

*“Protecting, promoting,  
and advancing the  
health and safety  
of the Nation”*



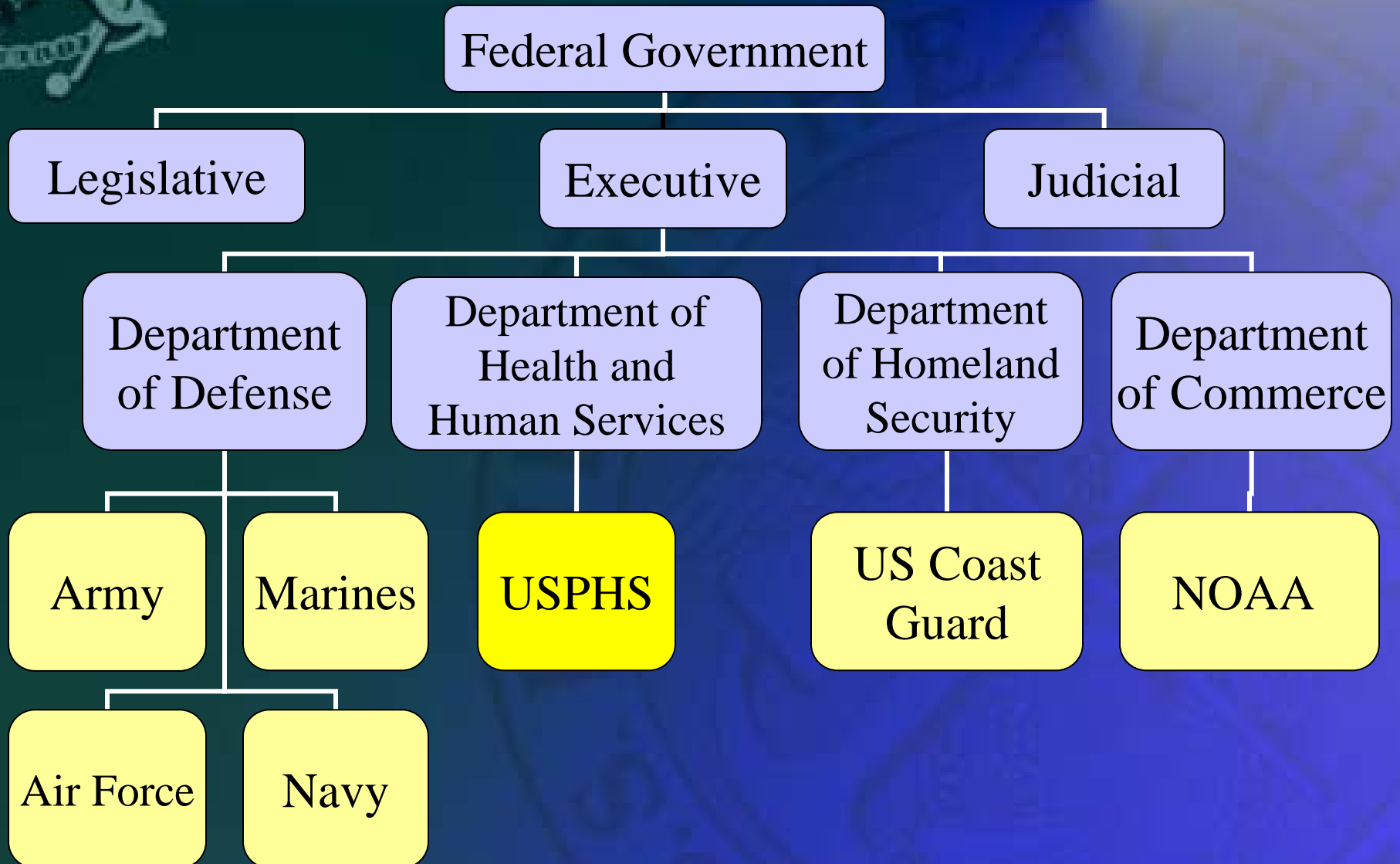


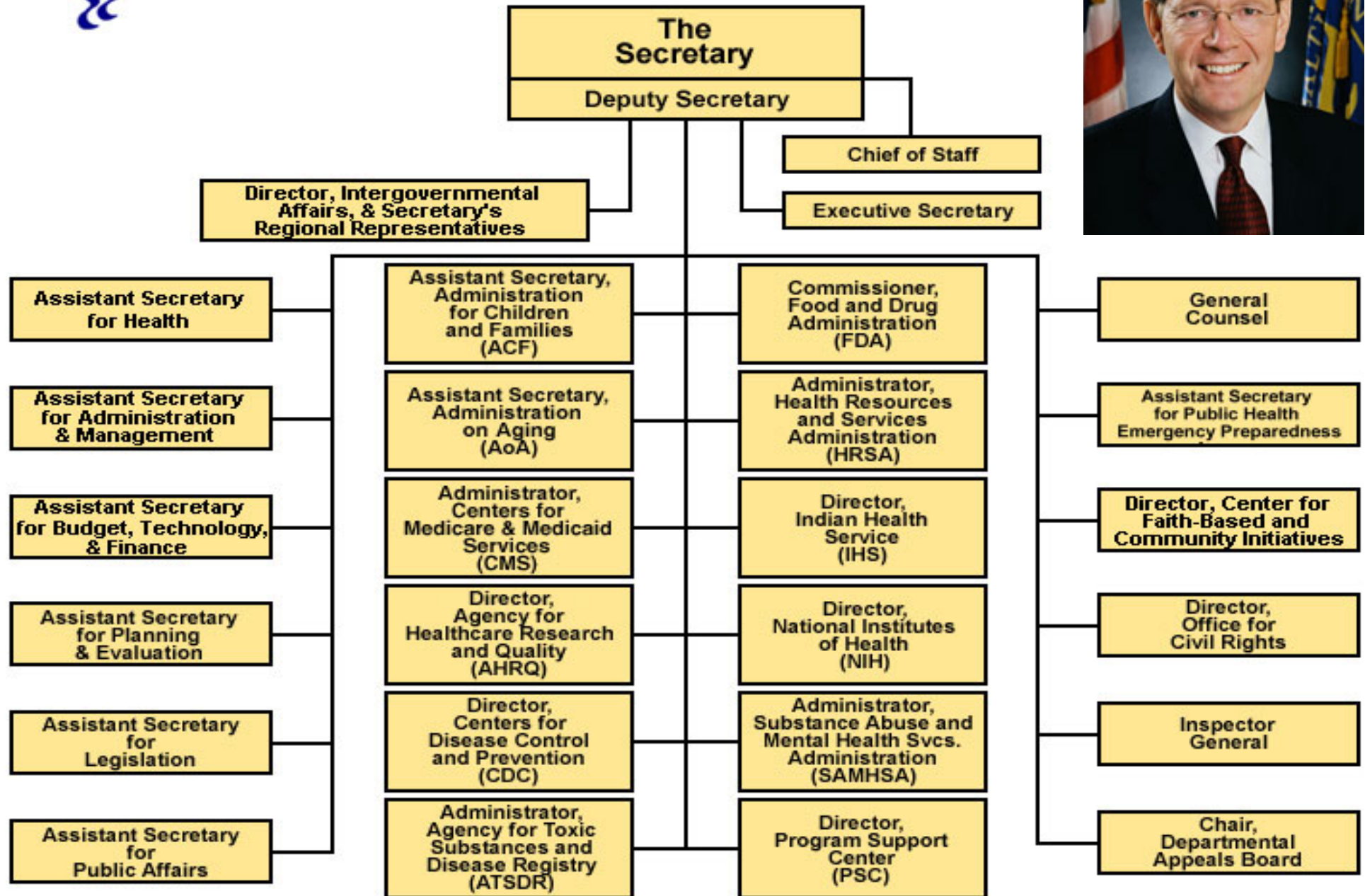
# Who are We?

## U.S. Public Health Service:

- Highly-trained and mobile health professionals
- The nation's foremost health service
- A principle component of the Department of Health and Human Services

# Seven Uniformed Services of the U.S.





The logo of the United States Public Health Service, featuring a caduceus (a staff with two snakes entwined and wings at the top) and a shield with a caduceus and a banner below it.

