



SECRETARY OF THE ARMY  
WASHINGTON

08 FEB 2016

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Delegation of Authority – Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations

1. References:

a. Title 10, United States Code, Section 1599c, Health care professionals: enhanced appointment and compensation authority for personnel for care and treatment of wounded and injured members of the armed forces.

b. Memorandum, Office of the Under Secretary of Defense (Personnel and Readiness), December 14, 2015, subject: Extension of Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations.

c. Memorandum, Secretary of the Army, June 18, 2014, subject: Delegation of Authority – Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations (hereby rescinded).

d. Memorandum, Assistant Secretary of the Army (Manpower and Reserve Affairs), September 28, 2015, subject: Delegation of Civilian Human Resources Authorities, Version 01-2015, effective September 04, 2015: *Revision to Delegation of Civilian Human Resources Authorities Matrix and Execution, Publication and Transmission of Delegation #11* (hereby rescinded).

2. I hereby delegate to the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA(M&RA)) the authority under reference 1a. to recruit and appoint qualified persons directly in the competitive service and into designated shortage category positions and/or critical need health care occupations, consistent with reference 1b. Additionally, I also delegate to the ASA(M&RA) the authority to approve requests for non-selection of Veterans with a compensable service-connected disability of 30% or more. This authority may be further delegated in writing, but only to the Deputy Surgeon General or equivalent.

3. When the position of the ASA(M&RA) is vacant, as defined by the law governing vacancies, or the ASA(M&RA) is temporarily absent or otherwise not available to take timely action, the Principal Deputy Assistant Secretary of the Army (Manpower and Reserve Affairs) (PDASA(M&RA)) or the designated Senior Official performing the duties of the ASA(M&RA) may exercise the authorities set forth in paragraph 2, above.

SUBJECT: Delegation of Authority – Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations

4. Unless expressly prohibited or restricted by law, directive, regulation, or policy, or as set forth herein, the ASA(M&RA), the PDASA(M&RA) or the designated Senior Official, as appropriate under the circumstances outlined above, may further delegate this authority, in whole or in part, to other Department of the Army officials, down to the lowest practical level, but not lower than an installation commander or activity head. Should the ASA(M&RA), PDASA(M&RA), or designated Senior Official elect to delegate this authority further, each will remain cognizant of, and accountable for, all actions taken in the exercise of this authority, at any level of the Army. Any further delegation may restrict or condition the delegate's exercise of this authority. A re-delegation of authority shall not be effective unless it is in writing, signed by the ASA(M&RA), PDASA(M&RA), or designated Senior Official, and has been determined not to be objectionable upon review by the Office of the Army General Counsel. No re-delegation shall take effect until a record copy of the same has been provided to the Office of the Administrative Assistant to the Secretary of the Army for archiving.

5. Although not a limitation on the authority of the ASA(M&RA), PDASA(M&RA), or designated Senior Official to act in those cases specified above, where the proposed decision represents a change in precedent or policy; is of significant White House, Congressional, Department, or public interest; or has been, or should be, of interest or concern to me, for any reason, brief me prior to rendering your decision, unless the exigencies of the situation preclude such action. Continue my practice of coordination with the Office of the Army General Counsel.

6. This delegation is effective immediately and expires December 31, 2020, unless earlier revoked or superseded.



Patrick J. Murphy  
Acting

CF:  
General Counsel  
Administrative Assistant to the Secretary of the Army