



DEPARTMENT OF THE NAVY  
BUREAU OF MEDICINE AND SURGERY  
7700 ARLINGTON BOULEVARD  
FALLS CHURCH VA 22042

BUMEDINST 5450.243B  
BUMED-N1  
14 Apr 2026

BUMED INSTRUCTION 5450.243B

From: Chief, Bureau of Medicine and Surgery

Subj: MISSION, FUNCTIONS, AND TASKS OF NAVAL MEDICAL FORCES  
DEVELOPMENT COMMAND

Ref: (a) BUMEDINST 5450.174B

Encl: (1) Functions and Tasks of Naval Medical Forces Development Command

1. Purpose. To define the mission, functions, and tasks of Naval Medical Forces Development Command (NAVMEDFORDEVCOM) as prescribed by mission defined in reference (a) and enclosure (1).

2. Cancellation. BUMEDINST 5450.243A.

3. Mission. The designated training agent for Navy Medicine that develops and delivers integrated education and training to all Maritime Medical Forces in order to Force Develop and Force Generate trained and certified medical forces that preserve the naval human weapons system now and in the future.

4. Command Hierarchy. NAVMEDFORDEVCOM is a shore activity in an active status under a commander.

a. Command

Commander  
Naval Medical Forces Development Command  
4075 Dickman Road Building 1001  
Joint Base San Antonio-Fort Sam Houston  
San Antonio, Texas 78234

(SNDL: FH10) (UIC: 68907)  
(PLA: NAVMEDFORDEVCOM FT SAM HOUSTON TX)  
(Activity Code: 4178-100)

b. Echelon

(1) Echelon 1: Chief of Naval Operations

(2) Echelon 2: Chief, Bureau of Medicine and Surgery (BUMED)

(3) Echelon 3: Commander, NAVMEDFORDEVCMD

c. Immediate Superior in Command of:

(1) Naval Medical Leader and Professional Development Command, Bethesda, Maryland (Unit Identification Code (UIC): 0622A)

(2) Navy Medicine Operational Training Command, Pensacola, Florida (UIC: 0751A)

(3) Navy Medicine Training Support Command, Fort Sam Houston, Texas (UIC: 41620)

d. Area Coordination

(1) Commander, Navy Region Southeast

(2) Commander, Joint Base San Antonio

e. Officer of the Chief of Naval Operations (OPNAV) Resource Sponsor

(1) Director, Military Personnel Plans and Policy (OPNAV N13), Chief of Navy Reserve (OPNAV N095), and Expeditionary Health Branch (OPNAV N4L4).

(2) Activity-level aggregation of estimated manpower cost.

(a) Military Personnel Navy: \$7.09 million.

(b) Reserve Personnel Navy: \$1.4 million.

(c) Civilian Personnel: \$6.75 million.

(d) Contractors: \$1.49 million.

5. Supporting Relationships

a. NAVMEDFORDEVCMD – U.S. Office of Personnel Management Support Agreement. Provides contract support to Navy Medical Modeling and Simulation Training via Office of Personnel Management and USA Learning.

b. NAVMEDFORDEVCMD – Uniformed Services University – Fiscal Year 21-College of Allied Health Sciences Support Agreement. NAVMEDFORDEVCMD partnered with Uniformed Services University, College of Allied Health Sciences in order to comply with Section 2015 of

Subtitle G, National Defense Authorization Act 2017, passed on 30 November 2016. This document states all military institutions of instructions are:

(1) To be accredited by a nationally recognized, third-party personnel certification program accreditor;

(2) To be sought or accepted by employers within the industry or sector involved as a recognized, preferred, or required credential for recruitment, screening, hiring, retention, or advancement purposes;

(3) Where eligible, grants licenses that are recognized by the Federal Government or State governments; and

(4) Meet credential standards of a Federal agency.

c. NAVMEDFORDEVCOM – Navy Medicine Training Support Command Civilian Drug Free Workplace. Agreement with Navy Medicine Training Support Command to provide services for the Civilian Drug Free Workplace Program.

## 6. Obligations to External Entities

### a. Inter-Service Support Agreements:

(1) NAVMEDFORDEVCOM – U.S. Army Medical Center of Excellence (MEDCoE) – Combat Paramedic Support Agreement. Agreement with the Army MEDCoE to provide combat paramedic training to Navy Service members.