# USPHS

Part of Department of Health and Human Services

- Led by the Surgeon General
- Dual Personnel System
  - 60,000 employees total
  - 6,000 Commissioned Corps Officers

# Kenneth P. Moritsugu, MD, MPH



Acting Surgeon  
General of  
the United States

# Mission



To protect, promote, and advance the health and safety of the Nation through:

- rapid and effective response to public health needs
- leadership and excellence in public health practices
- advancement of public health science



# Our Origins

- 1798 Creation of PHS to provide for care and relief of sick and injured merchant seaman
- 1870 Reorganization to create a Marine Hospital Service
- 1889 Formalized by Congress as the Commissioned Corps
- 1912 Renamed Public Health Service because of broadening responsibilities
- 1939 Became part of the Federal Security Agency
- 1980 Became part of the Department of Health and Human Services



# PHS Seal

- Fouled Anchor = seaman in distress
- Caduceus (winged wand with 2 serpents intertwined)



Associated with the Greek god Mercury, used to symbolize trade or commerce (hence, PHS' relationship with merchant seaman and maritime industry)

Later became symbol of medicine

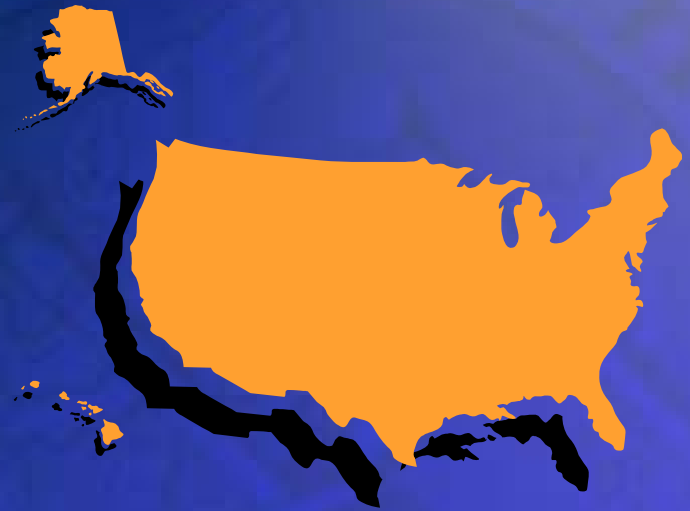
# PHS Flag



- Evolved out of the quarantine flag used by the Service on quarantine vessels and stations
- Blue and yellow colors of the PHS represent its roots in maritime and quarantine activities

# Where are we located?

- Almost anywhere and everywhere in the United States
- Whether you prefer urban or rural - or east west north or south - we have a location for you



# Duty Locations Coast to Coast



Washington DC



Arizona

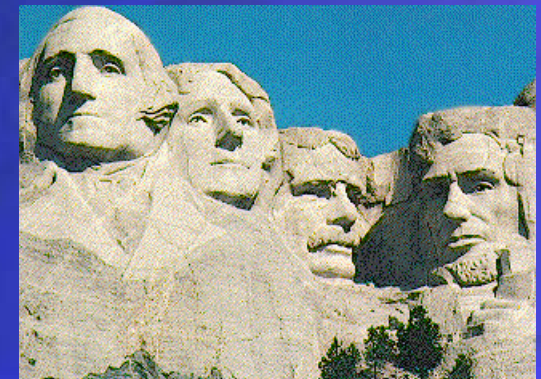


Washington

A L A S K A



New Mexico



South Dakota

# Where do PHS Officers Work?



The logo of the U.S. Public Health Service, featuring a caduceus (a staff with two snakes entwined around it and wings at the top) and a figure holding a staff, with a banner below.

# Where do PHS Pharmacists Work?

- Agency for Healthcare Research and Quality (AHRQ)
- Bureau of Prisons (BOP)
- Centers for Disease Control and Prevention (CDC)
- Food and Drug Administration (FDA)
- Health Resources and Services Administration (HRSA)
- Indian Health Service (IHS)
- National Institutes of Health (NIH)
- Program Support Center (PSC)
- Office of the Secretary (OS)
- Substance Abuse and Mental Health Services Administration (SAMHSA)
- United State Coast Guard (USCG)



# Indian Health Service

- Principal Federal healthcare advocate and provider for American Indians and Alaska Natives
- Serves over 550 Federally recognized tribes in 35 States
- Comprehensive healthcare services, including preventive, curative, rehabilitative, and environmental.
- Most IHS facilities are west of the Mississippi
  - Northern Plains States
  - Southwest
  - Pacific Northwest
  - Alaska



<http://www.ihs.gov>

# Health Resources and Services Administration

U.S. Department of Health  
and Human Services



Health Resources and  
Services Administration

- Directs national health programs that improve the Nation's health
- Assures equitable access to comprehensive, quality healthcare for all
- Goals:
  - to improve and extend life for people living with HIV/AIDS
  - to provide primary healthcare to medically underserved people
  - to serve women and children through State programs
  - to train a health workforce that is both diverse and motivated to work in underserved communities

