



## MOBILITY

As part of its mission, the PHS Commissioned Corps provides highly trained and mobile public health professionals to carry out programs to promote the health of the Nation. In taking the oath of office upon commission, Officers swear "to serve in any area or position or wherever the exigencies of the Service require." The mobility of its commissioned officers enhances the PHS' ability to respond to new and ever demanding public health challenges. Thus, to enhance his/her usefulness to the Corps, it is beneficial for an officer to consider opportunities for mobility.

### Definition of Mobility

Mobility in the commissioned corps is defined as either:

- Assumption of new duties in a different geographical region; or
- A change in programmatic responsibility within a duty station (including TDY and Details).

### Promotion and Mobility

Mobility is considered a career progression and potential benchmark:  
[http://dcp.psc.gov/promotion\\_pages\\_07/PY07\\_Scientists\\_Benchmarks.pdf](http://dcp.psc.gov/promotion_pages_07/PY07_Scientists_Benchmarks.pdf).

BENCHMARK/GRADE	0-4	0-5	0-6
Mobility (Programmatic and/or Geographic): For Scientist officers, Programmatic mobility (including TDYs and Details) is considered more important than Geographic mobility	No minimum level [Combined programmatic and/or geographic moves]	1 or more during career [Combined programmatic and/or geographic moves]	3 or more during career [Combined programmatic and/or geographic moves] - May consider fewer moves for an expert or specialist as long as moves reflect increasing responsibility and leadership

For Scientist officers, both programmatic and geographic mobility are considered favorably by the Promotion Board. This allows Scientist officers to be scored equally for moving between different programs at the same agency versus moving to different

positions or agencies geographically. Details to another assignment might be counted towards mobility, depending on the length of the detail, the officer's duties and responsibilities during the detail, and whether the programmatic area is significantly different from the officer's usual assignment. If it is clear that an officer has become an "expert" in a given field, less mobility (programmatic or geographic) is expected if the officer has shown increasing responsibility and leadership throughout their career and promotions.

## **Guidance/resources**

- Definition of Permanent Change of Station (PCS)  
<http://dcp.psc.gov/travel/relocate.asp>
- Definition of Temporary Duty Assignments (TDY)  
<http://dcp.psc.gov/travel/temdu.asp>
- <http://commcorps.shs.net/questionsanswers/geography.aspx>
- The commissioned corps liaison within his/her agency. This assistance is most useful when an officer is seeking a reassignment within the Agency;
- The Office of Commissioned Corps Operations (OCCO), especially if an officer is seeking a reassignment to another Agency.
- The Scientist Chief Professional Officer and/or PAC members, supervisors, mentor(s), other officers;
- Official job announcements through agency email;
- USAJobs (<http://www.usajobs.gov/>);

## **Relocation Costs**

The Commissioned Corps usually pays relocation costs for officers assuming new responsibilities that require a geographical move. Please consult the electronic Commissioned Corps Issuance System (eCCIS) on the Commissioned Corps Management Information System (CCMIS) at <http://dcp.psc.gov/eccis/> in Book 7, Chapter 2, Permanent Change of Station or at the Travel and Transportation Center's Table of Contents at <http://dcp.psc.gov/Travel/travel1.asp>, for more details.