(2) NAVMEDFORDEVCOM – Army MEDCoE-Sexual Assault Medical Forensic Examiners. Agreement with the Army MEDCoE to establish an interservice relationship for the training and certification of sexual assault medical forensic examiners.

b. Other Relationships. Collaborate with Defense Health Agency (DHA) and the Services regarding responsibilities, processes, policies, and resourcing of the Medical Education and Training Campus (METC).

c. Overseas Diplomacy. NAVMEDFORDEVCOM serves as an effective instrument of U.S. foreign policy by initiating and continuing action programs which promote positive relations between the command and foreign nationals, and which assist individual naval personnel and their families to work effectively, live with dignity and satisfaction, and function as positive representatives of the Navy and the United States while overseas.


7. Action. NAVMEDFORDEVCOM will execute the assigned mission, functions, and tasks. NAVMEDFORDEVCOM will update this directive every 8 years.

8. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager or the OPNAV Records Management Program (DNS-16).

9. Review and Effective Date. Per OPNAVINST 5215.17A, Manpower Plans and Business Policy (BUMED-N12) will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, Department of Defense (DoD), Secretary of the Navy, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

  
R. FREEDMAN  
Acting

Releasability and distribution:

This instruction is cleared for public release and is available electronically only via the Navy Medicine Web site, <https://www.med.navy.mil/directives/>

FUNCTIONS AND TASKS OF  
NAVAL MEDICAL FORCES DEVELOPMENT COMMAND

1. Exercise administrative command and control of assigned NAVMEDFORDEVCOMD forces. Ensure the effective and efficient execution of subordinate command functions and tasks to include assessment of readiness, capability effectiveness, and mission performance.
2. Serve as the Surgeon General of the Navy's designated training agent for Navy Medicine's education and training enterprise.
3. Support Commander, U.S. Fleet Forces Command; Commander, U.S. Pacific Fleet; U.S. Marine Corps Forces Command; and U.S. Marine Corps Forces Pacific training policies, requirements, processes, programs, and alignments per the BUMED guidance as it pertains to Fleet readiness.
4. Provide force development of the Department of the Navy Medical Enterprise necessary to meet operational medical force requirements in support of naval warfighting readiness and inform the Surgeon General of the Navy (who also serves as the Chief, BUMED) and OPNAV N4L4 on significant issues related to Navy medical education and training programs.
5. Leverage cross-functional teams as a key mechanism for organizational efficiency to support BUMED and the Fleet in providing trained medical forces for employment in support of combatant commander-assigned missions across the range of military operations.
6. Direct the activities of Navy Medicine's formalized training organizations, provide support, and execute NAVMEDFORDEVCOMD training requirements, policies, and programs to meet force development and operational readiness requirements.
  - a. Exercise curriculum control authority and instructional systems design oversight, providing direction to individuals and organizations engaged in the delivery of training.
  - b. Manage initial medical force accession training, specialty training, and Service-specific individual training. Assist with development, generation, monitoring, and update to the accession plan, integrating production activities and business processes across the medical enlisted accession production lines to support the Navy enlisted supply chain strategy to meet Fleet demands.
  - c. Support development of concepts of operations, doctrine, and transformation concepts for employment of Navy Medicine forces and mission essential task-based capabilities.
  - d. Assist in the development of the enterprise training events and exercise plan—a long-range deployment and training schedule.

- e. Manage the development and maintenance of a long-term strategic plan and training schedule that identifies training objectives in alignment with the Navy Medicine Campaign Order and Navy Medicine training priorities.
- f. Oversee the execution and management of the course development and revision process, to include feedback and analysis systems, evaluations, studies, and other appropriate methods.
- g. Collaborate with DHA and other Services through METC to develop policies and procedures for Tri-Service medical training.
  - (1) Identify and provide Navy Medicine service requirements and ensure Navy interests in the development, implementation, delivery, and management of curriculums and ensure they are in compliance with established Interservice Training Review Organization (ITRO) processes, and the METC collaboration between DHA and the Services.
  - (2) Provide academic oversight of METC training programs to ensure quality of current and future training, while managing Tri-Service student and course training data.
  - (3) Serve as member of the METC Board of Directors and executive council to coordinate METC policy.
- h. Implement requirements for advanced graduate education consistent with current professional standards of practice. Maintain programmatic and institutional accreditation standards, college credit for Navy Medicine occupations and training courses, ethical standards, and guidelines for the conduct of healthcare and academic research.
- i. Identify and provide solutions for Navy Medicine issues related to training deficiencies, constraints, and critical resource requirements associated with Navy Medicine education and training programs.
- j. Execute current and projected annual training requirements. Advise on the adequacy of training programs and facilities. Ensure compliance with curriculum on training programs, campus administration and schoolhouse management requirements, and college credit and degree granting requirements, to include institutional and programmatic accreditation readiness.
- k. Manage institutional and programmatic accreditation, Navy Medicine Registrar functions; student quota management, Corporate Enterprise Training Activity Resource System and Catalog of Navy Training Courses administration; metric development and tracking; schoolhouse and academic management assessment; professional medical education verification; clinical training support; Level III survey support; and obtain and ensure college credit for Navy Medicine training courses.