<http://www.hrsa.gov>





Homeland  
Security

**U.S. COAST GUARD**



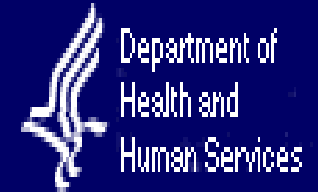
- Component of the Department of Homeland Security
- One of the seven Uniformed Services, and is the smallest of the five armed services
- Headquarters in Washington, DC
- Opportunities throughout the US
  - New Jersey
  - New York
  - Florida
  - New Orleans
  - California
  - Alaska
  - Puerto Rico



<http://www.uscg.mil>



# U.S. Food and Drug Administration



## ■ FDA's responsibilities involve regulating:

- Food
- Cosmetics
- Medicines and medical devices
- Radiation-emitting products
- Feed and drugs for pets
- Biological products
- Blood Products
- Vaccines

- ## ■ FDA monitors the manufacture, import, transport, storage, and sale of about \$1 trillion worth of products each year

<http://www.fda.gov>



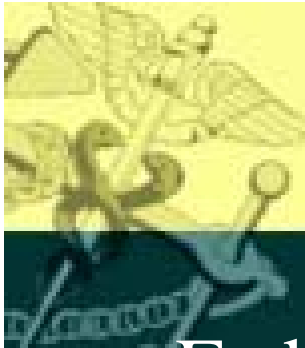


# Federal Bureau of Prisons

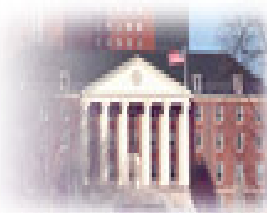
- To protect society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, appropriately secure, and which provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.
- Operates a system of Federal penitentiaries across the country
- Settings range from small infirmaries to 500 bed tertiary care hospitals



<http://www.bop.gov>



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES  
**National Institutes of Health**



- Federal focal point for medical research in the U.S.
- Comprised of 27 separate Institutes and Centers
- 75 buildings on more than 300 acres in Bethesda, MD
- Mission: to uncover new knowledge that will lead to better health for everyone



<http://www.nih.gov>



# Centers for Disease Control and Prevention

- Approximately 8,500 employees in 170 occupations
- Conducts epidemiological research and surveillance throughout the world
- Employs researchers and scientists who conduct research on disease, serve on multi-disciplinary epidemic response teams, and provide assistance in domestic or international crises
- Sponsors scientists conducting field research and assigns staff to state and local health departments



<http://www.cdc.gov>



# Substance Abuse and Mental Health Services Administration (SAMHSA)

- Mission – to improve the quality and availability of prevention, treatment, and rehabilitative services in order to reduce illness, death, disability, and cost to society resulting from substance abuse and mental illnesses.
- SAMHSA includes three centers
  - Center for Mental Health Services
  - Center for Substance Abuse Prevention
  - Center for Substance Abuse Treatment
- Centers work with States, communities, and private organizations



<http://www.samhsa.gov/>

# Bureau of Citizenship and Immigration Services

- Headquarters in Washington, DC
- Opportunities throughout the US
  - New York
  - Florida
  - Texas
  - Arizona
  - California
  - Puerto Rico

<http://www.uscis.gov>





- Mission: to assure health care security for beneficiaries
  
- Vision: to open our programs to full partnership with the entire health community to improve quality and efficiency in an evolving health care system.
  
- Goals:
  - To provide access to quality care
  - To provide services to beneficiaries
  - To provide program administration to run CMS programs





# Sample Pharmacist Billets

## ■ FDA: Safety Evaluator

- Reviewing and evaluating pre-market proposed proprietary drug and biological names and product characteristics to determine the likelihood of confusion with existing products in the marketplace.
- Reviewing, analyzing, and evaluating the medication error reports for pre-market and post-market drug and biological products which are submitted to the FDA or cited in the scientific literature
- Serving as a scientific advisor on adverse reactions associated with drug and biological products and on the safety of drug and biological products within FDA



