

~~SECRET~~  
Security Information

MEDICAL OFFICE CAREER SERVICE PROGRAM

1. Categories of Medical Personnel

a. For purposes of career planning, medical personnel will be divided into four general categories as follows:

- (1) The Professional Staff, consisting of physicians.
- (2) The Administrative Support Staff, consisting of:
  - (a) Administrative officers, such as Medical Office and hospital administration, personnel management, statistics, and budget specialists.
  - (b) Supply officers, such as medical logistics specialists and pharmacists.
  - (c) Training officers, such as training program planners and instructors.
- (3) The Clinical Support Staff, consisting of:
  - (a) Psychologists, either clinical or research.
  - (b) Medical technical specialists, such as experts in some phase of support, as the Requirements Officer or Standards Officer.
  - (c) Medical technicians, either general or specialist.
- (4) The Nursing Staff, consisting of registered nurses assigned to appropriate duties.

Forwarded to: [ ]  
 No change in class. [ ]  
 Reclassified  
 Date Classified To: 15 5 6  
 Auth: HQ 702  
 Date: 11-10-66  
 By: [Signature]

Meetings  
 MOCSSB

2. General Benefits

a. These should include the basic considerations outlined in the Agency Career Service Board recommendations, namely:

- (1) Hazardous duty pay as defined.
- (2) Honor awards for meritorious service and for longevity.
- (3) A more comprehensive life insurance program than that which is currently offered through WAEPA. This should include assurance that life insurance policies presently in effect with private companies will be honored in the event of accidental death of the insured either at a domestic or foreign station.

~~SECRET CONFIDENTIAL~~

~~SECRET~~  
Security Information

(4) A more comprehensive retirement program for employees which might afford an increase in retirement pay. This could be on a voluntary basis if desired.

(5) A comprehensive health insurance program which could include all benefits currently offered under Blue Cross, financed by CIA.

(6) An alternate plan would include overall coverage of medical care similar to that offered to active duty military personnel.

### 3. Specific Benefits for Professional Staff

a. While it is not maintained that medical officers should be entitled to special privileges denied other categories, the realistic facts of recruitment and career retention of physicians will demand unusual attention. Two assumptions will be made:

(1) That medical officers eligible for inclusion in the career program will be considered equally if not better qualified professionally than the average U. S. practicing physician of comparable age.

(2) That the average salary of a CIA medical officer is less than the net income of the average U. S. practicing physician. The authority for this statement is "Medical Economics", November 1952.

#### b. Rotation

(1) Equal opportunities for overseas rotation for all physicians below the level of DC/MS at periodic intervals. This will not alter the basic obligation to accept overseas assignment when directed.

#### c. Salary

(1) An annual net salary, including benefits and allowances, equal to that of the net income of the average U. S. practicing physician. This might be accomplished by one of the following methods:

(a) Added inducement pay similar to that provided physicians in the military service.

(b) A sliding scale inducement pay based on the annual net income figures of practitioners as compiled by the appropriate Government bureau.

~~SECRET~~

~~SECRET~~  
Security Information

(c) GS grade raises which would increase the medical officers' income to a figure approaching that of the average U. S. practitioner. This solution would seem to be the least desirable because of obvious conflicts with other Agency T/O's.

d. Professional Development

(1) Each medical officer within the career program will be given twelve months out of each sixty months for study or research while on full pay. This period, analogous to sabbatical leave offered at most universities, would be spent in independent study or research at an institution or area mutually chosen by the physician and the Career Service Board, and such study would be devoted to some field which would enhance the individual's value to the Agency.

4. Assignment

a. Assignments of all medical personnel will be made in accordance with the recommendations of the Career Service Board.

5. Rotation

a. All personnel will rotate through field assignments as recommended by the Medical Office to the appropriate Assistant Director responsible for the area concerned.

b. Provisions will be made to rotate personnel through various departmental assignments within the Medical Office.

c. In appropriate cases, individuals may be assigned to non-medical duties in other Agency components, but such individuals will remain basically attached to the parent Medical Office unless the Career Service Board recommends permanent intra-Agency transfer.

6. Training.

a. Provisions will be made to furnish internal and external Agency-sponsored training opportunities for qualified personnel. Such training will be primarily designed to enhance the usefulness of the individual to the Medical Office mission as well as to the Agency as a whole.

7. Promotion

a. Promotion policies and procedures will be established in accordance with CIA regulations.


~~SECRET~~

Security Information

~~SECRET~~  
Security Information

8. Termination

a. Termination of individuals coming under the provisions of the Medical Office career program will be subject to review by the Medical Office Career Service Board.

*Approved*  
  
*19 07 52*

25X1A

~~SECRET~~ ~~CONFIDENTIAL~~  
Security Information