1. Apply emerging technologies to produce ready relevant learning to develop a more effective and efficient learning continuum for Navy healthcare personnel. Provide life-cycle course maintenance and incorporate e-learning courseware design, development, and publishing for various learning management systems to prepare military healthcare professionals to support the warfighter.

m. Execute funds for the assigned mission, functions, and tasks of all subordinate commands. Oversee budget, accounting, financial operations, financial audit, and administering fiscal policies throughout the entire NAVMEDFORDEVCOM area of responsibility (AOR). Ensure regional facilities are optimized to meet training requirements in an efficient and fiscally responsible manner.

7. Coordinate, advise, and facilitate analysis for the Tri-Service medical training program, ITRO, and the healthcare Interservice Training Advisory Board on all DoD ITRO medical training to improve effectiveness of healthcare training, consistent with Service requirements by standardizing instruction, eliminating duplication, and reducing costs.

8. Direct and administer NAVMEDFORDEVCOM operations, planning, readiness programs, modeling and simulation, and improvement science programs (performance improvement, project management, and portfolio management) to improve functions and identify gaps in capabilities.

a. Oversight of operational readiness evaluations standards, medical modeling, and simulation standardization integral to Expeditionary Medicine Systems.

b. Oversight of Tactical Combat Casualty course programs for all Navy medical personnel across the Navy Active and Reserve Components.

9. Collaborate with all DoD, DHA, and civilian organizations to understand future force development requirements and leverage new technologies, innovations, and capabilities for Navy Medicine personnel, as it relates to education and training research and development.

10. Monitor and enable medical training and clinical practice opportunities to ensure currency and proficiency levels required for operational force medical requirements of combatant commands are met.

11. Manage officer and enlisted career and personal development education and training programs in coordination with Education and Training (BUMED-N7) and the Corps Chiefs' Office (BUMED-N01C).

12. Develop models that measure and analyze training effectiveness on human performance to assist BUMED and Manpower and Personnel (OPNAV N1) perform their roles in resource sponsorship and training assessment.

13. Support the Surgeon General of the Navy in the planning, analysis, and monitoring of active duty, civilian, and Reserve Component manpower assets for those commands under the administrative control of NAVMEDFORDEVCOM. Provide guidance to subordinate commands on the implementation of manpower directives to ensure compliance and consistency. Ensure the effective and efficient execution of subordinate activities' missions, functions, and tasks.
14. Provide guidance and oversight of personnel actions, awards, performance management, and appraisals to ensure optimal human capital management. Deliver comprehensive personnel support for policy, procedure, and personnel management.
15. Manage and oversee Navy Reserve administrative and operational tasks, including requirement validation, Active Duty for Operational Support request management, personnel check-in and check-out, and training or drill coordination, to ensure seamless execution of reserve activities. Provide advisory and support functions, such as forming and leading the Navy Reserve advisory team, supporting Selected Reserve Sailors, and establishing and mobilizing reserve units, to promote effective management and utilization of Navy Reserve personnel.
16. Draft NAVMEDFORDEVCOM-unique contract provisions related to delivering training systems and curricula, and the provision of training support agents to administer them.
17. Assist in the development of training and capability requirements in support of current and future Expeditionary Medicine platforms, systems, and personnel during the planning, programming, budgeting, and execution process. Implement and review policy, directives, and publications in operational-specific BUMED activities separate from medical treatment facilities, clinical or healthcare services, and business operations. Integrate requirements and capabilities in support of Expeditionary Medicine Systems as it pertains to curriculum development and Navy training systems plans, required operational capabilities and projected operational environments, and mission essential task lists.
18. Support Budget Submitting Office 18 planning and allocation of funds to accomplish education and training, and capabilities development functions of Navy medical forces. Manage the headquarters budget, subordinate command budgets and spend plans while tracking funding execution by Budget Activity Group and Program.
19. Maintain accounting systems including appropriation, civilian payroll preparation, and travel processing. Maintain the official appropriation accounting records for the region ensuring general ledger accounting is performed within the guidelines of the DoD financial management regulations.
20. Perform information technology governance for workforce development training, systems, equipment, and applications that support Navy medical training. Provide and coordinate consultation of cybersecurity and risk management framework and manage a system for

knowledge management. Liaise with the DHA regarding negotiated services (support for network, hardware, software, etc.) and major configuration changes and upgrades.