# Sample Pharmacist Billets

## ■ **IHS: Assistant Chief Pharmacist (Inpatient)**

- Serving as a Clinical Pharmacist for the ICU & Residency Program Director at the Indian Health Service Phoenix Indian Medical Center (PIMC)
- Directing and coordinating clinical and distributive pharmacy services at this 110-bed facility
- Providing pharmacotherapy services and distributive pharmacy services for ICU patients
- Developing and implementing medication use policies
- Developing and coordinating the ASHP accredited Pharmacy Practice Residency Program at PIMC
- Optimizing use of the pharmacy budget
- Being an active member of the Pharmacy and Therapeutics Committee



# Sample Pharmacist Billets

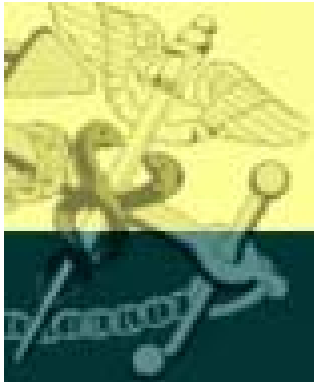
- **HRSA: Branch Chief for the AIDS Drug Assistance Program (ADAP)**

- Leading a team responsible for monitoring established ADAPs to improve health care for individuals and families affected by HIV
- Establishing ADAP priorities to respond to issues that impact planning and delivery of HIV care services
- Developing strategies for delivering care for HIV/AIDS
- Guiding grantees to use the most cost-effective methods to purchase medications
- Assisting grantees in making formulary decisions
- Preparing budget forecasting reports
- Developing on-site program reviews of compliance with ADAP mandates and regulations
- Addressing medication distribution strategies in resource-poor countries



# Sample Pharmacist Billets

- **NIH: Head of the Protocol and Information Office**
  - Coordination of the administrative portion of the development and implementation of oncology clinical trials to assure patient safety
  - Optimization of scientific objectives, regulatory compliance, and efficient use of resources
  - Acting as a project manager to develop software to improve the efficiency of oncology clinical trials at the NCI by leveraging technology

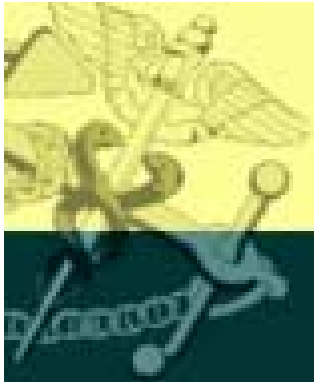


# Sample Pharmacist Billets

Learn more about pharmacist roles at:

Pharmacists Learning  
and Networking Together (PLANT)

<http://www.hhs.gov/pharmacy/planttop2.html>



Why Should  
**YOU**  
Be a Part of  
PHS Pharmacy?





# Benefits

- Quality of Practice
- Opportunities for Growth
- Make a Difference
- Quality of Life
- Perks
- Compensation

# Quality of Practice

When asked why they became a pharmacist, over 80% of pharmacists answered  
*“to help people”*





# Quality of Practice

Would you prefer a practice wherein you are included in the *decision process* with other professionals, helping to manage treatment, utilizing the patient's medical record, and counseling every patient about their drug therapy?

How about practice settings where you and other providers sit down as a *team* and talk about your patient's drug therapy?

Would you like to really *use your education* to help people and make a difference?



# Opportunities for Growth

As a member of a *single* organization that has pharmacists in every state, you are involved in patient care, new drug approval and monitoring, medical research, healthcare policy, and epidemiology.



# Opportunities for Growth

You have opportunities to make an impact on the public health of this entire nation with only ONE state license.



# Quality of Life

Is it important for you to have time to spend with your family and friends, doing the things you enjoy?



# Quality of Life

**30** days of annual leave  
may carry over 60 days per  
year) plus **10** federal  
holidays !

Sick and maternity leave as  
medically necessary



# Quality of Life



Diverse geographical locations

# Quality of Life

Different agencies/programs



Benefits accompany officers when transferring agencies/programs

# Quality of Life

Be prepared to enjoy a camaraderie and sense of common purpose unlike anything you have yet experienced.





# Office of Force Readiness and Deployment (OFRD)–formerly CCRF



MCBC 15-17 Sep 04

PHS-1 Disaster Medical Assistance Team (DMAT)  
PHS-1 Rapid Deployment Force (RDF)

# OFRD - Make a Difference



Hurricanes – September 2004



World Trade Center Attacks – Sept 2001



# 2005 – A Record Year for OFRD Pharmacists



- In 2005, hurricanes ravaged many parts of the United States leaving thousands of people homeless and in need of medical care.
- Nearly 400 US Public Health Service Pharmacists assisted with relief efforts for Hurricanes Dennis, Emily, Katrina, Rita, and Wilma.

