



DATE: December 12, 2008

TO: Gina Cannon
Supervisory Program Analyst

FROM: CDR Patty Garvey, R.Ph.
Chair, Pharmacist Professional Advisory Committee (PharmPAC)

SUBJECT: HHS Instruction 451-2: HHS Referral Bonus Award Program, 2008.

The Pharmacy Professional Advisory Committee (PharmPAC) of the United States Public Health Service (USPHS) represents the professional interests of Commissioned Corps and civil service pharmacists in the United States Public Health Service. As recruitment is the lifeline of both the Department of Health and Human Services (HHS) and the USPHS, Commissioned Corps Officers of the USPHS are a vital element and are directly involved in this critical mission. The PharmPAC has reviewed the proposed HHS Instruction 451-2: HHS Referral Bonus Award Program, 2008.

Position

It is the position of the PharmPAC that all USPHS Commissioned Corps officers and HHS civil service employees who refer applicants that are then subsequently hired and successfully employed should be eligible for participation in the HHS Referral Bonus Award Program.

Background

The proposed HHS Referral Bonus Award Program is a positive development in furthering the recruitment of talent into HHS. A significant amount of recruitment and referrals that has led to the addition of this talent in the past and will continue as we move forward is from the efforts of Commissioned Corps officers of the USPHS, including pharmacists.

Payment of active duty uniformed service members for recruitment efforts is not without precedence. Section 605 of the 2006 National Defense Authorization Act (NDAA) provided the United States Army the authority to pay active duty service members for successful recruitment of members into the Army. The Army has implemented this program in the form of a \$2,000 one-time lump sum payment. (www.2k.army.mil/bonus_program.htm)

Recommendations

The PharmPAC offers the following recommendations in response to request for comments of the proposed HHS Instruction 451-2: HHS Referral Bonus Award Program.

- § Inclusion of USPHS Commissioned Corps Officers in Section 451-2-30 A. Coverage.
- § Remove USPHS Commissioned Corps Officers from being excluded per draft in Section 451-2-30 B. Exclusions, item 4.
- § Integrate the *Commissioned Officers' Incentive Awards Program; Cash Awards for Inventions, Suggestions, and Scientific Achievements* references contained in CCPM 27.1, Instruction 5 be used as a basis for PHS officer inclusion with its stated authorities of Title 42 U.S.C. 213a(a)(15) and Title 10 U.S.C. 1124.
(http://dcp.psc.gov/eccis/documents/CCPM27_1_6.pdf)
- § Alternatively, this CCPM could be specifically identified in HHS 451-2 as the procedure for referrals of prospective employees as the avenue to provide cash awards for officers.
- § If the above is not possible, for HHS to advocate for legislation similar to that in the 2006 NDAA that led to the Army's successful program such that USPHS Commissioned Corps Officers could be eligible for a referral bonus - in addition, for HHS to advocate that OPDIVs and agencies.
- § Include text suggesting to OPDIVs that their agencies utilize non-cash compensation, such as recognition, awards, funded educational opportunities, etc, as successful recruitment incentives.
- § Clearly establish in HHS-451-2 that civil servants who refer individuals to HHS who then join the USPHS Commissioned Corps are eligible for the referral bonus.