21. Provide products and services that accelerate the learning process while delivering cost effective training methods supporting Navy Medicine. Advise on technology to NAVMEDFORDEVCMO operations, plans and readiness, and training and education regarding Navy Medicine's Center of Innovation, e-learning, operational training, and evaluation, or any unique training initiatives. Provide electronic training delivery systems, student management and production tools, decisional information, lean business processes, and program management-level support for NAVMEDFORDEVCMO production tools and student management systems.
22. Collaborate with all DoD, DHA, Department of Veterans Affairs, and civilian training organizations to define system capability requirements and leverage joint online training opportunities for Navy Medicine personnel.
23. Provide administrative oversight and professional and technical assistance for the effective and efficient management of military and administrative operations consistent with the strategic plan for NAVMEDFORDEVCMO and subordinate commands, to include special assistants (i.e., public affairs, judge advocate general, command religious programs, command career counselor, etc.).
24. Develop anti-terrorism and force protection (ATFP) standards, policies, programs, and training. Integrate with local installation ATFP offices to ensure alignment of efforts and communication during periods of emergency management. Establish additional ATFP measures commensurate with an echelon 3 command that may be required to safeguard personnel and property.
25. Develop and direct effective programs for facility sustainment, logistical support, safety and occupational health, high risk training, industrial hygiene, environmental, and emergency management for the NAVMEDFORDEVCMO AOR in support of Navy Medicine readiness. Provide facilities program management, oversight, guidance, direction, and support to NAVMEDFORDEVCMO activities. Oversee the asset data management of all real property to drive accountability and maintain Financial Improvement Audit Readiness. Ensure information systems capture accurate facilities conditions and requirements to help substantiate sustainment, restoration, and modernization funding needs. Review and validate the NAVMEDFOR-DEVCMO AOR 5-year maintenance action plan. Communicate regularly with Facility Managers, Facilities and Environmental (BUMED-N41), and Field Support Activity on current and future sustainment requirements and prioritize funding for the AOR. Oversee environmental program management of all AOR facilities and maintain the annual environmental budget, which is separate from the maintenance action plan. Conduct environmental assessments, Inspector General audits, and provide support on environmental, sustainability, and energy projects.

26. Provide a broad array of logistics services in support of the readiness mission for customers at the activity level and ensure the overall success of the materiel management community in functional areas of procurement, contracting, equipment management and maintenance, and inventory management. Provide audit readiness logistics support through current state assessments, documentation reviews, records retention and reconciliation, process improvement, conducting mock audits and sharing and implementing recommendations on best practices throughout the Region.
27. Provide oversight, guidance, direction, and support to NAVMEDFORDEVCMD activities in applying all safety management concepts to ensure a safe work environment is provided to all staff and students. Enable NAVMEDFORDEVCMD to safely deliver professional, occupational, and operational education, training, and environmental solutions to support the Navy Medicine mission. Core functions include: maintains AOR safety metric; conducts annual safety assessment and tri-annual safety and occupational health management evaluations of NAVMEDFORDEVCMD and AOR; and conducts oversight of all high-risk training courses.
28. Provide oversight for all high-risk training in the NAVMEDFORDEVCMD AOR to include the review of all high-risk instructor qualifications, review and validation of all training course deliberate risk assessments annually, and provide oversight on high-risk training evaluations.
29. Provide oversight, guidance, direction, and support to headquarters NAVMEDFOR-DEVCMD activities in emergency management (EM) functional operations, executing all stages of EM planning and preparedness. Maintain Joint Base San Antonio coordination in support of command and control operations regarding any crisis action team, emergency operation center, Command and Control Incident Management Emergency Response Application, EM representative supporting the Air Force 502d Air Base Wing, shelter program manager, and the mass notification system called AtHoc.
30. Represent all education and training equities across the BUMED Capabilities and Requirements enterprise liaising with OPNAV N4L4, Naval Sea Systems Command's Program Executive Office Unmanned and Small Combatants Expeditionary Missions Program Office (PMS 408).
31. In support of Surgeon General of the Navy (OPNAV N093), OPNAV N4L4, and Requirements and Capabilities (BUMED-N9), coordinate modernization of educational and training requirements for expeditionary medicine capabilities with program managers.