# OFRD Pharmacist Opportunities

- Vaccination Teams
- Temporary Hospitals
- Special Needs Shelters
- General Shelter Clinics
- Mobile Medical Clinics/Pharmacies
- Pharmacist assistance at disaster stricken hospitals



# OFRD Pharmacist Opportunities

## Incident Regional Coordination Team (formerly SERT)

- Operations, Planning, and Logistics
- Team Leaders and Incident Commanders
- Public Health Assessment and Inspection Teams
- Liaisons
  - State Emergency Operations Center
  - Homeland Security incident Management Group



# OFRD - Missions of the Past

- 2005
  - Hurricane Relief for Hurricanes Katrina, Rita, and Wilma
- 2004
  - Hurricane Relief in Florida for Hurricanes Charlie, Frances, Ivan, and Jeanne
- 2002
  - Back fill for pharmacists at National Naval Medical Center in Bethesda, MD
- 2001
  - Mass Medication Distribution for Anthrax Prophylaxis following September 11<sup>th</sup>, 2001



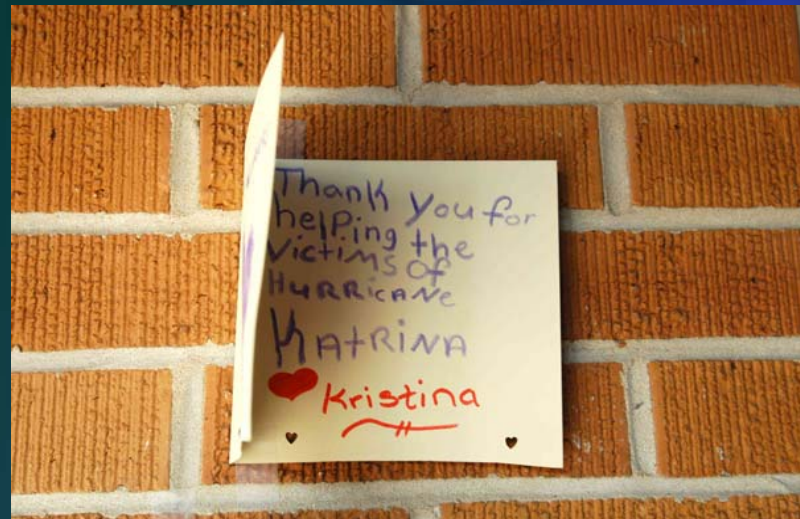
# OFRD - Above and Beyond



- USPHS pharmacists have volunteered to serve overseas in assisting foreign Ministry of Health departments to establish health care systems
  - Thailand (2005)
  - Iraq (2004)
  - Haiti (2004)

# OFRD

Helping those in need



**As part of something larger than yourself, you have unique opportunities to make a real difference in people's lives.**





# Transformation of CC

- Goals:

- Increase CC ranks
  - Increase the number of officers by 10 percent, to 6,600 members
- Streamline CC assignment and deployment process
  - Improve response operations and team-oriented deployment process
- Increase CC ability to recruit the best and brightest to defend the nation's public health
  - Change the recruitment process so that it includes stronger personal incentive programs and a better approach for assigning officers



# Transformation of CC

## OFRD – 4 tiered deployment response team:

- **Tier One:** Five Rapid Deployment Force teams and ten Incident Regional Coordination Teams (formerly SERTs)
  - » expected to report to a point of departure within 12 hours of notification
- **Tier Two:** Five Applied Public Health Teams and five Mental Health teams
  - » expected to report to a point of departure within 36 hours of notification
- **Tier Three** Every other active duty officer in the Commissioned Corps
  - » expected to report to a point of departure within 72 hours of notification
  - » deployment on a regular basis, either to augment Tier 1 or Tier 2 teams, or to provide specific requested skills when required
- **Tier Four:** - officers in the Inactive Reserve Corps



# Perks

## *Privileges*

- Moving expenses are paid by the government
- Commissioned officers may qualify for the G.I. Bill to supplement additional educational pursuits
- Officers may also qualify for housing loans through the Department of Veterans Affairs

# Compensation

- Taxable
  - Base Pay
  - Pharmacy Accession Bonus
    - Requires Contract of Service
  - Pharmacy Special Pay
- Non-Taxable
  - Housing Allowance
  - Subsistence



<http://www.dod.mil/dfas>

# Compensation

**Please note that  
Pharmacist Special Pays  
are now in effect!**

- Variable Special Pay for Pharmacists
- Board Certification Pay



# Compensation

Good News for Recent Graduates!!

