with shaping the specialty structure of the active duty force. Training programs must lead to eligibility for a specialty code authorized by the Chief of Naval Operations (CNO) under reference (a), part A. The NADDS program must be fully integrated with other accession and graduate professional education sources to ensure health professional specialty requirements are met in the most economical and effective way as outlined below.

a. NADDS may be used in conjunction with in-service GPE and full-time out-service (FTOS) training to meet requirements for fully trained officers in medical, dental, allied health science, and nursing specialties that cannot be met through direct procurement of fully trained specialists under the accession programs covered by references (b) through (e).

b. NADDS and FTOS training may be used for authorized specialties for which in-service GPE capability is insufficient or unavailable.

c. On a case-by-case basis, the Financial Assistance Program (FAP), designed for new accessions, may be used in conjunction with NADDS, if it is anticipated that the FAP will not meet its goal for Medical or Dental Corps students in residencies or fellowships leading to the attainment of a specialty in a critically undermanned field. Applications for FAP must be approved by Commander, Navy Recruiting Command (COMNAVCRUITCOM).

5. Eligibility. Student officers in the Armed Forces Health Professional Scholarship Program or Uniformed Services University of the Health Sciences may participate in this program upon graduation. Additionally, officers on the ADL who have not yet been given GPE for advanced specialty qualification are also eligible.

6. Delay of Active Duty Obligations.

a. Requirements to complete active duty obligations will be temporarily deferred to permit GPE. Per reference (h), officers of the Regular Navy and Navy Reserve on active duty may resign their commission contingent upon acceptance into medical training programs as Navy Reserve officers. Reappointment as a Navy medical department staff corps officer (medical, dental, medical service or nurse) will take place upon completion of required medical training.

b. Active duty obligations for training will be served upon completion or termination of an authorized period in NADDS. Upon completion of the authorized GPE, or upon earlier termination, the officer will be called to active duty to complete their active duty obligation. The following criteria apply to serving active duty obligations:

(1) Individuals who had remaining active duty obligation prior to entering NADDS will serve the deferred period of active duty obligation or two years, whichever is longer.

(2) If there was no remaining service obligation, the officer will incur two years of obligation for NADDS.

(3) If FAP is used in conjunction with NADDS, and the officer was not under obligation for training, the active duty obligation will be the obligation required by the FAP contract.

(4) If FAP is used in conjunction with NADDS and the officer has remaining obligation for education or training, the active duty obligation incurred for FAP will be served consecutively with that obligation.

c. Per references (i) and (j), officers with service obligations for monetary purposes, such as special pay bonus contracts, must terminate these agreements one day prior to release from active duty (RAD) for entry into the NADDS program and repay the unearned portion of any such contracts.

d. NADDS participants will be held in an Individual Ready Reserve (IRR) status. They are encouraged to affiliate with a Reserve unit and may participate in Reserve medical training. However, per reference (k), NADDS and FAP participants are not eligible for paid Selective Reserve (SELRES) positions. They may be assigned to the IRR either as a drilling unpaid Volunteer Training Unit (VTU) or non-drilling member. These students are encouraged to participate as non-pay Reservists and to perform annual training (AT) so they will have more substantial fitness reports in their records when they are being considered for promotion. Otherwise, "Not Observed" fitness reports submitted by the Commander, Naval Medical Education and Training Command (COMNAVMEDEDTRACOM) and Naval Reserve Qualification Questionnaire (NRQQs) will be the primary sources of information for promotion consideration.

7. Accredited Civilian Institutions. GPE under NADDS is authorized in any accredited college, university, or institution providing education creditable as qualifying education under references (b) through (e).

8. Application for NADDS.

a. Applications must be in writing and include, as a minimum, acknowledgment that the officer:

(1) Will arrange acceptance for training in an accredited civilian institution and notify COMNAVMEDEDTRACOM upon acceptance.

(2) Will be required to complete all active duty obligations immediately upon completion of the approved GPE.

(3) Will be subject to an immediate recall to active duty to complete existing obligations if approved GPE is not completed.

(4) Will, upon selection, voluntarily be transferred to the IRR for the period of GPE.

(5) Will not be entitled to pay and allowances while in deferred status but will be entitled to longevity credit and be eligible for promotion in the Reserve component while in the NADDS program. The officer may accept stipends paid by the civilian institution.

b. Application procedures for physicians will be announced annually via a COMNAVMEDEDTRACOM Notice 1524 for graduating medical students who are not on the ADL, and via Chief, Bureau of Medicine and Surgery (BUMED) Notice 1524 for active duty officers. Application procedures for dentists will be announced annually via BUMEDNOTE 1520.

9. Selection Process. Applicants must submit their applications and be recommended for deferment via their corps specific graduate education board. Requests for training in overmanned specialties will not be approved. Final approval authority for NADDS applications will be BUMED.

10. Responsibilities.

a. Chief of Naval Personnel (CHNAVPERS) shall:

(1) Ensure specialty training requested by NADDS applicants are aligned with specialty manning requirements.

(2) Provide advice to BUMED regarding specialties recommended for NADDS training.

(3) Provide technical assistance as required to ensure the smooth transitions between active and Reserve status, or vice versa, for officers participating in NADDS.

b. BUMED shall:

(1) Annually solicit applications for NADDS and publish eligibility criteria, the specialties for which applicants are sought, and application procedures.

(2) Determine training requirements based upon projected inventory shortages among the health care specialties identified under reference (a).

(3) Establish procedures for selection and choose candidates that will become eligible for projected undermanned specialties.

(4) Establish a board composed of medical department officers to ensure the best qualified candidates are selected for the program.

(5) Notify officers of the selection board results.

c. COMNAVMEDEDTRACOM shall:

(1) Manage the execution of the NADDS program.

(2) Monitor student's progress while in training to ensure students remain in good standing with their academic programs. Should participants fail to comply with educational requirements or remain in good standing, COMNAVMEDEDTRACOM will

coordinate termination of the NADDS arrangement and recall participant to active duty in coordination with Commander, Navy Personnel Command (COMNAVPERSCOM).

(3) Provide funding for board certification exams per reference (l), on a case-by-case basis when funding is available. This may require participant's recall to active duty for temporary additional duty to facilitate the processing and liquidation of orders.

(4) Provide funding for resuscitative certifications, appropriate to the officer's specialty as defined in reference (m), on a case-by-case basis when funding is available.

d. Participants shall:

(1) Complete the request for deferment or continued deferment provided in enclosure (1) and return to COMNAVMEDEDTRACOM 30 days prior to entering the NADDS program.

(2) Provide COMNAVMEDEDTRACOM contact information while in training.

(3) Upon completion of training, provide COMNAVMEDEDTRACOM with a copy of official transcripts or certificates of completion.

(4) Submit NAVMED 6120/3, Annual Certificate of Physical Condition, and an annual Human Immuno-deficiency Virus (HIV) result to Medical Records at COMNAVMEDEDTRACOM.

(5) Provide COMNAVMEDEDTRACOM with any change in personal status such as health or family member information.

(6) Provide COMNAVMEDEDTRACOM with any change in academic status immediately.

(7) Acknowledge service obligation in writing.

e. Failure to comply with the provisions of this instruction could result in a discontinuation of benefits and/or disenrollment from the program with recoupment of funds.

11. Form. NAVMED 6120/3 (Rev. 6-91), S/N 0105-LF-012-3800, Annual Certificate of Physical Condition is available on the Navy Forms Online website at http://forms.daps.dla.mil/order.

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