



**DEFENSE HEALTH AGENCY**  
7700 ARLINGTON BOULEVARD, SUITE 5101  
FALLS CHURCH, VIRGINIA 22042-5101

DHA-Policy Memorandum 24-023  
October 17, 2024

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Optimizing Enlisted Scope of Practice in Military Medical Treatment Facilities

- References:
- (a) DoD Directive 5136.01, "Assistant Secretary of Defense for Health Affairs (ASD(HA))," September 30, 2013, as amended
  - (b) DoD Directive 5136.13, "Defense Health Agency," September 30, 2013, as amended
  - (c) DHA-Procedural Instruction 5025.01, "Publication System," April 1, 2022
  - (d) BUMED Instruction 1510.27 (series), Hospital Corpsman Personnel Qualification Standards
  - (e) Air Force Enlisted Classification Directory, Aerospace Medical Service, April 30, 2024
  - (f) Air Force Policy Directive (AFPD) 36-21, Utilization and Classification of Air Force Military Personnel, Apr 30, 2024
  - (g) Army Regulation TC 8-800, Medical Education and Demonstration of Individual Competence, December 15, 2021
  - (h) NAVPERs 18068F, Chapter 40 & 41, Navy Enlisted Occupational Standards, Volume I
  - (i) Medical Direction Integrated Process Action Team (IPAT) Abbreviated DOTmLPF-P Capability Gap Analysis (CGA), July 8, 2024

The Defense Health Agency (DHA) Policy Memorandum, based on the authorities of References (a) and (b) and in accordance with the guidance of References (c) through (i), establishes the expectation that the Defense Health Networks (DHN) will provide the opportunity for skills sustainment of enlisted health care personnel to ensure they operate to their full scope of practice in accordance with Service-specific guidelines, regardless of military medical treatment facility (MTF) assignment.

DHA MTFs are the cornerstone of operational readiness for military medical personnel, providing a crucial platform for training and skills sustainment. Military health care personnel develop the knowledge, skills, and abilities necessary for various operational environments to which they may be assigned. It is vital that enlisted health care personnel assigned to the MTFs work in an environment that optimizes their scope of practice, ensuring maximum readiness to deliver high-quality patient care across diverse environments.

The Army Combat Medic Specialist Training, Navy Hospital Corpsman Basic, and Air Force Aerospace Medical Service Apprentice programs provide foundational knowledge and essential skills for emergency medical treatment, primary care, force health protection, triage,

combat trauma treatment, and evacuation. These programs equip medics, corpsmen, and aerospace medical service apprentices to operate effectively in various operational and clinical environments, from the point of injury or illness through the continuum of military health care. Personnel are proficient in performing in expeditionary, shipboard, and fixed medical facilities, and deliver high quality prehospital, inpatient, and outpatient care services. Additionally, they maintain the personal and professional behavior expected of military health care providers by demonstrating technical proficiency in their respective roles. Their duties include providing quality emergency care, nursing, and primary care procedures, ensuring they apply relevant information proficiently.

To validate that DHA enlisted health care personnel are optimizing their scope of practice, DHA MTFs will:

- Support competency assessment and training for enlisted health care personnel in accordance with References (d) through (i).
- Provide a preceptor course for training and educating clinical preceptors responsible for assessing the clinical competencies of enlisted health care personnel. This can be accomplished through the DHA preceptor training course presently available through Relias Learning Management System(s), which includes a 4-hour in-person session.
- Validate competency assessments and training are consistent with the processes used for licensed and certified personnel.
- Confirm competency validation occurs, in accordance with the guidance of References (c) through (i), before assigning clinical duties and tasks and prior to enlisted health care personnel practicing without direct supervision.
- Confirm implementation and enforcement of this memorandum in subordinate MTF units/sections to ensure enlisted health care personnel are able to fully utilize their skills and training to the extent appropriate for each clinical environment. The goal is to minimize the periods they are assigned to non-clinical tasks, ensuring they consistently engage in activities that develop and sustain their clinical competencies.
- Validate the clinical practice of general duty enlisted health care personnel and provide remediation or decertification in coordination and in accordance with the guidance of References (c) through (i).

DHNs must validate competency within their respective Networks.

This DHA-Policy Memorandum is cleared for public release and available on the internet from the Health.mil site at <https://health.mil/Reference-Center/Policies> and is also available to authorized users from the DHA SharePoint site at <https://info.health.mil/cos/admin/pubs/>.

Please address questions regarding this DHA-Policy Memorandum to the Deputy Assistant Director Medical Affairs at [dha.ncr.medical-affairs.mbx.dad-ma-front-office@health.mil](mailto:dha.ncr.medical-affairs.mbx.dad-ma-front-office@health.mil).

CROSLAND.TELITA.1017383040  
ITA.1017383040

Digitally signed by  
CROSLAND.TELITA.1017383040  
Date: 2024.10.17 14:15:46 -04'00'

TELITA CROSLAND  
LTG, USA  
Director

**DISTRIBUTION:**

Defense Health Agency Chief of Staff, Assistant Directors, Deputy Assistant Directors, and  
Special Staff  
Directors, Defense Health Support Activity Offices  
Directors, Defense Health Agency Networks  
Directors, Defense Health Agency Military Medical Treatment Facilities  
Directors, Defense Health Agency Dental Treatment Facilities

cc:

Surgeon General of the Army  
Surgeon General of the Navy  
Surgeon General of the Air Force