The USPHS gives you an entire YEAR from your date of graduation to become licensed.



In the meantime, you get **FULLY PAID**  
as a pharmacist!!

# Perks

## Retirement

- After 20 years of active service:  
retired pay = 50% of average base pay  
during past 36 months
- Non-contributory retirement based on  
20-30 year career
- For each additional year of service:  
retired pay multiplier increases by 2.5%  
to a maximum of 75% at 30 years of  
service



# Perks

## *Insurance*

No-cost healthcare at  
Uniformed Services facilities  
(for you and your dependents)

*no payroll deduction*

*no deductibles or copays*





# Perks

## *Insurance*

Malpractice insurance is not necessary when practicing in a federal facility

(coverage under the Federal Tort Claims Act)



# Perks

## *Privileges*

Access to Department of Defense benefits:

- Military bases
- Officer's clubs
- Exchanges
- Guest housing
- Commissaries
- Space-Available travel





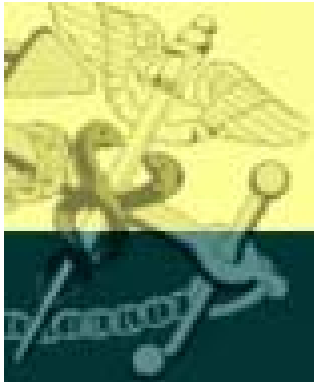
# Eligibility Criteria

- U.S. citizenship
- Less than 44 years of age
- Graduate of an accredited College or University in United States
- Less than 8 years of active duty in another uniformed service  
*(waivers may be considered for hard to fill and isolated hardship sites )*
- Good health



# How to Get Started?

- Visit <http://www.usphs.gov>
- Fill out an online application
- Pursue employment with any of the Commissioned Corps affiliated Agencies
  - [http://dcp.psc.gov/VATS/rept\\_select.htm](http://dcp.psc.gov/VATS/rept_select.htm)
  - [http://www.usphs.gov/html/other\\_federal\\_jobs.html](http://www.usphs.gov/html/other_federal_jobs.html)



# STUDENT OPPORTUNITIES

Commissioned Officer Student  
Training and Extern Program  
(COSTEP)

# JR COSTEP Program

- Serve for periods ranging from 31 to 120 days
- No obligation to serve in the Commissioned Corps after graduation
- Credit given for JRCOSTEP time for pay and retirement purposes



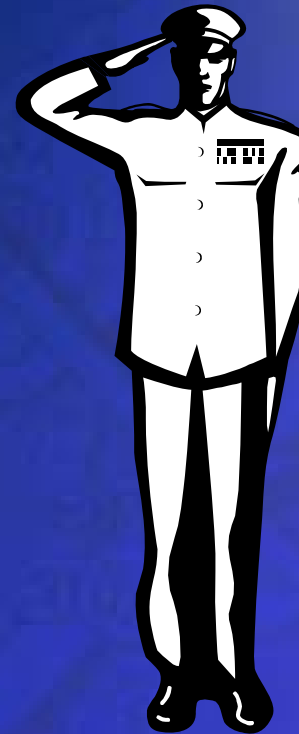
# SR COSTEP Program

- Assists students financially during their final academic year in return for an agreement to work for the PHS Commissioned Corps after graduation for twice the time sponsored
- Assigned to the sponsoring agency upon graduation



# COSTEP Benefits

- Basic pay (taxable)
  - Ensign (pay grade O-1) officer
- Allowances (non-taxable)
  - Housing Allowance
  - Subsistence
- Prior service in a Uniformed Service will count towards years of service for pay







# Application Acceptance Dates

## Junior COSTEP

- 1 June – 30 Sept (for positions during the following 1 Jan – 30 April)
- 1 Sept – 31 Dec (for positions during the following 1 May – 31 August)
- 1 Jan – 30 April (for positions during the following 1 Sept -31 Dec.)
- Applicants for JRCOSTEP who are currently in the next-to-last year of their professional education may also apply for SRCOSTEP. To apply for both programs, you may submit a single application packet.

## Senior COSTEP

- Applications must be postmarked by 31 Dec. for applicant whose final year begins in the fall of the succeeding year
  - Example: 12/31/2006 for students entering their last year of pharmacy school in September 2007



# Student Internships

- Food and Drug Administration

<http://www.fda.gov/cder/Offices/DDI/pharmstudent.htm>

- Bureau of Prisons

<http://www.hhs.gov/pharmacy/bop/index.htm>

- Indian Health Service

<http://www.pharmacy.ihs.gov/>

- National Institutes of Health

<http://www.training.nih.gov/student>



# Post-Graduate Opportunities

- Indian Health Service Residencies

<http://www.ihs.gov/medicalprograms/pharmacy/resident/resprgm.asp>

- National Institutes of Health

<http://clinicalcenter.nih.gov/phar/resident/>

- Ambulatory Fellowship (2 years)
- Pharmacokinetics Fellowship (2 slots)
- Oncology Specialty Residency



*Ask any USPHS Pharmacist what we think of our career, and we will tell you that we made the right choice!*

***You can, too!***

# PHS Hall of Fame

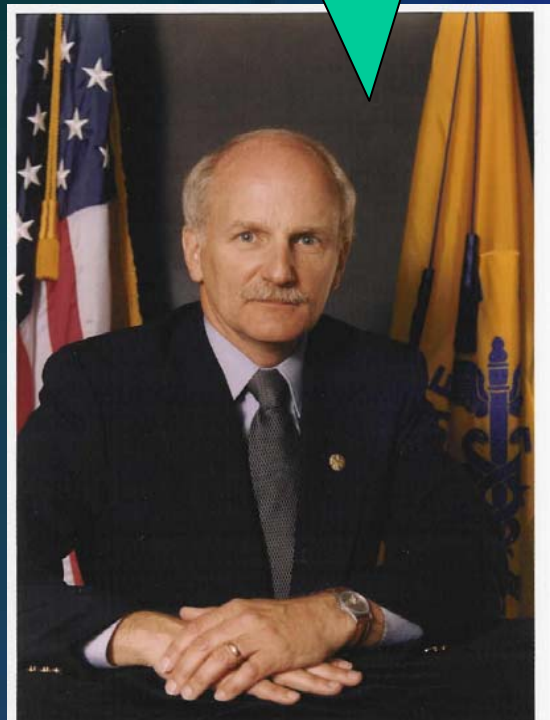
*RADM Fred Paavola*  
*Commander of AZ-1 DMAT*

*CAPT James Minor*  
*Gilead Pharmaceuticals*

*Gordon Johnston*  
*VP Regulatory Affairs at*  
*GPhA*

*RADM Richard Bertin*  
*Executive Director of the*  
*Board of Pharmaceutical*  
*Specialties*

Look where we've  
"retired" to!

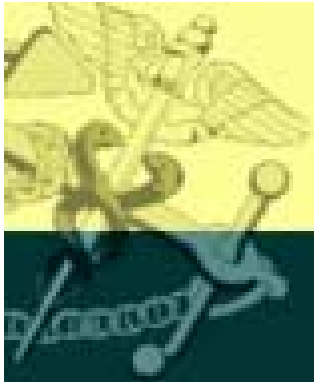


*CAPT Bill Boyce*  
*Oregon State*  
*University Director*

*CAPT Jerry Phillips*  
*Drug Safety Institute*

*RADM Jerry Halperin*  
*Food, Drug, and Law*  
*Institute, President and CEO*

*Ensign Lucinda Maine*  
*Executive VP of AACCP*



Thanks for Your Interest  
in the USPHS!





# How Do I Apply Again???

- Fill out an online application

<http://www.usphs.gov>

- Pharmacy's Best Kept Secret

<http://www.hhs.gov/pharmacy/pdf/secret1.pdf>

- Pursue employment with any of the Commissioned Corps affiliated Agencies

[http://dcp.psc.gov/VATS/rept\\_select.htm](http://dcp.psc.gov/VATS/rept_select.htm)

[http://www.usphs.gov/html/other\\_federal\\_jobs.html](http://www.usphs.gov/html/other_federal_jobs.html)

# QUESTIONS?



[www.USPHS.GOV](http://www.USPHS.GOV)

or

800.279.1605